

JULY 25

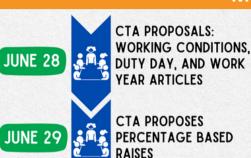
JULY 26

AUG 3

2023-2024 BARGAINING TIMELINE

OCPS TELLS THE STATE BOARD OF EDUCATION CTA WAS UNWILLING TO MAKE ANY MOVEMENT IN NEGOTIATIONS ALL YEAR.

THE TRUTH: THE UNION ASKED TO DISCUSS ALTERNATIVE HEALTH INSURANCE SOLUTIONS MORE THAN 15 TIMES BEFORE THE FINAL IMPASSE HEARING





REVISED DISTRICT SALARY PROPOSAL: TWO YEAR DEAL THAT TIES ALL INCREASES TO HEALTH INSURANCE HIKES

> CTA - "THIS DIDN'T EVEN GO TO THE [INSURANCE] COMMITTEE."

DISTRICT EMAILS **FLDOE FOR CONFIRMATION THAT** PERCENTAGE **INCREASES ARE** PROHIBITED.

EMPLOYEE OF FLDOE SENDS AN EMAIL STATING THAT THE USE OF FLAT AMOUNTS WOULD BE THE MOST STRAIGHT-FORWARD WAY TO MONITOR SALARY INCREASES FOR COMPLIANCE WITH THE STATUTE. OCPS RELIES ON THIS **INFORMAL EMAIL TO CONTINUE** TO REFUSE PERCENTAGE INCREASES.

AUG 11

DISTRICT -

"OUR ENTIRE

PROPOSAL IS

CONDITIONED

ON THE

HEALTH

INSURANCE

CHANGES."

CTA - "THERE'S CHOICES. THERE IS A [DISTRICT] CHOICE NOT TO PUT HEALTH INSURANCE FOR A BID."

CTA - "WE BELIEVE WE HAVE LEGITIMATE WAYS TO SAVE MONEY ON THE COST END OF THIS IN REBIDDING AND OTHER THINGS AND WE'RE BEGGING YOU ALL TO HAVE THAT VIEW. AND WE SHOULD LEAVE NO HEALTH COSTS TO US BEFORE OF RAISING PREMIUMS OR PLAN DESIGN CHANGES. THERE'S A LOT OF MONEY BEING MADE BY A LOT OF VENDORS IN THIS PROCESS AND NO ONE HAS PUSHED FOR A VERY LONG TIME TO RELOOK AT THAT. SO WE ARE INVITING YOU TO HAVE THAT DIALOGUE WITH US."

CTA - "... WE'RE ASKING YOU STARTING AS SOON AS NEXT WEEK TO START EARMARKING THINGS WHERE OUR EXPERT CAN BE TALKING TO YOUR EXPERT. SO CAN YOU GIVE US THAT COMMITMENT?... CLINTON HAS MADE THAT VERY CLEAR OUTSIDE OF THIS BECAUSE IT IS IMPORTANT."

CTA - "IT IS IMPORTANT AND WE WANT TO WORK TOGETHER. WE THINK WE HAVE SOME VERY IMPORTANT IDEAS FOR YOU ALL."



AUG 22

DISTRICT PASSES ONE YEAR SALARY PROPOSAL TIED TO **ACCEPTANCE OF** INSURANCE INCREASES.

DISTRICT REITERATES THAT ITS PROPOSALS ARE TIED TO INSURANCE INCREASES.

> CTA REITERATES IT IS READY TO IMMEDIATELY MEET TO LOOK FOR POTENTIAL SAVINGS TO INSURANCE.

THAT AFTERNOON THE PARTIES HAD AN INSURANCE MEETING. CTA IMPLORED THAT THE INSURANCE GO **OUT TO BID WITHOUT FURTHER DELAY** INSTEAD OF WAITING UNTIL 2025.

AUG 23

OCPS - "SO **BOTTOM LINE** HERE WE ARE STICKING WITH **OUR BENEFITS** PROPOSAL."

OCPS DECLARES IMPASSE

> FLDOE ALERTS THE DISTRICT THAT THE STATUTE GIVES FLEXIBILITY FOR PERCENTAGE-BASED INCREASES.

