

KFEA NEGOTIATION MINUTES

10 APRIL 2018 / 4:00 PM / BOARD ROOM

Attendees:

ADMIN

- PAUL HILLYER
- SHELLY HUNT
- TONIE KELLIOM
- FRED BARTELS
- MYCHAL AMOS

KFEA

- MAUREEN LUNDY
- BRIAN PALMER
- TOBY FLACKUS
- NORMA MATHIS
- BOB GRAY

Meeting Begins: (4:04 pm)

Welcome :

Review Minutes:

No changes made.

Revisit Issue (4:04 -4:35) #9: Revisit Issue #9 Article 15; Section M1, M3; Pg. 26-27 Class size and SPED load:

M 1. Employees and administrators agree that class size and total student daily contact impacts a quality educational environment. A District goal is to create a collaborative process to support teachers regarding class size, total student load, and class composition.

Employees and administrators will shape the process at their school for determining class composition size, and daily student contact. In determining class composition, employees and administrators will consider students with special needs, prior history from colleagues about meeting particular student needs, the impact particular students on the class itself, and any other trait exhibited by students that would influence instructional practice.

M 3. Individual employees who find that their class size and composition creates a substantial imbalance will fill out the attached form (Student Class Size, Composition and Daily Contact Management form) in Appendix C. The completed form will go to the principal with a copy to the building representative. The principal and employee will meet to address the problem, including (but not limited to) the factors suggested for consideration in Section 3 of the

Student Class Size, Composition and Daily Contact Management form. If the problem cannot be resolved, the employee will bring the problem to the attention of the District office.”

- ★ **Issue 9 was delegated. The HR director and the SPED director met:**
- ★ Shelly and Amy Joynt met to review/discuss the FTE concerns that were shared regarding Conger self-contained classroom and Ponderosa self-contained and resource rooms.
- ★ In review of Conger self-contained, the current caseload staffing with certified and classified staff is appropriate to meet the needs of the students. The teacher reports she does not feel she has additional staffing needs.
- ★ In review of Ponderosa self-contained, the current caseload staffing with certified and classified staff is not aligned to the current number of students in the classroom. Recently a team of Ponderosa staff and Admin have agreed that a .5 Add of certified FTE to be added. Position is currently posted.
- ★ In review of Ponderosa resource room the current caseload staffing with certified and classified staff is aligned to the current number of students in the classroom.

Maureen offered clarification of class size and SPED load issues that came up during her discussions with members directly affected by class size and SPED loads. Maureen will gather more information about class sizes and the needs of the members. Shelly, Amy, Maureen, Charlene, and Kendra are scheduled to meet on April 30th, 2018 to discuss the issues and gather more information . The additional information will be brought to the next meeting (May 1st, 2018) so that we can reevaluate the situation and move forward.

Starting Issue 12 : (4:35- 5:30 pm)

TA #12 Article 26; C1, C2, C3; Pages 46-4 TSA Contributions & Retirement Benefits

Plan 2: Employees may choose TSA program offered in Section C and need not qualify under B1 to retire.

C. TSA Programs - need not qualify under A1 or B1 to retire.

Employees who wish to opt out of either Section A or B must make an election no later than June 15, 2010 as to whether they are going to continue in the current early-retirement program or opt for the new transitional tax-deferred compensation program. This election is irrevocable once the employee makes a choice. The tax-deferred compensation program (e.g. 403 (b) program) will require a matching contribution from the employee in order to receive the District's contribution. Contributions shall be pro-rated for less than full-time employees. For all TSA options, members qualify based upon the number of years worked in the district. Example: a member who has completed 3 years of contract teaching will qualify as a 4 year employee up on the beginning of the next contract's start. The contribution will be structured as follows:

1. For members having between 14-17 years of service as of July 1, 2010, these retirement benefits will be provided by the Klamath Falls City Schools as a matching TSA program as follows:

A. \$120/month

B. Members will be paid one month's salary computed on retirement year salary (1/12). The payment of one month's early retirement salary may be distributed over the last year's salary as opposed to a lump-sum payment to members that indicate they will retire at the end of the year if notification is given on or before September 1st of the school year they plan to retire. A lump-sum

payment will be available for those who choose.

2. For members having between 10-13 years of service as of July 1, 2010, these retirement benefits will be provided by the Klamath Falls City Schools as a matching, stair-stepping, TSA program as follows:

A. 10-23 years of service - \$80/month
24+ years of service - \$100/month

B. Members will be paid one month's salary computed on retirement year salary (1/12). The payment of one month's early retirement salary may be distributed over the last year's salary as opposed to a lump-sum payment to members that indicate they will retire at the end of the year if notification is given September 15¹ of the school year they plan to retire. A lump-sum payment will be available for those who choose.

