

# Initial Proposal Comparison from April 27, 2009

Listed below are highlights of the initial proposals.

Current Issue	District's Proposal	WEA Bargaining Team's Proposal
Sick Days,	Status Quo	The Team has proposed an accumulation of 112 days.
Summer School Assignments and IEP's	Status Quo	Employees to compensated by per diem calculated to an hourly rate'
Excessed Employees	Status Quo	Excessed employees will be placed prior to hiring new staff or allowing transfer requests'
Teaching responsibilities outside of the classroom.	Status Quo	Four committees to determine work load for 1) music departments, 2) occupational therapists, physical therapists, speech/language therapists, 3) library media specialists, and special education.
Professional Compensation	Joint work on new salary schedule structure. No specific wage offer included at this time.	A new salary schedule structure. No specific wage offer included at this time. Increase extra service pay base from \$25,999 to \$27,040
Colleague Pay	Status Quo	Increase from \$24.18 to \$25.15
Insurance	<p>Increase employee contribution to 5% annually. Non participation in District Wellness Program (Health Risk Assessment) will require an additional 5% contribution.</p> <p>Move immediately to new plan with following changes:</p> <ul style="list-style-type: none"> <li>a. No surgical confinement copay</li> <li>b. Deductible</li> </ul>	<p>Benefits to remain as is. (Status Quo)</p> <p>Cash-in-lieu of insurance increased to amount of a single premium.</p> <p>Dental Insurance increase annual max. to \$2,000</p> <p>LTD plan reduced waiting period from 90 to 60 days.</p>

	<p>In -\$300/\$600, Out - \$700/\$1400.</p> <p>c. Coinsurance Out of Pocket In - \$300/\$600. Out - \$300/\$600</p> <p>d. Max Out-of-Pocket In -\$600/\$1200, Out - \$1000/\$2000.</p> <p>e. Prescription Benefit Rx Copay \$10/\$25/\$40</p> <p>f. Emergency Co-pay \$100</p>	
Early Retirement	<p>Change two-year maximum from 25 to 20. Minimum age from 55 to 57 for anyone retiring after 7/01/11..</p> <p>Benefits for new hires after 7/1/09 = 20 years service = 50% of last years salary 25 years service = 75% of last year's salary 30 years service = 100% of last year's salary.</p>	Benefits will extend beyond Medicare eligibility to allow for receiving full benefit if earned. Ex. 10 years would equal 10 years even if becoming eligible for Medicare the benefit would not stop at Medicare.
Co-operative Study Period	Review effectiveness/proposal at a later date.	Status Quo
Pay periods	Change all employees to 26 pay periods.	Status Quo
Voluntary Layoff	No Proposal	A volunteer will retain the highest recall right rather than the last.
Parent/Teacher Conferences	No Proposal	Clarification for elementary and travelling teachers
Professional Improvement (6 year requirement) And Human Relations Requirement	Eliminate for some groups of employees	Eliminate Requirement for all employees
Teacher Evaluation	Modify Current System—Committee created	Bargaining team sub-committee
Calendar	Create calendars for 2010-2012	Create calendars for 2010-2012
Extra Pay for Extra Service—all levels & Athletics	No Proposal	Increase Base for calculation to \$27,040

Tentative Agreements

Include all Tentative Agreements for 07-09 Bargain.

Include all Tentative Agreements from 07-09 Agreement.