



# BUZZ

October 2013

## Negotiations Update

The negotiations team has met a couple of times and while they are not finished with negotiations they have Tentatively Agreed on Article VI - Compensation and Benefits.

### **Article VI - Compensation & Benefits:**

- **Compensation:** 2013-14 SALARY SCHEDULE: We asked for and the Board of Ed agreed to a 4% raise on the salary schedule and a 2% one-time raise off of the salary schedule retroactive to July 2013. Since we have not settled the rest of the contract that we opened, we cannot ratify the contract yet. We expect the raise will come in January.
- **Benefits:** In the surveys we have had in the past, a very large majority of members wanted money on the salary schedule over money going toward benefits. Taking this in mind, we focused on a salary increase, while we still asked for the District to increase the Benefits CAP (the portion they pay towards our benefits) a bit to help with the increased cost of benefits, but not cover all of it as it would take away from money that could go towards salary.
  - The cost of benefits increased this year by just over \$1 million dollars. The district is increasing the CAP in the contract for the first time in many years. The contributions by Individual Plus Ones and Families on both plans will also be going up. The increase in salary will cover the cost of the increases in contributions. When looking at how to figure out the increases to the contributions we realized that the difference in the cost between the two plans are not as great as they use to be. We had two years where Blue Cross came in at 0% increases and Kaiser came in at double digit increases bringing the difference of the plans closer. We worked with CSEA and came up with a contribution of 10% of the monthly premium cost of each plan at the Individual Plus One and Family level. The contributions come out monthly and since it is based on 12 months, you will have two contribution payments come out of your April and May paychecks. Below is the chart for the Benefits Contributions for 2014

## Negotiations - Continued

- The 2014 Benefits Chart:

| Active Employee PLAN | District Monthly Contribution (12 per annum) | Employee Monthly Contribution (12 per annum) | Total Monthly Premium Rate for 2014 |
|----------------------|--|--|-------------------------------------|
| <b>Kaiser</b>        |  |  |                                     |
| Employee             | \$597.91                                     | \$0  | \$597.91                            |
| Employee + 1         | \$1075.83                                    | \$120  | \$1195.83                           |
| Employee + Family    | \$1522.09                                    | \$170  | \$1692.09                           |
| <b>Anthem HMO</b>    |  |  |                                     |
| Employee             | \$652.47                                     | \$0  | \$652.47                            |
| Employee + 1         | \$1213.23                                    | \$135  | \$1348.23                           |
| Employee + Family    | \$1614.79                                    | \$180  | \$1794.59                           |
| <b>Anthem PPO</b>    |  |  |                                     |
| Employee             | \$652.47                                     | \$682.58                                     | \$1335.05                           |
| Employee + 1         | \$1213.23                                    | \$1638.76                                    | \$2851.99                           |
| Employee + Family    | \$1614.79                                    | \$2478.35                                    | \$4093.14                           |
| <b>Delta Dental</b>  |  |  |                                     |
| PPO Plan             | \$118.70                                     | \$0  | \$118.70                            |
| Premier Plan*        | \$142.00                                     | \$0  | \$142.00                            |
| <b>VSP</b>           |  |  |                                     |
| Vision Plan          | \$17.39                                      | \$0  | \$17.39                             |
| <b>Hartford Life</b> |  |  |                                     |
| Life Insurance       | \$8.78                                       | \$0  | \$8.78                              |

**Article XI - Leave Provisions:** In this article we have asked for different language around Paternity Leaves, Bereavement Leave and Critical Illness leave.

- **Non-Birthing Parent Leave:** Right now fathers can take an unpaid leave and we are asking that they are able to use 10 of their banked sick leave days for paternity leave. In discussions with the district we realized that we have many families in our district and we also might have mothers that are not the birth mother, and they should also be entitled to this leave so we are looking to add language about Non-Birthing Parental Leave that lets the non-birthing parent use a specified amount of days from their sick leave bank to be home with their new child. The district will be taking our request to the Board of Ed at the next Board meeting and we should know more after that.
- **Bereavement Leave:** Right now the district gives us 5 bereavement days that are not deducted from our accumulated sick leave. We also can use our 7 personal necessity days. We know that sometimes other things come up and we need to use our personal necessity days and therefore might not have all 7 of those days available. We would like to be able to access those 7 and possibly a few more days for bereavement. We are waiting for a reply.
- **Critical Illness Leave:** Right now the district gives us 3 critical illness days that are not deducted from our accumulated sick leave. Again we can use our 7 personal necessity days. We don't always know when a family member will become critically ill, sometimes we need to fly out of state or out of the country to be with that family member. We wanted to be able to use

