

## Summary of LM School District's Settlement Offer to the LM Education Association

August 18, 2014

Below is a summary of two settlement offers from Line Mountain School District to the teachers' contract which expired June 30, 2012. After each underlined topic, you will first see the proposal from August 18, 2014. Second, you will see the proposal from August 21, 2013. Third, will be the expired contract. **Any and all changes from the expired contract will be signified in bold text.**

### Term of the agreement:

**August 18, 2014:** The term shall be for **seven (7) years** beginning on July 1, 2012 and will continue in full force and effect until June 30, 2019.

August 21, 2013: The term shall be for five (5) years beginning on July 1, 2012 and will continue in full force and effect until June 30, 2017.

Expired contract: 5 year agreement.

### Work Year:

**August 18, 2014:** Work year will be **185 days**.

August 21, 2013: Work year was 186 days.

Expired contract: Work year was 186 days.

### Workday

August 18, 2014: The professional employee's minimum workday shall consist of seven (7) hours and thirty (30) minutes. Employees are required to be on site for a total of seven (7) hours and thirty (30) minutes. During that time period, they receive a thirty (30) minute lunch break and must receive an average of forty-six (46) minutes per day or two hundred and thirty (230) minutes per week without students for planning time. *Currently, middle / high school teachers have students an average of five (5) hours and forty-three (43) minutes per day, and elementary teachers have students an average of five (5) hours and twenty-five (25) minutes per day.*

**August 21, 2013:** minimum workday shall be **Seven (7) hours forty-five (45) minutes**.

Expired Contract: Workday is the same as the current proposal.

### The early retirement incentive (ERI) expired in the previous contract:

The ERI had expired in the previous contract and is not included in either proposal.

### **Work beyond the normal workday:**

**August 18, 2014:** Professional employees who receive a request from the District to work beyond the normal work day shall be **compensated at a rate of \$25 per hour.**

**August 21, 2013:** Same as current proposal.

Expired Contract: The rate was \$22 per hour.

### **Unrestricted Personal Leave days:**

**August 18, 2014:** Professional employees of the Line Mountain School District shall be allowed three (3) unrestricted personal leave days during the school terms covered by this Agreement. These personal leave days shall be cumulative to **a maximum of eight (8) days** with credit only for personal leave days accruing since July 1, 1980. **All accumulated days above five (5) days shall be accredited at the end of the school year to the employee's sick leave total.**

**August 21, 2013:** Same as current proposal.

Expired contract: The previous maximum was seven (7) days. Any days accrued beyond seven (7) were lost, if they weren't used.

### **Evening Meetings:**

**August 18, 2014:** Professional staff may be required to participate in a maximum of three (3) evening meetings without additional pay. Employees will be given **not less than ten (10) workdays notice.** Other contractual language such as **"but not limited to"** and **"illness only"** were added.

**August 21, 2013:** Professional staff may be required to participate in a maximum of **four (4) evening meetings** without additional pay. Employees will be given **not less than ten (10) workdays notice.** Other contractual language such as **"but not limited to"** and **"illness only"** were added.

Expired Contract: Professional staff may be required to participate in a maximum of three (3) evening meetings without additional pay. Employees will be given not less than thirty (30) workdays notice.

### **Extracurricular Salary Schedule:**

**August 18, 2014:** The district proposes to **remove language from the Collective Bargaining Agreement that references the Extracurricular Salary Schedule.** It would be dealt with outside of the contract.

**August 21, 2013:** The district proposes to **remove language from the Collective Bargaining Agreement that references the Extracurricular Salary Schedule.** It would be dealt with outside of the contract.

Expired Contract: The Extra-curricular Salary schedule is included in the agreement.

### **Salary Matrix “Raise”:**

Explanation of a salary matrix: Professional Employees are paid based on a salary matrix with 17 steps. The steps represent years of teaching experience. A first year teacher begins on step one (1) and shall increase one (1) step per year until they reach step seventeen (17), which is the maximum career salary in the matrix. Even if the salary matrix is unchanged each year, the average step movement raise for anyone not on step seventeen (17) is \$1,670. Professional employees can earn additional money by getting a master’s degree and taking more credits. An additional \$1,204 per year is given to anyone who gets a Master’s Degree. For every 15 credits earned beyond a Master’s Degree up to 60 credits (A Doctorate Degree), they will receive an additional \$940, \$941, \$940, and \$1,000 per year. As an example, anyone with a Doctorate Degree will make \$5,025 more per year compared to someone with a Bachelor’s Degree on the same step. ***On July 1, 2013, the District agreed to create a Doctorate Degree column on the salary matrix and add an additional \$1,000 for the degree. The District also agree to have the Superintendent provide a current, updated list of all professional employees approved/denied credit reimbursement for the school year when requested by the Association President. Movement on the salary matrix shall be applied retroactive should receipt of supporting documentation be delayed by the university or college.***

**August 18, 2014:** See the attached matrix on the website. **The District proposes adding \$500 every year to each step on the salary matrix.** At the end of the seven (7) year contract, **every salary on the matrix will be \$3,500 higher.** Therefore, employees will receive their raise for step movement plus \$500 for each year of the contract. **The average annual salary increase for anyone moving a step would be \$2,170 every year.** The **starting salary** on the matrix over seven (7) years shall be **\$33,338 - \$33,838 - \$34,338 - \$34,838 - \$35,338 - \$35,838 - \$36,338.** The **top salary** on the matrix over seven years shall be **\$65,082 - \$65,582 - \$66,082 - \$66,582 - \$67,082 - \$67,582 - \$68,082.**

**August 21, 2013:** **The District proposes adding \$0 to the salary matrix in the first year of the contract, \$250 in the second year, \$350 in the third year, \$450 in the fourth year, and \$550 in the fifth year.** At the end of the five (5) year contract, **every salary on the matrix will be \$1,600 higher.** The **average annual salary increase for anyone moving a step would be \$1,990 every year.** The **starting salary** on the matrix over five (5) years shall be **\$32,838 - \$33,088 - \$33,438 - \$33,888 - \$34,438.** The **top salary** on the matrix over seven years shall be **\$64,582 - \$64,832 - \$65,182 - \$65,632 - \$66,182.**

\*\*If an agreement is not reached by 9/1/14, a complete wage freeze will occur for 2012-2013.

