



SCHOOL BOARD MEETING REPORT

Board Meeting Date: 3/11/2014

Agenda #

Staff/Administrator: Debbie Breckner

Superintendent: Patricia Adams

Type of Item: ☐ Informational ☒ Action

Please state your proposal briefly and clearly. What do you want the board to know, discuss, or decide?

I am recommending that the Board approve the attached OSEA financial reopener for the 2013-2014 school year provided that the agreement is ratified by OSEA and the local membership prior to the regular Board meeting. The financial terms of the agreement include increasing the insurance cap to \$950, retroactive to October 1, a reduction of 5 days, and a one-time payment to those staff who are on Step 8 and who were not eligible for step increase as of July 1, 2013.

Provide history/background information on your proposal.

As the board knows, a \$950 insurance cap and a 5-day reduction has been the agreement reached with other employee groups. With the reinstatement of 3 instructional days in June due to the weather-related closures in December, it was going to be necessary to add a day to the classified group, bringing their proposed cut days to 4 instead of 5. The bargaining group chose to remain at 5 cut days like other groups, but use the additional cut day to fund the one-time payment.

List the advantages of your proposal:

This is a comparable settlement with other employee groups in the District. The process for adjusting insurance caps, reducing days from staff, and adjusting leave from weather-related closures can begin. With approval of this agreement, classified staff can begin having the reduction in days reduced from paychecks beginning in April through the last payment in June. This finalizes the agreements with all employees for this current school year; just prior to the bargaining process beginning for next school year.

List possible disadvantages of your proposal:

It is going to take significant staff time from both the Business Office and Human Resources to make the individual adjustments at a time when not only is it a short payroll month with Spring Break, but the District is also a payroll person short due to an extended leave. Each adjustment has to be done person by person rather than a "global" change.

List possible alternatives that could also offer a solution to your proposal. Why were they not recommended?

Delaying the vote - the longer the approval process, the later reductions in days can begin.

Superintendent's recommendation(s):

Approve: Yes ☐ No ☐