

General Membership Meeting October 26, 2016

The meeting of the General Membership was called to order at 4:30 pm in the RHS. About 40 members were in attendance.

Purpose of the meeting:

- Retro pay will come out with Nov. 4th pay
- Nov. 11 is when the new salaries will go into effect (new salary – status quo salary X 5)
- Nov. 8th get out and vote

- **Contract CBA**
 - John McKiernan commented the language was finalized and the contract was handed to both parties.
 - Retro pay will go out November 4th
new salary – status quo salary divided by 2 (\$43,000-\$40,000 divided by 2).
 - Retro pay (ex. \$40,000 then to \$43,000 now \$45,000— difference between \$40,000 and \$45,000 is \$5,000 divided by 26 times 5)
 - November 11th pay will be reflective of new salary going forward.

 - **Retro**—will be paid on November 4th and there will be two retro pays
 - **14/15 step and column movement**
 - **15/16—step and column movement**
 - **16/17—step and column movement**

 - **Longevity language**—will happen just for last year (half of \$1,350 + \$250); for this year \$1,350 + \$500)

 - **Personal Days**—those who carried the two personal days from last year will be allowed to use 6 days this year; you need to use 5 so you can carry one over. If you don't use any days, they will be cashed out for the following year.

 - **Premium Shares**—there is no premium change in retro check for the check on November 4th. Beginning of school year, the premium

share changed; the agreement was that the premium share would not be reflected until the salary change was reflected. We will owe the district for the pays that they didn't take the new premium share out. Those who did the physical will owe the district for 3 pays; if you didn't do the physical you will owe the district for 5 pays.

- **Insurance**--difference will go into effect in January.
- **Wages**- when you get your check, verify to make sure you are getting paid correctly. If you are overpaid, you will be required to pay the district back the difference; if you are underpaid, the district will get you to the correct step. This is due to the laws on Wages in Labor and Industry.
- **Questions**
 - **Is there a general contact person to field the questions regarding contract/insurance/salary?** John commented email Mitch immediately. The more information you have, the easier it will be to make sure what is going on is correct (have people give status quo salary and where they think they should be per step and column).
 - **Insurance**—what will change? John commented that the provider and network are not changing as of now. The district is looking at prescription provider changes, but even that should be seamless.
 - **Deductibles**--higher under new plan so now you will be responsible for nothing once you hit your deductible.
 - **Insurance Cards**—not sure if we will be getting new ones; but we can pursue this if we want this.
 - **Dental coverage**—has not changed; staying the same.

- Meeting adjourned at 5:25 pm.

Respectfully submitted,
Deb Redcay
REA Secretary