

Negotiations 2017

The purpose of this presentation is to explain the Memorandum of Agreement (MOA) completed on May 30, 2017.

Slide 2 and 3 summarize the negotiation process and the settlement

Slides 4-11 take the MOA (also found online) and summarize the changes from previous contract along with the new contract language

Slides 12-15 show 4 different scenarios (find the one that matches your status) and shows salaries and health contributions under Triborough and the new contract (if ratified)

Slide 16 shows comparisons with other recent settlements around us.

Timeline

- March 28 - meeting with district: 2 year proposal, salaries/benefits at market rate, ID 1 or 2 issues
- March 30 meeting with negotiating team: discussed WPTA needs including guaranteed prep, class size, calendar, 403b/457, stipends
- April 19 meeting with district: walked through WPTA talking points and WPCSD talking points
- May 5 meeting with district - reduced number of items to discuss
- May 9 meeting with council and negotiating team: rejection of WPCSD proposals
- May 11, May 18 and May 23 meeting with district : not much movement
- May 30 meeting with council and negotiating team: created motions

Proposals vs MOA

Proposal	WPTA Proposal 5/30/2017	MOA
salaries/benefits	market rate 1.00 %2017-18, 18-19 0.5% of salary in 403b/457 0.25% on health each year	1% and step movement 2017; 0.5% on health (14.0%) 1% and step movement 2017; 0.25% on health (14.25%)
floating 6	eliminate	reduced to 3 hours per year
flexibility on personal day	5 personal days	5 personal days : Days 4 & 5 may not be used on a holiday/ vacation or Monday/Friday
district contribution to 403/457	unused personal days year 1: \$200 year 2: \$225	up to 3 unused personal days can be put to 403b/457 at the following rates: 2017-18: \$175 /day 2018-19 \$200/day
guaranteed prep everyday	create “mandatory” language for current language	Building based committee SHALL meet annually to discuss and review the program structure and schedules in their building. If a teacher does not have a duty-free prep on any day within a given 6-day cycle, they will not involuntary be subject to a day without a duty-free prep in the succeeding 6-day cycle

Teaching hours and class

Current Language (Article V. B.b) suggest that collaborative meetings happen periodically at a district level

A committee composed of equal representation of teachers appointed by the WPTA and administrators designated by the superintendent will periodically meet at a mutually agreeable date and time to discuss and review the program structure and schedule in grades 9-12.

New Language (Article V. B.b) says that the meetings “SHALL” happen annually at each building

1. Article V (B) b – Teaching Hours and Class Load, p. 12:

Modify paragraph (8) to read as follows: “Effective July 1, 2017, a building-based committee composed of equal representation of teachers appointed by the WPTA and administrators designated by the Superintendent shall meet annually at a mutually agreeable date and time to discuss and review the program structure and schedules in their building”.

Current Language (Article V. B.b): This language was new for 2015-16; however, it has not been implemented as intended. The district has agree to add the new language below.

E. 2. By September 15 of each school year, the principal and building representative will determine priorities for the building for the first semester and by January 15th for the second semester. Once determined the principal and/or his or her designee will work with the teacher representatives to schedule meetings to address these priorities for the school year. One prep per cycle can be administratively directed for meetings with administrators, consultants and ICS. This includes all meetings with administrators, consultants, and ICS's. This clause does not include post-observations and CSE meetings.

Added Language (Article V. B.b) - this can mean that GLMs will happen every other cycle, and the 7th prep on the alternating cycle can be administratively driven

Add a new paragraph: “Effective July 1, 2017, if a teacher does not have a duty-free preparation period on any day within a given six-day cycle, they will not involuntarily be subject to a day without a duty-free preparation period in the succeeding six-day cycle”.

New Language (Article XX) Personal Days: Increase in personal days from 3 to 5 annually. No change in number of sick days

2. Article XX (A) 5 – Temporary Leaves of Absence, p. 25:

Modify the first sentence to read as follows “Effective July 1, 2017, each teacher may, upon reasonable notice in advance, be absent a maximum of five (5) days each school year without loss of pay

New Sentence: fourth and fifth days cannot immediately precede or follow a weekend, school holiday, or vacation.

