



Summer Conference  
Monday, June 26

# Bargaining in 2023!

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Employee Relations and Negotiations Network

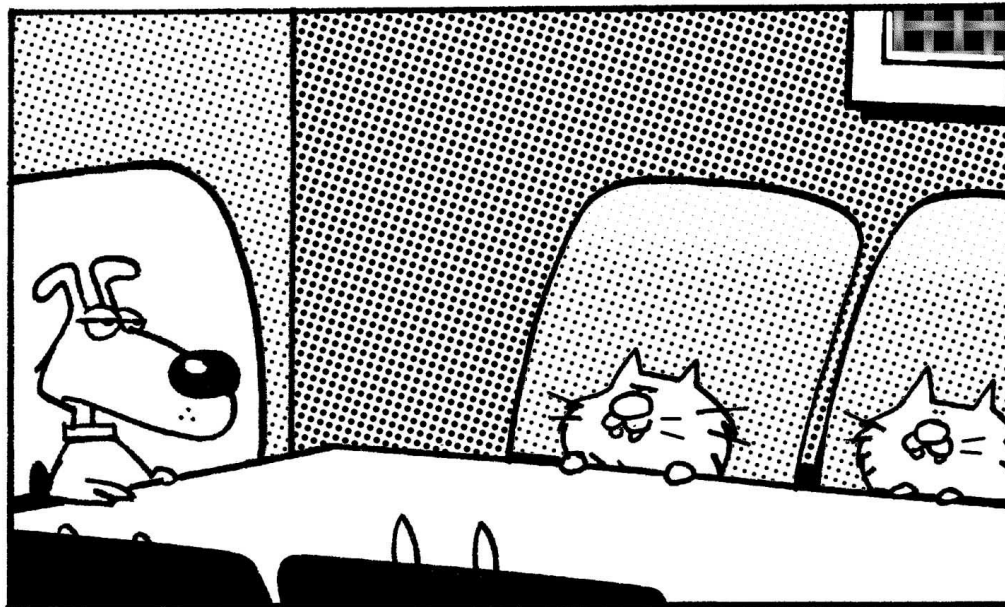
# What is ERNN?

- \* ERNN – The ***Employee Relations and Negotiations Network*** is a WASA affiliated organization that was established in 1992. Our members are Districts throughout the State of Washington that have joined together to learn from each other, share information and be more connected regarding collective bargaining.



# ON THIS DAY IN 1962

Peace TALKS between CATS AND DOGS break DOWN AFTER RUSTY, THE LEAD NEGOTIATOR, suddenly RUNS OUTSIDE TO CHASE A CAR.



graham harrop

# Welcome!

to the

## 2023-2024 Bargaining Season!



# Looking back...

1. WEA Changes
2. Language issues
3. Money enhancements
4. Salaries and the “GAP”
5. Settlements

# 1. WEA Changes

- \* Less experienced UniServe Reps
- \* Tend not to see “the deal when it is in front of them”.
- \* Hard to give them something to say “Yes” to...

## 2. Language Issues

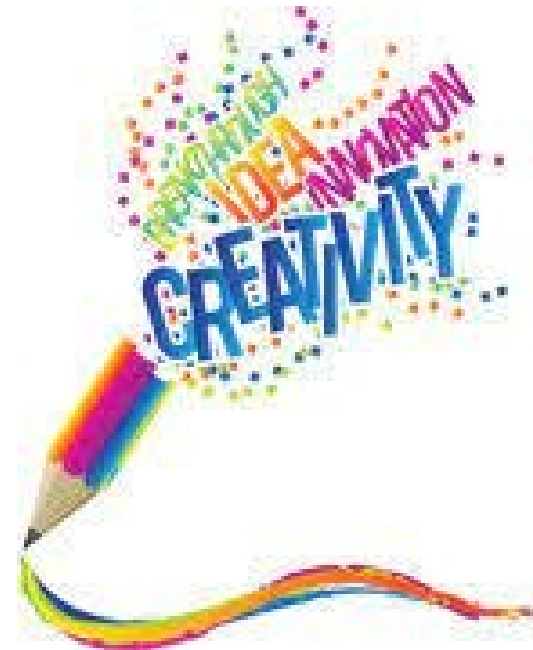
Multiple Districts saw similar, if not identical language, regarding:

- \* Pay for loss of prep time due to evaluation conferences, drills, meetings with administrators, assembly schedules, etc.
- \* Assault leave
- \* Leave sharing
- \* VEBA - cash out, retirement, annual contribution by District
- \* District paying premium for WA PFML
- \* Serious Disease Outbreak leave
- \* Defining credits/clock hours for salary advancement (2017 Acct Manual)
- \* Long-term care premiums

# 3. Money Enhancements

Creativity points to WEA for thinking of ways to get paid...

