

2012-2014 Tentative Agreement

Details

- ▣ We will have presentations on May 8th at West High School at 3:45, 4:45 and 7:00; May 10th at Kiewit Middle School at 3:45 and 4:45; and at South High School on Tuesday, May 15th at 3:45 and 4:45.
- ▣ Voting will take place via Survey Monkey from Wednesday, May 16th to Monday, May 21st. Results will be shared with the members on May 22nd so you will know the results before summer break.

Language Changes

- ▣ The proposed two-year agreement is for the 2012-2013 and the 2013-2014 school years.
- ▣ National Board Certification for Teachers has been extended to July 31, 2014 so those currently enrolled in the program will not be excluded from the stipend.
- ▣ Cash Option language has been changed to clarify who is eligible. If you have never had cash option and are eligible, you have until January 1, 2013 to enroll.

Extra Duty

- ▣ The Extra Duty Committee reviewed high school and middle school athletic stipends and job descriptions and that group made a recommendation to the bargaining team.
- ▣ The last group of district extra duties are to be reviewed by this committee next year.
- ▣ More accurate job descriptions have been developed and approved for coaches at both middle and high school levels, reflecting increased demands and responsibilities. The contract raises coaching pay levels beyond their old longevity levels.
- ▣ The payment schedule for extra duty is now through August rather than June.

New Hires

- ▣ New hires are on a 195 day contract but are still paid on a 193 day contract.
- ▣ New hires are still paid for the days they work prior to the start of the school year at the rate of \$200/day.
- ▣ In year one of the agreement premiums are paid 100% by the district in the first year of employment. In year two, the new hire must pay 10% of the premium (single or family) in the first year until they can become a wellness participant.

Wellness

- ▣ Wellness will continue to be part of the contract for 2012-2014.
- ▣ Requirements for wellness participation will continue to be a blood draw and health questionnaire for completion and is still optional for all certificated staff.
- ▣ There will be no outcome-based requirements for wellness during this contract.
- ▣ Wellness participants =100% premium coverage by MPS.
- ▣ Wellness Non-Participants = 90% premium coverage by MPS.

VSP

There are no changes to VSP in year one (12-13) of the contract.

In year two of the contract (13-14), the changes to VSP are as follows:

- The max pay-out is \$100,000
- The eligibility window is reduced to 5 years
- Years of Service for eligibility must be 20 consecutive years.

Insurance

- ▣ Premiums are still paid 100% by the district for full-time certificated staff who have successfully participated in wellness.
- ▣ Deductibles are increasing \$100 for single coverage and \$200 for family in 2012-2013 and there are no changes in 2013-2014.
- ▣ Prescription coverage is unchanged in both years.

Salary

- ▣ Our main goals were:
 - Fix the “soft middle”
 - Establish a fair, equitable and transparent pay system
 - Make sure all certificated staff receive a pay increase, a real increase in net, take home pay despite the increase in NPERS for the 2012-2013 school year.
- ▣ Our tentative agreement has a transparent, formula-based pay system that will be fully implemented by the end of the second year of the agreement.

Salary

- ▣ The formula for both 2012-2013 and 2013-2014: $(BA \text{ Base} + (\text{Years} * \$300 * \text{Degree Multiplier}) + (BA \text{ Hours} * \$185) + (MA \text{ Hours} * \$243)) * FTE$
- ▣ There is a 25% formula cap in the first year of the agreement.
- ▣ If the formula generates a salary lower than your current salary, you would multiply your 2011-12 salary by 1.10% for 12-13 and your 2012-13 salary by 1.25% for 13-14.
- ▣ Please see the “Salary Formula Worksheet” to help calculate your salary.