



APPROVED

OCT 19 2010

PUBLIC HEARING – MCEA IMPASSE

Tuesday, October 5, 2010 – 6:00 p.m.
Stuart Middle School Cafetorium
575 Georgia Avenue
Stuart, FL

Board Members Present

Lorie Shekailo, Chair
Susan Hershey, Vice Chair
Dr. David Anderson
Maura Barry-Sorenson
Laurie Gaylord

Doug Griffin, Attorney

District Representatives

Nancy Kline, Superintendent
Kim Sabol, Labor/Employee Rep.
Bryan Thabit, Ex. Dir. of Finance

MCEA Representatives

Dianne Falvo
Jeanette Phillips

Call to Order by the Chair and Pledge of Allegiance to the Flag of the United States.

1. Public Hearing to Resolve Negotiations Impasse

Chair Lorie Shekailo welcomed attendees and explained how the Hearing would be conducted. She indicated that a previous hearing was held on unresolved impasse issues on May 21, 2010, before Special Magistrate M. Scott Milinski, who issued a recommended order. Mrs. Shekailo announced that at this Hearing the Board may only consider the one disputed impasse issue:

Whether the School Board should grant step movement for eligible bargaining unit members with ten (10) or more years experience to be implemented beginning the first pay period of the last nine (9) weeks of the 2009-2010 regular teacher work year.

Public Comments

The following individuals addressed the Board:

Chris Baer	Pat Chen	Kathy McGraham
Mary Jo Fister	Angela Roberts	Debbie Saad
Natalie Dorris	Natalie Walters	Fran Lefebure
Teresa Soliman	Heather Rogers	Ann Nyhuis
Karen Kiehn	Lucinda Swinehart	Kerry Herndon

Presentations by the Parties

As agreed to by the parties, the District presented first with a PowerPoint by Kim Sabol, Labor/Employee Representative, and Bryan Thabit, Executive Director of Finance. Dianne Falvo, MCEA representative, presented a PowerPoint outlining the union's position.

Board Deliberations

Dr. David Anderson suggested a study be conducted to review extra pay including longevity pay, supplemental pay, and holiday pay, to determine how it came about and how it is done elsewhere throughout the State; and also to examine the financial structure of the District. He stated that he would like to give the teachers a raise; however believed that would be acting irresponsibly considering the state of the budget, and noted that he has an obligation to the taxpayers. He added that there are restraints tonight, but in the coming years he would like to look at what could be done in order to provide higher salaries to teachers.

Maura Barry-Sorenson expressed concern regarding losing newer teachers due to a disparity in pay. Lorie Shekailo indicated that when the Agreement was reviewed, the budget process had not yet been complete. She has since rethought her position and now believes that there is enough money in the budget to fund the Special Magistrate's recommendation, and believed that all employees deserved a step. She noted that Edu-Funds are expected to be received, and also that a ½ mill tax is on the November ballot. Considering the changes that have taken place, she indicated that she will support the Special Magistrate's recommendation. Susan Hershey stated that she could not limit the increase to only those with ten years or more experience because she believed it created a special class.

Laurie Gaylord noted that the Superintendent recommended against the Special Magistrate's recommendation and questioned if the Superintendent would reconsider the recommendation based on receipt of the Edu-Funds. Mrs. Kline indicated that her recommendation is based on what actually exists in the budget, noting that the Edu-Funds have not been received; therefore at this time the only source of funding is the 5% fund balance, use of which can only be approved by the Board. Lorie Shekailo indicated that she did not recommend dipping into the fund balance; she believed additional funds can be found in the budget.

Dr. Anderson suggested rejection of the Superintendent's Recommendation and the Special Magistrate's Recommendation and direct staff to negotiate increases for all staff based on receipt of the Edu-Funds. Mrs. Hershey suggested the issue be resolved at this time, and offered a motion to reject the Special Magistrate's recommendation and the Superintendent's recommendation. Board Attorney Doug Griffin indicated that the motion must be limited to "whether the School Board should grant the step movement for eligible bargaining unit employees with ten or more years experience to be implemented the first pay period of the last nine weeks of the 2009-2010 regular teacher work year." Anything outside the scope of the hearing would have to be dealt with separately. Mrs. Hershey suggested a motion to reject the Special Magistrate's Recommendation with the understanding that the item for all employees would be placed on the October Regular Meeting Agenda. Mr. Griffin indicated that the motion is outside the scope of the Hearing.

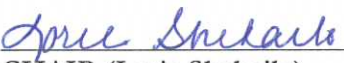
Lorie Shekailo moved approval of the Special Magistrate's Recommendation to grant step movement for eligible bargaining unit members with ten (10) or more years experience to be implemented beginning the first pay period of the last nine (9) weeks of the 2009-2010 regular teacher work year. The motion was seconded by Susan Hershey.

At Mrs. Gaylord's request, Mr. Thabit clarified that the cost to provide the increase to MCEA and AFSCME employees with ten or more years experience for the 2009-2010 fiscal year would be \$1.3 million, reoccurring at \$1 million each year thereafter. Mr. Thabit added that the funding does not currently exist in the budget except in the 5% fund balance.

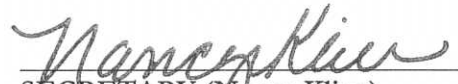
Upon being put to a vote, the motion carried five to zero.

ADJOURN

There being no further business, the meeting was adjourned at approximately 8:22 p.m.



CHAIR (Lorie Shekailo)



SECRETARY (Nancy Kline)