

# Negotiations 2008

**Star Orullian, GEA Executive Director, Spokesperson**

**Jay Blain, GEA President**

**Flo Graham, GEA Vice President – Wright Elem.**

**Kathy Caldwell, GEA Board Member – Oakridge Elem.**

**Carl Sundell, Teacher – Hunter High School**

# GOOD NEWS

---



- Steps and Lanes will be fully funded (at a cost of 1.2 percent off the WPU, or \$2.3 million).

# More GOOD NEWS

---

- The Salary Adjustment will be \$1,700.00, or a 3.55 percent increase, whichever is greater.
- This amount will be included in hourly rate calculations.
- The amount will also count in calculations for GSD retirement benefits.

# Show Me the Money

---

- **2007-2008 Salary**

- Step one, lane one

- **\$32,170**

- Step twenty, Master's + 40

- **\$62,949**

- **2008-2009 Salary**

- Step one, lane one

- **\$33,870**

- Increase of \$1,700.00

- **5.3** percent overall Increase

- Step twenty, Master's + 40

- **\$65,184**

- Increase of \$2,235.00

- **3.55** percent overall Increase

- **\$535.00** more than \$1,700.00

# INSURANCE

---

- GSD had a **10.7 percent insurance increase**, which equals **\$4.8 mil**.
- By recalibrating the 20 percent spouse contribution rate to a *true* 20 percent, we reduced that expense from **\$4.8 mil** to **\$3.6 mil**.
- We negotiated **\$3,646,314** mil from the WPU to go to your health insurance and benefits plan, so we didn't have to change the plan design or **REDUCE BENEFITS!**

# INSURANCE

---

- Medical and prescription insurance programs were funded without change to the benefit plan design.
- The 5 percent employee and 20 percent spouse contribution rates were recalibrated.



# Insurance Comparison

## Jordan District

| Granite, Deductible<br>\$500/\$1,500 | Jordan, Lower Deductible<br>\$200/\$600 | Jordan, Higher Deductible<br>\$1,000/\$3,000 |
|--------------------------------------|-----------------------------------------|----------------------------------------------|
| Single \$16.02                       | Single \$155.90                         | Single \$78.49                               |
| Family \$128.25                      | Family \$426.08                         | Family \$331.23                              |

Difference in Family \$297.10 per month (Lower Deductible), \$3,565.20 annually  
 Difference in Family \$202.98 per month (Higher Deductible), \$2,435.76 annually  
 Difference in Single \$139.88 per month (Lower Deductible), \$1,678.56 annually  
 Difference in Single \$46.45 per month (Higher Deductible), \$557.40 annually

## Salt Lake District

| Granite, Deductible \$500/\$1,500 | Salt Lake, Deductible \$500/\$1/000 |
|-----------------------------------|-------------------------------------|
| Single \$16.02                    | Single, \$103.35                    |
| Family \$128.25                   | Family \$444.36                     |

Difference in Family \$316.11 per month, \$3,793.32 annually  
 Difference in Single \$87.33 per month, \$1,047.96 annually

# INSURANCE

---

- **Caution** - Next year, we will need to address the increasing cost of our health insurance plans.

- Prescription drug cost is the number **ONE** cause for our increasing insurance costs.

**NOTE:** We always move slowly and cautiously when it comes to changes in your insurance, but we do know we will have to address some changes next year.

# INSURANCE NOTES...

---

- The way to avoid insurance increases, or minimize insurance changes to the benefit plans, is to reduce costs by being as wise a consumer of services as possible.
- Insurance is a bottomless black hole of employee money. It is money that could go to your paycheck, if we didn't have to continue to fund insurance increases.
- BE A WISE Consumer (e.g. use generics whenever possible)!

# We negotiated for you...

---

- A yearly financial accounting of the retirement benefits to ensure they are safe.

**NOTE:** Did you know your early retirement benefit that we negotiated for you, and continue to protect, is worth more money than 30 years of GEA dues?



# We negotiated for you...

---

- An annual stipend of \$575 for all Title One teachers—no strings attached. Consider it a thank you or combat pay, whichever you prefer.

## **NOTE:**

- GSD will have 19 Title One schools in 2008-2009.
- 20 percent, or 700+ educators, work in these schools.

# We negotiated for you...

---

- Changes in the number of principal-directed professional development days.
- There are 5.5 QTSA days for which you are paid.
- 2.5 days will be principal-directed, with .5 of that taken up in opening faculty meeting.
- 2.5 days will be teacher-directed.
- Previously, 3 were principal-directed and 2 were teacher-directed.

# We negotiated for you...

---

- That GEA will be at the table when GSD develops the district plans for “pay for performance,” etc.
- The protection of your contract for another **three years (2011)**.

# We negotiated for you...

---

- That GEA will be at the table to negotiate FTE calculation grids in junior highs where schedules may be changed.
- That there will be no mandatory professional development on Saturdays or Sundays.

# We negotiated for you...

---

- Language that states, “In-service shall not be held during planning time.”
- Language that stipulates that summative or formative evaluations, which could lead to corrective discipline, shall only be conducted by fully-licensed administrative personnel.
- That any DFL forms will be submitted to Human Resources, not to your principal.

# We negotiated for you...

---

- That you will now be paid for any unused **Personal Leave** days.
- If an educator does not use personal leave, he/she will be paid the Sub II rate for each of the three days not used. The present value of the Sub II rate is \$80.00. If an educator uses a fourth day of personal leave, he/she will pay the Sub II rate.
- Instead of using or losing personal leave days you will now be compensated for them.

# We negotiated for you...

---

- Language that protects GEA involvement on the GSD insurance committee.
- A reference to Memo 56 in our negotiated settlement to further protect our early retirement benefits.
- The creation of a 2008-2009 Elementary Planning Time Task Force.

# New IRS Regulations Require

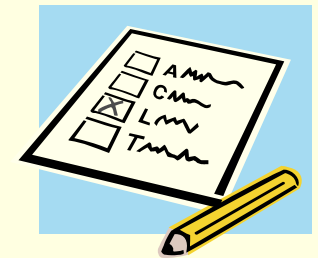
---

- **NOTE:**
- All employees must be paid over 12 months.
  - This takes away the 10 pay option we have had in the past.
- This IRS requirement will also change the summer pay option presently in our contract.
- Beginning 2008-2009 school year these regulation will be in place.

# GEA Ratification Process

---

- The GEA Ex. Board brings its recommendations for the tentative agreement to the Association Representatives (ARs) at the May 14, 2008 AR meeting.
- At the May 14, 2008 AR meeting, GEA ARs vote to recommend (or not) the tentative agreement to the GEA Membership.
- Ballots go out with ARs on May 14, 2008 for a ratification vote.
- **ONLY GEA MEMBERS VOTE!**



# Ratification Process Cont....

---

- YR track change day is on May 19. YR Assoc. Reps will need to hurry in order to include all tracks.
- Ballots are **DUE to the GEA office:**  
**Friday May 23, 2008 by 5:00 p.m.**
- Ballots will be counted May 23, 2008.
- Ratification will be approved or denied.

**Note:** Salary schedules are included so that educators can see the overall salary increase.