

Initial Proposal Comparison from October 29, 2007

Listed below are highlights of the initial proposals. There are other items, some of which are housekeeping in nature and are not included below.

Current Issue	District's Proposal	WEA Bargaining Team's Proposal
Sick Days, Family Illness, Funeral Leave, Personal leave	No Proposal	The Team has proposed the change from 11 sick days to 15 annual days of paid leave with an accumulation of 150 days.
Summer School Assignments and IEP's	No Proposal	Employees to compensated by per diem calculated to an hourly rate'
Excessed Employees	No Proposal	Excessed employees will be placed prior to hiring new staff or allowing transfer requests'
Tuition Reimbursement	No Proposal	District will reimburse employees based on maximum of up to 12 credits per year. Tuition reimbursement not to exceed tuition for comparable tuition at UWM.
Teaching responsibilities outside of the classroom.	No Proposal	Three committees to determine work load for 1) music departments, 2) occupational therapists, physical therapists, speech/language therapists, and 3) library media specialists.
Professional Compensation	Total package increase of 3.8% each year of a two year contract.	A new salary schedule structure. Increase extra service pay base from \$25,999 to \$31,835
Colleague Pay	No Proposal	Increase from \$24.18 to \$33.33
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</p>	<p>Benefits to remain as is. (Status Quo)</p> <p>Increase dental coverage to \$2000.</p>

	<p>changes:</p> <ul style="list-style-type: none"> a. No surgical confinement copay b. Deductible In -\$300/\$600, Out - \$700/\$1400. c. Coinsurance Out of Pocket In - \$300/\$600. Out - \$300/\$600 d. Max Out-of-Pocket In -\$600/\$1200, Out - \$1000/\$2000. e. Prescription Benefit Rx Copay \$10/\$25/\$40 f. Emergency Co-pay \$100 	
Early Retirement	<p>Change two-year maximum from 25 to 20. Minimum age from 55 to 57. Various benefit changes.</p>	<p>Change two year maximum from 25 to 30 each year.</p>
Co-operative Study Period	<p>Review effectiveness/proposal at a later date.</p>	<p>No Proposal.</p>
Pay periods	<p>Change all employees to 26 pay periods.</p>	<p>No Proposal.</p>
Voluntary Layoff	<p>No Proposal</p>	<p>A volunteer will retain the highest recall right rather than the last.</p>
Parent/Teacher Conferences	<p>No Proposal</p>	<p>Clarification for elementary and travelling teachers</p>
Professional Improvement (6 year requirement) And Human Relations Requirement	<p>No Proposal</p>	<p>Eliminate Requirement</p>
Teacher Evaluation	<p>Modify Current System</p>	<p>No Proposal</p>
Calendar	<p>Jt. Committee to review Early Release</p>	<p>Same as District—from 05-07 Bargain</p>
Extra Pay for Extra Service—all levels & Athletics	<p>No Proposal</p>	<p>Increase Base for calculation to \$31,835.</p>

