



Negotiations Updates

Top Priorities:

- Improving overall compensation
 - Increasing salary, career earnings, and hourly pay
 - Place Early Childhood members on the Master Salary Schedule
- Improving employee benefits
 - Improving 403(b) match and supplemental retirement options
 - Limiting the impact of increasing healthcare costs
 - Enhancing leave day options
- Improving employee work conditions
 - Reducing the number of required meetings and communication incident
 - Increasing support educators with high case load ratios

Scheduled Negotiations Meetings:

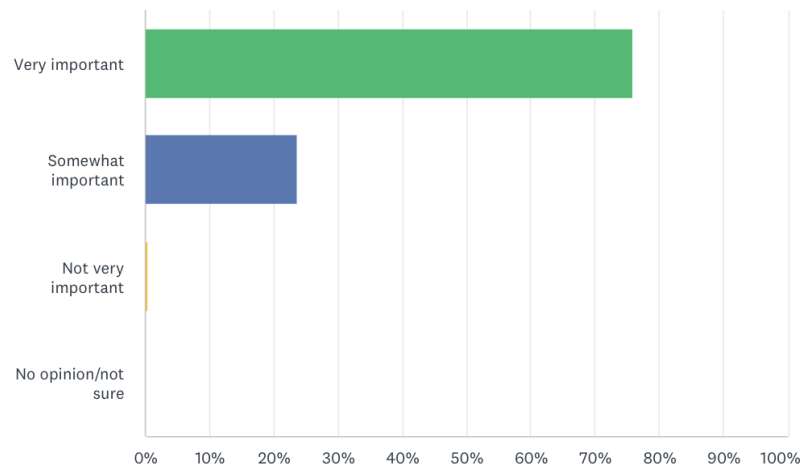
- September 22nd
 - Opening negotiations with the District
- September 25th
 - 2nd meeting with the District

Summary: 283/395 SLPTU members took the Negotiations Priorities Survey. This is a response rate of 72%. 54% of respondents were from Pre-K-6th grade, and 46% were 7-12th grade.

Salary Schedule

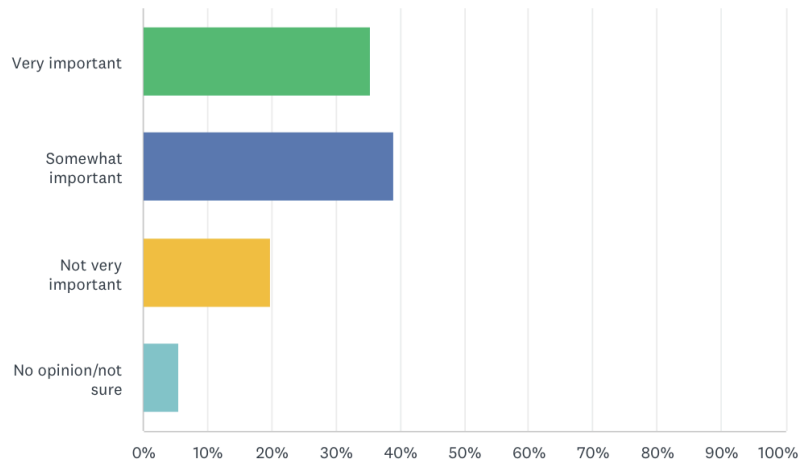
Improve the Salary Schedule by increasing the salary amounts in each cell.

Answered: 265 Skipped: 18



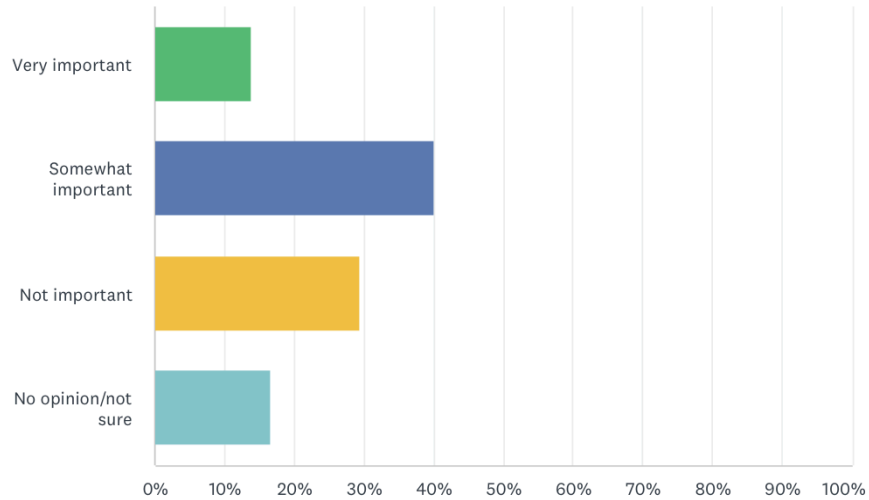
Improve the Salary Schedule by increasing the number of longevity payments. There are currently longevity payments at 15, 20, and 25 years. In total, these longevity payments equal \$5,000.

