

Date of meeting

Location

Session #

December 13, 2017 Negotiating Meeting

BBP Conference Room District Office

Day 5

Union

CSEA

Titles

Management

BBP School District

Titles

Names

Heva Goodheart
Donna Verygoodjob
Pattie Myback
Dest Any
Greata Professional
Les Rasse

Unit President
Exec. V.P.
1st V.P.
Notetaker
LRS Lead Negotiator
LRS

Rich Smart
Chris Cross

Assistant Superintendent
Attorney

Time

Start 16:20

Initials of who is speaking

CC: Looking at the old schedule to the new schedule and the off steps are getting nothing right now. The percentage of Salary needs to be cognitive of all the salaries and who is going off schedule. Even when we project increments in our budget with 14 assistants and 7 aides off step our increment cost is still putting us over budget. We project two to four years with plug and play concepts, for example we had two half step freezes and we see the benefit of the 1.5% this is the number for the non-aligned people, the difference is the percentage or the cash payout for the over the top step employees they would get cash in their pocket that is a fair amount. If we roll that over, we can continue to explore the half step increments again. A hard freeze as well as a half full step increment freezes and cash payouts on step and off step. We are looking to develop a deal that works but we also have to consider the 2019 debt. We are trying to be open with you we do not want to sandbag anyone. Pre-tax cap world was much better now we have a hard time two to four years controlling growth at what we can afford. This unit is not at fault for the expenses, when you are in a hole you can't keep digging. The 2019/2020 year is what makes us nervous when we have to pay back a two-year deal, three-year deal, four year deal we all take risks, this is the best weather forecast we can give you.

GP: I am going to throw in this I need to request the audit financials for the last three years.

RS: That's easy I can email you that.

CC: We need information we are meeting with the board on the 19th, what existed in half step we want to discuss half step and full step as well as the off-step employees and putting money in their pockets. If we hear no nay never that's going to change the conversation. We have a tax cap world.

RS: Half steps a two-year deal, example one year increment to another year a half step, the old salary schedules go away and get replaced with new salary schedules.

CC: It grows the schedule with full then half then full then half steps.

GP: So you want to shrink the salary schedules to control it, that will slow everyone's growth.

CC: We want to explore all conversations.

GP: The differential could mean a lump sum is dropped in.

CC: We pay cash in, people in step would get less as a percentage or a cash payout. Significant are the population that are on the old schedule maybe 28/27 employees. We have to deliver something to those over the top step.

GP: Looking at the new schedule 16/17 step 1, how does the minimum wage come into the mix does it ever have an effect.

CC: Great question we need to certainly look into that.

GP: Just noticed the old hire schedule is the same.

CC: Obviously, we would be suicidal if we did not take this into consideration, we have a statutory compliance.

RS: So we would extend salaries and make a guess on others, we have health insurance at 7.26%, worker's compensation is a problem hoping to have a solution, with all of this I still see us at a loss, most of our bonds have a payback to be paid out in the 19/20 school year.

GP: You know this is a bond payback?

RS: Yes, a payback at 3% and there are property taxes that match it that we will get a little building aid, TRS, Health Insurance, ERS all these will be impacted. Our trend to break even then go over the next three years.

GP: A 7-year project of crash of state aid to see if we have money coming in?

RS: We have state aid back to 12/13.

CC: We could do a more historical analysis.

GP: Can we take 5 minutes on the tax levy?

RS: They come up with projections and we can raise the tax levy. Increases in the area will increase the tax base and we can benefit from that.

GP: For clarity you say they?

RS: The government. The growth factor has not come in yet I don't get how the taxed based numbers are down.

LR: You mean the figures out today.

RS: 2.9 last year 1.4 that's a half a million and it won't move never thought it would drop. The dodge index measures new construction and improvements in the area.

CC: What does this mean for us and this negotiation, we are trying to put together for the board on this unit on duration and dollars on this unit. We came to a conversation at the last negotiation meeting about the new salary schedule, we also do not know who is retiring out of the aides or assistants.

GP: We cannot say yes or no for a variety of growth control. We need a list of information, financials in an email, excel spreadsheet with hire dates, hires in step are not in step verse the years in service.

RS: Ok contract and rate report in excel with hire date.

GP: Report in excel.

CC: Presentation to the BOE in excel.

GP: Meetings for New Year – 1/29/18 4:00PM at the BBP District Office, 2/26/18 4:00PM at the BBP District Office

End 18:15.