

Tentative Agreement Special Bargaining Bulletin #5

Alhambra Teachers Association

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To: All ATA Bargaining Unit Members

Wednesday, July 8, 2015

From: The ATA Bargaining Team:

Alana Acosta, Ralph Hernandez, Michael Hillman, Katherine Lee (Chair), Mark Z May, Tom Riley, Tammy Scordia (Vice President), and Terry Skotnes (Executive Director)

Tentative Agreement Reached for 2014-17 Full Contract Negotiations

Ratification of this tentative agreement needs to take place now in order for the increases and other changes to take place in a timely manner. The ATA Bargaining Team recommends a "yes" vote.

How to Vote: A paper ballot has been mailed to your home. If you are out of town and cannot vote by mail ballot, email Alice Lee at atawebsite@hotmail.com with your request for an Email ballot by Saturday, July 11 by midnight. The deadline for ATA to receive your ballot is: Tuesday, July 21, 2015 by 4 PM. All ballots received after 4 PM will not be counted.

General Meetings at the ATA Office: Two general meetings have been scheduled on Tuesday, July 14, 2015 for all ATA unit members who have questions and/or concerns about the tentative agreement. The first one begins at 11 A.M. and the second meeting begins at 2 P.M. You may attend either one at your convenience.

On Wednesday, July 8, 2015, the Alhambra Teachers Association and the Alhambra Unified School District reached a contract agreement that is subject to ratification by the ATA unit members. Following are the major details of this tentative agreement:

11.2% (compounded) Ongoing Salary Increase Beginning 7/1/2015	Salary Increase (One Time)	Note
2014-2015 3% retroactive increase to 7/1/2014	2014-2015 1.1% for two mandatory PD day (already on salary schedule for 2014-15)	Retroactive checks for the 3% increase are scheduled to be issued in 12/2015
2015-16 8% beginning 7/1/2015 <i>2 of 8% from Health Benefits change</i>	2015-2016 1.1% for 14 hours of mandatory collaboration hours (equivalent to two mandatory PD days)	The 14 hours of mandatory collaboration hours will be scheduled at each site based on the mutual agreement between the Principal and the staff

For 2016-2017: There will be two mandatory PD days, and the 1.1% one-time increase for the 2 PD days will remain on the salary schedule for 2016-2017.

Increase in Career Earning - ATA Longevity Compression

Effective 7/1/2015, ATA unit members on salary schedules that already have longevity stipends will receive the longevity stipends 2 years earlier than the current timeline. For example, step 13 and step 14 will receive the same stipend currently given to step 15; step 18 and step 19 will receive the same longevity stipend given to step 20, etc. Beginning step 38, instead of step 40, unit members will receive the maximum longevity stipend. Most unit members will see a significant increase; however, the amount of the career earning increase varies from member to member due to various factors.

Mandatory Extra Hours of Work

For 2015-2016: 6 hours total for the year
Beginning 2016-2017: 10 hours total for each school year

In exchange for the compression of the longevity stipends, beginning 2015-2016, ATA has agreed that ATA unit members will work additional hours outside the contractual day each school year. Many of the agreed activities are responsibilities that ATA unit members have already been taking on voluntarily without extra compensation. Each site will make its own decisions in planning and scheduling the extra hours of work for the ATA unit members at that site. No unit members should be mandated to sign up for certain activities as long as the required extra hours of work are met for the school year.

ATA Unit Members Exempted: Psychologists (they do not receive longevity stipends); and some of the unit members who will retire in 2015-2016, 2016-2017, or 2017-2018 at certain steps and will not benefit at all from the compression of the longevity stipends. These unit members will have to turn in their retirement paperwork by January of their last work year to be exempted from the mandatory extra hours of work for their last year.

Following is a partial list of the agreed activities:

School Site Council attendance, PTA Representative, fundraising community events, school site computer lab supervision of students before/after school, school/district committee attendance (without a stipend), site leadership/CAST, Saturday School, graduation supervision, prom supervision, elementary yearbook, and ASB approved clubs. Unit members who are not classroom teachers such as nurses, SLPs, etc. may sign up for activities not on the agreed list if approved by the site administrator with prior approval from the District.

On a case by case basis, an activity that is not on the list, may be approved by the site administrator with prior approval from the District. Overall, these extra work hours activities must be participatory and extracurricular in nature, LCAP compatible, student-centered, and may include parent engagement.

