



MTA Contract Settlement

BOE Business Meeting

November 15th, 2012



Background

- Last contract expired June 30, 2011
 - Old contract still had unresolved issues
- Have been negotiating almost 2 years
- Declared impasse on October 19, 2011
 - We agreed upon a mediator and met with him for 10 sessions
- Levy cap changed “traditional oppositional bargaining”



Major Issues

- Tri borough Amendment (Taylor Law)
 - Previous contract remains in full effect until a new agreement is negotiated
 - Means that ‘step increments’ are paid during negotiations
- APPR
- Levy cap- 2% all inclusive
 - Salary, Pension, health
 - “Total Money”

Total Money

- Three types of increases
 - Step
 - Year to year movement
 - Increase occurs even without an increase on the schedule
 - Percent on schedule
 - Flat percentage of increase on the entire salary schedule
 - Column movement
 - Monies earned for credits earned above masters degree
- Parameter
 - Settlement must account for all monies within 8% over 4 years
 - 2% levy cap each year

Teacher Salary Step Increments

Step 1 to Step 2 = 4%

2011-2012 Salary Chart							2012-2013 Salary Chart						
Step	BA	BA+15	BA+30	MA	MA+10	MA+20	Step	BA	BA+15	BA+30	MA	MA+10	MA+20
1	58,123	60,692	63,271	67,604	69,104	70,598	1	58,123	60,692	63,271	67,604	69,104	70,598
2	60,676	63,296	65,931	70,539	72,055	73,579	2	60,676	63,296	65,931	70,539	72,055	73,579
3	63,246	65,919	68,585	73,450	75,003	76,565	3	63,246	65,919	68,585	73,450	75,003	76,565
4	65,805	68,529	71,255	76,381	77,973	79,568	4	65,805	68,529	71,255	76,381	77,973	79,568
5	68,384	71,148	73,911	79,294	80,921	82,551	5	68,384	71,148	73,911	79,294	80,921	82,551
6	70,919	73,845	76,762	82,406	84,034	85,653	6	70,919	73,845	76,762	82,406	84,034	85,653
7	73,450	76,536	79,627	85,523	87,133	88,753	7	73,450	76,536	79,627	85,523	87,133	88,753

- Steps 1-15: Step increases are high
- 43% of teachers fall in this range, with average step of 3%

Teacher Salary Step Increments

2011-2012 Salary Chart							2012-2013 Salary Chart						
Step	BA	BA+15	BA+30	MA	MA+10	MA+20	Step	BA	BA+15	BA+30	MA	MA+10	MA+20
14	92,045	96,397	100,742	108,653	110,742	111,879	14	92,045	96,397	100,742	108,653	110,275	111,879
15	96,356	100,980	105,603	113,963	115,595	117,230	15	96,356	100,980	105,603	113,963	115,595	117,230
20	98,036	102,662	107,284	115,644	117,276	118,911	20	98,036	102,662	107,284	115,644	117,276	118,911
25	99,916	104,538	109,162	117,521	119,154	120,788	25	99,916	104,538	109,162	117,521	119,154	120,788
30	102,008	106,632	111,257	119,614	121,246	122,881	30	102,008	106,632	111,257	119,614	121,246	122,881

- 57 % of teachers on steps 16-30
- Salaries 'frozen' at steps 15, 20, 25
- This year, 49% of teachers are 'frozen'
- Overall step increase for all teachers = 1.5%

15

20

25

20

25

30

Step 25 to Step 30 = 2%



Money Settlement

- If the MTA did nothing for 4 years total salary money would be 6%
 - 1.5% step increase for 4 years
- Settlement totals 4.75% for 4 years
 - 2011-12 0%- 1.5% step (already paid)
 - 2012-13 0%- step paid in February .75%
 - 2013-14 .5%- step paid in February .75%
 - 2014-15 .5%- step paid in February .75%
- 3.25% for health and pension



Other money items

- Clubs
 - Created a new system in which pay is based on the number of hours a club meets
 - Stipends were adjusted up and down
 - Stipends that decrease take effect in 2014-15
 - Removed musical group stipends and replaced with evening pay and flat NYSSMA rate per teacher
- Standard leave pay
 - after 45 days flat rate; no credit for years or additional credits



Settled last contract

- Removed vestige language
 - i.e. TV technician
- Settled OT work day



Job Security

- Excessing language
 - If a budget fails, district may excess another 3 teachers
 - In addition to the 7 already available
 - If a budget fails twice, district can excess another 4
 - If needed, we doubled the capacity to excess teachers



Pre-K

- Created a separate salary schedule
- Can hire full time teachers for \$42,000 with reduced health benefits
- Right now Universal Pre-K we can afford 1.5 classes (Federal monies equal \$145,000)
 - For the same money we could offer 3 classes
- The 2012-13 budget for Mineola's pre-K and UPK is approximately \$300,000
- We could expand Pre-K to every child 5 times a week for less than the existing budget.
- By law, we cannot avail ourselves to this language until all K-6 Preferred Eligible teachers are placed.

Child Care Leaves

- Child Care Leave requests must be made 60 days prior to the leave except when the leave is requested on or about Sept. 1st ; such requests must be made 90 days prior to the leave.
- FMLA runs concurrently with the unpaid Child Care Leave
- Child Care Leave runs for the semester the leave begins plus an additional four semesters
- Teachers on unpaid Child Care Leave must return to work on the first day of a new semester
- The teacher may return earlier provided that teacher notifies the Superintendent 60 days in advance.



Other language items

- No make up days for snow (hurricanes) beyond State mandates
- Hourly summer school rate instead of a stipend



APPR

- Settled in time to receive points for Grant application
- Observations 2x per year for every teacher
- Student Learning Objectives (SLO)
 - Each teacher must establish a 'target' for growth for all of his/her students to meet
 - Teacher 'grades' are determined by the percentage of students that met that target goal