

## Negotiations Update 6/5/17

Liz Ruff - Bargaining Chair

Need a 3 day ratification vote

TAs - whole package, cannot vote on individually, must be voted on as a whole

### Class Size

- 27 student when amelioratory measures are limited to math and literacy support classes,
- Does not include honors or AP classes
- amelioratory measures revisited each quarter
- limit monetary amelioratory measures \$280 per quarter (cost of sub-day)
- composition for 6th graders, sheltered, - no
- AEE, systems44, math support, read 180 does count
- sheltered does not count

### Salary

- All returning teachers receive off schedule salary payment of 3%
- Money does not get added to salary schedule
- Didn't want to leave money on the table
- GD didn't want to give anything
- Will work with organizing for on schedule increase next year starting from beginning of the year
- Will pay into STRS on this amount
- **Can we get the 3% as a separate line item**
- Will it be clear in the salary confirmation letter; check in workday
- What happened to the bonus for transformation teachers
  - The 3% is greater than the transformation bonus
- We didn't make the large cuts during the recession that districts made
- We caught up the salary freeze after the recession
- **Send single page salary**

### Health Benefits

- Providers and plans are not changing
- Percentage of what employee pays has not changed
- Three-tier to four-tier pricing structure
- Increase health benefits waiver incentive from \$75/mo to \$125/mo
- Upgraded vision and dental to VSP for vision and Delta through Metlife for dental
- Increase in Co-pays due to increased use of Emergency Room visits when Urgent care or same-day doctors visit
- Can use mail-in prescription service for recurring prescriptions

- Raising co-pays on prescriptions was the biggest influence on being able to keep costs of plans low
- Co-pays for primary care, specialists, and urgent care are remaining the same, we want to
- Will do an open enrollment in the fall
- Can we get buy-up numbers for those plans?

#### Evaluation

- Feedback cycle
- Current teacher evaluation is no longer a pilot and is now contract language
- Ongoing training for administrators on ELL and SPED subgroups during CRFT certification training
- CRTF revision committee
- Simplified timeline for instructional goals
- Would like to evaluate SEPA on admin 360s
- Question about differentiation for transformation schools could be addressed to the CRTF revision committee and on feedback surveys
- Still have auto 3.0 if admin fails to make all observations
- Third rater moved to G.2 on page 8
- New hires language moved to page 2
- Pilot is permanent with tiers