



Update on PREA Negotiations

August 26, 2014

Our Common Goals

- Long-term predictability - for salary increases and budgetary increases
- Contain health care costs
- We all recognize the importance of our teachers to our children and to our community
- We all want to reach a fair settlement soon and respectfully

Projections for 2015 – 2016:

Constraints and Considerations

- Continuation of a 2% cap on the tax levy
- Flat or reduced state aid
- Rising health care costs
- Rising special education, transportation and other nondiscretionary costs
- Health benefit contributions collected under Chapter 78 will plateau
- Rising enrollments at the high school through 2017-18

July 24 Meeting

Proposed Salary Guide/Health Benefits

- **Healthcare:**
 - We proposed changes to copays/deductibles/coinsurance that reduces premium cost to both teachers and the District
 - We offered an H S A plan as an additional coverage option which will also reduce premium costs to teachers and the District
 - We offered to share in the above savings
- **Salary Guide:**
 - We want to eliminate bubbles & inequities in the current guide
 - We want every teacher below Longevity to move up a step each year during the contract period
- **Joshua S. Sklarin, Esq. – Parker McCay**

Presentation

Joshua S. Sklarin, Esq.

Comparison of Salary Guides Presented to the Association on July 24, 2014

<u>Modify Longevity After Year 3</u>					<u>Modify Longevity After Year 2</u>					<u>Difference/Comparison</u>				
3yr cumulative increase (Step Reflects Base Year)					3yr cumulative increase (Step Reflects Base Year)					3yr cumulative increase (Step Reflects Base Year)				
Step	BA	MA	MA+30	PhD	Step	BA	MA	MA+30	PhD	Step	BA	MA	MA+30	PhD
1	1,149	1,266	1,366	1,428	1	1,549	1,666	1,766	1,828	1	400	400	400	400
2	1,773	1,964	2,128	2,227	2	2,665	2,856	3,020	3,119	2	892	892	892	892
3	2,069	2,406	2,693	2,868	3	3,961	4,298	4,585	4,760	3	1,892	1,892	1,892	1,892
4	3,457	3,947	4,365	4,618	4	4,349	4,839	5,257	5,510	4	892	892	892	892
5	3,566	4,146	4,640	4,940	5	5,458	6,038	6,532	6,832	5	1,892	1,892	1,892	1,892
6	2,918	3,526	4,045	4,360	6	5,510	6,118	6,637	6,952	6	2,592	2,592	2,592	2,592
7	3,632	4,275	4,821	5,155	7	5,632	6,275	6,821	7,155	7	2,000	2,000	2,000	2,000
8	3,553	4,227	4,801	5,151	8	6,145	6,819	7,393	7,743	8	2,592	2,592	2,592	2,592
9	3,653	4,362	4,965	5,332	9	5,653	6,362	6,965	7,332	9	2,000	2,000	2,000	2,000
10	3,268	3,750	4,162	4,411	10	5,860	6,342	6,754	7,003	10	2,592	2,592	2,592	2,592
11	3,372	3,620	3,831	3,959	11	5,964	6,212	6,423	6,551	11	2,592	2,592	2,592	2,592
12	3,987	4,443	4,832	5,069	12	7,487	7,943	8,332	8,569	12	3,500	3,500	3,500	3,500
13	8,563	9,192	9,728	10,054	13	8,563	9,192	9,728	10,054	13	0	0	0	0
14	4,779	5,102	5,376	5,543	14	4,779	5,102	5,376	5,543	14	0	0	0	0
15	800	800	800	800	15	800	800	800	800	15	0	0	0	0
L1	300	300	300	300	L1	300	300	300	300	L1	0	0	0	0
L2	300	300	300	300	L2	300	300	300	300	L2	0	0	0	0
L3	300	300	300	300	L3	300	300	300	300	L3	0	0	0	0

Page 21 of Salary Guide Entitled “1.8 / 1.8 / 1.86 (Long all 3)” Presented to Association on July 24, 2014

Page 21 of Salary Guide Entitled “1.8 / 1.8 / 1.86 (Long 2)” Presented to the Association on July 24, 2014

