



Fagen Friedman & Fulfroost LLP

Looking for Money: We Now Accept Bitcoin

ACSA Negotiators Symposium
January 17, 2018



Namita Brown

Lisa Mori

F3law.com

District Context

- Teacher Shortage



Union Context

- Lose Our Best to District X
- Recruiting Issue
- Not Competitive
- Teachers Cannot Afford to Live in Our District



Union Context

- *Students First, Teachers Last*
- *Destination District*
- *Teachers Matter*



Data Points

- General Fund
- Base and S&C Grants
- Cost of 1%
- Benefits Package Increase



But Hold On!!

- STRS & PERS Increases



Governor's Budget Prediction



Negotiation Landscape



District Financials



Traditional Bargaining Preparation



Money Moves

- Attachment A



Money Moves

- Attachment A

Identify the Pot of Money

- Attachment A



Union Interpretation Regarding Money

- Books and Supplies
- Ending Fund Balance



Rallying Cry

- “Change priorities”
- “We are advocating for students”
- “Concerned about Special Education”
- “Safety of students”



District Cost Outs

- Cost of 1 PD Day
- Cost of PN Leave
- Cost of Class Size Article



But Are We Maximizing the District Narrative?



Do You Know the Value of Your CBA?

- Attachment B



Cost of the Article

- Permutations of Cost
- Release Time for IEPs and Report Card Writing
- Cost of Subs
- Value of Working Conditions



Working Conditions

- How do you capture the cost of working conditions?



- Fair Share
- Swap Costs
- Cost of Language Concessions and Changes
- Change Your Narrative
- Best Practices
- Communications



CELEBRATE SUCCESS

F3 student



awards

ENVIRONMENT | ART | ESSAY | PHOTOGRAPHY

F3AWARDS.ORG

Information in this presentation, included but not limited to PowerPoint handouts and the presenters' comments, is summary only and not legal advice. We advise you to consult with legal counsel to determine how this information may apply to your specific facts and circumstances.



Fagen Friedman & Fulfrost LLP