- \* VEBA Contribution
- \* Signing bonuses
- \* IEP Meetings
- \* Buy back @ per diem
- \* Non-instructional duties
- \* Overload
- \* Split Classes
- \* Committees – separate District from Building
- \* Insurance premiums
- \* Supplies
- \* Personal professional development (tuition)
- \* Longevity/Mentoring/Loyalty





## 4. The GAP: Apportionment vs. Actual Cost

Annual per/FTE Apportionment (\$72,728) vs average salary of those teachers funded as part of the Prototypical Model.

	Apportionment:	Your Average Salary:
2018-19 – 1.9%	\$65,216	?
2019-20 – 2.0%	\$66,520	?
2020-21 – 1.6%	\$67,585	?
2021-22 – 2.0%	\$68,937	?
2022-23 – 5.5%	\$72,728	?
2023-24 – 3.7%	\$75,419	?

# Salaries

(2021-22)



MIND THE GAP

Average Salary	GAP
\$85,484	\$10,574
\$86,590	\$6,585
\$73,546	\$2,537
\$64,517	+\$4,420

# 5. Settlements

Consistent with past years, the earlier you settle, the better off you are:

- \* April, May – generally at IPD
- \* June, July – generally at IPD plus .5% to 1.5%
- \* Aug, Sept – generally at IPD plus 1% to 3%

Notable exceptions:

- \* District settled early for 7.5%, but did it to buy back class size language
- \* District settled late for 5.25% by standing fast on not increasing the “gap”.

# What's happening out there?

- \* How many are currently bargaining with teachers?
- \* How many are currently bargaining with classified?
- \* Has anyone reached settlement yet?
- \* Did you agree to more than the state inflationary amount?
- \* Take a minute to share by size of district...
  - \* What issues have come to the table....



**“We need to send the right guy for this negotiation ...  
someone who’s adorable, cuddly, cute as a button ...  
who could it be?”**

# The 7 Essential Facts

*Knowledge you should have at your fingertips*

- \* Exact # of employees. (by category)
  - \* How many are “funded”, how many are “categorical”, unfunded
- \* Average cost of funded employee’s salary.
- \* Differences between funding and actual salaries (The GAP)
  - \* For both funded and all employees
- \* Scattergram of employees on the salary schedule.
- \* Current Fund Balance (both percentage and actual \$).
  - \* Past 5 year trend – Up or down – both % and \$
  - \* What have, or will you be spending it on.
- \* Absentee rates – average # of missed days; % of missed days
- \* Comparison Districts – not just local, not just same size, but also by similar “revenue per FTE”

# Essential Fact #1

## *The exact number of employees*

Do you know the Exact number of employees? For both Certificated and Classified!

- What's the total number?; both FTE & Headcount.
- How many are “funded”?
- How many are “categorical”?
- How many are unfunded?

## Sample Form - Pg. 3

### Number of Employees

	Certificated	Classified	
<b>Total Employees</b>			(regardless of funding)
Headcount:			
FTE:			
<b>Basic Educ. Certificated Inst. Staff:</b>			
Basic Educ. Headcount:			
Basic Education FTE:			
<b>Total Basic Educ. Funded FTE:</b>			
<b>Total Basic Educ. Unfunded FTE:</b>			
<b>Categorical FTE:</b>			
CTE:			
Special Educaion:			
LAP:			
Title:			
Other Grants			
Transportaion:			
School Classified:			
Cust/Maint./Grounds:			
Wareh/Labor/Mechanics:			
Technology			
<b>Totals by Category (FTE):</b>			



## *Essential Fact #2*

# The Average Costs

1. What is the average cost of funded employee's salary?
2. What is the average cost of all employee's salaries?

*For both Certificated and Classified.*

Use this data to determine:

- a. What does 1% cost?
- b. What does 1 day cost?

# *Essential Fact #3*

## What's your GAP?

What is the difference between funding and actual salaries (The GAP)?

*Basic Education only; for both funded and all employees*

Small districts can calculate actual costs; Large district can take total expenditures minus total apportionment.