SEP 11

CTA PRESIDENT CLINTON MCCRACKEN **EMAILS BOARD MEMBERS**

"COMMUNICATION AND

COLLABORATION ARE

ESSENTIAL TO FOSTERING A SUCCESSFUL **EDUCATIONAL**

ENVIRONMENT AND ARE EQUALLY IMPORTANT IN THE PURSUIT OF SOLUTIONS TO THE REAL ISSUES FACING OUR TEACHERS AND STUDENTS. NOW MORE THAN EVER. I IMPLORE YOU TO OPEN THE LINES OF COMMUNICATION AND TO LISTEN TO THE TEACHERS VOICES EMBEDDED IN EVERY PROPOSAL WE MADE ON THEIR BEHALF ...

I AM AVAILABLE TO MEET WITH EACH OF YOU ONE ON ONE TO DISCUSS THIS FURTHER OR TO EVEN CHAT ABOUT ANY OTHER TOPIC THAT WE COULD WORK TOGETHER ON."

SEP 18

CTA PROPOSES MOU FOR EXPEDITED NEGOTIATIONS, INCLUDING FRINGE BENEFITS FOR THE 24-25 SCHOOL YEAR.

AUG 14



CTA FINALLY RECEIVES A COPY OF THE EMAIL FROM THE FLDOE REGARDING PERCENTAGE INCREASES.

SEP 5

NOT LISTED: MULTIPLE PHONE CALLS BETWEEN CTA PRESIDENT CLINTON MCCRACKEN WITH DISTRICT AND INDIVUAL BOARD MEMBERS ASKING THEM TO CONSIDER A MORE REASONABLE APPROACH TO THE DISTRICT'S INSURANCE ISSUE.



PROPOSED MOU INCLUDES "BEFORE CONSIDERING ANY **INCREASES TO EMPLOYEE HEALTH** INSURANCE COSTS INCLUDING, BUT NOT LIMITED TO, ANY **INCREASES TO** PREMIUMS, EMPLOYEE CONTRIBUTIONS. COPAYMENTS. DEDUCTIBLES, OUT-OF-POCKET MAXIMUMS. AND/OR COINSURANCE. THE PARTIES AGREE TO MEANINGFULLY **EXAMINE COST** SAVING ALTERNATIVES (E.G., INCLUDING BUT NOT LIMITED TO PUTTING THE PLAN OUT TO BID AS SOON AS POSSIBLE. ATTEMPTING DIRECT CONTRACTING WITH HOSPITALS. ACCOUNTABLE CARE ORGANIZATIONS. A REQUEST FOR PROPOSALS ON THE PHARMACY BENEFIT MANAGER, PRECISION MEDICINE, STOP LOSS INSURANCE)."

SEP 27

HEALTH INSURANCE MEETING. CTA ASKS TO SCHEDULE A MEETING FOR THE FOLLOWING WEEK SO THE UNION CAN OFFER OTHER INSURANCE SOLUTIONS. THE MEETING WAS **TENTATIVELY** SCHEDULED FOR OCTOBER 2ND.

OCPS PROPOSES PERCENTAGE BASED SALARY INCREASE STILL TIED TO INSURANCE, THEIR PROPOSAL CONTINUES TO BE CONTINGENT ON INSURANCE INCREASES...

OCPS CANCELLED THE

MEETING.

THE DISTRICT CONTINUES TO MAKE NO MOVEMENT ON INSURANCE.

OCT 12

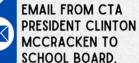
OCT 6

OCPS EMAILS CTA TO RECONVENE THE JOINT FRINGE BENEFITS COMMITTEE. THE OCPS INSURANCE PROPOSAL WAS MADE WITHOUT

THE DISTRICT ASKING

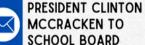
TO MEET WITH FRINGE.

OCT 18



"THE FACTS DO NOT SUPPORT AN INCREASE OF 64%. WE WANT TO GIVE OCPS THE BENEFIT OF THE DOUBT. HOWEVER, IT'S HARD NOT TO DRAW THE CONCLUSION THAT OCPS IS LEVERAGING SALARY INCREASES AS A BARGAINING CHIP TO FORCE UNJUSTIFIABLE HEALTH INSURANCE INCREASES ON FDUCATORS."

