

HCTA Member Meeting

4-5pm, September 1, 2022

Rob Kriete
President

Graham Picklesimer
Executive Director

Bargaining
Update

Impasse
Considerations

Bargaining Update

District proposal from July 20 (refresher)

Disagreement

- Two steps for all employees
 - Counter: non-recurring payments
- 'Longevity stipend': \$3,000/\$1,500 for instructional/ESPs
 - Counter: **\$1,100/\$550**
- \$3.57/hour raise for all employees
 - Counter: Comply with state mandate to raise min. wage to \$15 on Oct. 1
- Advanced Degree Supplements
 - Counter: None
- %15 increase to Instructional Supplements
 - Counter: **12%** increase

Agreement

- \$1,000 one-time payment to NBCTs for completing training/mentoring
- \$500 one-time payment for CBAs to maintain qualifications
- \$500 one-time payment to Licensed School Psychologists
- Fingerprint monitoring for 20% of instructional employees

District proposal from August 29

- One step movement
- One non-recurring supplement equivalent to step
- July 1 effective date for \$15/hour minimum wage
- Longevity: \$2,200/\$1,100 for instructional/ESP already on the top of the salary schedule, \$1,100/\$550 for those who moved to the top as a result of the step movement
- \$300 supplement to instructional employees for whom step movement doesn't result in a salary increase (first few steps)

What would the district's proposal mean for me?

Instructional (Schedule P)

Current Step	Annual Rate	Recurring Increase	Non-recurring increase	Total increase (this year)
E00	\$47,501	\$0	\$300	\$300
E01	\$47,501	\$0	\$300	\$300
E02	\$47,501	\$0	\$300	\$300
E03	\$47,501	\$0	\$300	\$300
E04	\$47,501	\$0	\$300	\$300
E05	\$47,501	\$0	\$300	\$300
E06	\$47,501	\$0	\$500	\$500
E07	\$47,501	\$500	\$2,200	\$2,700
E08	\$48,001	\$2,200	\$800	\$3,000
E09	\$50,201	\$800	\$1,000	\$1,800
E10	\$51,001	\$1,000	\$2,200	\$3,200
E11	\$52,001	\$2,200	\$800	\$3,000
E12	\$54,201	\$800	\$1,000	\$1,800
E13	\$55,001	\$1,000	\$2,200	\$3,200
E14	\$56,001	\$2,200	\$800	\$3,000
E15	\$58,201	\$800	\$1,000	\$1,800
E16	\$59,001	\$1,000	\$2,200	\$3,200
E17	\$60,001	\$2,200	\$800	\$3,000
E18	\$62,201	\$800	\$1,000	\$1,800
E19	\$63,001	\$1,000	\$2,200	\$3,200
E20	\$64,001	\$2,200	\$800	\$3,000
E21	\$66,201	\$800	\$1,000	\$1,800
E22	\$67,001	\$1,000	\$1,100	\$2,100
E23	\$68,001	\$0	\$2,200	\$2,200

ESP (Grade 15 – assume 7.5 hr, 196 days)

Current Level	Old Hourly Rate	New Hourly Rate	Recurring Increase	Non-recurring increase	Total increase (this year)
1	\$11.43	\$15.00	\$5,247.90	\$0.00	\$5,247.90
2	\$11.43	\$15.00	\$5,247.90	\$0.00	\$5,247.90
3	\$11.43	\$15.00	\$5,247.90	\$0.00	\$5,247.90
4	\$11.58	\$15.00	\$5,027.40	\$0.00	\$5,027.40
5	\$11.80	\$15.00	\$4,704.00	\$0.00	\$4,704.00
6	\$12.05	\$15.00	\$4,336.50	\$0.00	\$4,336.50
7	\$12.29	\$15.00	\$3,983.70	\$0.00	\$3,983.70
8	\$12.52	\$15.00	\$3,645.60	\$0.00	\$3,645.60
9	\$12.78	\$15.00	\$3,263.40	\$0.00	\$3,263.40
10	\$13.05	\$15.00	\$2,866.50	\$0.00	\$2,866.50
11	\$13.31	\$15.00	\$2,484.30	\$0.00	\$2,484.30
12	\$13.56	\$15.00	\$2,116.80	\$0.00	\$2,116.80
13	\$13.84	\$15.00	\$1,705.20	\$0.00	\$1,705.20
14	\$14.12	\$15.00	\$1,293.60	\$0.00	\$1,293.60
15	\$14.38	\$15.00	\$911.40	\$0.00	\$911.40
16	\$14.68	\$15.00	\$470.40	\$396.90	\$867.30
17	\$14.97	\$15.00	\$441.00	\$470.40	\$911.40
18	\$15.27	\$15.27	\$470.40	\$426.30	\$896.70
19	\$15.59	\$15.59	\$426.30	\$485.10	\$911.40
20	\$15.88	\$15.88	\$485.10	\$470.40	\$955.50
21	\$16.21	\$16.21	\$470.40	\$485.10	\$955.50
22	\$16.53	\$16.53	\$485.10	\$514.50	\$999.60
23	\$16.86	\$16.86	\$514.50	\$550.00	\$1,064.50
24	\$17.21	\$17.21	\$0.00	\$1,100.00	\$1,100.00

Upcoming bargaining dates

- September 13, 3:30-5:30pm – HCTA Office (4th floor)

Impasse Considerations

This is your decision. My job is to give you my professional opinion of the benefits and risks, pros and cons, etc., associated with pursuing the impasse process so you can make an informed choice.



