

Voters Guide for the 2018-19 GGEA Contract Ratification
September 13, 2018

The GGEA Board of Directors recommends a “yes” vote on the Tentative Agreement.

All terms and conditions of our previous contract remain in full force unless something is specifically mentioned here below. This round of bargaining did not include any “take-backs” or give-aways”.

Article 1 (Agreement)

The agreement is for two years: the last school year (2017-18), and the current school year of 2018-19. If ratified, this contract will remain in effect until June 30, 2019.

Article 4 (Hours)

In the 2019-20 school year, the teachers will have a choice about their school year. Specifically, teachers, nurses and librarians will choose between working on Friday, August 23, 2019 or Monday, June 15, 2020. If you like to prep things before school starts, you may decide to choose August 23. If you like a day after the students to finish your grades, you may decide to choose June 15. The choice is yours. You must inform your principal of your choice. (The last mandatory day for both teachers and students is June 12, 2020.

Bullet number two is a blanket statement for all the teachers described. If a teacher teaches TK-6 SDC, whether M/M or M/S students, or if the teacher teaches at Twain, the teacher will receive three IEP preparation days. These days are in addition to the current three release days, because, as mentioned above, all terms and conditions of the previous contract continue in force. These 3 IEP prep days are new. IEP Prep Days may be used for the purpose of data-collection, assessments, holding IEPs, etc.

Bullet three, under hours, provides another choice for some teachers. The targeted teachers are those who teach “blended” classes, meaning some students are in the RSP (Resource) Program, and others are designated M/M or M/S. For these teachers of blended classes, there is one of two choices. Either 30 minutes of daily release time and one release day, or three (3) release days without daily prep time. Only teachers with “blended classes” have this choice.

Also in bullet #3, there is an exception. If a teacher teaches a class that is self-contained, meaning the teacher has no pull-out time, and is always with one or more students, that teacher does not have an option. That teacher will receive three IEP preparation days.

The bargaining team clarified the intent of the parenthetical exception (not self-contained). Joli Armitage, the spokesperson for GGUSD said, “the district’s intention is that students cannot be left alone. When a teacher can arrange his/her schedule without students, 30 minutes of prep time is possible. When a teacher has a self-contained classroom, s/he cannot schedule 30 minutes of daily prep time”.

It is not so much about the teacher’s job title, such as Resource Teacher or Education Specialist. It’s more about the students you serve and their designation: RSP, M/M, M/S.

The last bullet is strictly optional for the TK-8 teacher. If the teacher chooses to exchange a release day for money, the amount will be \$150. No one will be forced to make this decision. It is strictly up to the employee. (This does not apply to IEP Preparation days).

Article 7 (Evaluation)

The second bullet was mediated due to a grievance last year that went to arbitration. Both GGUSD and GGEA were directed by the arbitrator to settle the issue in negotiations. This bullet, valid only for 2018-19, is a place holder until the issue gets the bargaining attention it merits.

Article 9 (Class Size)

This MOU (Memorandum of Understanding) was signed last school year when the Retirement Incentive was offered. The class size for this year will be as per the numbers in the MOU and listed on the current TA.

Article 11 (leaves)

The first proposed change is not an actual change to current practice. This is merely an updating of our contract to reflect current law.

The second bullet expands the availability of jury duty service to nurses and librarians. Hence, the change of wording from “teachers” to “employees”.

Article 12 (Wages)

Wages for both school years are “on schedule” and on-going. This will improve your future STRS retirement, for both newer to the District and teachers with more experience.

The wages will be paid to you over time, as calculations are completed and verified. First, the 1% for 2017-18 will be computed. Secondly, the 2% for this school year will be computed. Finally, retro pay will take place probably over the course of a couple months, beginning, at the earliest, on November 30, after the Board of Education considers ratification on October 16.

Article 13 (Health and Welfare Benefits)

C: Live Health On-Line will be available to all Health Care plans: HMO, PPO and EPO, effective January 1, 2019, with the new plan year.

13.5b: Refer to the chart below to see that no one’s monthly contribution is going up. For some, the monthly contribution may go down.

2016-17 designation (last contract)	2016-17 monthly contribution	2018-19 designation	2018-19 monthly contribution
Employee	\$50	Employee	\$50
Employee with one dependent	\$100	Employee plus children (unlimited)	\$75
Employee with two/more dependents	\$150	Employee plus spouse (will be changed to domestic partner)	\$100
-	-	Family	\$150

Please see your GGEA Rep if you have any questions