



2019-2021 Negotiations October 30, 2019 Update

The school board met on October 10th in a closed session to discuss the financial parameters they have set for our bargaining unit. On October 29 both negotiating teams met for the 15th time since February of 2019. Finances were the only items discussed. You will not see changes to any of the language proposals below. After receiving the District’s most recent proposal, and discussion that followed with the District team, the UTSWC team stated that we would be filing for mediation. That petition was filed the morning of October 30, 2019. Both teams can still decide to meet even with the petition for mediation filed. Our Local Community Action Team (LCAT) will be meeting soon to discuss and plan future actions. For now please wear your red shirts every Monday.

(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

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.

Financial Items still being discussed

The District gave a counter proposal on October 29. The changes are shown in red. The UTSWC has not responded to the District's latest proposal yet.

UTSWC	District
2019-2020	2019-2020
Steps and Lanes with 1.5% increase effective 1/1/2020	Steps and Lanes with .85% 1% 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% 1.25% 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. No longevity.
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