

UTSWC Negotiations Update August 12th, 2017

The UTSWC has had two sessions with the district team. Below are the answers to our proposals as of 8/08/2017. In addition you will find the district proposals and our answers at this time. Please remember that these are only proposals. We are still actively negotiating.

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

1. *Remove the tie to MN Statue under our Dues Check-off language. If legislation is changed the new language would allow for the union to still have dues deducted out of our paychecks.*

No to our proposal

2. *Bargaining unit members teaching overloads would be compensated on a pro-rata basis off of their step and lane on the salary schedule.*

Willing to revisit this item when we are in discussions regarding finances

3. *Reducing the number of student contact days to create more opportunity for teacher work time and PD. Also, to designate days at the end of each trimester for teacher identified duties (grading, preparing for the next trimester, etc).*

No to our proposal

Willing to change language from 177 student contact days to “up to 177 student contact days”

4. *Edit language for LSNs in the Collapsed Classroom language. Instead of twice a month the language would read “15 hours within 30 duty days” and edits would make it clear how much they are compensated.*

No to our proposal

The District is proposing to remove the LSNs from the Collapsed Classroom language.

5. *Add language to Paid Absence Leave (Article X) to allow for more relatives and non-relatives to be covered. Also, to remove the 5 day limit written in the language.*

No to our proposal

The District is proposing to remove the language we have and tie it directly to statute reducing our current language of who is covered.

6. *Edit language under Absences Because of Personal Business to make it clear that of each day cashed in is \$187.50 and each day converted to TSA is \$200. Also, to clean up language allowing for ECFE members of the bargaining unit to use a personal day on a Saturday since they also teach on that day.*

No to our proposal

The District is proposing to reduce the number of consecutive days for personal business from 5 to 2. They will edit the language to make it clear how much each day cashed in or converted is worth.

7. *Similar to our new adoption language the union is proposing to increase parenting leave from up to 5 days to up to 30 days. As long as the 30 days is used within 12 weeks following the birth of a child. It shall not be in addition to disability leave associated with the birth of a child.*

No to our proposal

8. *Change language on our MOA for Certificate of Clinical Competence stating the District will reimburse full-time SLPs their renewal fees associated with maintaining the certificate instead of \$200.*

No to our proposal

The District proposes to change the \$200 to \$225, the current amount of the fee.

*Please note there are more proposals we recently gave to the district team. When they respond we will post that information in a new update.

Below are the proposals from the District. *The UTSWC response is in italics.*

#1 – Reservation of Managerial Rights – word change

Agree to the edit changing seclude to exclude

#2 – Exclusive Representative Rights – changing reimbursement from substitute pay to salary and benefits when a member is absent for union purposes.

No to this proposal

#3 – 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.”

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

No to this proposal

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

No to this proposal

#6 – 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.

No to this proposal

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

#7 – Teacher Transfers – eliminate the entire transfer article.

No to this proposal

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

No to this proposal

#9 – Individual Contracts – change the date that individual contracts are sent out from June 1st to September 1st.

No to this proposal

The UTSWC is willing to discuss the possibility of a different date.

#10 – MOA: Adult Basic Education/High School Diploma Center/Homebound Teachers – strike the reference to Adult Basic Education and High School Diploma Center and change it to “Adult Basic Education/ACCESS.”

Agree to this proposal

#11 – MOA: TOSAS and CTOSAS – edit to clean up language

Agree to this proposal

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

No to this proposal

We are willing to research, discuss, and make any changes necessary to comply with IRS rules and regulations.