

General Membership Meeting August 22, 2016

The meeting of the General Membership was called to order at 10:00 am in the RHS. About 250 members were in attendance.

Purpose of the meeting:

- **Proposal Review**
 - John McKiernan reviewed proposal
 - Proposal was based on survey that was given. Tentative Agreement was based on Mediator's proposal. All changes are shown on handout given out.
 - **Length** of the contract is September 1, 2012- August 2019
 - **Wages**- John explained the wage increase
 - ✓ **14-15** credited with 1 step and 1 column, if applicable
 - ✓ **15-16** move 1 step and 1 column, if applicable, with \$500 added to top salary and retro for 94 days for the school year. **Retroactivity is paid in a separate check after 60 days of contract ratification** (move two columns and take difference between columns and divide by 2); longevity will be retroactive for half the year
 - ✓ **16-17** move 1 step and 1 column, if applicable, and \$500 added to top step. (Going to 16-17 year move 3 steps and 3 columns, if applicable)
 - ✓ **17-18** move 1 step and 1 column, if applicable, with \$500 added to each step
 - ✓ **18-19** move 1 step and 1 column, if applicable, with \$500 added to each step.

- ✓ Total 7.9% increase in salary over the 7 years. Out of 7 years you would move 6 steps.
 - ✓ John showed the wage difference from the Tentative Agreement vs. the Mediator proposal.
- John then showed some scenarios to help members understand the step movement.
- Members need to make sure they know their current step so they can figure out their salary increase over the length of the contract.
- **Tuition Reimbursement**—same as in the Mediators report regarding advancement in certification; will not recognize IU courses.
- **Leaves**
 - **General Leaves**—full marking period to 1 school year. Return at beginning of marking period. (Does not include Maternity leave).
 - **Sick Leave**—10 days may be used for family illness.
 - **Retirement notification**—must be by April 1st and \$60 is paid out for unused sick day payment.
 - **Child Rearing Leave**—one extension of leave will be granted based on medical needs of the child. Must give one month's notice, unless needs develop within a month of return.
 - **Personal Days**
 - ✓ 4 days will be received for 16-17 school year. One unused day may be carried over to the next contract year so you have a maximum of 5.
 - ✓ Maximum personal days allowed to be used on same day capped at 10% from each building.

- ✓ Effective 16-17—personal days can be taken on an emergency basis without one week notice. Must have documentation upon return.

- ✓ Can be taken in full or half-day increments

- **Emergency days** eliminated.

- **At-will days** will be at discretion of district on a case-by-case basis.

- Grandparents added to immediate family for **bereavement leave**.

- **Insurance**

- We are mirroring the Berks County School District Trust Plan

- The deductible will change from \$150-\$300 for employee and \$300-\$600 for family

- The coinsurance will be dropped.

- The provider will not change

- We will be sitting with the district to try and make the insurance better.

- John discussed the monthly amount of premium share

- The issue with fact finding regarding insurance-- most districts pay 12% of premium share and we don't.

- Remember you get two months of insurance premium waved if you get your yearly physical, fill out the paperwork and send it to Loomis.
 - The issue is the fact that there is a % increase during year 18-19. The % is capped. If district gets our insurance costs down then the premium share will be lower.
 - Mediator Proposal vs. Tentative Agreement Premium Share
- **Labor Management Committee**
 - Created with representation from REA and District
 - No changes can be made without vote of membership and School Board.
- **Evaluations**
 - Done in accordance with state law
 - Assault clarified as physical assault
 - Administrative and newly created professional employee positions will be shared via email
 - All open professional positions must be posted on board in faculty rooms.
- **Personnel File/School Year/10 hour time**
 - Have the right to review file and make 1 copy of documents
 - **Administrator files**—must be destroyed on later than first day of next school year.
 - **Length of school year**—180 days; 6 in service and 2 clerical days.
 - **10 hour time** changed to 8 hours.

- **Grievance procedure shortened**
- **Association will have input to calendar**
- **Section 30 pay every 2 weeks**
- **Employer shall provide school buildings with heating, lightening and sanitary conditions, so that the occupants of any such building may have proper and healthful accommodations.**
- **Discussed things deleted from contract**
- **Questions**
 - **Can spouses be put on our insurance?** Spouses must take their own if provided by employer and ours as secondary.
 - **How is the deduction taken?** The monthly deduction is per month; if you get your physical, then they base it off of 22 pays.
 - **Will we have the same dental provider and vision provider and must we use CVS as our prescription plan coverage?** Yes
 - **Why is the two party more than family?** Percentage wise two party came out a little more of a jump than family. It was the way the percentages came out.
 - **What if you can't take generic?** It is the same system as now, just the cost is different. There was no discussion about brand name versus generic.

