

## Rep Council – May 2, 2019

### Settlement Summary

#### 1. Salary increase of 3% ongoing plus 2% one-time payment

The team believes the terms make it a decent deal, especially when we consider what we have achieved over the last two years.

- Equivalent of 6.09% ongoing vs COLA of 4.31%.
- In addition we've received 5% in one-time payments.
- Reserve brought down from north of 20% before last year's deal to an estimated 15% at the end of this year.
- Contingency language for increase in property tax above current projections included again (threshold of \$250k = 0.5% ongoing)

#### 2. Benefits extended through Fall of 2020.

This is a priority for the membership and therefore the negotiating team, but this year it came at a cost.

- 6% increase in benefits cost from last year, which is approximately \$400k which is about 1% on the salary schedule.
- Language of extension includes agreement for up to an 8% increase next year as well.

#### 3. Extension of Retirement Incentive MOU

5 years dental/vision coverage if district is notified of retirement by Feb. 1, 2020

#### 4. MOU for AEA Release Period Reimbursement

Release periods are our largest budgetary line-item. Relief is on the order of \$20k/year for two years by tying the reimbursement cost to cell B-5 rather than F-18 plus benefits cost.

#### 5. Schedule B Increases

Stipends established for psychologists who have been supervising interns.

A full Schedule B committee will be held next year, with the money proposed by the District (\$20k) to be applied after that full committee process.

#### 6. MOU for Article 8 Class Size Study

District continues to have an interest in the changes. We have an interest in discussing caseloads of psychs, counselors,

#### 7. Language Clean-up

Article 4 (Organization Security) – make it Janus decision compliant

Article 20 (Severability Clause) – boilerplate language for protection regarding state law, ed code changes