Difference/Comparison

Comparison of Salary Guides Presented to the Association on July 24, 2014

<u>Modify Longevity After Year 3</u>					<u>Modify Longevity After Year 2</u>					<u>Difference/Comparison</u>				
3yr cumulative percent (Step Reflects Base Year)					3yr cumulative percent (Step Reflects Base Year)					3yr cumulative percent (Step Reflects Base Year)				
Step	BA	MA	MA+30	PhD	Step	BA	MA	MA+30	PhD	Step	BA	MA	MA+30	PhD
1	2.13%	2.17%	2.20%	2.22%	1	2.87%	2.85%	2.84%	2.84%	1	0.74%	0.68%	0.64%	0.62%
2	3.25%	3.33%	3.39%	3.43%	2	4.89%	4.85%	4.82%	4.80%	2	1.64%	1.51%	1.42%	1.37%
3	3.76%	4.05%	4.26%	4.37%	3	7.20%	7.23%	7.25%	7.26%	3	3.44%	3.18%	2.99%	2.89%
4	6.23%	6.58%	6.84%	6.98%	4	7.84%	8.07%	8.24%	8.33%	4	1.61%	1.49%	1.40%	1.35%
5	6.27%	6.74%	7.09%	7.29%	5	9.60%	9.82%	9.99%	10.08%	5	3.33%	3.08%	2.89%	2.79%
6	4.93%	5.51%	5.95%	6.18%	6	9.31%	9.57%	9.76%	9.86%	6	4.38%	4.05%	3.81%	3.68%
7	5.90%	6.43%	6.81%	7.03%	7	9.15%	9.43%	9.64%	9.76%	7	3.25%	3.01%	2.83%	2.73%
8	5.55%	6.11%	6.52%	6.75%	8	9.60%	9.85%	10.04%	10.14%	8	4.05%	3.74%	3.52%	3.40%
9	5.48%	6.05%	6.48%	6.71%	9	8.48%	8.83%	9.08%	9.23%	9	3.00%	2.78%	2.61%	2.52%
10	4.70%	4.99%	5.21%	5.33%	10	8.44%	8.45%	8.45%	8.46%	10	3.73%	3.45%	3.24%	3.13%
11	4.66%	4.63%	4.60%	4.59%	11	8.24%	7.94%	7.72%	7.60%	11	3.58%	3.31%	3.11%	3.01%
12	5.29%	5.45%	5.57%	5.64%	12	9.93%	9.74%	9.61%	9.53%	12	4.64%	4.29%	4.04%	3.89%
13	10.85%	10.77%	10.72%	10.69%	13	10.85%	10.77%	10.72%	10.69%	13	0.00%	0.00%	0.00%	0.00%
14	5.78%	5.71%	5.65%	5.62%	14	5.78%	5.71%	5.65%	5.62%	14	0.00%	0.00%	0.00%	0.00%
15	0.92%	0.85%	0.80%	0.77%	15	0.92%	0.85%	0.80%	0.77%	15	0.00%	0.00%	0.00%	0.00%
L1	0.34%	0.32%	0.30%	0.29%	L1	0.34%	0.32%	0.30%	0.29%	L1	0.00%	0.00%	0.00%	0.00%
L2	0.34%	0.31%	0.29%	0.28%	L2	0.34%	0.31%	0.29%	0.28%	L2	0.00%	0.00%	0.00%	0.00%
L3	0.33%	0.31%	0.29%	0.28%	L3	0.33%	0.31%	0.29%	0.28%	L3	0.00%	0.00%	0.00%	0.00%

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Difference/Comparison

Comparison of Salary Guides Presented to the Association on July 24, 2014

<u>Modify Longevity After Year 3</u>					<u>Modify Longevity After Year 2</u>					<u>Difference/Comparison</u>				
3yr cumulative earnings (Step Reflects Base Year)					3yr cumulative earnings (Step Reflects Base Year)					3yr cumulative earnings (Step Reflects Base Year)				
Step	BA	MA	MA+30	PhD	Step	BA	MA	MA+30	PhD	Step	BA	MA	MA+30	PhD
1	164,697	178,062	189,446	196,377	1	165,097	178,462	189,846	196,777	1	400	400	400	400
2	166,770	180,326	191,874	198,904	2	167,662	181,218	192,766	199,796	2	892	892	892	892
3	169,431	183,324	195,159	202,364	3	171,323	185,216	197,051	204,256	3	1,892	1,892	1,892	1,892
4	174,480	188,863	201,116	208,574	4	175,372	189,755	202,008	209,466	4	892	892	892	892
5	178,638	193,601	206,348	214,106	5	180,530	195,493	208,240	215,998	5	1,892	1,892	1,892	1,892
6	185,148	200,719	213,985	222,058	6	187,740	203,311	216,577	224,650	6	2,592	2,592	2,592	2,592
7	193,372	209,586	223,398	231,805	7	195,372	211,586	225,398	233,805	7	2,000	2,000	2,000	2,000
8	200,925	217,813	232,199	240,956	8	203,517	220,405	234,791	243,548	8	2,592	2,592	2,592	2,592
9	209,470	227,067	242,056	251,180	9	211,470	229,067	244,056	253,180	9	2,000	2,000	2,000	2,000
10	216,413	234,492	249,893	259,266	10	219,005	237,084	252,485	261,858	10	2,592	2,592	2,592	2,592
11	225,472	243,799	259,411	268,912	11	228,064	246,391	262,003	271,504	11	2,592	2,592	2,592	2,592
12	235,146	253,929	269,930	279,668	12	238,646	257,429	273,430	283,168	12	3,500	3,500	3,500	3,500
13	250,809	270,505	287,283	297,495	13	250,809	270,505	287,283	297,495	13	0	0	0	0
14	258,429	279,172	296,841	307,597	14	258,429	279,172	296,841	307,597	14	0	0	0	0
15	262,158	283,224	301,167	312,090	15	262,158	283,224	301,167	312,090	15	0	0	0	0
L1	264,558	285,939	304,152	315,237	L1	264,558	285,939	304,152	315,237	L1	0	0	0	0
L2	268,518	290,220	308,706	319,959	L2	268,518	290,220	308,706	319,959	L2	0	0	0	0
L3	272,538	294,564	313,329	324,750	L3	272,538	294,564	313,329	324,750	L3	0	0	0	0

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Next Steps

- A third-party mediator from PERC has been assigned
- Board desires a mutually beneficial, fair, and affordable contract
- Meeting with PREA Negotiating Team September 11