



*A Union of Professionals*

# CONTRACT BULLETIN #7

Vol. 1, Issue 7  
October 10, 2018

## **Negotiation Meetings**

The Table Team (TT), namely, the President, Vice-President I, Vice-President II, Vice-President III, Treasurer, Secretary, and attorney have met with the administration nine times since the last bulletin (6/12). They met on 6/20, 6/28, 7/05, 7/26, 8/07, 8/29, 10/01, 10/03, and 10/04. The Big Bargaining Team met on 6/23, 8/11, and 10/10.

On **October 10** from 3:45 PM - 5:30 PM, the Big Bargaining Team (BBT) (building representatives and volunteers who represent support staff and office staff) and the Table Team had a meeting. The following changes to the District's August 13, 2018 draft were **approved** to move forward for member vote (see Next Steps).

## **Language Provisions**

- **Article 8.1: Insurance** -- Restores insurance language from prior contract and requires consensus decisions by insurance committee.
- **Article 9.2A: Workday (changes also incorporated into 16.1 and 21.1)** -- Establishes joint committee with equal voting power to agree upon new start times for 2019-20 school year by March 1, 2019.
- **Article 92E: Workday** -- Revised to allow 60 minutes of art, and restrict door duty to vicinity of entrance point, except for special education.
- **Article 9.7: Assignments and Transfers** -- Expands teacher transfer options for involuntary transfers.
- **Article 9.13: Class Materials** -- Maintains existing reimbursement system for 2018-19 because District has already implemented reimbursements under the old system. For following years, you can use your \$200 individually or it can be pooled with other teachers. Special education resource teachers will get a place to securely store documents.

- **XV: Class Size** -- Requires Superintendent to take action to ameliorate class sizes exceeding fixed thresholds and establishes procedure for teacher and Union to seek remedial action.
- **NEW: Advisory Committees** -- Requires all joint committees to have equal representation and to make recommendations by consensus.
- **Article 16.2: Seniority** -- Support and Office staff transferring to new positions retain accrued seniority and are paid based on their existing salary step.
- **Article 16.5: Involuntary Transfers (misnumbered 15.5, also incorporated into 21.5)** -- Affords Support and Office right to return to their original position.
- **Article 16.1G: Support Staff** -- Removed provision requiring support staff to attend parent/teacher conferences.
- **Article 23.1D: Election of Remedies** -- Allows Office and Support same right upon dismissal to appeal to Board or pursue grievance procedure.
- **App. D-2: Stipend Upgrades** -- PLC Facilitator moved from AA to A.

#### **Economic Terms**

- **Duration:** 3 years (2018-19, 2019-20, and 2020-21). All payments due under the agreement shall be made retroactive to the beginning of the 2018-19 school year.
- **Tuition Reimbursement:** Total pot of money available for use by all three categories of staff shall be \$150,000 per year.
- **Support and Office Staff Salaries:** Implement new salary schedule. No change in salary schedule during duration of agreement. Placement at either current rate of pay (plus a raise to next higher hourly pay) or rate of pay corresponding to years of service, whichever is higher. Longevity payments at years 10-14 (\$200), 15-19 (\$350), and 20+ (\$500). No reopener provision.
- **Teachers:** Implement new salary schedule. Step 13 and beyond in the BS column are not available to staff newly hired after ratification of this agreement. Step 23 and beyond in the BS16, MS, MS16, MS32, and MS48/PhD column are not available to staff newly hired after ratification of this agreement. Newly hired teachers will generally receive the starting rate for the lane provided; however, a teacher can be assigned by the administration to a place on the schedule with a higher salary based on education or

experience or for a position requiring a specified education and/or certification. No reopener provision.

- No change to teachers' 17-18 stipend schedule. Eligible teachers will receive step movement.
- The remaining portions of the agreement shall consist of and incorporate the Board of Educations' August 13, 2018 written proposal, as modified by previous signed tentative agreements between the parties. The agreement shall take effect upon final ratification of both parties.

#### **Next Steps**

- **Vote:** The Big Bargaining Team unanimously approved the tentative contract agreement for member vote.
- **Context:** The District produced six versions after they pulled out of negotiations. After receiving the District's August 13th version, it will be edited to ensure all Union changes are included. Our lawyer has already requested that this be sent to us. For these reasons, the following dates are tentative.
- **10/15 - 10/19:** Union leadership will edit our tentative agreements into a contract draft.
- **10/18:** Final edits/changes will be discussed at our union meeting with building representatives and the Executive Council.
- **10/19:** Contract draft posted for members to read so it can be reviewed over the weekend, and the 22<sup>nd</sup>, 23<sup>rd</sup>, and 24<sup>th</sup>.
- **10/25:** Open union meeting to discuss contract draft with members.
- **10/26 (Friday):** Member vote.
- **11/05:** If the contract passes the membership vote, present it to the Board to sign.

#### **UNION WEBSITE**

Visit the East Aurora Council website for previous contract negotiation updates, and other information:

<https://eastauroracouncil.org/>

#### **QUOTE**

"At the core, labor unions (we) are working men and women, unified as one force. Despite any personal differences that may exist between us, we have banded together to protect and improve the lives of workers. We rise up together for the greater good. We defend one another like family" ~ Sue Carney

Communications Committee: A Scott, G Mestek, M Parks, J Kolodziejek, M Thomas