

# Vineland Education Association

General Membership Meeting

For Contract Ratification

April 16, 2019

# Agenda

1. Review of Agreement changes
2. Presentation of Salary Guides
3. Member questions on this Memorandum of Agreement.
4. Any other member questions.
5. Adjournment
6. Voting on Thursday, April 18 at your building.

# Unprecedented

- The VEA and Board have never had to reach Fact-Finding before.
- The district faces a multi-million dollar budget deficit as Sweeney shifts Adjustment Aid.
- Our demographics continue to cost us.
- Health insurance is a major cost-driver and impediment.

# Bargaining Began Fall 2017

- Impasse after multiple bargaining sessions in winter and spring. Wedge Issues: time, money and insurance. Many editorial issues OK'd or items withdrawn.
- Spring 2018: Joint filing for mediation with PERC
- Two mediation sessions with PERC mediator Anthony Bagliore. Mediation fails after Board declines to answer our compromise proposal.
- Bagliore recommended parties to Fact-Finding.
- Fact-Finder Robert Glasson appointed and settlement reached Feb. 28.

# We wouldn't agree to:

- Reduce the President's ability to represent members during the workday.
- Pro-rated sick and personal time each year while on leave or only earned if you worked at least half of the workdays of the month.
- Increase in prescription co-payment to \$15/25/40.
- Eliminate teacher moving expense
- High co-insurance, co-pay health plan that would have potentially cost members up to \$6,350 single / \$12,700 family maximum out of pocket costs. (from \$400 / \$800)
- Medical Co-pays from \$15 to \$20/30/100

# We wouldn't agree to:

- No arbitration for fired non-tenured
- Teachers responsible for maintaining their own websites “and shall update it as necessary but not less than once per week.”
- Insurance “equal to” to “substantially similar”
- Ability to reduce increments in disciplinary cases immediately (contrary to law)

# We tried, but didn't get:

- Ch. 78 reduction to no more than 22% of premium (first tried Tier 3 and 2)
- Stipend for translation service
- Increase salary for Civil Service bilingual title
- Full time release for Assn. President
- Limiting amount of pupil contact time without a break
- 10 month clericals first right of refusal for 12

# We tried, but didn't get:

- Increase in preparation time
- Mandatory CPT for regular ed./ICR teachers of 20 minutes per week.
- Additional pensionable salary for athletic trainers
- Eliminate online, virtual, distance learning for courses in which current staff hold certificates
- No substitutes in vacancies
- Require DEAC to meet annually



# We tried, but didn't get:

- Adding new Schedule B positions: increase JROTC, Instrumental and String Ensemble for elementary, Testing Coordinators at \$2,500
- Sick day bank for clerical staff and teaching staff members eligible to donate up to 3 personal days to fellow members.
- World language teachers shall not be required to translate for meetings

# Editorial Changes

- See your handout
- Switch to Word File

# Substantive Changes

- Work Day – Middle School – next year
- 10 minutes before/after, 40 minute prep., 40 minute lunch, up to 320 minutes of pupil contact (teaching) time.
- Loss of Common Planning Time
- High School – same effective in 2021
- Loss of 5 minutes of lunch and prep.
- In exchange for higher salaries. Bought time.

# Substantive Change

- No more payment in lieu of insurance
- Why?
- A concession to free up \$600,000 and help fund the settlement.
- Only a fraction of members benefited.
- Reallocating that money helps all members in salary and pension.

# Salary:

- | <u>Us</u> |         | <u>Them</u>    |
|-----------|---------|----------------|
| 4.25%     |         | 0%             |
| 3.25%     | 6/28/18 | 2.35 (2), 2.25 |
- Increment Costs (Combined):

2.08%	1.86%	1.76%
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# Salary

- Step movement in *all three years*.
- Raise for this year *retroactive* to July 1.
- Higher than county average (2.7%) each year:  
2.75%,                      3.192%,                      2.9%
- \$700 to the top of the secretarial guide in each year. (\$2,100 over 3 years)
- \$1,000 to the top of the certificated guide in each year. (\$3,000 over 3 years)
- Increases your final average salary / pension.