## *Essential Fact #4*

### *Cost per employee - The Scattergram*

A Scattergram of employees on the salary schedule is an essential tool at the bargaining table

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# Certificated Scattergram - Pg. 4

## Certificated Scattergram

Base: \$47,332

Years of Service	BA			BA+15			BA+30			BA+45			BA+90			MA			MA+45			MA+90 or Ph.D.		
	Factor	FTE	Amount	Factor	FTE	Amount	Factor	FTE	Amount	Factor	FTE	Amount	Factor	FTE	Amount	Factor	FTE	Amount	Factor	FTE	Amount	Factor	FTE	Amount
0	1.0000	3.00	\$47,332	1.0100		\$47,805	1.0200		\$48,283	1.0300	1.00	\$49,145	1.1240		\$53,230	1.1600	1.00	\$54,915	1.2588		\$59,582	1.3275		\$62,833
1	1.0100	1.00	\$47,805	1.0252		\$48,525	1.0379		\$49,126	1.0531		\$49,845	1.1408		\$53,973	1.1730	1.00	\$55,520	1.2727		\$60,239	1.3412		\$63,482
2	1.0200	1.33	\$48,279	1.0405		\$49,249	1.0568		\$49,987	1.0681		\$50,535	1.1530		\$54,668	1.1860	2.00	\$56,136	1.2836	1.00	\$60,850	1.3548		\$64,125
3	1.0300	2.00	\$48,752	1.0530		\$49,841	1.0746		\$50,863	1.0823		\$51,227	1.1698		\$55,336	1.1985	1.00	\$56,718	1.2978		\$61,427	1.3685		\$64,774
4	1.0400	1.00	\$49,225	1.0656		\$50,437	1.0930		\$51,829	1.0972		\$51,933	1.1844	1.00	\$56,060	1.2133	1.00	\$57,333	1.3184		\$62,071	1.3827		\$65,446
5	1.1000		\$52,065	1.1040	1.00	\$52,255	1.1138		\$52,813	1.1174		\$52,889	1.1938		\$56,756	1.2244		\$57,953	1.3245		\$62,682	1.3969		\$66,118
6	1.1055		\$52,326	1.1138		\$52,718	1.1239		\$53,291	1.1274		\$53,362	1.2148		\$57,499	1.2338		\$58,588	1.3376		\$63,302	1.4104		\$66,757
7	1.1100	0.50	\$52,539	1.1205		\$53,036	1.1340		\$53,717	1.1373		\$54,588	1.2412		\$58,748	1.2630	2.00	\$59,780	1.3641	0.30	\$64,566	1.4391		\$68,115
8	1.1166		\$52,851	1.1272	2.00	\$53,353	1.1510		\$54,522	1.1926	1.00	\$56,448	1.2816		\$60,661	1.3026		\$61,655	1.4033		\$66,516	1.4820		\$70,189
9				1.1611		\$54,957	1.1911		\$56,377	1.2323		\$58,327	1.3234	1.00	\$62,639	1.3426		\$63,548	1.4479	2.00	\$68,532	1.5281		\$72,328
10							1.2387		\$58,630	1.2740		\$60,301	1.3648		\$64,670	1.3848		\$65,545	1.4917		\$70,605	1.5744	0.63	\$74,520
11										1.3170		\$62,336	1.4113	1.00	\$66,800	1.4280		\$67,595	1.5376		\$72,768	1.6220		\$76,773
12										1.3586	3.00	\$64,305	1.4574		\$68,982	1.4732		\$69,730	1.5845		\$74,998	1.6716		\$79,120
13													1.5048	2.00	\$71,225	1.5198		\$71,935	1.6126		\$77,274	1.7224	1.80	\$81,525
14													1.5521		\$73,473	1.5638		\$74,207	1.6842		\$79,717	1.7751		\$84,019
15													1.5927		\$75,386	1.6086		\$76,138	1.7280		\$81,790	1.8213	1.00	\$86,206
16													1.6245	3.00	\$76,891	1.6408	2.00	\$77,662	1.7625		\$83,423	1.8995		\$87,938
17																			1.7802	1.00	\$84,260	1.8579	1.00	\$88,814
18																			1.7980		\$85,103	1.8764		\$89,704
19																			1.8160	2.00	\$85,955	1.8952	1.00	\$90,597
20																						1.9014	15.00	

Total FTE 8.89 \$430,163 3.00 \$158,960 0.00 \$0 5.00 \$298,509 8.60 \$604,756 11.28 \$697,402 6.36 \$477,328 20.43 \$1,807,495

63.56 Total FTE  
\$4,474,613 Total Cost

Appointments: \$4,087,957  
Cost: \$4,474,613  
(\$386,656)