Answered: 266 Skipped: 17



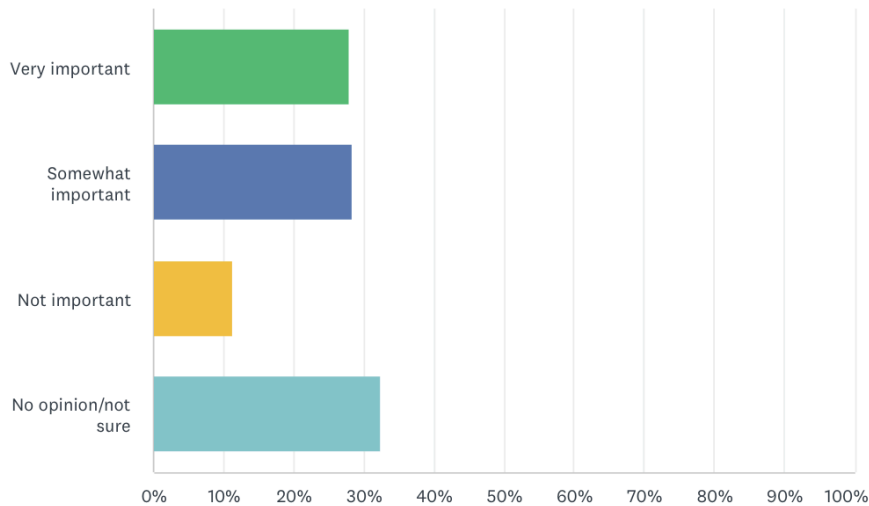
Improve the Salary Schedule by minimize the total number of steps. There are currently 16 steps on the Salary Schedule prior to this contract, there were 20 steps.

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Place all Early Childhood certified staff on the same Salary Schedule as K-12 certified staff. Currently, Early Childhood certified staff have a separate pay scale.

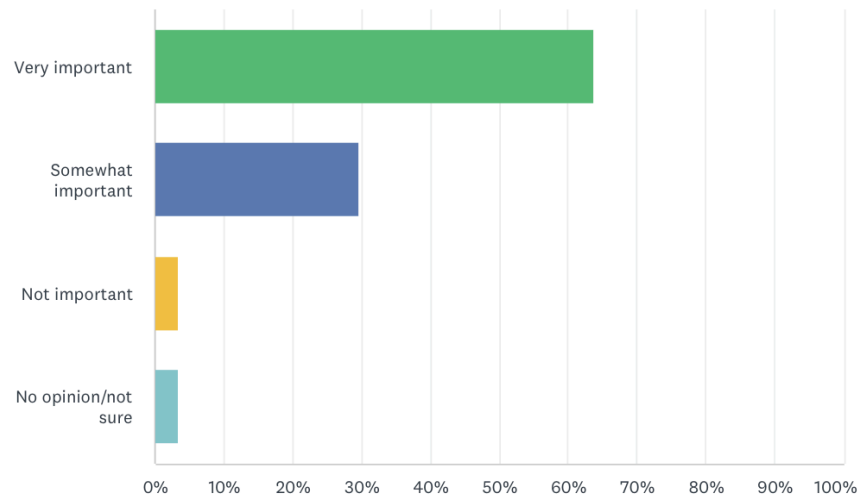
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Benefits

