

2019-2021 UTSWC Tentative Agreement #2 FAQs

1. **What changed from the previous TA?** There are three changes in this TA.
 - a. Additional \$200 one-time money in the first year of the contract.
 - b. The Memorandum of Agreement (MOA) to create a committee to look at the Transfer Article is not in the new TA. Instead, there is a MOA to develop a Labor Management Committee.
 - c. The MOA to allow for Flexible Work Days is not in the new TA. Instead, there is a MOA that outlines each of the different non-student contact days which still includes language to allow for flexible work days. It also designates a minimum of 11.5 hours of time, during the first three PD days in the fall, for protected teacher work time in getting rooms and resources ready for the beginning of the year. Lastly, it defines a minimum of 2.5 hours of protected teacher work time on the elementary prep days.
2. **If the reason the TA was voted down in December is because there was no salary schedule increase beginning September 15 why is the salary schedule increase still beginning in March?** With the money amount we were able to negotiate with the District it is to our advantage to take a higher amount beginning March 1, 2020 and an additional higher amount on July 1, 2020. We could have lowered the percentage of increase so we could have retro back to September but that would mean less money moving forward than doing it this way. Next year's salary will be 4.1% higher than our salary at the end of the last contract.
3. **Did the District add any money to the new TA?** Yes. They added about \$280,000 more with the \$200 one-time payment.
4. **Are we worried that taking a one-time payment is precedent setting?** No. We did a step freeze in 2009 and that did not set a precedent. We have done removal of some career increments over the years and that did not set a precedent. Each round of negotiations is separate. It is not tied to how things were done in previous years.
5. **Will we receive retro pay for the paychecks that don't reflect the new amount beginning 3/1/2020?** Yes. If the TA is ratified by the UTSWC the school board will put it on their agenda as soon as possible. As soon as the board approves the agreement the District can work on getting the retro pay to us. The retro pay and one-time payment of \$200 would be in a lump sum check hopefully by the middle of May.
6. **Will we receive retro pay for insurance?** Yes.
7. **Will Schedule C and ABE hourly rate increase receive retro pay?** Yes.
8. **Do I move a step this year and in the 2020-21 school year?** Yes. Everyone has already moved their step for the 2019-2020 school year.
9. **What is the new amount if we are eligible to "cash in" unused personal days or sick days?** The new amount would be \$210 per day if you elect a cash deposit, \$225 if you elect to put the money in your 403b.

10. What is a Labor Management Committee (LMC)? A Labor Management Committee is when there are representatives from both the union and district to address issues, concerns, etc. outside of negotiations. Any recommendations from the LMC cannot override the contract. The process of negotiating a contract continues as usual. But a LMC can help move the process along and work on concerns through a defined process.