

HCEA Negotiations Meeting on 11/26/13

Key: **bold** = proposed new language

~~strike~~ = proposed deleted language

Quotes = current and proposed Master Agreement language

Master Agreement Issue and Article	Additions and/or Modifications	Cost Estimate	Status
1. Article 8, Promotional Vacancies, page 10	<p><u>Change:</u> "A. Announcements of Vacancies: Announcements of vacancies shall be posted on the faculty bulletin boards, published by online, via circular to the staff, and sent to the Howard County Education Association office. Announcements must be distributed Vacant positions shall be posted online to accept applications for at least fifteen (15) seven (7) calendar work days (exclusive of Board designated holidays)." before the closing dates for accepting applications."</p>	NA	
2. Article 13, Reimbursement, A, page 17	<p><u>Change:</u> "Teachers who may be required to use their own automobiles in the performance of their duties shall be reimbursed for all work-connected travel at the in accordance with IRS rate regulations and the HCPSS Employee Expense Reimbursement Manual. Teachers will be required to attend no more than three (3) countywide meetings per year without being reimbursed for mileage. Teachers who travel during the work day shall be reimbursed for all work-connected work-related travel at the approved rate per mile for all driving done between the arrival at the first location at the beginning of their work day and leaving from the last location at the end of their work day in excess of their normal daily commute to their home school/office."</p>	NA	
3. Article 13, Reimbursement, D, page 18	<p><u>Change:</u> "One hundred twenty five thousand dollars (\$125,000) shall be allocated to paying the expenses of teachers to attend approved professional meetings. These expenses of teachers shall include food, transportation, lodging, and other convention expenses. Reimbursements to teachers will be paid in accordance with the U.S. General Services Administration (GSA) per diem rates as detailed in the HCPSS Employee Expense Reimbursement Manual. The teacher will also receive salary during this time. These days shall not be deducted from sick or personal leave."</p>	NA	
4. Article 15, Sick and Bereavement Leave, E, page 21	<p><u>Change:</u> "Teachers who do not receive annual leave will be allowed to use up to fifteen days of sick leave for an illness in the immediate family or of a same-sex domestic partner."</p>	Undeterminable	
5. Article 16, Temporary Leaves of Absence, A, 3, page 22	<p><u>Change:</u> "Leave with no loss of pay for a maximum of fifteen (15) working days annually in any calendar year may be granted to teachers called into emergency temporary active duty of any federal or state military unit, provided such obligation cannot be fulfilled on days when school is not in session."</p>	NA	

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6. Article 18, Working Hours and Workload, G, page 28	Change: “Teachers may be required only to check (v) in at the beginning of each school day. Teachers will comply with school administration requirements regarding check-in, check-out, and notification if leaving the building during the day.”	NA	
7. Article 20, Salary Schedules, pages 30-33	Salary Scale Proposal: 0.5% COLA	\$1,841,928 with FICA	
8. Article 20, Salary Schedules - Teachers, Notes, page 32 (7).	Delete: “Employees did not receive an increment for the 2009-2010 school year. If a double increment is negotiated for a given fiscal year, the first increment will be implemented by eliminating the 1st step on the current scale and renumbering all other steps; (i.e. Step 2 becomes the new Step 1, Step 3 becomes the new Step 2, etc.)	NA	
9. Article 20, Salary Schedules, Notes, E, page 34	Delete: “In FY14, provided that the Board of Education is able to fully fund an increment for teachers, the next priority within the compensation package will be further compression of the scale toward step 28.”	NA	
10. Article 20, Interscholastic Athletics Coaches/Advisors Stipends, FY 2014, page 35-36	Change to top of table: “REIMBURSEMENT STIPEND”	NA	
11. Article 20, Salary Scales, Interscholastic Athletics Coaches’/Advisors’ Stipends, page 36	Change: American National Technical Honor Society	NA	