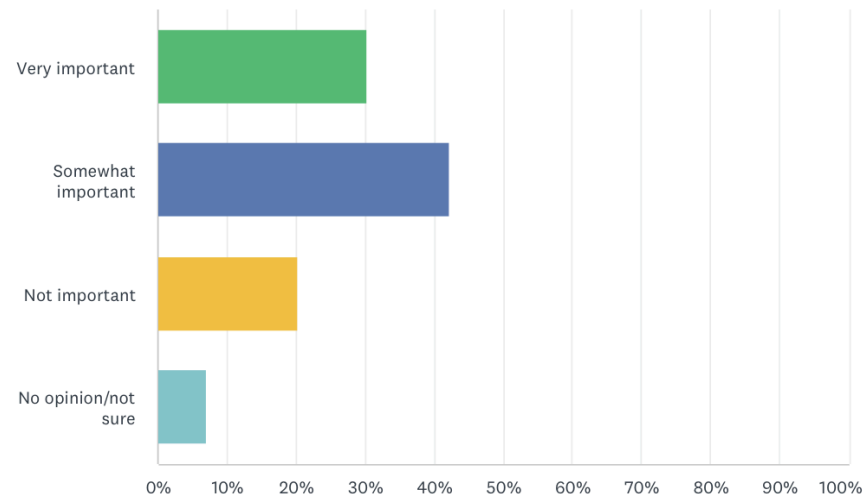
Increase the district matching pay for 403(b) contributions. The current match is \$1,250.

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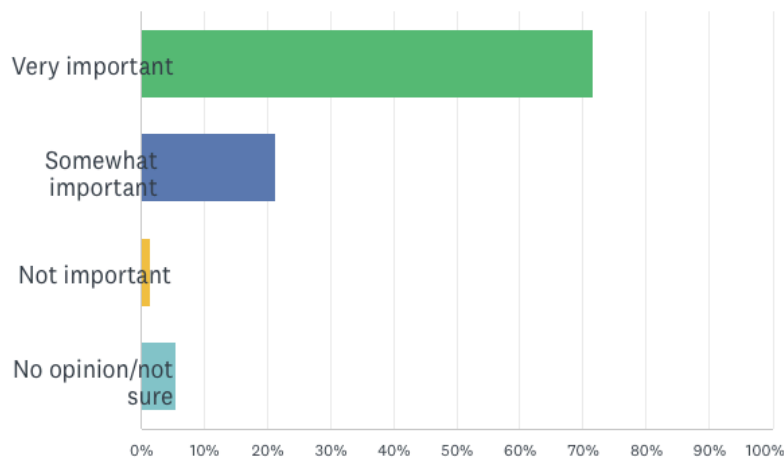
Expand the options to sell back unused sick leave days. Under the Wellness Incentive, you can sell back up to 6 days only if you have missed 2 or fewer days. Note: in order to qualify for the Wellness Incentive, staff must have at least 60 sick days available.

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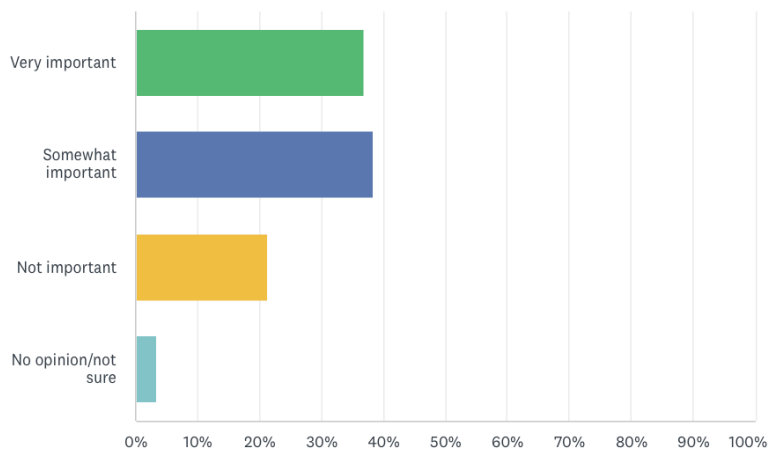
Avoid increases in health insurance premium payments and decreases in VEBA contributions. Listed below are the current district health insurance plans. The numbers below reflect 7% overall plan increase. Option 1 (Co-pay) Single Plan Option #1: The employee monthly premium increases from \$379 to \$438. Family Plan Option #1: The employee monthly premium increases from \$1,557 to \$1,721. Option #2 (High Deductible): Single Plan Option #2: The district has reduced the total VEBA monthly contribution from \$106 to \$61. Family Plan Option #2: There is an increase in the employee monthly premium from \$606 to \$729.

