



# MCS D-MCEA Bargaining Update: Apr. 17, 2015

## Despite Declaration of Impasse, Parties Continue Attempting to Resolve Outstanding Economic and Language Issues

STUART FL — On Friday afternoon, your MCEA bargaining team met with two different bargaining teams from MCS D: the first team for impact bargaining over the District’s changes to evaluation cut scores for 2014-2015, and then the second team for bargaining the 2014-2015 Collective Bargaining Agreement.

For those who need a refresher: last July, the District indicated in writing its intentions to change the cut scores associated with teachers’ final evaluations as follows (adverse changes are highlighted in red):

Evaluation Rating	2013-2014 Range	2014-2015 Range
Highly Effective	3.0 — 4.0	3.0 — 4.0
Effective	1.8 — 2.99	2.5 — 2.99
Needs Improvement	1.5 — 1.79	2.0 — 2.49
Unsatisfactory	0 — 1.49	0 — 1.99

MCEA issued a demand to bargain the impact of these changes, which are especially worrisome in light of the new battery of tests (including, among others, the Florida Standards Assessment) being administered by teachers for the first time. MCEA’s first proposal was to hold employees harmless by assigning them an “Effective” student growth score for 2014-2015 while the kinks in the new tests and cut scores are worked out, as was done in some other districts such as Orange and St. Lucie.

Unfortunately, the District was unwilling to agree to such a proposal. However, at Friday’s session, both MCEA and MCS D shared a great interest in taking advantage of the provision in the recently signed HB 7069 which would allow Districts to reduce the portion of evaluations that depend on testing to 33%, rather than 50%, of the overall evaluation. Dr. Tracey Miller, Executive Director of Instructional Services, communicated the District’s intent to bring the idea to the Board for consideration, and MCEA presented a Memorandum of Agreement which would do the same.

On the contract negotiations side, MCEA presented a new package of economic counterproposals to do the following:

1. Extend the longevity requirement to receive the maximum terminal sick leave payout from 13 to 15 years
2. Reduce the 15% retirement supplement to a “sliding scale” of 0.5% for each year of service accrued by June 30, 2015 (from a minimum of 5% for 10 years, up to

15% for 30 years)

3. Agreement to the \$6,500 flat insurance contribution, conditional on the District agreeing to provide the HMO47 plan at no cost to employees
4. Withdrawal (for this year) of MCEA’s proposal to increase advanced degree supplements
5. Agreement with the District’s one-time \$700 bonus for all employees

With respect to (2), MCEA presented an analysis of current MCS D personnel by date of hire, showing that its proposal would reduce the potential liability associated with the 15% retirement supplement by about 70% over the next 30 years (approximately \$10.5 million).

The parties also tentatively agreed to MCEA’s previous proposal from March 11 to change post-retirement health benefits, which, like the 15% retirement supplement proposal, would “freeze” the years of service for post-retirement health benefits on June 30, 2015. Full details can be found in the “MCEA Presentation 3-11-15” document available online at themcea.org. In short, employees with at least 10 years of service by June 30, 2015 would receive:

- 5% insurance contribution for each year of service beyond ten accrued by June 30, 2015, until reaching Medicare eligibility
- After reaching Medicare eligibility, a health insurance subsidy of \$5 per month for each year of service accrued by June 30, 2015, for the purpose of purchasing supplemental insurance

MCEA believes its proposals will solve the District’s long-term budget issues while doing as little harm to those employees who are about to retire as possible. MCS D chief negotiator Kim Sabol expressed great appreciation for the work the MCEA bargaining team has done to meet the District’s needs while doing right by teachers, and expressed optimism that the major issues could still be resolved. Join us at the next bargaining session!

<b>What:</b>	MCS D-MCEA Negotiations — Session Fourteen
<b>When:</b>	April 29, 2015, 4:00 PM
<b>Where:</b>	School Board Meeting Room 500 E Ocean Boulevard, Stuart, FL 34994