3. For members with less than 10 years in the District as of July 1, 2010, these retirement benefits will be provided by the Klamath Falls City Schools as a matching, stair-stepping, TSA program as follows:

4-9 years - \$25/month
10-15 years - \$35/month
16-25 years - \$50/month
26+ years - \$80/month

a) Define and frame the issue

Retirement article has been closed for 10 years with no changes in monetary compensation to TSA's (Contributions started in 2010).

b) Exchange Data

- 1) Current Cost of Retirees
- 2) Current Cost of TSA
- 3) PERS Data - Change in contributions from 2008-2018
- 4) TSA's in other districts throughout compare to PERS contribution
- 5) KCSD retirement info
- 6) COLA from 2010-2018
- 7) Number of EE who have left for early retirements
- 8) How many district have early retirement (Bob)
- 9) How many employees still here that are not on the 2020 list
- 10) How much does insurance for retirees cost vs stipend

Continued after Pat spoke: (7:20-7:55)

c) Identify interest

- Employees have some type of KFCS retirement

- Competitive retirement
- Financially responsible - KFCS is not negatively impacted (current programs and staffing)
- To keep current mid career teacher in our district
- Entice younger teachers
- Allow PERS eligible employees to retire on their own terms - w/ insurance benefits
- Keep our word

d) Invent Options

- Extend current sunset on section B to 2030
- Increase TSA matching amounts
- Add Insurance benefit
- Sunrise the sunset
- Keep the sunset as written
- Match the KCSD retirement plan
- Grandfather in employees from 2008 eligible for the 2020 retirement
- Create a new type of retirement plan
- Pay those who chose Plan C in 2010 \$ for sick leave

e) Evaluate options

f) Develop/select solution

g) Tentative Agreement

Dinner: (5:30-6:00)

Pat Baldini - Financial Information (6:00-7:20)

April 18th is the scheduled Budget Message at 6:00 pm to determine if add or cut list is required. Pat shared that PERS is the biggest challenge. KFCS had a 4% increase in PERS expenses. Next biannim PERS will increase around 6% (July 2019), if the actuaries are accurate (<http://www.oregon.gov/PERS/Pages/Oregon-Transparency.aspx>).

Title funds are budgeted at 3.5%. 21st CCLC grant will pay for summer school till September 2018. RFP's were open to reapply for the 21st CCLC grant for the 2018-2019 school year. However, KFCS won't know until around June 2018 if funds will be received from 21st CCLC grant. If KFCS does not receive the 21st CCLC grant then KFCS will have to consider using general funds to support after school programs.

Pat talked about the benefit of TSA, and that TSA's compound interest, and employees have control of how finances are invested. Pat also pointed out that TSA are portable, if employees

leave the school district they can keep their investments. Additionally, TSA reduces taxable income for employees.

Pat noted that the KU construction will need a loan for the completion of the art wing and that consideration of additional or surplus funds should be taken into consideration to reduce loan cost.

Measure 98- funds:

<http://www.oregon.gov/ode/students-and-family/GraduationImprovement/Pages/HSS.aspx>

Have been used to purchase attendance monitoring and intervention (K-12) system that interfaces with Tyler SIS. Pathway Development will also utilize Measure 98 funds.

Fund 220: Capital Funds used for Capital projects.

Pat suggested 3 Options to address unfunded liability (PERS):

1) Creating a PERS reserve account for unfunded liability (incentive match), however once you contribute to the side account you can't get it back . We are at 301%

http://www.oregon.gov/gov/policy/Documents/6096_FINAL_Pers%20Task%20Force%20Report_2017-WEB.pdf

2) Create our own funds (special revenue fund)- *like fund 220*. The board rules how the funds are used, but they would be intended for PERS expense.

3) District could issue BONDS- Pat said it would be a risky option and not recommended.

Debriefing: (7:55-8:00)

Members continue to value the IBB process and the partnership that it has created through the process. All members encouraged each other to stay positive during compensation.

Meeting Adjourned (8:00)

Next Meetings Scheduled:

~~February 6, 2018 4-8 pm~~

~~February 20, 2018 4-8 pm~~

~~February 27, 2018 4-8 pm CANCEL~~

~~March 20, 2018 4-8 pm CANCEL~~

~~April 10th 4-8 pm~~

May 1st 4-8 pm *Dale will not be able to attend this meeting

May 15th (Insurance) 4-8pm