# Salary

	<b>Base 2017-18</b>	<b>Year 1 2018-19</b>	<b>Year 2 2019-20</b>	<b>Year 3 2020-21</b>
<b>Teachers</b>	\$63,089,188	\$64,824,186	\$66,893,810	\$68,833,512
<b>Secretaries</b>	\$ 2,936,129	\$ 3,016,911	\$ 3,112,836	\$ 3,203,233
<b>Total</b>	\$66,025,317	\$67,841,097	\$70,006,646	\$72,036,745
	<b>Difference</b>	\$ 1,815,780	\$ 2,165,549	\$ 2,030,099
	<b>%</b>	2.750%	3.192%	2.900%
		1.0275	1.0275	1.0290
		2.75%	2.75%	2.90%
	<b>Target</b>	<b>\$67,841,013</b>	<b>\$69,706,641</b>	<b>\$72,036,834</b>
			addl \$ 300,000	
			<b>\$70,006,641</b>	

# Average Raises (Combined)

- Average Raises:
- \$ 1,849.06
- \$ 2,205.24
- \$ 2,067.31
  
- This is a significant improvement over the last two contracts.



# Why Increase the Top?

IMPACT OF THE VBOE-VEA SETTLEMENT ON THE TOP STEP OF THE TEACHER SALARY GUIDE								
Year	Gross Salary	Raise	Medical Rate	Medical Deduction	Pension Rate %	Pension Deduction	Net* Salary	Difference From Previous Year
2018	\$ 84,899	\$ 1,000	Tier 4 - 24% of premium	\$ 8,865	7.50	\$ 6,367	\$ 69,667	\$ 252
2017	\$ 83,899	\$ 305	Tier 4 - 24% of premium	\$ 8,312	7.36	\$ 6,173	\$ 69,415	\$ (356)
2016	\$ 83,594	\$ 343	Tier 4 - 24% of premium	\$ 7,792	7.21	\$ 6,031	\$ 69,771	\$ (187)
2015	\$ 83,251	\$ 367	Tier 4 - 24% of premium	\$ 7,406	7.07	\$ 5,887	\$ 69,958	\$ (2,204)
2014	\$ 82,884	\$ 82	Tier 3 - 18% of premium	\$ 4,980	6.93	\$ 5,743	\$ 72,161	\$ (2,013)
2013	\$ 82,802	\$ 129	Tier 2 - 12% of premium	\$ 3,009	6.79	\$ 5,619	\$ 74,174	\$ (1,447)
2012	\$ 82,673	\$ 1,269	Tier 1 - 6% of premium	\$ 1,560	6.64	\$ 5,492	\$ 75,621	\$ 729
2011	\$ 81,404	\$ 772	1.5% salary	\$ 1,221	6.50	\$ 5,291	\$ 74,892	\$ (96)
2010	\$ 80,632	\$ 632	1.5% salary	\$ 1,209	5.50	\$ 4,435	\$ 74,988	\$ (312)
2009	\$ 80,000		\$300 dental	\$ 300	5.50	\$ 4,400	\$ 75,300	