OCT 24



MEMBERS

WE ARE OPEN TO HAVING A CONVERSATION, I BELIEVE THAT ONLY GOOD CAN COME FROM TALKING THROUGH INFORMATION LIKE THIS. I WOULD LIKE TO INVITE YOU

TO SIT DOWN WITH US AND WITH KYLE SO THAT WE CAN BETTER UNDERSTAND EACH OTHER. WE'RE OPEN TO SCHEDULING A MEETING WITHIN THE NEXT COUPLE OF WEEKS."

OCT 27



EMAIL FROM CTA PRESIDENT CLINTON MCCRACKEN TO SCHOOL BOARD **MEMBERS**

"OUR TEAM HAS MADE SEVERAL SUGGESTIONS FOR CONTROLLING COSTS ... ON MULTIPLE OCCASIONS, I EXPRESSED MY POSITION TO THE DISTRICT'S NEGOTIATORS THAT THE ISSUE OF HEALTH INSURANCE INCREASES SHOULD BE TAKEN TO THE JOINT FRINGE BENEFITS COMMITTEE. I ENCOURAGE THE DISTRICT TO COME BACK TO THE TABLE TO COMPLETE OUR CURRENT NEGOTIATIONS AND BEGIN A ROBUST CONVERSATION IN AN EXPEDITED WAY ABOUT SEEK AS THE FIRST REMEDY A 64% INCREASE TO OUR TEACHERS AND THEIR FAMILIES. I M ALSO EAGER TO REACH A DEAL SO THAT WE CAN AVOID THE IMPASSE PROCESS AND ALL OF THE MASSIVE PUBLIC OUTCRY THIS WILL INVOLVE. AS ALWAYS. I M OPEN TO MEETING TO DISCUSS WITH YOU FURTHER."

SPECIAL MAGISTRATE IMPASSE HEARING

CTA GIVES THE MAGISTRATE ALTERNATIVES TO A **64% INSURANCE** INCREASE.

"THERE'S A LOT OF DAYLIGHT BETWEEN 0% AND 64%"

EMAIL FROM CTA

NOV 28

NOV 29

THE TRUTH: THE DISTRICT AND SCHOOL BOARD MADE NO MOVEMENT ON THE AMOUNT OF THEIR PROPOSED INSURANCE INCREASES ALL YEAR UNTIL THE DAY OF THE FINAL HEARING.

TELL THE WHOLE STORY

EMAIL FROM CTA PRESIDENT CLINTON MCCRACKEN TO DEC 2 SCHOOL BOARD **MEMBERS INCLUDES** CTA'S PRESENTATION WITH ALTERNATIVE INSURANCE OPTIONS SUGGESTED BY CTA ONE ON ONE CONVERSATION BETWEEN CTA PRESIDENT AND DEC 6 MEMBER CASTOR DENTEL **ASKING FOR MORE** REASONABLE HEALTH INSURANCE SOLUTIONS. CTA SENT A SURVEY TO **ENTIRE BARGAINING UNIT. 4 IN 5 EDUCATORS** DEC 11 RESPONDED THAT CTA SHOULD KEEP FIGHTING AGAINST THE DISTRICT'S PROPOSED INSURANCE HIKES. ONE ON ONE CONVERSATION BETWEEN CTA PRESIDENT AND MEMBER GALLO ASKING DEC 12 FOR MORE REASONABLE HEALTH INSURANCE SOLUTIONS. ONE ON ONE CONVERSATION BETWEEN CTA PRESIDENT AND MEMBER FARRANT **JAN 11 ASKING FOR MORE**

REASONABLE HEALTH INSURANCE SOLUTIONS.

JAN 22

JAN 24

FEB 3

POST HEARING BRIEFS TO THE MAGISTRATE

CTA - "THE PARTIES ARE NOT FAR APART ON RESOLVING THE SALARY DISPUTE. HOWEVER, THE BIGGEST DISPUTE IS THE DISTRICT'S POSITION THAT SALARY INCREASES SHOULD BE TIED TO SIGNIFICANT INCREASES IN EMPLOYEE HEALTH INSURANCE PREMIUMS . . . THE PARTIES SHOULD HAVE THE OPPORTUNITY. AS HAS BEEN

AGO. TO SIT DOWN TOGETHER TO LOOK AT POSSIBLE EFFICIENCIES IN THE PLAN AND OTHER

ALTERNATIVES PRIOR TO POSSIBLY EXECUTING PREMIUM INCREASES...