Health Benefits Agreement Beginning October 1, 2015

The District has agreed to offer the District Blue Shield PPO plan to the current Bridge plan retirees and all future eligible retirees as a choice. This will greater ensure the continuity of care for the active unit members who are covered under the Blue Shield plan and are eligible for the Bridge plan upon retirement.

The District has agreed to contribute an additional \$250,000 per year to the Bridge plan fund in 2015-2016 and 2016-2017.

Health Benefits Changes Beginning October 1, 2015

In response to the continually increasing costs of health benefits, ATA has agreed to the following changes :

☛ Eliminate current ATA Blue Shield Indemnity and Cigna medical plan for all ATA active members. Cigna medical plan will be eliminated as a choice from the Bridge plan for the current retirees and all future eligible retirees.

☛ Offer current District Blue Shield PPO plan for all ATA active members.

☛ Increase Kaiser plan's copay to \$10 per visit

Comparison	Current ATA Blue Shield Indemnity Plan	District Blue Shield PPO Plan
Deductibles	Basic -\$30 Major Medical - \$100 per individual \$300 per family	\$250 per individual \$500 dual \$750 per family
Coinsurance	Major Medical (In or out of network): The plan pays 80% and you pay 20% up to \$1,000 and the plan pays 100% after that	In network: the plans pay 100% Out of network: The plan pays 70% and you pay 30% up to \$600 and the plan pays 100% after that
Caps on Services	Home Health Care - 20% copay and no limit Acupuncture - 20% copay and no limit Chiropractic Services - 20% copay and no limit	Home Health Care - 100% paid and no limit Acupuncture - 100% paid with \$750 limit Chiropractic Service 100% paid with \$4,000 limit
Emergency Room	20% copay for non-life threatening illness	100% paid \$100 copay if not admitted
Preventative Services/Annual Physical/Vaccinations/Outpatient Lab	The plan pays 80% and you pay 20% up to \$1,000	The plan pays 100%

Change to Active Unit Members Eligible for Lifetime Medical Benefits

Unit members retiring on or after July 1, 2015, who have met Article XXIII A Section A1 eligibility requirements, shall enroll and pay for Medicare Part B and, if eligible, enroll in Medicare Part A if eligible for premium free benefits, until death. This Medicare requirement shall apply to eligible

dependents as well. Dependents of the retiring unit member who become eligible for Medicare on or after July 1, 2015 shall also enroll and pay for Medicare Part B and, if eligible, enroll in Medicare Part A if eligible for premium free benefits, until death.

Continuing Coverage for Surviving Dependents

Upon the death of an eligible active unit member receiving health benefits, the surviving dependents on the plan at the time of the member's death shall receive continual medical coverage for a period of twelve (12) months after the member's date of death. This language shall not extend the age eligibility of dependent children. This continuing coverage shall not apply to retirees participating in district benefits.

Coaching and Miscellaneous Assignments Stipends

Increase the current elementary Student Council Adviser's stipend to 1.20 (Ratio of S.R.U. rate)

The Miscellaneous Assignments and Coaching Salary Committee will complete its recommendations for 2016-2017 negotiations by March of 2016. Negotiated changes may be bargained to be effective as of July 1, 2015.

Induction Program Reimbursement

The District will reimburse \$3,000 per teacher for their participation in the Induction Program in 2014-15 to those rehired in 2015-16. There will be no charge to bargaining unit members for participation in the District's Induction Program. The District maintains sole discretion over whether or not to offer the Induction Program.

Apply all contract language pertaining kindergarten teachers to T.K. teachers.

Special Education Committee

The District and the Association will establish a Special Education Committee for ongoing and interactive dialogue regarding issues and concerns dealing with the special education program. The District and Association will each select five representatives to serve on this committee. The committee will meet twice each school year.

High School Collaboration Classes

Voluntary high school collaboration/PD time for all teachers participating in collaboration classes will be offered before the school year begins. Attendees will be compensated at the district hourly rate. The current practice of providing voluntary paid hours (4hrs/6hrs) for collaboration between general education and special education staff members before and after school will be maintained.

For 2015-16, in addition to the 4-6 hours, roving subs will be provided when available during the first semester to facilitate collaboration between general education and special education staff members, and as needed during the second semester. Additionally, on a collaboration day, the site will facilitate, with district assistance, a collaboration opportunity for general and special education staff members. During 2015-16, the Special Education Committee will review and discuss future collaboration/professional development.