# Members' Questions and Concerns

| Questions/Concerns  | Answers/Actions Taken   |
|---|---|
| <p>• PL Stipend and Questions about the PL Hours.</p> <p>When will I receive the stipend after I finish my hours?</p> <p>If I am part time do I have to do the full 18 hours every two years?</p> | <p>We know this is a new program and there are still a lot of kinks to work out. The district is putting together a Frequently Asked Questions document that will hopefully answer answer most of your questions.</p> <p>A question that has come up a lot is: If I did my 18 hours over the summer when will I receive my stipend? You will not receive the stipend until the September paycheck. The district needs to verify all of the hours and process the payments. Summer is also a time for DO staff to take their vacation time, so they can't get all of that done for the August paycheck. Also, you will not receive your stipend in the same month you handed in your paper work because the hours need to be verified and the payment processed.</p> <p>Yes, the district is requiring that all teachers, regardless of percentage, complete 18 hours every two years.</p> |
| <p>Am I a member of PAEA?</p>   | <p>If you are unsure if you are a PAEA member you need to contact Cheryl Tsuruda, our Membership Chair, at <a href="mailto:ctsuruda@yahoo.com">ctsuruda@yahoo.com</a></p>   |
| <p>What does it mean if I choose not to be a member of PAEA (Agency Fee Payer)?</p>   | <p>If you choose not to be a member of PAEA you are <b>NOT eligible</b>:</p> <ul style="list-style-type: none"> <li>• to have PAEA, CTA, or NEA legal representation</li> <li>• vote on contract ratification</li> <li>• vote in local elections</li> <li>• vote in CTA/NEA elections</li> <li>• for CTA/NEA automatic or discounted benefits</li> </ul> <p>You do benefit from contract negotiations.</p>  |
| <p>Meeting times at all levels</p>  | <p>Per the contract, all meeting times (staff, district...) should have a specified start and end time.</p> <p>Also, if you have a concern about the length of meetings or the days a meetings are on you should go to your admin to ask about it. Your admin should have made the calendar in consultation with the teachers or a representative group of teachers per our contract language. If this was not done for this year, make sure you advocate that it is done for next year. If admin says they will not consult with teachers on the calendar, let them know you will file a grievance.</p>  |

## Members' Questions and Concerns - Continued:

|   |   |
|---|---|
| <p>What is a part-time teacher's or job share teacher's obligation when it comes to staff meetings and Staff Development Days?</p>  | <p>You are required to attend the percentage of staff meetings that you work. So if you are 40%, you need to attend 40% of the staff meetings.</p> <p><b>ALL</b> teachers are required to go to all 3 Staff Development Days</p>  |
| <p>Staff Development days for Secondary Part-Time Teachers</p>  | <p>All part time teachers will be paid the percentage of their per diem rate that they are there beyond their contracted percentage. So if you are 40% you are getting paid for 40% of that day already, so you will be paid 60% of your per diem rate for the rest of the day.</p>   |
| <p>Staff Development days for Elementary Job Share Teachers</p> <p><b>Correction: Some of this language is new language tentatively agreed on in the contract, subject to ratification.</b></p> | <p>If you are in an elementary Job Share you are suppose to divide the 180 student days by the percentage you are working and teach that many days (i.e. a 20% teacher would teach 36 of the student days and the 80% would teach 144 days). Both job share partners must attend all 3 Staff Development days. It doesn't matter if those days fall on your designate teaching day or not, because you have already divided the 180 teaching days up fairly and both teachers are required to be at the staff development day no matter what day they fall on. You will already be getting paid your percentage for those three days, so you will be paid the percentage of your per diem that is beyond your contracted rate. So if you are 80% you will already be paid 80% of those three days (since you are dividing those 3 days separately from the 180 student days by your percentage) so you will be paid 20% of your per diem for those SD days. If you are 20% you are already being paid 20% for those days, so you will be paid 80% of your per diem for those SD days.</p> |