New Language (Article XIX): Establishment of a Pilot program to roll extra personal days into a 403b/457 [You will have option to roll extra days into your accumulated sick time if you choose.]

3. Article XIX – (A) 2 – Sick Leave, pg. 24:

Modify second sentence to read as follows: Effective July 1, 2017, unused personal days may be accumulated from year to year without limit to be added to sick leave for teachers or teachers may decide to receive an employer contribution to their 403(b) or 457 plan as compensation for up to a maximum of three unused personal days per year at a rate of \$175 per day at the close of June 30, 2018 and \$200 per day at the close of June 30, 2019.

The WPTA and the District agree that the addition of the fourth and fifth personal day (Article XX (A) 5) and the employer contribution to the 403(b) or 457 plan (Article XIX (A) 2) will constitute a pilot initiative through June 30, 2019. Any future provision of this nature will be subject to negotiations.

New Language (Article XXII): Reducing floating 6 to Floating 3

4. Article XXII - Professional Development and Educational Improvement, (D), p. 28

Delete and replace first paragraph to read as follows: Effective July 1, 2017, the school calendar will consist of 180 instructional days and 4 days plus three floating hours as professional development. The three hours will be determined by each building Staff Development committee and the school principal, in conjunction with the Assistant Superintendent for Curriculum and Instruction. These hours will be determined by June 30th of each year for the succeeding year and will not result in a loss of instructional time.

Modify and replace: “six-hour day” with “three hours will be selected....”

New Language (Article XXVII): Salary Increases will be 1% each year [Draft salary schedules will be published when available]

5. Article XXVII – Salary and Supplemental Salary, p.33:

(A) 1 – Delete and replace with the following:

- Effective July 1, 2017, Teachers will move up one step and 1% will be placed on the salary schedule
- Effective July 1, 2018 Teachers will move up one step and 1% will be placed on the salary schedule

New and Added Language (Article XXVII): Pay for class period coverage starts with 2nd class period coverage

6. Article XXVII – Salary and Supplemental Salary (G):

Modify and replace: Effective July 1, 2017, teachers who voluntarily want to cover an absence for a teacher, shall be paid starting with their second coverage in a given year, at the full hourly rate for hourly teachers for each period of class assignment.

New Language (Article XXVIII): Health insurance contribution will increase 0.75% over 2 years

7. Article XXVIII – Insurance and Benefits, p. 42:

(B) 1. a – Delete and replace with the following:

Unit members shall contribute to the annual premium as follows:

- **Effective July 1, 2017 – 14.00%**
- **Effective July 1, 2018 – 14.25%**

The next set of slides review several example of salary and health contributions under Triborough and the new settlement

What does this mean...

**If you are currently MA Step 2
then under Triborough**

**If you are currently MA Step 2
then under proposed MOA**

Salary

2017-18 :move to step 3: \$69,012
2018-19 move to step 4: \$71,671

2017-18 :move to step 3: \$69,702
2018-19 move to step 4: \$73,111

Health contribution

remains 13.5% of 2017-2018 SWSCHP rate
family = \$3,335
single = \$1,489

7/1/17 : 14% of 2017-18 SWSCHP rate
family = \$3,458
single = \$1,544

remains 13.5% of 208-2019 SWSCHP rate
family = \$3,479
single = \$1,553

7/1/18 14.25% of 208-2019 SWSCHP rate
family = \$3,672
single = \$1,639

Personal Days

3 personal days

5 personal days
(Personal days 4 & 5 can't be used on
Monday/Friday)

**Unused personal
days**

unused personal days will be rolled into your
accumulated sick time

up to 3 unused personal days can be
converted into a 403b/457 district
contribution at a daily rate of:
\$175 (end of 2017-2018)
\$200 (end of 2018-2019)

What does this mean...