TEACHERS CANNOT AGREE TO THE DISTRICT'S UNWAVERING PROPOSAL TO BACKPEDAL ON YEARS OF AGREEMENTS AND FORCE YEARS OF INSURANCE INCREASES IN A SINGLE YEAR-ESPECIALLY NOT IN A REOPENER YEAR AND WHEN THE PARTIES HAVE NOT HAD AN OPPORTUNITY TO EXPLORE EVERY ALTERNATIVE.

ONE ON ONE CONVERSATION BETWEEN CTA PRESIDENT AND MEMBER BYRD ASKING FOR MORE REASONABLE HEALTH INSURANCE SOLUTIONS.

ONE ON ONE CONVERSATION BETWEEN CTA PRESIDENT AND MEMBER FELDER ASKING FOR MORE REASONABLE HEALTH INSURANCE SOLUTIONS.

THE MAGISTRATE AGREED WITH THE UNION THAT PREMIUM INCREASES SHOULD NOT BE LOCKED IN ON THE LAST DAY OF A CONTRACT AND RECOMMENDED NO CHANGES TO TEACHERS' HEALTH INSURANCE PREMIUMS

AT THIS TIME.

FEB 13

OCCTA PRESIDENT CLINTON MCCRACKEN ASKS THE BOARD TO ACCEPT THE MAGISTRATE'S RECOMMENDATIONS.

TEACHERS DESERVE TO RECEIVE THEIR WAGE INCREASES AND FINALITY ON HEALTH INSURANCE WITHOUT FURTHER DELAY, FRANKLY. THE DEMORALIZATION CAUSED BY FURTHER DELAY AND ESCALATION UNDERMINES MORALE. THE UNION REMAINS READY TO GET BACK TO THE TABLE AS SOON AS POSSIBLE TO DISCUSS REMAINING ISSUES OF CONCERN TO BOTH SIDES. INCLUDING HEALTH **INSURANCE FOR THE 2024-**2025 SCHOOL YEAR. THIS WOULD INCLUDE RECONVENING THE FRINGE BENEFITS COMMITTEE. WHILE **FUTURE INSURANCE COSTS** ARE CHALLENGING FOR THE PARTIES AND NEGOTIATIONS FOR HEALTH INSURANCE CHANGES IN 2024-2025 MUST **OBVIOUSLY BE BARGAINED IN** THE NEXT ROUND OF **NEGOTIATIONS FOR THAT** SCHOOL YEAR—THEY SHOULD NOT BE IMPOSED IN A REOPENER YEAR. THE PARTIES SHOULD HAVE THE OPPORTUNITY TO SIT DOWN TOGETHER TO LOOK AT POSSIBLE EFFICIENCIES IN THE PLAN AND OTHER **ALTERNATIVES PRIOR TO** POSSIBLY EXECUTING PREMIUM INCREASES. WE ARE PREPARED TO DO SO ON AN **EXPEDITED BASIS AS SOON AS**

THE DISTRICT IS READY."

FEB 22

OCPS SUBMITS THE EMPLOYER'S NOTICE OF PARTIAL REJECTION OF THE SPECIAL MAGISTRATE'S RECOMMENDATIONS.

THE UNION HAD ALREADY LET THE DISTRICT KNOW IT WAS ACCEPTING THE RECOMMENDATIONS.

OCPS SUPERINTENDENT DR. MARIA VAZQUEZ SENT AN EMAIL TO THE **BARGAINING UNIT** ANNOUNCING THE IMPASSE HEARING IS SCHEDULED FOR MARCH 5TH.

SCHOOL BOARD IMPASSE HEARING -THE UNION MAKES A FINAL ATTEMPT AT RESOLUTION, THE DISTRICT FOR THE FIRST TIME AGREED TO AN ALTERNATIVE TO ITS INSURANCE PROPOSAL. DISCOUNTING THE INCREASES FOR THE FIRST YEAR BY \$4.4 MILLION.

MAR 5