

The District School Board of Indian River County met on April 28, 2015, at 4:12 p.m. The discussion was held in the Teacher Education Center located in the School District Office at the J.A. Thompson Administrative Center located at 1990 25th Street, Vero Beach, Florida 32960. District School Board Members attending were: Chairman Matthew McCain, Vice Chairman Charles G. Searcy, and Board Members: Claudia Jiménez, Dale Simchick, and Shawn R. Frost. Dr. Frances J. Adams, Superintendent of Schools; and Suzanne D'Agresta, School Board Attorney, were also present.

Non-Bargaining Salaries Discussion Session Minutes

- I. Discussion was called to order by Chairman McCain
- II. Purpose of the Session – Dr. Adams
Dr. Adams said that employees covered under union contracts were discussed behind closed doors. However, before the Board were recommendations that she would like to bring to the Board for those not covered under union contracts.
- III. Non-Bargaining Salaries Discussion – Dr. Adams
Dr. Adams said that one of the goals this year was to bring fair and competitive wages before the Board. She said that these positions were not competitive in the market place. Dr. Adams said that there were salary inequities due to salaries being frozen for the past seven years. She explained how in many instances new employees leaped over those already in the District and in some cases above the supervisor's salary. This issued caused low morale issues.

Mr. Morrison said that there were 255 employees in the non-bargaining group or 12% of the District's workforce. He explained how inequity had developed over the years. Salary cuts received by non-bargaining employees included:

- elimination of the performance bonus
- elimination of the in-service incentive pay
- elimination of six paid holidays (all holidays),
- moved Assistant Principals down to eleven months,
- step increases were frozen for seven years
- layoffs
- Those who remained also had to endure an additional 5% salary cut. The results were that work duties were doubled up.

Mr. Morrison said that subsequent to 2011-12 school year, the Board restored salaries to the 2008-2009 levels and the Board in 2013-2014 gave a 2.75% increase across all levels of the steps. Dr. Adams explained that during that period of time the District had to cut \$34 million dollars from the budget. She said that it was a devastating few years from 2008-2011. Mr. Morrison gave examples of how a new employee was able to leap over employees that were here seven years. He also reviewed like-sized District Comparisons (Charlotte, Citrus, Martin, and Indian River). Mr. Morrison showed how Indian River ranked dead last in salaries. He also had a comparison using areas to the north and south (Indian River, Martin, St. Lucie, Brevard, and Volusia).

Dr. Adams said that the following recommendations would keep the District within the budget. Mr. Morrison said that they could do it this year but he was not sure about next year.

Recommendation: Eliminate the step schedule and establish a set competitive salary for Assistant Principals and Principals. Mr. Morrison said that it eliminated step increases, but it created a career path for Assistant Principals to move up to Principal positions.

Recommendation: Proposed revision to current salary schedules to reflect fixed salary amounts for school-based administrators (Principals and Assistant Principals) to reflect proposed adjustments for competitive salaries retroactive to first day of 2014-2015 contract, at an approximate cost to the General Fund of \$377,128.

Recommendation: Approve proposed revision to salary schedules to reflect a 2% across the board salary increase for all non-bargaining groups (excluding Principals and Assistant Principals) retroactive to first day of 2014-2015 contract at an approximate cost to the General Fund of \$189,843.

Currently, a salary study was being conducted for Professional Technical and another study would be done next year for other non-bargaining employees. The total 2014-2015 estimated budget impacts would be \$1,077,589. Dr. Adams said that there would be a phase in period.

Board Members were given an opportunity to ask questions and make suggestions. Board Members asked if there were other areas in the classrooms that needed those dollars and if there was any preparation for the future uncertainty of the budget. Other points were the cost to train new employees and the inequities that burn every day in the workplace.

Board Member salaries were included in this group of non-bargaining employees. Board Members agreed not to be included.

IV. Next Steps – Chairman McCain

Discussion with the Board resulted in the Board asking staff to wait until mid-May before committing funds for the 2014-2015 school year and the 2015-2016 school year going forward. At this point in time, the legislative session was not over.

V. Adjournment – Chairman McCain

With no further business, the meeting adjourned at approximately 5:24 p.m.