

Negotiations Update

May 10, 2010 • Yucaipa Calimesa Educators Association/CTA/NEA

Seventh Negotiations Session, May 10

After a long day of negotiations, the Yucaipa-Calimesa Educators Association and the Yucaipa-Calimesa Joint Unified School District reached a tentative agreement on some of the major negotiations issues today. We believe this represents a fair settlement given the financial constraints placed on the district by the State of California.

Health and Welfare: **SIGNIFICANT IMPROVEMENTS** have been made to our HMO health insurance plan for the 2010-2011 school year. These improvements are made AT NO COST to the member and are achieved by the district increasing the health benefits cap to \$10,037 for the 2010-2011 school year.

Here is a summary of the proposed HMO plan compared to our current coverage.

	<i>Current Coverage – Anthem HMO</i>	<i>Proposed Coverage – VEBA Pacificare HMO</i>
Office Visit Co-Pay	\$20.00	\$5.00
Specialist Visit Co-Pay	\$20.00	\$5.00
Preventive Care Co-Pay	\$20.00	\$0.00 – no charge
Out of Pocket Maximum	\$1,500/\$3,000/\$4,500	\$800/\$2400
Emergency Room Co-Pay	\$50.00	\$100.00
Inpatient Mental Health	No Charge	No Charge
Outpatient Mental Health Co-Pay	\$20.00	\$5.00
Chiropractic Care Co-Pay	\$20.00	\$10.00
Generic Rx	\$5.00	\$5.00
Brand Name Rx Formulary	\$10.00	\$10.00
Brand Name Rx Non-Formulary	\$10.00	\$25.00

Members who elect to stay with Kaiser, will have the option to do so under the new insurance plan. Members who elect to have PPO coverage will have the option of selecting the VEBA PPO.

Class Size

Kindergarten to Third Grade will be staffed district-wide at a ratio of 24:1. This will result in a significant savings of certificated positions. Class sizes at other grades are not changed by this agreement.

SERP-Early Retirement Incentive

For the 2010-11 school year, the District will offer the PARS Early Retirement Incentive under the same terms and conditions that it was offered this year.

Furlough Days

YCEA Members to take six furlough days for 2010-2011:

- Five days achieved through shortening the school year.
- One day through not attending a teacher prep day at the member's discretion.

What's Next

This agreement is subject to approval by the School Board and YCEA Membership. YCEA will be scheduling a general membership meeting for voting on the TA after negotiations wrap up.

Negotiations to Continue

On Monday, May 17, YCEA and YCJUSD will meet once again to address remaining negotiations items. These include professional courtesy and a proposal by the district to compensate 4-12 teachers for class overages. In addition, elementary members of the negotiations team will be meeting with the district to address changes that need to be made in the Collaboration Day MOU in order to address the numerous concerns that members have raised.

Thank you for your continued support!

The YCEA Negotiations Team

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