

Frontier Central School District
BOARD OF EDUCATION
FINANCE & BUDGET COMMITTEE MEETING
October 6, 2015 – 4:30 PM
MINUTES

Present: Bret Apthorpe, Tom Best, Jr., Dave Patton, Myra Pinker, Janet Plarr, Carolyn Robertson

Review of Agenda:

- Wage Projections
- Establishing Negotiations Goals

Wage Projections:

Discussed the largest cost drives in the budget being the FCTA step increases. Only four members are in the Bachelors pay table; the rest are in the Masters pay table. Discussed the history with collective bargaining agreements that were written/agreed to prior to the Property Tax Levy. For example, if the FCTA contract was to roll over without change, the estimated increase would be \$1,069,000. We talked about how to address such increase in light of new budgeting laws. There was consensus about the high quality teaching staff at Frontier. How to maintain such a quality staff with these new laws will be challenging.

Other collective bargaining units were discussed, FCEA total of \$78,000 for a step increase alone or 1.2% increase for the 2016-2017 year.

The administrators (FCASA) have no steps in their contract.

Negotiation Goals:

The draft of negotiation goals was reviewed. Bret explained the difference between goals and guidelines. The goals are big positive outcomes of negotiations.

Next Meeting:

1. Revisit the draft with goals for additions
2. Carolyn will review preliminary revenue and expense projections and budget challenges
3. Work on negotiations guidelines

DRAFT NEGOTIATION GOALS 2016 - 2026

1. Hire and retain enthusiastic and qualified employees
 - Fair & competitive salary
 - Fair & competitive benefits package
 - Balanced workload
 - Support professional learning opportunities
 - Appropriate staffing to fulfill mission

2. Reduce opportunities for excessive & costly absenteeism
 - Fair & equitable language pertain to leaves
 - Incentivize & encourage good attendance
 - Encourage healthy initiatives for employees and/or families

3. Contracts which are financially sustainable
 - Fairness & consistency among the CBA's
 - Consistent with long range financial plan