



2019-2021 Negotiations October 4, 2019 Update

(All of the information on this document is still being discussed. No tentative agreements have been made around these items.)

Language items still being discussed

Memorandum of Agreement (MOA) on Unrequested Leave of Absence

<p>This MOA was worked on in the last round of bargaining. The UTSWC is proposing we leave it as is and renew it for the 2019-2021 bargaining agreement.</p>	<p>The District is proposing some changes. One of the changes is to allow the 833 School Board to use MCA reading and math scores to label a school as underperforming and seniority would not be used to determine Unrequested Leave of Absence.</p>
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Transfer Article

<p>The UTSWC did not bring forward any changes to the article on transfer.</p>	<p>The District is proposing some changes. One of the changes is to allow administration to move people between grade levels and departments at each site.</p>
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Class Size/Caseload Size/Workload

<p>The UTSWC has brought forward concerns around class size/caseload size/workload. Several of the items brought forward came out of the two committees we had last year. Those were joint committees with UTSWC representation and District representation. We have had several proposals go back and forth and many discussions. We continue to work together with the District team on these topics.</p>

Financial Items still being discussed

*The following represents the most recent proposal from each team.

*On September 17, 2019 the UTSWC was informed that health insurance premiums will be increasing by 7.8% starting 1/1/2020. The cap on our increase is 6% but ACA fees are put on top of the cap which comes to a 7.8% increase. This will be the last year of a two year agreement. We will not know our insurance costs for 2021 until we go out for bid in 2020.

*The Schedule C point value increased from \$132 per point to \$133 per point in 2010. A UTSWC/District committee met last year and brought recommendations to the negotiation teams. There are also some activities/positions that would be added.

UTSWC	District
2019-2020	2019-2020
Steps and Lanes with 1.5% increase effective 1/1/2020	Steps and Lanes with .85% increase
Adult Basic Ed hourly increase of \$1.00	Adult Basic Ed increase of \$1.00
Single Insurance increase 7.8%	Single Insurance increase 7.8%
Family Insurance increase 3%	Family Insurance increase 3%
No change to VEBA contribution of \$3,000	VEBA contribution decreased to \$2,500 for single
Schedule C increase from \$133 per point to \$138	Schedule C increase from \$133 per point to \$138
Begin adding a longevity stipend for those who have taught in the district 15 years or more of cumulative service. Yrs 15-19 1% of salary in addition to basic salary Yrs 20-24 1.5% of salary in addition to basic salary Yrs 25+ 2.5% of salary in addition to basic salary	No longevity
2020-2021	2020-2021
Steps and Lanes with 1.75% increase	Steps and lanes with 1.1% increase
Single Insurance increase 2%	Single Insurance increase 2%
Family Insurance increase 2%	Family Insurance increase 2%
No change to VEBA contribution of \$3,000	VEBA contribution \$2,500 for single
Schedule C increase from \$138 per point to \$140	Schedule C increase from \$138 per point to \$140
Continue longevity started in 2019-2020	Longevity: 1% of salary in addition to basic salary for those who have taught in the district 15 years or more of continuous service.
The UTSWC did not bring anything forward regarding the structure of the current salary schedule.	Create a stair-step salary schedule. Lane BA/00 would end at Step I Lane BA/15 would end at Step L Lane BA/30 would end at Step O Lane BA/45 would end at Step Q Those who are on or below these steps would be grandparented in and stay with the current salary schedule structure