- **Those at top step will have a pay increase but will have to pay more with insurance**—so it is like a pay cut.
- **Personal Day—carried two over from last year—what happens to that extra day?** The one day will be cashed out.
- **If they cashed you out for that day what is the rate?**
Bachelors substitute.
- **When will they pay the money they stopped paying into pension?** They are doing it now.
- **Urgent Care**—copay is \$40
- **Tuition Reimbursement—is there a protocol to follow?** John will need to look into this one.
- **Assuming this is approved—what will happen for pay?** Only have 60 days for retro to be approved. The longer they wait the more retro they have to pay out.
- **Summer of 2012 had paperwork in—how will that work regarding retro pay?** We will take care of that if people put paperwork in they will get retro for where they belong.
- **180 teaching days—include Act 80 days?** Yes it does.
- **Monday regular teacher day shall be 7 hours and 10 minutes (the regular Monday is an additional 45 minutes).** The wording is the same as it now.
- **Sections that are deleted—sub-contracting—we take out the fact that they can hire hall monitors, etc. and can possibly lay off teachers.**

- **Salary numbers don't reflect what we should be paid**
- **How is this in the best interest?** There is an increase in salary on all levels. Money was added to the top step. People at top feel they are back-stepping. It is a tough situation because if people at the top move then those at the bottom/middle don't move.
- **The last contract took care of bottom steps; this contract gives the top step less, especially with those who get no longevity.**
- **Mitch commented that the top step got 22% increase with last increase plus longevity.**
- **The last negotiation session school board laid out the Fact Finding information—if we go to fact finding we will not get what is offered in the Tentative Agreement. The district will present their arguments and we will present our argument. The district will explain that they don't have money to fix buildings so how can they give teachers increases.**
- **How tough was this negotiation versus other schools?** The school board really wants this proposal to pass. The business manager was apprehensive to accept this proposal.
- **Lori commented that the school board originally wanted us to take a pay freeze for year 18-19. We tried to get longevity for year 20. We also compacted steps so it takes 15 years to get to top instead of 25.**
- **If we don't ratify, what happens?** We will go to fact finding. What is the law? Can we be forced into fact finding? Yes, if one party initiates it then we don't have a choice.
- **If you use all your personal days and there is an emergency what do you use?** You can try an at-will day.
- **Is there compensation if members refuse medical?** The answer is no.
- **If this is ratified and we get retro and longevity will this go towards PSERS?** Yes it will.

- **Tuition—will they put out a list of approved colleges? And there still is no guarantee they will pay 100% correct?** That is correct. John would like the members to have input into generating the list.
- **What happens if fact finding?** Schuylkill Valley had a brand new person and he sided with the association on just about everything. The district gave in to the fact finding report. We never will know what the report will be. County wide, we are the lowest at the low end; at the top we are average. The fact finding looks at financial rationale and other rationale. Harrisburg was taken over by city control. York was 10% pay cuts four years in a row. Allentown didn't use fact finding.
- **We are getting an extra \$7 million from the fair funding formula. We can put forth a strong argument. The fact finder will try to bring forward enough to bring both parties together. The financial part will not be good for us. They will use the grievances against us (the facilities, etc.) explaining that they don't have the money to pay staff if they have to fix these facility issues.**
- **How does fact finding work?** The fact finder is assigned by the Labor Board. We take our last official offer and the board takes the last official offer and we both present. Both sides will present their forensic side.
- **Prescription plan—if there is no generic and you need brand name, will that change?** No it shouldn't change because it was never discussed.
- **Did the board already approve this proposal?** If it is voted down by us they will not vote.
- **Do we have a projection how much our union dues will go up this coming year?** PSEA/NEA dues--\$9.00 increase.
- **Nothing has changed with Monday meetings, regarding to times.**
- **Maternity Leave—what is the amount you can take?** 6 months first; then you can extend for another 6 months. The only way you can extend your return date is if baby has medical issues. You must give

them one month's notice, but if something happens within that month time you can request extension.

- **How does the school budget salaries?** Typically they put a blanket percentage.
 - **What is our next action if we don't ratify?** We will go to fact finding. This takes 40 days; then we have 10 days to review and vote on the fact finding proposal. **That puts us into October—what are we going to do as a union if we get to this point?** During fact finding we are not allowed to strike. The one danger about an early strike is they take all days into consideration to get to 180.
 - **Personal Days—what happens if the contract is approved—what happens to that personal day?** This is something that needs to be discussed, but it should be cashed out.
 - **For those members hired in 2012 and given something in writing, then we can work with that with HR.**
 - **For people on leave how will retroactivity work?** Contract says you must work 93 days to get retroactive pay.
 - **Step and Column Movement—the credits in reserve will they be set to go for next school year?** As long as they are submitted by the deadline.
 - **2019-2020—will we continue to move steps?** No unless we ratify a new contract.
 - **Personal Day—use by June 1st—you get cashed out if you don't use it.**
 - **When we renegotiate will we ask for the cap and not percentage?** We will try to keep it at a number not a percentage.
- **VOTE TO TAKE PLACE AT RHS ON WEDNESDAY, AUGUST 24TH FROM 7:30-9:30 AM.**
 - **Meeting adjourned at 12:00 pm.**

**Respectfully submitted,
Deb Redcay**

REA Secretary