

**TABLE TALK**

**09-12-2008**

**PAEA**  
**Grant Blackburn**  
**Leslie Bowen**  
**John Hebert**  
**Martin Vetter**  
**Roni Habib**

**PAUSD**  
**Scott Bowers**  
**Becki Cohn-Vargas**  
**David Johnson**  
**Gary Prehn**

The District Negotiation Team, PAEA Team and CSEA Team and PAMA Representative met to hear a budget report from Cathy Mak. Information is summarized as follows:

**PAUSD BUDGET**

NEW PROPERTY TAX REVENUE	\$9.4 MILLION
INFLATION AND BASIC AID RESERVE	<u>- \$4.8 MILLION</u>
	\$4.6 MILLION
ADD IN UNDESIGNATED ENDING BALANCE	\$1.2 MILLION
AVAILABLE FOR SALARY AND BENEFITS	\$5.8 MILLION
INCREASED HEALTH BENEFITS APPROX.	- <u>\$1.5 MILLION</u>
AVAILABLE FOR SALARY	\$4.3 MILLION

1% ON THE SALARY SCHEDULE = \$1,057,969

Additional information can be found in the September 09, 2008 Board Packet

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Kevin Skelly joined the group to talk about the GASB 45 liabilities. The information is summarized as follows:

After 20 full time years in the district an employee retiring from the district (after the age of 55 and before the age of 65 or until eligible for Medicare) can receive health benefits paid for by the District for a period not exceeding 5 years. The district puts aside money to fund this future liability. Due to the rising cost of health benefits the unfunded liability has ballooned to \$10.8 million.

In reality very few of the district employees ever use this benefit. This is due to several reasons:

1. Employees cannot afford to retire early
2. Employees don't wish to retire early
3. Employees don't put in twenty full time years in the district
4. Employees don't need benefit because of coverage from a partner

The district would like to discuss changes to this benefit in order to reduce this unfunded liability. Suggestions include but are not limited to:

1. Discontinue benefit for all new hires
2. Provide monetary incentive to waive the benefit for employees who think they will not use it
  - a. Incentive could be a one time payment or
  - b. Incentive could be paid out gradually into a Tax Deferred Savings Account (TSA)
  - c. ....

The Association will conduct site by site discussions to gather membership opinions. The matter was tabled until a later date.

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#### **Article VII Hours**

The Association responded positively to the 191 day year for counselors with additional Compensatory Time off (CTO) for days added at the end of the year. District is amenable to CTO but feels it is between the Principal and the counselor.

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#### **Article XIII**

Association presented their ideas around prep and planning time for Speech Therapists. Prep time would be equal to an elementary teacher. Principal and SLP would determine if scheduled allowed for this time. If time could not be scheduled then SLP would be reimbursed at per diem hourly rate.

District wants to research SLP schedules

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**Next Negotiations Tuesday September 16 at Greendell School**