

# **Negotiations Update**

May 4, 2010 • Yucaipa Calimesa Educators Association/CTA/NEA

## **Sixth Negotiations Session, May 3**

The Association and the District are continuing to make progress with negotiations. No agreement was reached at the May 3 Negotiations Session, however three counter proposals were exchanged.

**Health and Welfare:** The District Insurance Advisory Committee, chaired by YCEA's Rick Piercy, has recommended to the board that the District switch health insurance from Anthem/Blue Cross to VEBA's United Health Care plan. VEBA is a not-for-profit organization based out of San Diego representing over 30 school districts and was able to offer very competitive rates compared to what Anthem/Blue Cross was going to charge for our renewal. This HMO plan includes most of the same providers that our Anthem/BC coverage included so the disruption should be minimal for most employees. Members who choose Kaiser coverage will be able to remain with Kaiser at the current renewal rates.

## **District Counter-Offer #1**

In response to the offer that YCEA made at the April 19 negotiations session, the District presented a counter offer *package* which is summarized below:

- Furlough Days – Five furlough days resulting in a savings to the District of \$855,000.
- Class Size
  - Kindergarten: 20:1 (this would save approximately 10 positions).
  - Grades 1 to 3: 30:1
  - Grades 4-6: Staff at Current Ratio (35:1) but allow classes to increase to 37:1 with teachers being compensated according to a formula that would pay teachers \$2.28 per day for every student over the maximum.
  - Grades 7-12: Staff at Current Ratio (36:1) but allow classes to increase to 38:1 with teachers being compensated according to a formula that would pay teachers 46¢ per class period for every student over the maximum.
  - Approximately \$195,000 would be available towards lowering class size in First Grade. According to District estimates, it would cost \$660,000 to lower First Grade to 20:1.
  - Increase K-6 Adult to Studio PE Ratio to 40:1. This would cost classified positions.
- Health Benefits
  - Lower district health benefits contribution in exchange for three additional positions saved.
- Association Rights
  - Priority for placement of unit members' children.
- Collaboration Time
  - Renewal of Collaboration MOU

## **YCEA Counter-Offer**

In response to the District's first counter offer of May 3, YCEA countered with a counter- offer. Highlights of this counter-offer include:

- Furlough Days – Five furlough days with savings being applied to retaining jobs and health benefits. These furlough days would be achieved by shortening the instructional calendar so teachers would retain the five paid preparation days we currently have.
- Health Benefits – Increase district's health benefit contribution by 6.48% to \$10,645.
- Retirement Incentive – District to offer PARS Supplemental Early Retirement Program in 2010-2011 under the same terms that it was offered this year.
- Class Size
  - K-3 24 to 1. This would save approximately 26 positions.
  - Language that would allow for overages with the affected teachers being paid based off a formula that fairly compensates the teachers impacted and is cost neutral to the district.
- Association Rights
  - Priority for placement of unit members' children.

## **District Counter-Offer #2**

In response to YCEA's counter offer, the District presented a second counter offer *package*. Important components of this counter offer were:

- Furlough Days – Five furlough days.
- Class Size
  - Initially staff grades K-3 at a 24 to 1 ratio but allow for the following maximums:
    - Kindergarten: 25:1
    - First Grade: 26:1

- Second Grade: 27:1
  - Third Grade 28:1
- Grades 4-6: Staff at Current Ratio (35:1) but allow classes to increase to 37:1 with teachers being compensated according to a formula that would pay teachers \$2.28 per day for every student over the maximum.
- Grades 7-12: Staff at Current Ratio (36:1) but allow classes to increase to 38:1 with teachers being compensated according to a formula that would pay teachers 46¢ per class period for every student over the maximum.
- Increase K-6 Adult to Studio PE Ratio to 40:1. This would cost classified positions.
- Health Benefits
  - Utilize \$188,352 in savings achieved by changing health insurance as a concession to decrease K-3 class size.
- Association Rights
  - Priority for placement of unit members' children.

**Negotiations to Continue**

Due to a commitment that one of the District administrator's had, we had to wrap up negotiations around 2:00. A seventh negotiations day has been scheduled for Monday, May 10. Additional days may be scheduled if needed.

**Thank you for your continued support!**

**The YCEA Negotiations Team**

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