

## UTSWC Negotiations Update October 12, 2017

The UTSWC has had three sessions with the district team. Below you will find information on what language and financial items were discussed at the latest meeting held on October 10<sup>th</sup>. Please remember that these are only proposals. We are still actively negotiating. Also, Dan Pyan and Kevin Witherspoon reported that the insurance rate increase for 2018 is 6%.

*UTSWC Proposals are in italics. The district response is in bold print.*

1. *Place ABE teachers on the salary schedule similar to our ECFE and School Readiness teachers.*

**No to our proposal**

2. *Due to the MN Legislature repealing statutory language around ULA we proposed moving the MOA on Unrequested Leave of Absence into the contract under Article XII with a language change to the hearing process.*

**No to our proposal, but they did offer a counter proposal. The UTSWC has not responded to that counter proposal yet.**

3. *Increase the hourly rate of pay from \$25 to \$32 per hour.*

**Willing to consider it as part of an overall financial package.**

4. *Regarding the financial package the union proposed a total package of 8% similar to what we received as a financial package for the 2015-17 contract.*

**No to our proposal, but they did offer a counter proposal. The district proposed steps and lanes both years plus .5% year 1 and .5% year 2 on the salary schedule. At this time there was no money proposed for any other financial items.**

Below are the proposals from the district that were discussed again on October 10th. *The UTSWC response is in italics.*

#1 – Exclusive Representative Rights – changing reimbursement from substitute pay to salary and benefits when a designated teacher is absent on a duty day.

*No to this proposal*

#2 – Secondary Teachers Preparation Time – changing \$37.00 to \$25.00 when a secondary teacher teaches during a prep time that is over 60 minutes.

*No to this proposal*

*The UTSWC proposes to delete \$37.00 and write in the words “hourly rate of pay.”*

#3 – Collapsed Classroom – remove the LSNs from this language

*No to this proposal*

#4 – Absences Because of Illness or Injury in a Teacher’s Family/Household Member – directly tie this language to statute

*No to this proposal*

#5 – Absences Because of Personal Business – change the number of personal days used consecutively from 5 to 2. Also, edit language regarding payment of days to make it clear. The district stated concerns about the rates of absenteeism from our bargaining unit.

*No to this proposal*

*Agree to make language more clear regarding payment of days cashed in or converted to TSA.*

#6 – Teacher Transfers – The district dropped its proposals to eliminate the transfer article and transfer process for ECFE. They did state they will be making the proposals again in 2019-2020.

#7 – Early Childhood Family Education/School Readiness Teachers/Parent Educators – because a license is not required to teach **School Readiness** the proposal is to remove these educators from the teacher bargaining unit and UTSWC.

*No to this proposal*

#8 – Individual Contracts – change the date that individual contracts are sent out from June 1<sup>st</sup> to September 1<sup>st</sup>.

*The union stated we would be fine if the district wanted to move it back to October 1<sup>st</sup>.*

#9 – MOA: Illness/Injury Leave Bank – have counsel from both parties re-write language so it complies with IRS regulations.

*The district and UTSWC will be setting up a time to meet to discuss this specifically.*