# Classified Scattergram – Pg 5

## Classified Wage Scattergram

	Last Name	First Name	Position	Years Exper.	Hrs/Day	Days/Year	Total Hours	20-21 Wage	Holidays	Current Total Wages	% increase		
											7.20%	Dollar increase	Cell % increase
1	aaa	aaa	Bus Driver	13	3.75	183	686.25	\$23.21	9	\$16,711.20	\$17,914.41	\$1,203.21	7.20%
2	bbb	bbb	Bus Driver	4	5.16	183	944.28	\$23.21	9	\$22,994.61	\$24,650.22	\$1,655.61	7.20%
3	ccc	ccc	Bus Driver		3.00	183	549.00	\$23.21	9	\$13,368.96	\$14,331.53	\$962.57	7.20%
4	ddd	ddd	Bus Driver		3.90	155	604.50	\$23.21	9	\$14,845.12	\$15,913.96	\$1,068.85	7.20%
5	eee	eee	Bus Driver	7	3.00	156	468.00	\$23.21	9	\$11,488.95	\$12,316.15	\$827.20	7.20%
6	fff	fff	Bus Driver	25	3.84	87	334.08	\$23.21	9	\$8,556.13	\$9,172.18	\$616.04	7.20%
7	ggg	ggg	Para		6.50	187	1215.50	\$17.96	9	\$22,647.56	\$24,528.47	\$1,880.91	8.31%
8	hhh	hhh	Para		6.50	155	1007.50	\$15.74	9	\$16,574.22	\$17,986.92	\$1,412.70	8.52%
9	iii	iii	Para		6.50	187	1215.50	\$15.99	9	\$20,163.39	\$21,837.99	\$1,674.60	8.31%
10	jjj	jjj	Para		6.50	187	1215.50	\$15.74	9	\$19,848.14	\$21,496.56	\$1,648.42	8.31%
11	kkk	kkk	Para		6.50	187	1215.50	\$15.99	9	\$20,163.39	\$21,837.99	\$1,674.60	8.31%
12	lll	lll	Para	8	8.00	187	1496.00	\$17.71	9	\$27,485.92	\$29,768.67	\$2,282.75	8.31%
13	mmm	mmm	Para		1.83	197	360.51	\$15.74	9	\$5,876.06	\$6,360.89	\$484.83	8.25%
14	nnn	nnn	Para	10	6.50	187	1215.50	\$17.96	9	\$22,647.56	\$24,528.47	\$1,880.91	8.31%
15	ooo	ooo	Para		6.50	187	1215.50	\$15.99	9	\$20,163.39	\$21,837.99	\$1,674.60	8.31%
16	ppp	ppp	FS Lead	23	8.00	202	1616.00	\$24.04	9	\$40,194.88	\$43,501.25	\$3,306.37	8.23%
17	qqq	qqq	FS		4.00	187	748.00	\$16.79	9	\$13,029.04	\$14,111.12	\$1,082.08	8.31%
18	rrr	rrr	FS		8.00	187	1496.00	\$19.18	9	\$29,767.36	\$32,239.59	\$2,472.23	8.31%
19	sss	sss	Asst. Cust.		8.00	249	1992.00	\$19.19	12	\$39,915.20	\$42,953.67	\$3,038.47	7.61%
20	ttt	ttt	Asst. Cust.		1.50	187	280.50	\$15.71	9	\$4,571.61	\$4,951.29	\$379.68	8.31%
21	ooo	ooo	Asst. Cust.		1.50	187	280.50	\$15.71	9	\$4,571.61	\$4,951.29	\$379.68	8.31%
22	uuu	uuu	Asst. Cust.		8.00	249	1992.00	\$16.77	12	\$34,881.60	\$37,536.89	\$2,655.29	7.61%
23	vvv	vvv	HS Sec.		8.00	217	1736.00	\$24.11	9	\$43,205.12	\$46,729.42	\$3,524.30	8.16%
24	www	www	KB Sec.		8.00	217	1736.00	\$24.02	9	\$43,043.84	\$46,554.99	\$3,511.15	8.16%
25	mmm	mmm	KB Asst. Sec.		6.17	187	1153.79	\$19.13	9	\$22,898.23	\$24,799.96	\$1,901.73	8.31%
26	xxx	xxx	Tech Dir.		8.00	249	1992.00	\$36.25	12	\$75,400.00	\$81,139.68	\$5,739.68	7.61%
27	yyy	yyy	Cybrarian		8.00	207	1656.00	\$24.04	9	\$41,156.48	\$44,532.08	\$3,375.60	8.20%
28	zzz	zzz	Gear Up		8.00	197	1576.00	\$25.32	9	\$41,322.24	\$44,731.73	\$3,409.49	8.25%
\$697,491.81											\$753,215.36 = New Cost \$55,723.55 \$55,723.55		
											7.98% effective increase %		

# *Essential Fact #5*

## *Fund Balance*

“Not a worthwhile conversation.” Avoid whenever possible, but if you do have to discuss:

How do you justify fund balance?