\*\*If an agreement is not reached by 11/1/14, a complete wage freeze will occur for 2013-2014.

(All step movement and increases to the salary matrix will be lost for that year)

### **Credit Reimbursement:**

**August 18, 2014:** The District proposed to give the Superintendent the right to approve a request for reimbursement of more than six (6) credits if, in his/her determination, the credits are a benefit to the educational needs of the District.

**August 21, 2013:** The District proposed to give the Superintendent the right to approve a request for reimbursement of more than six (6) credits if, in his/her determination, the credits are a benefit to the educational needs of the District.

Expired contract: A maximum of six (6) credits may be reimbursed each year without any exceptions.

### **Health Benefits:**

**August 18, 2014:** Beginning January 1, 2015 all employees shall be enrolled in the Highmark Health Savings Account \$1750/\$3500 Deductible Option. The District agrees to supply \$1750 for single and \$3500 for family into a Health Savings Account (HSA) for each enrolled employee. In the 2015-16, 16-17, 17-18 and 18-19 school year, the District will deposit \$1000 into the employees HSA for single coverage and \$2000 into the HSA for family coverage. New hires shall be eligible for the level of contribution as indicated in the year in which they are hired. Employees may obtain an additional \$500 into their accounts for participating in the Wellness program. Spouses of employees who also participate in the Wellness program and the employee has Family coverage may be eligible for an additional \$500 to be added to the employees HSA. The employees Prescription plan will be based on co pays on prescriptions as follows: Generic - \$8, Brand - \$35 and Brand non Form - \$50. These co pays will begin once the total deductible stated above has been met by the employee. Beginning January 1, 2015, all employees shall pay 10% of the insurance premium spread out equally over the employees pay.

**August 21, 2013:** Beginning January 1, 2014 all employees shall be enrolled in the Highmark Health Savings Account \$2,500/\$5,000 Deductible Option for health insurance. On January 1, 2014 the District agrees to supply \$2,500 for single and \$5,000 for family into a Health Savings Account (HSA) for each enrolled employee. On January 1, 2015, 2016, 2017, the District will deposit \$1,700 into the employees HSA for single coverage and \$3,400 into the HSA for family coverage. Employees may obtain an additional \$500 into their accounts for participating in the Wellness program. Spouses of employees who also participate in the Wellness program, and the employee has Family coverage, may be eligible for an additional \$500 to be added to the employees HSA. The employees will have a \$500/\$1000 out of pocket limit in the current Prescription plan and will be based on co pays on prescriptions as follows: Generic - \$8, Brand

**- \$35, and Brand non Formulary - \$50. Beginning January 1, 2014, employees shall pay the above monthly contributions or 8% of the premium whichever is smaller. Beginning July 1, 2014 all employees shall pay 8% of the premium spread out equally over the employees pay.**

Expired contract: Insurance is a Highmark Blue Shield Preferred Provider Organization plan (PPO) is offered as an alternative to the indemnity plan. This plan incorporates 100%/80% coverage, a \$20 co pay, a \$50 emergency room co pay, a \$100/\$200 in-network deductible, with a \$1,000,000/person lifetime maximum benefit. Prescription drug coverage is covered with either a co-payment or coinsurance when purchased through a network pharmacy and/or home delivery mail system. The managed vision care program is the Fashion Focus Gold Program. The United Concordia dental plan includes Major Services at 50% (\$500 maximum). The current premium the District pays for major medical and dental for a family is \$17,622.54 per year.

Full-time professional employees who begin the fiscal year waiving coverage but ultimately need to be put back on the coverage, will be compensated at a pro-rated rate. Each employee receives 3 unrestricted personal days per year. The days shall be cumulative to a maximum of five (5). *The previous maximum was seven (7) days.* All accumulated days above five (5) shall be accredited to the employee's sick leave total. *Previously, any days accrued beyond seven (7) would be lost if they weren't used.* Currently a Highmark Blue Shield Preferred Provider Organization plan (PPO) is offered as an alternative to the indemnity plan. This plan incorporates 100%/80% coverage, a \$20 co pay, a \$50 emergency room co pay, a \$100/\$200 in-network deductible, with a \$1,000,000/person lifetime maximum benefit. Prescription drug coverage is covered with either a co-payment or coinsurance when purchased through a network pharmacy and/or home delivery mail system. The managed vision care program is the Fashion Focus Gold Program. The United Concordia dental plan includes Major Services at 50% (\$500 maximum). The current premium the District pays for major medical and dental for a family is \$17,622.54 per year.

Full-time professional employees who waive coverage in the LINE MOUNTAIN SCHOOL DISTRICT Health Plan for an entire fiscal year (July 1 – June 30) **CAN STILL** participate in a Cash Exchange Program. The participant will be compensated \$2,500 each year with one payment to be made in the July following the year waived.

### **WORK TO RULE**

**Approximately 6 weeks before the end of the 2013-2014 school year, the District proposed immediately reinstating all credit reimbursement payments for continued education courses, if the LMEA would end Work to Rule. The offer was rejected by the LMEA.**

For any questions, please call:  
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