# Salary – Secretarial (Base, Year 1)

<b>BASE YEAR</b>							<b>YEAR 1</b>						
<b>2017-18 Vineland Secretaries</b>							<b>2018-19 Vineland Secretaries</b>						
<b>Salary Guide</b>							<b>Salary Guide</b>						
<b>Step</b>	<b>Generic 12</b>	<b>Senior 12</b>	<b>Principal 12</b>	<b>Generic 10</b>	<b>Senior 10</b>	<b>Principal 10</b>	<b>Step</b>	<b>Generic 12</b>	<b>Senior 12</b>	<b>Principal 12</b>	<b>Generic 10</b>	<b>Senior 10</b>	<b>Principal 10</b>
1	24,974	28,474	31,974	20,374	23,174	25,974	1	24,974	28,474	31,974	20,812	23,728	26,645
2	25,766	29,266	32,766	21,007	23,807	26,607	2	25,574	29,074	32,574	21,312	24,228	27,145
3	26,557	30,057	33,557	21,641	24,441	27,241	3	26,174	29,674	33,174	21,812	24,728	27,645
4	27,349	30,849	34,349	22,274	25,074	27,874	4	26,974	30,474	33,974	22,478	25,395	28,312
5	28,141	31,641	35,141	22,907	25,707	28,507	5	27,774	31,274	34,774	23,145	26,062	28,978
6	28,932	32,432	35,932	23,541	26,341	29,141	6	28,574	32,074	35,574	23,812	26,728	29,645
7	29,724	33,224	36,724	24,174	26,974	29,774	7	29,374	32,874	36,374	24,478	27,395	30,312
8	30,516	34,016	37,516	24,807	27,607	30,407	8	30,174	33,674	37,174	25,145	28,062	30,978
9	31,307	34,807	38,307	25,441	28,241	31,041	9	30,974	34,474	37,974	25,812	28,728	31,645
10	32,099	35,599	39,099	26,074	28,874	31,674	10	31,774	35,274	38,774	26,478	29,395	32,312
11	32,891	36,391	39,891	26,707	29,507	32,307	11	32,574	36,074	39,574	27,145	30,062	32,978
12	33,682	37,182	40,682	27,341	30,141	32,941	12	33,424	36,924	40,424	27,853	30,770	33,687
13	34,474	37,974	41,474	27,974	30,774	33,574	13	34,274	37,774	41,274	28,562	31,478	34,395
14	35,266	38,766	42,266	28,607	31,407	34,207	14	35,124	38,624	42,124	29,270	32,187	35,103
15	36,057	39,557	43,057	29,241	32,041	34,841	15	35,974	39,474	42,974	29,978	32,895	35,812
16	36,849	40,349	43,849	29,874	32,674	35,474	16	36,824	40,324	43,824	30,687	33,603	36,520
17	37,641	41,141	44,641	30,507	33,307	36,107	17	37,674	41,174	44,674	31,395	34,312	37,228
18	38,432	41,932	45,432	31,141	33,941	36,741	18	38,549	42,049	45,549	32,124	35,041	37,958
19	39,224	42,724	46,224	31,774	34,574	37,374	19	39,424	42,924	46,424	32,853	35,770	38,687
20	40,016	43,516	47,016	32,407	35,207	38,007	20	40,299	43,799	47,299	33,583	36,499	39,416
21	40,807	44,307	47,807	33,041	35,841	38,641	21	41,174	44,674	48,174	34,312	37,228	40,145
22	41,599	45,099	48,599	33,674	36,474	39,274	22	42,049	45,549	49,049	35,041	37,958	40,874
23	42,391	45,891	49,391	34,307	37,107	39,907	23	42,924	46,424	49,924	35,770	38,687	41,603
24	43,182	46,682	50,182	34,941	37,741	40,541	24	43,799	47,299	50,799	36,499	39,416	42,333
25	43,974	47,474	50,974	35,574	38,374	41,174	25	44,674	48,174	51,674	37,228	40,145	43,062
OG				38,740		42,110	OG				39,440		42,810
OG				39,475			OG				40,175		
OG				40,615			OG				41,315		

# Salary – Secretarial (Years 2, 3)

<b>YEAR 2</b>							<b>YEAR 3</b>						
<i>2019-20 Vineland Secretaries</i>							<i>2020-21 Vineland Secretaries</i>						
<b>Salary Guide</b>							<b>Salary Guide</b>						
Step	Generic 12	Senior 12	Principal 12	Generic 10	Senior 10	Principal 10	Step	Generic 12	Senior 12	Principal 12	Generic 10	Senior 10	Principal 10
1	25,724	29,224	32,724	21,437	24,353	27,270	1	26,070	29,570	33,070	21,725	24,642	27,558
2	26,324	29,824	33,324	21,937	24,853	27,770	2	26,670	30,170	33,670	22,225	25,142	28,058
3	26,924	30,424	33,924	22,437	25,353	28,270	3	27,270	30,770	34,270	22,725	25,642	28,558
4	27,524	31,024	34,524	22,937	25,853	28,770	4	27,870	31,370	34,870	23,225	26,142	29,058
5	28,324	31,824	35,324	23,603	26,520	29,437	5	28,470	31,970	35,470	23,725	26,642	29,558
6	29,124	32,624	36,124	24,270	27,187	30,103	6	29,320	32,820	36,320	24,433	27,350	30,267
7	29,924	33,424	36,924	24,937	27,853	30,770	7	30,170	33,670	37,170	25,142	28,058	30,975
8	30,724	34,224	37,724	25,603	28,520	31,437	8	31,019	34,519	38,019	25,849	28,766	31,683
9	31,524	35,024	38,524	26,270	29,187	32,103	9	31,869	35,369	38,869	26,558	29,474	32,391
10	32,324	35,824	39,324	26,937	29,853	32,770	10	32,744	36,244	39,744	27,287	30,203	33,120
11	33,124	36,624	40,124	27,603	30,520	33,437	11	33,619	37,119	40,619	28,016	30,933	33,849
12	33,974	37,474	40,974	28,312	31,228	34,145	12	34,494	37,994	41,494	28,745	31,662	34,578
13	34,824	38,324	41,824	29,020	31,937	34,853	13	35,369	38,869	42,369	29,474	32,391	35,308
14	35,674	39,174	42,674	29,728	32,645	35,562	14	36,244	39,744	43,244	30,203	33,120	36,037
15	36,524	40,024	43,524	30,437	33,353	36,270	15	37,119	40,619	44,119	30,933	33,849	36,766
16	37,399	40,899	44,399	31,166	34,083	36,999	16	37,994	41,494	44,994	31,662	34,578	37,495
17	38,274	41,774	45,274	31,895	34,812	37,728	17	38,874	42,374	45,874	32,395	35,312	38,228
18	39,149	42,649	46,149	32,624	35,541	38,458	18	39,774	43,274	46,774	33,145	36,062	38,978
19	40,024	43,524	47,024	33,353	36,270	39,187	19	40,674	44,174	47,674	33,895	36,812	39,728
20	40,899	44,399	47,899	34,083	36,999	39,916	20	41,574	45,074	48,574	34,645	37,562	40,478
21	41,774	45,274	48,774	34,812	37,728	40,645	21	42,474	45,974	49,474	35,395	38,312	41,228
22	42,674	46,174	49,674	35,562	38,478	41,395	22	43,374	46,874	50,374	36,145	39,062	41,978
23	43,574	47,074	50,574	36,312	39,228	42,145	23	44,274	47,774	51,274	36,895	39,812	42,728
24	44,474	47,974	51,474	37,062	39,978	42,895	24	45,174	48,674	52,174	37,645	40,562	43,478
25	45,374	48,874	52,374	37,812	40,728	43,645	25	46,074	49,574	53,074	38,395	41,312	44,228
OG				40,140		43,510	OG				40,840		44,210
OG				40,875			OG				41,575		
OG				42,015			OG				42,715		