You should know:

1. Current Fund Balance (both percentage and actual \$).
2. Five year trend
3. Any planned expenditures

# Fund Balance Categories

- Nonspendable Fund Balance
- Restricted Fund Balance
- Committed Fund Balance
- Assigned Fund Balance
- Unassigned Fund Balance

Always try to limit Fund Balance discussions to Unassigned Fund Balance only.

# *Essential Fact #6*

## *Absenteeism Rates*

For each employee group and/or classification for classified, determine the number of:

1. Sick Leave days used (by number and percentage)
2. Personal days used (by number and percentage)
3. Bereavement days used (by number)
4. Unpaid leave days used
5. Emergency/Covid/or other district paid days used.



# Absenteeism con't

Hand in hand with leave usage is the substitute shortage:

1. How many unfilled sub days were there? (by number and percentage – grouped by building)
2. How many “leave days” were given paras to sub for teachers?
3. How many certified and classified subs do you have? (goal is generally 1 sub for every 3 workers).

# *Essential Fact #7*

## *Comparison to other Districts*

Comparisons to other Districts is not as important as what you “can afford and sustain”.

*IF you do need a comparison, should it be?:*

- Local Districts
- Same Size Districts
- Districts with same expenditure per student
- Districts with same revenue per student

# Where to find:

## Expenditure per student:

*Go to: [ospi.k12.wa.us/Data & Reporting/Report Card](https://ospi.k12.wa.us/Data%20Reporting/Report%20Card) – look up District*

## Revenue per student:

*From F-195 Budget overview: Total Revenue/Enrollment*

# Where to find:

## Revenue per student:

*From F-195 Budget overview: Total Revenue/Enrollment*

Arlington	\$17,072
Monroe	\$17,087
Stanwood/C	\$18,352
Everett	\$17,642

Ephrata	\$17,757
Moses Lake	\$16,974
Quincy	\$19,308
Soap Lake	\$21,167
Othello	\$19,227

# Classified Bargaining

# WEA Position:

*“Increase pay to provide a livable wage for classified K-12 and higher education staff.”*

*~ From WEA Webpage: 2023 Legislative Priorities – Investment to attract and retain a diverse workforce.*

# What is a “livable wage”?

“A living wage is a pay rate that would allow a given worker or household to afford its basic needs, such as housing, food, health care and transportation.” – *ABC News*, 2023

# Livable Wage in Washington

## Seattle/Tacoma/Bellevue

	1 ADULT				2 ADULTS(1 WORKING)				2 ADULTS(BOTH WORKING)			
	0 Children	1 Child	2 Children	3 Children	0 Children	1 Child	2 Children	3 Children	0 Children	1 Child	2 Children	3 Children
Living Wage	\$21.48	\$41.32	\$53.30	\$71.64	\$31.65	\$38.86	\$43.85	\$50.90	\$15.57	\$22.76	\$28.58	\$35.84
Poverty Wage	\$6.53	\$8.80	\$11.07	\$13.34	\$8.80	\$11.07	\$13.34	\$15.61	\$4.40	\$5.54	\$6.67	\$7.81
Minimum Wage	\$15.74	\$15.74	\$15.74	\$15.74	\$15.74	\$15.74	\$15.74	\$15.74	\$15.74	\$15.74	\$15.74	\$15.74

Source: MIT Living Wage Calculator



# Classified FTE ratios

## Classified FTE

Days	Hrs/day	Total Hrs	FTE
260	8	2080	1.00
220	8	1760	0.85
210	8	1680	0.81
210	6	1260	0.61
185	8	1480	0.71
185	7	1295	0.62
185	6	1110	0.53
180	6	1080	0.52
180	5	900	0.43
180	4	720	0.35
180	3	540	0.26
180	2.5	450	0.22



"Finally we have something in common...mutual distrust."

# Do's and Don'ts for 2023

- \* Do work for an early settlement
- \* Don't start by offering IPD!
  - \* (Start lower than where you want to end!)
- \* Don't “give language since I can't give money”!
- \* Do provide information, be open to discussion.
- \* Don't get caught in “fund balance” conversations.
- \* Do find more ways to compare with other districts.
- \* Do remember that bargaining is a marathon, not a sprint.

# Strategies for 2023

- \* “The District’s interest is to not increase the gap!
- \* “Our agreement must be something we can afford and sustain.”
- \* Never give on management rights!
- \* Ask “why?” to understand the story behind the issue.
- \* Ask yourself: “What priority is this issue to them.”
- \* Stay calm, no matter what. Never take it personal.
  - \* You have to work with these people.

Thank You!