	If you are currently <u>MA30 Step 10</u> then under Triborough	If you are currently <u>MA30 Step 10</u> then under proposed MOA
Salary	2017-18 move to step 11: \$99,344 2018-19 move to step 12: \$102,910	2017-18 move to step 11: \$100,337 2018-19 move to step 12: \$104,978
Health contribution	remains 13.5% of 2017-2018 SWSCHP rate family = \$3,335 single = \$1,489	7/1/17 : 14% of 2017-18 SWSCHP rate family = \$3,458 single = \$1,544
Personal Days	3 personal days	5 personal days (Personal days 4 & 5 can't be used on Monday/Friday)
Unused personal days	unused personal days will be rolled into your accumulated sick time	up to 3 unused personal days can be converted into a 403b/457 district contribution at a daily rate of: \$175 (end of 2017-2018) \$200 (end of 2018-2019)

What does this mean...

	If you are currently <u>MA45 Step 16</u> then under Triborough	If you are currently <u>MA45 Step 16</u> then under proposed MOA
Salary	2017-18 move to step 17: \$121,490 (plus \$1,000 stipend for frozen step) 2018-19 move to step 18: \$121,490 (plus \$1,000 stipend for frozen step)	2017-18 move to step 17: \$122,705 (plus \$1,000 stipend for frozen step) 2018-19 move to step 18: \$123,932 (plus \$1,000 stipend for frozen step)
Health contribution	remains 13.5% of 2017-2018 SWSCHP rate family = \$3,335 single = \$1,489	7/1/17 : 14% of 2017-18 SWSCHP rate family = \$3,458 single = \$1,544
	remains 13.5% of 208-2019 SWSCHP rate family = \$3,479 single = \$1,553	7/1/18 14.25% of 208-2019 SWSCHP rate family = \$3,672 single = \$1,639
Personal Days	3 personal days	5 personal days (Personal days 4 & 5 can't be used on Monday/Friday)
Unused personal days	unused personal days will be rolled into your accumulated sick time	up to 3 unused personal days can be converted into a 403b/457 district contribution at a daily rate of: \$175 (end of 2017-2018) \$200 (end of 2018-2019)

What does this mean...

	If you are currently MA60 Step 20 then under Triborough	If you are currently MA60 Step 20 then under proposed MOA
Salary	2017-18 step 20: \$134,479 2018-19 step 20: \$134,479 (plus longevity pay as stipulated in Article XXVII)	2017-18 step 20: \$137,062 2018-19 step 20: \$138,432 (plus longevity pay as stipulated in Article XXVII)
Health contribution	remains 13.5% of 2017-2018 SWSCHP rate family = \$3,335 single = \$1,489	7/1/17 : 14% of 2017-18 SWSCHP rate family = \$3,458 single = \$1,544
	remains 13.5% of 2018-2019 SWSCHP rate family = \$3,479 single = \$1,553	7/1/18 14.25% of 2018-2019 SWSCHP rate family = \$3,672 single = \$1,639
Personal Days	3 personal days	5 personal days (Personal days 4 & 5 can't be used on Monday/Friday)
Unused personal days	unused personal days will be rolled into your accumulated sick time	up to 3 unused personal days can be converted into a 403b/457 district contribution at a daily rate of: \$175 (end of 2017-2018) \$200 (end of 2018-2019)

Other very recent settlements

Rye Neck 2018-2021	Valahalla extension of contract until 2018	Ardsley 2017-2021	Mt Vernon
1%. 0.85%, .85%, 1.0%	1.35 % 2018	1.25%, 1.25%, 1.0%, 1.0%	1.5, 1.5
adding step each year to step 21		1/2 step movement between step 9 and 10	top salary (MA60) will still be \$7,000 less than our highest
health contribution increase 1%	no info	16.75% to 18%	no info

QUESTIONS/COMMENTS?

GET ANSWERS AT THE
GENERAL MEMBERSHIP MEETING
JUNE 12TH, WPHS AUDITORIUM
3 PM AND 4 PM