

FROM THE TABLE 2014-2015



The teams for our Association and the District met Wednesday. In order to be prepared to negotiate items with an associated cost when the budget is finalized, we are working to resolve some of the other articles. As a result, tentative agreement was reached on the two articles described below.

- a) Article 3: Non-Discrimination Language regarding the classification of bargaining unit members was clarified as well as expanded to include the classes protected from hate crimes pursuant to Penal Code section 422.55.
- b) Article 24: Academic Freedom Editorial changes were made to clarify the language.

No proposals were passed across the table regarding salary as we are waiting for the updated budget.

The Benefits Committee has been meeting this fall to discuss health benefits for the upcoming January 1, 2015 renewal date. Renewal rates for our current Blue Shield plan reflect nearly a \$130 monthly increase whereas as Kaiser rates reflected a modest 2% increase. Anthem provided a bid that was approximately \$41 per month lower than Kaiser. With the current “soft cap” language this would mean that those selecting the Blue Shield plan would pay a monthly premium of almost \$130 while those enrolled with Kaiser would have no premium contribution. If Anthem and Kaiser were to become our providers, Anthem members would have no monthly premium contribution and Kaiser members would pay a \$41 monthly premium contribution. Based upon this information, the Benefits Committee has recommended that Kaiser and Anthem be the providers for the 2014-15 school year. With approval of the Executive Board, a Memorandum of Understanding was signed making this change.

Expect information soon about the upcoming enrollment period. In addition to exact monthly premium contributions, you will receive information about the providers and the plans they offer so you can select the one that is right for you. (Keep in mind, contributions toward benefits premiums do qualify for reimbursement through a 125K program.)

The members of this year's negotiations team are Linda Young, Albert Murillo, Curtis Dison, Debra Washington, Margie Brynda, Tammi Isgett, and Tom Kenefick. Our scope of knowledge ranges from transitional kindergarten through high school, with a wide variety of teaching and association experiences. Our Team also enjoys the support of CTA through Barbara Smith, FTA's Executive Director as well as the advice of its financial and legal departments. We are all passionate about advocating for our profession and member rights.

Negotiations Team

Linda Young, Curtis Dison, Tom Kenefick, Margie Brynda,
Debra Washington, Tami Isgett, Albert Murillo