Next stop in the impasse process: Special Magistrate

A quasi-judicial neutral third party will hear both parties' arguments and recommend what they think are just resolutions of the disputed issues.

Special Magistrates generally try to avoid "all or nothing" rulings, but some don't.

The School Board is not bound by the Special Magistrate's recommendations. It can ignore them and impose whatever it wants.



How does the Special Magistrate come up with their recommendations?

See Section 447.405, Florida Statutes.
The most commonly relied upon factors are:

1. Comparability of salaries to similar public employers (regional and size)
2. Availability of funds
3. Public interest



Our Special Magistrate: Fredric R. Dichter

- Experienced arbitrator from Midwest
- Heard one case, in 2018, between City of Hialeah and its IAFF local
 - “Impasse was declared in 2017”
 - Hearings on Oct. 22-23, 2018
 - Decision on Feb. 25, 2019
 - Board hearing April 30, 2019

**QR code for
SM’s Bio**



**QR code for
Hialeah
decision**



What's the timeline?

Express impasse—absolute best-case scenario

- SM hearing late September
- Briefs due mid-October
- SM decision early November
- If we win:
 - District will reject recommendations by Thanksgiving
 - Board hearing in early-mid December
 - Ratification in mid-January
 - **Pay increases by February 1**
- If we lose:
 - We don't reject
 - Ratification before Thanksgiving
 - **Pay increases by December 15**

A more typical scenario

- SM hearing in late October
- Briefs due by Thanksgiving
- Decision week of Dec. 5-8
- If we win
 - District will reject recommendations by Christmas
 - Board hearing late January
 - Ratification in mid-February
 - **Pay increases by March 1**
- If we lose
 - We don't reject
 - Ratification in early January
 - **Pay increases by February 1**

The District's Case (Cliff's Notes version)

District's argument for Salary Comparability

(FLDOE Average and Median Teacher Salary data for 2021-2022)

Large urban school districts

District	Avg.	Rank	Med.	Rank
Broward	54,304	1	50,388	3
Dade	53,159	3	48,042	7
Duval	52,257	5	50,000	4
Orange	51,346	7	48,200	6
Palm Beach	52,952	4	49,448	5
Pinellas	51,810	6	50,759	2
<i>Average</i>	<i>52,638</i>		<i>49,473</i>	
Hillsborough	53,979	2	50,989	1
Diff. from avg.	1,341		1,516	

Adjacent school districts

District	Avg.	Rank	Med.	Rank
Manatee	50,517	3	47,376	4
Pasco	46,380	5	44,820	5
Pinellas	51,810	2	50,759	2
Polk	48,065	4	47,781	3
<i>Average</i>	<i>49,193</i>		<i>47,684</i>	
Hillsborough	53,979	1	50,989	1
Diff. from avg.	4,826		3,305	

Hillsborough already has practically the highest salaries among all comparable districts and is way above average among both comparability groups.

District's argument for availability of funds

- HCPS has the least revenues per FTE of large urban districts
- HCPS has the lowest fund balance ratio of large urban districts
- Millage referendum did not pass, so HCPS cannot make the long-term financial commitment HCTA seeks at this time

District's argument for the public interest

- The public was presented with the choice to increase employee salaries through the millage referendum
- They voted against that
- The public does not consider increasing school district employee salaries to be a high priority
- Who is the Special Magistrate to second guess the public's determination of its own interests?
- Also, HSEF agreed to no recurring salary increase at all, so it would be unfair for HCTA employees to get two steps

The Union's Case (Cliff's Notes version)

Union's argument for salary comparability

- HCPS instructional employees work longer days and longer years than their counterparts in other districts, so HCPS salaries are not as high as they first appear
- Hillsborough has above-average cost of living compared to many other comparable districts
- Citrus and Sarasota should be included as part of the "region" in which HCPS operates and their salaries compare favorably

Union's argument for availability of funds

- Salary increases are not permanently recurring costs—average salaries naturally tend downward over time due to attrition
- The district had a much larger fund balance at the end of 2021-2022 than it predicted it would; its long-term budget projections are unreliable
- The district has untapped resources in its capital projects funds that it should use to defray costs and free up funds for salaries

Union's argument for the public interest

- The public did not determine that raising school district employee salaries was not in its interest, merely that it was unwilling to raise taxes to do so
- There are still hundreds of vacancies, it is obviously in the public interest that classrooms should have teachers, etc.
- What HSEF agreed to is irrelevant, they are a different employee group with different needs and interests

How likely is the Special Magistrate to recommend the Union's proposal?

- Our challenge: the simple arguments are in the district's favor
- Our arguments rely on the Special Magistrate's comfort with more nuanced and technical arguments
- Our case is winnable, but it's an uphill battle

Impasse or settle?

Arguments for impasse

- Members (and the district) need to see that HCTA will fight
- People will join and get engaged in HCTA to help with impasse
- The School Board will find impasse so miserable that they'll try harder to reach agreement next time
- We have nothing to lose (well...)

Arguments for settling

- Employees are currently taking a pay cut compared to last year
- Pay increases will be delayed by 5-6 months (or more)
- The failure of the millage referendum hurts the SM case
- Even if we do win, the School Board will most likely ignore it
- It's possible, though unlikely, that their offer could get worse

Use this QR code to take our
"Impasse Action" survey

Questions?

