



Twin Rivers United Educators

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Q & A on TENTATIVE AGREEMENT

Q: If LCFF funding is not continued, will the compensation for the increased time (3% for additional minutes and 0.5% for additional day on Salary Schedules 1, 2, 5, and 6) be removed from the salary schedule?

A: No. This remains on unless it is negotiated off of the salary schedule.

Q: What are the Salary Schedules?

A: Schedule 1-Core certificated staff; Schedule 2-Psychologist and Program Specialists; Schedule 5-Speech Therapists and Counselors K-8; Schedule 6-Counselors (secondary); Schedule 3-Early Childhood; Schedule 4-Adult Education.

Q: What is the District reasoning in removing two minimum days and the 4 one hour early release days in the spring for Elementary Parent Conferences?

A: District's response at the table was they want more instructional minutes.

Q: How can I get my spring conferences done in one day of one hour early release?

A: You are not required to hold conferences in the Spring. This is being considered a family communication early out day.

Q: Is my student contact time increasing with the additional 7 minutes?

A: No. Your student contact time is increased on Monday, Tuesday, Thursday and Friday with the additional 7 minutes. These minutes are banked and given back as non student contact time through additional prep (60 min.) and PD/Staff Meeting/Collaboration (60 min.) (TK to 12) time on Wednesday. Your student contact time on Wednesdays is less than last year (the exception is with middle school sites which already had the 120 min. Late Start Wednesday.)

Q: Is the 2% and 3% just a bonus for this year?

A: No. The 2% salary increase is on the salary schedule retroactive to July 1, 2014. The 3% for increased minutes and the .5% for the additional day is all ongoing on the salary schedule beginning July 1, 2015. Overall, all 5.5% will be added to the salary schedule beginning July 1, 2015.

Q: Do we get a bonus this year?

A: Yes. A 3% bonus will be given this year then added to salary schedules (1,2, 5 and 6) beginning July 1, 2015. A 2.5% bonus will be giving to those employees in Column F who have topped out. See below.

Q: Why is just Column F (Salary Schedule: 1, 2, 5, and 6) on certain steps getting the 2.5% one time off schedule increase?

A: This is due to the fact that members at those steps did not have step and column increases during the years of furloughs, so their income dropped at a larger ratio than those who had step and column increases. This is one time restoration for that loss of income. Elk Grove did a similar agreement last year.

Q: Is the District keeping Late Start Wednesday for next year?

A: We are not sure, but many conversations had with the Negotiations Team and TRUE Leadership and the District has showed the District leaning towards the whole District going to an early out Wednesday next year and the District has put out communications that they are leaning this way. A final decision should be made soon by the District.

Q: Will I get my 30 minute Prep Time (for K-6) through VAPA teachers each week?

A: Yes. They are hiring more VAPA teachers for next year to cover this time. It would also be in the Contract, so the District will have to give it to you.

Q: Why did the Negotiation Team agree to eliminate Article 12: Charter/Alternative Schools and Article 24: Special Education?

A: These articles were not eliminated but embedded into the pertinent articles the language was tied to. The only language in Article 25 that was eliminated was about para-educators because teachers are not their supervisors; we do not evaluate them, nor are we in charge of their work schedules. We can't have language about another bargaining unit in our Contract. All of the other language in both the Special Ed article and the Charter article was incorporated into the other articles in the Contract. This actually makes it easier to work on issues in these areas more often. The negotiations cycle has us opening the entire Contract only every three years. The other years we can only open two articles each year, so if special education (or charter) is a separate article, we would have to specifically open that article to work on it. With 24 articles in the Contract, there is a strong possibility they wouldn't be opened often. Now that language is embedded throughout the Contract, issues that affect these two groups can be worked on within any of the articles that are opened each year.

Q: Why is secondary being asked to add 10 minutes to their start time?

A: This is a duty free time intended to make sure everyone shows up to work on time and if parents want to talk with a teacher before school, they have an opportunity to do so.

Q: How will the additional minutes be added to the school day?

A: As of this date, we have not been informed of a plan. The District is aware of the dynamics of the start times in our District. There has been talk of adjusting times District-wide to make them more consistent overall. If changes are made, the team was told it would not be drastic changes in time but along the lines of 15 minute changes (early schools beginning later, later schools beginning earlier). They are aware of the early start times of our high schools and the issues that will arise with employees that have child care issues.

Q: Why do we have to add the additional minutes to our Contract?

A: We do not. The 3% salary compensation for these additional minutes is coming out of the LCFF supplemental and concentration portion of incoming monies to the District. Surrounding school districts that have not extended time to their work day or work year, have settled from 3% to 4.5% over two years using base grant funding. The District is offering 2% out of base grant funding for this year and ongoing. Looking at the past two years for our District, this would not be out of line in what surrounding districts have received as the TRUSD's offer would total 4% for two years (plus the 2% bonus for last year).

Q: What is the bottom line monetary compensation for this Contract?

A: Compensation for this Contract, going on salary schedule, looking at last year also, is 7.5%. Additional monies with the 3% bonus for this year and the one time Column F increase (on Salary Schedule 1, 2, 5, and 6) would be on top of the 7.5%.

Q: How are benefits contributions changing with the TA?

A: The previous benefits MOU expired in December 2014. The offer in the Tentative Agreement increases the District contribution, but not by the \$100/mo that was in the MOU:

- Employee Only: District contribution increased from \$508.67 to \$561.67 (+\$53.37)
- Employee Plus One: Increased from \$866.25 to \$924.99 (+58.74)
- Family: Increased from \$1088.75 to \$1135.12 (+46.37)

Q: How were these increased contributions calculated?

A: The District took Kaiser rates and determined their contribution based on keeping the employee contribution the same as 2014. For example, if you had Kaiser and took Employee Plus One coverage in 2014, your out of pocket cost was \$396.93. With the expiration of the MOU, your out of pocket would increase to \$455.67. The District proposal in the TA increases their contribution by \$58.74, so your out of pocket for 2015 remains at \$396.93. Employee only and family coverage was also calculated the same way, so your out of pocket remains the same.

If you don't have Kaiser, the District contribution increases by the amounts shown above toward your chosen health plans.

Q: What is the District offering for early retirement?

A: The District will be contacting members who qualify for the early retirement benefit and holding a meeting to explain their offer.

Q: What if the TA is voted down?

A: The team goes back to the Negotiations Table. Nothing is certain. The 3% could be pulled off the agreement for the additional minutes and the 2% left on as a base funding raise. Anything can be pulled off or left on. CSEA and Administration have been offered 2% salary increase from base grant funding for this year. CSEA goes back to the table this week.

We know this may not answer all of your questions.

To get more information or answers to your questions, please attend the January 15th, General Membership Meeting beginning at 4:30 pm at the CTA Region 2 Office off I-80 in Natomas, at 4100 Truxel Rd.