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Increase the total number of personal days a staff member can use each school year. Currently staff are allocated 3 personal days a year and can carry 1 unused day over.

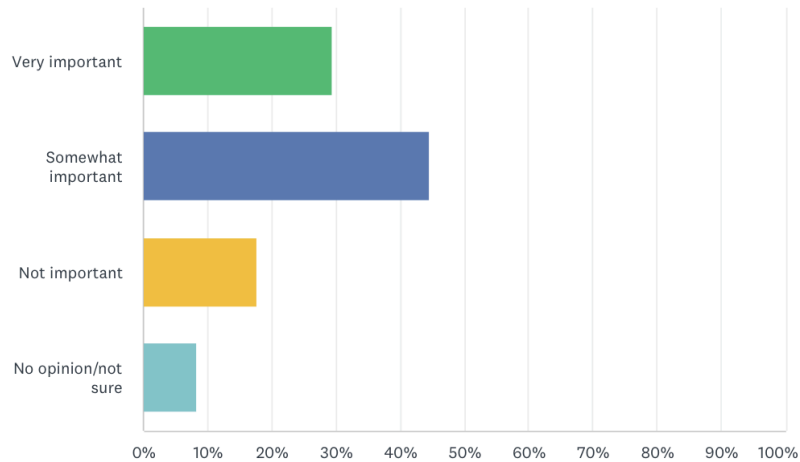
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Stipends

Increase the hourly rate of pay. Curriculum stipends and related activities are \$40/hr. Summer school is \$35/hr.

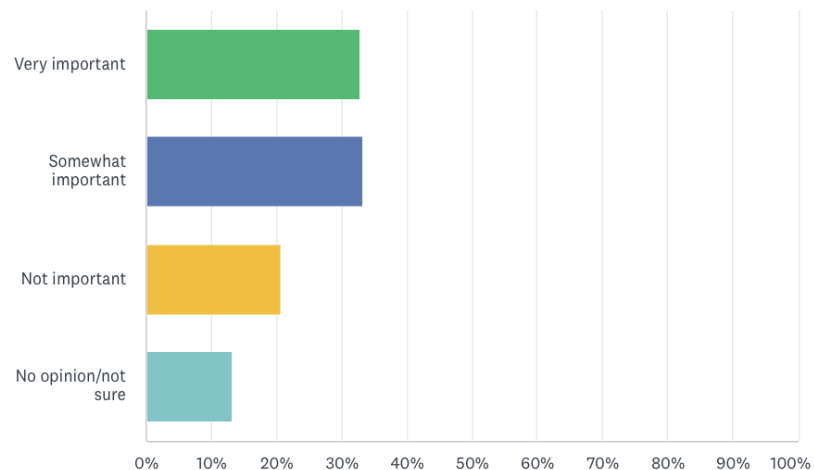
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Contract Language

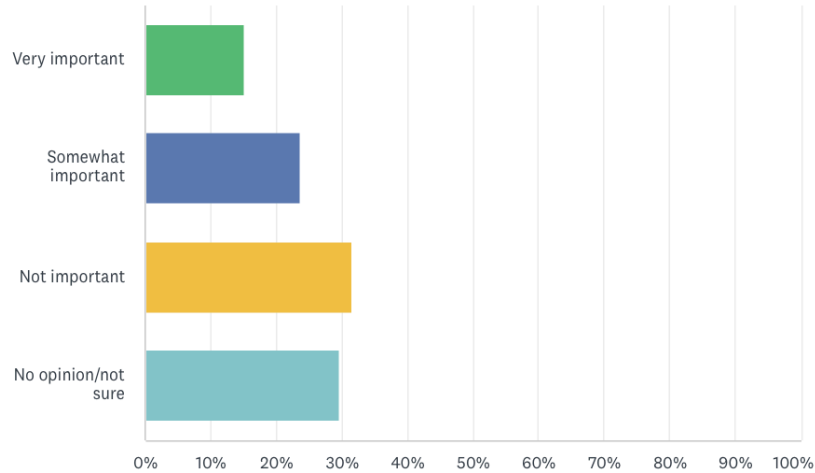
Create contractual protections that would limit how often certified staff are required to fill a substitute teaching position.

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Create contractual language that ensures more equitable practices and pay for teachers instructing online courses.

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Miscellaneous

Promote greater flexibility for staff to acquire graduate credits that could be used for lane changes on the Salary Schedule.

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