# Salary – Certificated (Base, Year 1)

<b>BASE YEAR</b>						<b>YEAR 1</b>					
<b>2017-18 Vineland Teachers</b>						<b>2018-19 Vineland Teachers</b>					
<b>Salary Guide</b>						<b>Salary Guide</b>					
<b>Step</b>	<b>ND</b>	<b>BA</b>	<b>BA+30</b>	<b>MA</b>	<b>MA+30</b>	<b>Step</b>	<b>ND</b>	<b>BA</b>	<b>BA+30</b>	<b>MA</b>	<b>MA+30</b>
<b>0</b>	54,533	55,533	56,133	57,033	58,033	<b>0</b>	54,882	55,882	56,482	57,382	58,382
<b>1</b>	54,883	55,883	56,483	57,383	58,383	<b>1</b>	55,132	56,132	56,732	57,632	58,632
<b>2</b>	55,233	56,233	56,833	57,733	58,733	<b>2</b>	55,482	56,482	57,082	57,982	58,982
<b>3</b>	55,483	56,483	57,083	57,983	58,983	<b>3</b>	55,732	56,732	57,332	58,232	59,232
<b>4</b>	55,733	56,733	57,333	58,233	59,233	<b>4</b>	55,982	56,982	57,582	58,482	59,482
<b>5</b>	55,983	56,983	57,583	58,483	59,483	<b>5</b>	56,232	57,232	57,832	58,732	59,732
<b>6</b>	56,233	57,233	57,833	58,733	59,733	<b>6</b>	56,482	57,482	58,082	58,982	59,982
<b>7</b>	56,483	57,483	58,083	58,983	59,983	<b>7</b>	56,732	57,732	58,332	59,232	60,232
<b>8</b>	56,733	57,733	58,333	59,233	60,233	<b>8</b>	56,982	57,982	58,582	59,482	60,482
<b>9</b>	57,076	58,076	58,676	59,576	60,576	<b>9</b>	57,325	58,325	58,925	59,825	60,825
<b>10</b>	57,946	58,946	59,546	60,446	61,446	<b>10</b>	58,195	59,195	59,795	60,695	61,695
<b>11</b>	59,835	60,835	61,435	62,335	63,335	<b>11</b>	60,085	61,085	61,685	62,585	63,585
<b>12</b>	62,124	63,124	63,724	64,624	65,624	<b>12</b>	62,375	63,375	63,975	64,875	65,875
<b>13</b>	64,309	65,309	65,909	66,809	67,809	<b>13</b>	64,560	65,560	66,160	67,060	68,060
<b>14</b>	67,597	68,597	69,197	70,097	71,097	<b>14</b>	67,849	68,849	69,449	70,349	71,349
<b>15</b>	70,793	71,793	72,393	73,293	74,293	<b>15</b>	70,849	71,849	72,449	73,349	74,349
<b>16</b>	73,732	74,732	75,332	76,232	77,232	<b>16</b>	73,849	74,849	75,449	76,349	77,349
<b>17</b>	76,762	77,671	78,271	79,171	80,171	<b>17</b>	76,899	77,899	78,499	79,399	80,399
<b>18</b>	79,788	80,788	81,388	82,288	83,288	<b>18</b>	79,999	80,999	81,599	82,499	83,499
<b>19</b>	82,899	83,899	84,499	85,399	86,399	<b>19</b>	83,899	84,899	85,499	86,399	87,399

