

# Questions and Answers

## School Board Impasse Hearing Decision Salary, Benefits and Other TAs Ratification Process

January 12, 2022



# Summary

	<u>District's Position at the Time Impasse was Declared</u>	<u>School Board's Ultimate Decision</u>
<i>Recurring Wage Increases</i>	<ul style="list-style-type: none"> <li>• Cost-of-Living Adjustment: <b>\$25</b></li> </ul> <p style="text-align: center;"><b>PLUS +</b></p> <ul style="list-style-type: none"> <li>• Effective teachers: <b>\$100</b></li> <li>• Highly Effective teachers: <b>\$150</b></li> </ul>	<ul style="list-style-type: none"> <li>• Cost-of-Living Adjustment: <b>\$100</b></li> </ul> <p style="text-align: center;"><b>PLUS +</b></p> <ul style="list-style-type: none"> <li>• Effective teachers: <b>\$200</b></li> <li>• Highly Effective teachers: <b>\$400</b></li> </ul>
<i>One-time Supplement</i>	<b>\$2,500</b>	<b>\$2,500</b>
<i>Longevity Supplement (Based on Years of Experience with OCPS)</i>	<b>\$0</b>	3 Year Supplement Based on OCCTA's Proposal:  5-9 Year: <b>\$500</b> 10-14 Years: <b>\$1,000</b> 15-19 Years: <b>\$1,500</b> 20-24 Years: <b>\$2,000</b> 25-29 Years: <b>\$2,500</b> 30+ Years: <b>\$3,000</b>
<i>Health Insurance</i>	<ul style="list-style-type: none"> <li>• Plan changes including increases to deductibles and out-of-pocket expenses.</li> <li>• No increases to premiums for 2021-22, and 2022-23.</li> </ul>	<ul style="list-style-type: none"> <li>• <b>The Union was able to prevent any insurance increases this school year.</b> Plan changes won't take effect until October 2022.</li> <li>• No increases to premiums for the 2021-22, 2022-23 <i>and</i> 2023-24 school years.</li> </ul>
<i>Lead Nurse Supplement</i>	<b>\$0</b>	<b>5%</b> Salary Supplement for Lead Nurses



# SALARY

Highly Effective	Effective	No Evaluation Score
\$100 – Cost of Living \$400 – Performance Pay Total - \$500	\$100 – Cost of Living \$200 – Performance Pay Total - \$300	\$100 – Cost of Living  Total - \$100

- **Performance pay is based on the summative evaluation.**
- **This is a pay increase.**
- **All members of our bargaining unit will receive the salary increase.**
- **The salary increase is retroactive to the beginning of the school year.**

# SUPPLEMENT

**One Time Supplement  
\$2,500**

- **This supplement is only for the 2021 – 2022 school year.**
- **Supplements count towards retirement.**
- **All members of our bargaining unit will receive the supplement.**



# LONGEVITY SUPPLEMENT

Years	Amount
5 - 9	\$500
10 - 14	\$1,000
15 - 19	\$1,500
20 - 24	\$2,000
25 - 29	\$2,500
30+	\$3,000

- This supplement is for three years.
- Supplements count towards retirement.
- The supplement is based on cumulative years of teaching experience with OCPS from the initial date of hiring.
- Experience with OCPS will count even if there is a break in service.
- There is no information yet on when teachers can expect the money if the agreement is ratified.



# HEALTH INSURANCE

SureFit		Plan A (Local Plus Network)	Plan B (Open Access Plus HRA)	Plan C (OAPIN)
<u>No premium cost for Employee Only Coverage (full-time)</u>		No premium cost for Employee Only Coverage (full-time)	PPO Like: Open Access Plus HRA (In and Out of Network) <u>Employee Paid Premium \$26.26/paycheck, \$525/year</u>	Employee Paid Premium \$26.26/paycheck, \$525/year
			<b>In-Network Benefits</b>	
<u>Out of Pocket Maximums</u>	<u>Medical: \$5,500 Individual/\$11,000 Family</u>	Out of Pocket Maximums	Out of Pocket Maximums	Out of Pocket Maximums
	<u>Pharmacy: \$1,500 Individual/\$3,000 Family</u>			
<u>Deductibles</u>	<u>\$300 Individual/\$600 Family</u>	Deductibles	In-Network Deductibles	Deductibles
			<b>Out of Network Coverage</b>	
			Out of Network Deductibles	Out of Network Deductibles
			Out of Network Maximums	Out of Network Maximums

- No changes for the 2021 – 2022 school year.
- No premium increases for the 2022 – 2023 and 2023 – 2024 school years.
- Plan changes will be effective October 1<sup>st</sup>, 2022.



## OTHER ITEMS

<b>Lead Nurses</b>	<b>Annual 5% supplement</b>
<b>Leave of Absence</b>	<b>Summer Leave Employee to Employee Sick Leave Donation</b>
<b>Work Year</b>	<b>School Psychologists Summer Employment</b>

- The board agreed with the magistrate decision on a 5% annual supplement for lead nurses.



# OTHER TAs TO BE RATIFIED

<b>TA #1 – Article III – Negotiations</b>	Change from collaborative to collective bargaining
<b>TA #2 – Article XXIII – Duration</b>	Sets duration of the contract to June 30, 2024
<b>TA #3 – Compliance Items</b>	Remove collaborative bargaining (CBLT) reference
<b>TA #4 – Appendix H - OCVS</b>	<p>Orange County Virtual School (OCVS)</p> <ul style="list-style-type: none"> <li>• Duty Day Hours</li> <li>• Class Size</li> <li>• Professional Development - New Teachers to OCVS</li> <li>• Additional Period Pay Supplement</li> </ul>
<b>TA #5 – Article XIV – Duty Day</b>	Contiguous planning time for post-secondary teachers
<b>TA #6 – Appendix A-2 – Supplement Schedule</b>	Beach Volleyball Supplement





# RATIFICATION

- **OCCTA sent the petition to PERC requesting permission for an electronic ratification.**
- **Once we have additional information about the timeline OCCTA will inform all members of the bargaining unit.**
- **OCCTA recommends a YES vote.**



ANY  
QUESTIONS  
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