

# **Arbitration meeting minutes:**

**Date: 5/5/3012**

**Time: Start - 2:54PM – Close - 4:20 PM**

## **Arbitration Panel**

Professor Jonathan Hughes

Dr. Joan Hughes

## **Teacher Members:**

Jessica Franco,

Carl Semmler,

Denise Smith,

Steve Kourlarmanis,

Clarence Williams Jr.

## **Administrative Team Members:**

Sara Anderson,

Garner Bass,

Christopher Kelly,

Sam Thompson,

Valerie Vacchio

The arbitration panel started out with the professors Hughes as the arbitrators. They started the meeting by first listening to the teachers.

Professor Hughes started out by asking the teachers what we found and what we settled on, why did they settle and what were the issues. We stated that we originally asked for a 7% increase and we settled for 3 for half step year one, and same for year 2, and 2 for a full step for the third year. Professor Hughes stated that the statute requires her to total it. We stated that the board asked for an increase in the amount of work days from five to three. Professor Hughes wanted to know the cost and we settled on a per diem rate. Professor Hughes stated that it sounded hi since as a general rule each additional day at per diem is about .55 percent for the per diem rate, it comes to about 1.65 since each per cent s about 358000.00

Then we looked at long term disability we suggested that the word tenure be taken out. That was not agreed upon but what we agreed on was that if you were not a tenured teacher you could purchase long term disability at the district rate

Cost of coverage for insurance: we agreed that we were starting out at 19%

We stated 20% for yr. 1, 20.5% for yr. 2, and 20.1% for third

Vacancies and promotions: any vacancies be offered to current employees by seniority order based up[on approval of the principal, Hughes asked does that mean if the principal disagrees you can take it to grievance and challenge it. The union said that is in correct. Hughes asked if we wrote out specific language, we did provide the language

Tuition reimbursement: goes from no more than two courses per year or six credits in one semester

Site based management team: will consist of two teachers two parents district admin and building principal. The arbitration panel asked who picks the members. We responded the building administration does

We also have a memorandum to the agreement for a retirement incentive: retirees at Darien are eligible to select three years into coverage at the agreed upon rate. Arbitration as were we assuming that they just have to retire from Darien or the state of Connecticut we responded by stating that it was just Darien.

The district: Long term disability is there any figures on the it would cost the district stated that it wouldn't cost anything if they chose it they can have it

No issues on the premiums

Tuition reimbursement didn't change anything other than we can take up to to 6 credits no increase in expenditures because it's first come first serve.

Arbitration stated by adding days to the year, the dividends were changed but we paid for those days in the settlement but we still received additional time

Arbitration stated that the board should want to operated under the notion of keeping teachers during these serious times and to acknowledge that technology is changing

According to Dr. Hughes one of the challenges of the teams is how many teachers take the early retirement incentive, depending on what the demographics will look like some positions may be able to eliminated due to attrition, the cost of carrying those employees may be considerably less

The arbitration panel asked the Board what didn't they get: they wanted the five days of PD in the salary but they felt slowing down the steps was significant the Arbitration felt it was a good

choice. Arbitration stated that wanting the hard zero/ no movement sends the wrong message to the teachers

Arbitration stated that education should be done outside of the district the board would be in favor of shortening the columns. There is enough PD provided by the district

Arbitration stated that an early retirement incentive should not be lucrative enough so that the teacher could retire and go else where

Arbitration stated that Site Based Leadership teams are generally a fading notion because the levels of accountability have changed and parents should be involved with a parent board. The board felt that it was something they always lived with and it was of no cost

Arbitration stated we have to think about not what we have done in education but what we are about to do because the world has changed

The concern that arbitration had from the Boards point of view is the cost of the health insurance suggested that we do an early retirement program. In exchange for the early retirement any teacher that becomes eligible for Medicare during the 3 years has to go into Medicare and any retiree who is Medicare eligible couldn't stay with the Darien plan has to go to Medicare

Options for the future: what is the future and how do we address the young teachers who are struggling

Arbitration felt they didn't get enough of what new things we would we bring to the table in terms of something new and different. This would have been effective in the negotiations