# Salary – Certificated (Years 2, 3)

<b>YEAR 2</b>						<b>YEAR 3</b>					
<b>2019-20 Vineland Teachers</b>						<b>2020-21 Vineland Teachers</b>					
<b>Salary Guide</b>						<b>Salary Guide</b>					
<b>Step</b>	<b>ND</b>	<b>BA</b>	<b>BA+30</b>	<b>MA</b>	<b>MA+30</b>	<b>Step</b>	<b>ND</b>	<b>BA</b>	<b>BA+30</b>	<b>MA</b>	<b>MA+30</b>
<b>0</b>	55,157	56,157	56,757	57,657	58,657	<b>0</b>	55,701	56,701	57,301	58,201	59,201
<b>1</b>	55,407	56,407	57,007	57,907	58,907	<b>1</b>	55,951	56,951	57,551	58,451	59,451
<b>2</b>	55,657	56,657	57,257	58,157	59,157	<b>2</b>	56,201	57,201	57,801	58,701	59,701
<b>3</b>	55,907	56,907	57,507	58,407	59,407	<b>3</b>	56,451	57,451	58,051	58,951	59,951
<b>4</b>	56,157	57,157	57,757	58,657	59,657	<b>4</b>	56,701	57,701	58,301	59,201	60,201
<b>5</b>	56,532	57,532	58,132	59,032	60,032	<b>5</b>	57,076	58,076	58,676	59,576	60,576
<b>6</b>	56,932	57,932	58,532	59,432	60,432	<b>6</b>	57,476	58,476	59,076	59,976	60,976
<b>7</b>	57,432	58,432	59,032	59,932	60,932	<b>7</b>	57,976	58,976	59,576	60,476	61,476
<b>8</b>	57,932	58,932	59,532	60,432	61,432	<b>8</b>	58,476	59,476	60,076	60,976	61,976
<b>9</b>	58,682	59,682	60,282	61,182	62,182	<b>9</b>	59,225	60,225	60,825	61,725	62,725
<b>10</b>	59,432	60,432	61,032	61,932	62,932	<b>10</b>	59,975	60,975	61,575	62,475	63,475
<b>11</b>	60,932	61,932	62,532	63,432	64,432	<b>11</b>	61,475	62,475	63,075	63,975	64,975
<b>12</b>	63,232	64,232	64,832	65,732	66,732	<b>12</b>	63,875	64,875	65,475	66,375	67,375
<b>13</b>	65,532	66,532	67,132	68,032	69,032	<b>13</b>	66,275	67,275	67,875	68,775	69,775
<b>14</b>	68,531	69,531	70,131	71,031	72,031	<b>14</b>	69,275	70,275	70,875	71,775	72,775
<b>15</b>	71,531	72,531	73,131	74,031	75,031	<b>15</b>	72,275	73,275	73,875	74,775	75,775
<b>16</b>	74,631	75,631	76,231	77,131	78,131	<b>16</b>	75,375	76,375	76,975	77,875	78,875
<b>17</b>	77,731	78,731	79,331	80,231	81,231	<b>17</b>	78,575	79,575	80,175	81,075	82,075
<b>18</b>	80,999	81,999	82,599	83,499	84,499	<b>18</b>	81,824	82,824	83,424	84,324	85,324
<b>19</b>	84,899	85,899	86,499	87,399	88,399	<b>19</b>	85,899	86,899	87,499	88,399	89,399

# Voting

- Thursday at your building
- If ratified, Board will consider at next Board meeting
- If ratified by Board, final executed agreement must be executed and all final language agreed to.
- Print new contract booklets.

# Questions:

- For the Good of the Order
  - Advocate for the Budget, Ch. 78 Relief, and support staff bills.