



Now More Than Ever!

MEA REPORTER

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Happy New Year!

Update on 2017-2018 Contract Implementation

MEA has been informed by the District that **raises** will be in teacher and para pay checks beginning on **February 10, 2018**. However, **retroactive pay** will not be paid until the **February 25th** pay checks.

Questions Regarding Negotiations

Why is Longevity pay a supplement instead of a bonus? MEA fought to ensure that longevity pay was a supplement rather than a bonus so that the money earned would be included in calculations for teachers' and paras' retirement earnings for FRS. All supplements are included in FRS calculations as salary. Money paid as a bonus **does not** count toward retirement earnings.

Why do only teachers who completed their 16th and 25th years in 2017 receive the longevity bonuses?

All teachers who completed their 16th and 25th year of service previously have received some form of longevity pay. Those who reached that milestone on the old salary schedule received a large step equal to or greater than the current longevity supplement. That salary increase continues throughout their careers. Those who received the longevity payment in 2015-2016 received extra steps on the salary schedule in the form of longevity payment. They also continue to earn that salary increase for the rest of their careers. Due to the current state statute which sets parameters for raises, we could no longer keep the larger steps on the salary schedule or move those people reaching certain years more

steps for longevity. That is the reason the longevity payment must now be a supplement.

MEA Fought to Preserve/Improve Contracts

1. Maintained teachers' control of their time on Record Day (no meetings scheduled by the administration).
2. Returned to language that provides 100% sick leave pay upon normal retirement for those who have 26-30 years in the district and a sliding scale for fewer years.
3. Preserved health insurance benefits for terminally ill employees or employees with terminally ill family members.
4. Enhanced teacher salary schedule (\$200 added to each Level) instead of bonuses.
5. Enhanced paraprofessional salary schedules (\$0.15/hour added to each step) instead of bonuses.
6. Maintained language related to insurance benefits for employees on leave and new hires.
7. Defined maximum time for employees to repay overpayment to the district.

What About The 1 Mill Referendum?

MEA is currently working with the Superintendent on the details of a Memorandum of Understanding (MOU) that will outline exactly how teachers and paraprofessionals will benefit and/or what the expectations will be should the referendum pass. If successful, the signed MOU will be distributed as soon as possible.