

## **2011-12 Agreement Summary MPS and MEA**

### **1. Contract Days**

- a. For the 2011-2012 school year, teachers will be asked to work 193 days. There will be no loss in compensation for this reduction of days.
- b. For those on an extended contract, your contract will also be reduced by one day with no loss in compensation.

### **2. Salary**

- a. The "total package" increase is 2% when looking at salary, benefits and calendar (194 to 193 days.)
- b. The increase in salary for 2011-2012 will be .75% to your per diem rate of pay.
- c. To calculate your new pay, take your current net salary and divide by 193 (this is for your new per diem.) Then, multiply that number by 1.0075. Multiply that new per diem by 193 for your new salary.
- d. Staff will receive a slight increase in pay in addition to the offset of retirement rising .6%.
- e. This was accomplished without any RIFs at the teacher level, which was a huge goal of the membership and of the team.

### **3. Insurance**

- a. Deductibles are increasing from \$350/\$700 to \$500/\$1,000
- b. Out-of-Pocket is increasing from \$1,500/\$3,000 to \$2,000/\$4,000
- c. The out-of-network percent decreased from 70% to 60% that will be covered by insurance.
- d. Emergency room visits that do not result in admission could result in a \$100 penalty
- e. Prescription costs are increasing to \$10/\$35/\$60 for generic/formulary/non-formulary respectively.
- f. Dental Benefits remain the same with no increase.
- g. These increases are based on the survey results that members would rather see an increase in deductibles than paying part of the premium directly out of your paycheck.

### **4. Wellness**

- a. The district will continue to pay full premiums as long as teachers participate in the wellness program.
- b. In year one, this will be very non-invasive and will include establishing a base line through biometric screenings.
- c. These screenings could be on-site at district buildings or through your in-network physician.
- d. Members choosing not to participate in this program will be required to pay 10% of their premium.

- e. Members who do not fulfill the wellness requirement by February 10<sup>th</sup>, 2012 will be charged premiums beginning on March 10<sup>th</sup>, 2012.
  - f. This program will be managed by a third party vendor and will be implemented with input from the MEA.
5. **Extra duty:**
- a. Eliminate the longevity column with the two columns being averaged. The majority of staff will see an increase in their stipend because of this change.
  - b. Increase pay in select areas because of increase in job descriptions and comparability. These areas include speech, debate, vocal music, band, and drama.
6. **Per Diem**
- a. Mandatory days (required) will still be paid at your per diem rate.
  - b. Optional days will be paid with a stipend. So, for direct student instructional time you would be paid \$250/day (or \$31.25/hour.) This is an increase for 58% of staff as they make less than \$250 per diem.
  - c. For non-direct instructional time you would be paid \$200/day (or \$25/hour.)
7. **Language**
- a. B and E Leave has been expanded to cover weddings and funerals of non-immediate family members. It is also covering attending sporting events and college visits with you children.
  - b. Language change from June 1, 2005 to September 1, 2005 for the cut-off on Master's Degree.
8. **National Board Certification**
- a. For those earning/renewing their certificate prior to July 31, 2012 you will continue to receive \$2,000 annually for your certification.
  - b. For those holding an active certificate, you will continue to receive \$2,000 annually until your certificate expires.
  - c. For those currently enrolled in the program, as long as you have all the requirements complete and your certificate has been issued by July 31, 2012 you will be paid \$2,000 annually until that certificate expires.
9. **Status Quo**
- a. Graduate Hours remain at \$165/hour
  - b. Master's stipend remains at \$2,000 for pre-2005, and \$800 for post-2005.
  - c. VSP language remains the same.
  - d. Unused sick-leave buy back remains at \$100/day
  - e. Cash option remains for those grandfathered pre 1996.