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<p>12. Article 21, Deductions from Salary, B, page 38</p>	<p><u>Change:</u> "B. Payroll deductions will be available at the request of the individual teacher for:</p> <ol style="list-style-type: none"> 1. Credit Union 2. Educators' Financial Group 3. Fund for Children and Public Education 4. Help-A-Child Fund 5. Horace Mann Life Voluntary benefits 6. Hospitalization, Health, Major Medical 7. MD State Retirement and Pension System 8. Massachusetts Mutual Contingent Disability Income Protection 9. Short-Term Disability 10. Tax Sheltered Annuities in existence and utilized by unit members during the 1989-90 school year. 11. 8. Additional tax sheltered annuities as established by the Board of Education based on criteria developed by the Board of Education. It is understood the companies agree to cooperate with the Board in the collection procedures. 12. 9. Teacher Association Dues 13. 10. United Teacher Association Insurance 14. 11. United Way (Including Bright Minds Foundation)" 	<p>NA</p>	

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<p>13. Article 22, Insurance Protection, B, page 39</p>	<p>Change: <u>“Medical, Dental and Vision Insurance Beginning January 1, 2011, For teachers with a start date on or before June 30, 2011,</u> the Board shall pay eighty-seven percent (87%) of the premium cost of a group medical plan for each teacher and covered eligible dependent(s).</p> <p>For each full-time equivalent teacher enrolled under the 84-85 Dental Program (Current Dental Plan only), the Board shall pay ninety percent (90%) of the premium cost for individual dental coverage only. The teacher may elect to purchase dental coverage for eligible dependent(s).</p> <p>For teachers with a start date on or after July 1, 2011, the Board shall pay eighty-five percent (85%) of the premium cost of a group medical plan the teacher and eligible dependent(s). This revised BOE contribution will be effective July 1, 2011, or the teacher’s eligibility date, whichever date occurs later.</p> <p>The Board will offer teachers enrolled under the Variety of Insurance Program (VIP) dental and vision plan(s). Employees may elect to purchase dental and/or vision coverage for eligible dependent(s).</p> <p>The selection and removal of health, dental, and/or vision carriers and their respective plans is at the Board’s discretion, including those plans identified in the 84-85 Medical/Dental Program.</p>	<p>NA</p>	
<p>14. Article 22, Insurance Protection, C, pages 39-40</p>	<p>Change: “C. Variety of Insurance Program (VIP) Medical, Dental, and Vision Program</p> <p>1. Teacher Election of <u>Variety of Insurance Programs (VIP) Benefits</u></p> <p>a. Each year during open enrollment as established by the Board, each teacher will be required to make an election between regarding participating in the VIP program benefits or continuing his/her participation in the 1984-85 health insurance arrangement.</p> <p>Teachers hired after July 1, 1993, may not select the "Traditional Medical Plan."</p> <p>b. This election will be irrevocable for the Plan Year.</p> <p>c. Once a teacher elects to participate in the VIP Program, he/she will not be allowed to participate in the prior insurance arrangement.</p> <p>d. All new and/or rehired teachers with a reporting date after June 30, 1985, will not have the opportunity to make this election but will automatically participate in the VIP Program when eligible.</p> <p>e. The 1984-85 insurance arrangement is as follows:</p>	<p>NA</p>	

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	<p>(1) Teachers electing to remain in the 1984-85 medical coverage plan will be required to contribute 13% of the individual and dependent premiums. Teachers electing to participate in the 84-85 Dental Plan will be required to contribute 10% of the individual premium and 100% of the dependent premium. (2) All teacher contributions will remain on an after-tax basis. (3) Cost containment measures. f. The third party administrator will determine the usual and customary charges twice a year by using the average charges for the service area where the services were performed.</p> <p>2. Teacher Selection of Optional Benefits under the VIP Program</p> <p>a. If a teacher elects to participate or becomes eligible to participate in the VIP Program benefits, he/she must select among the optional benefits offered as part of the VIP Program. These optional benefits include...</p> <p>c. Each open enrollment period as established by the Board, teachers electing or eligible to participate in the VIP Program will be given the opportunity to change the benefits they have selected. Each year teachers will be informed of any changes in the VIP Program benefits offered. This will give each teacher the chance to review and compare various benefit alternatives in order to make the proper selection during the open enrollment period.</p> <p>...</p> <p>e. Each insured benefit option (Medical, Vision, and Dental Plans) will have a "price tag" or cost to a teacher if that particular benefit is selected. Benefit credits may be used to purchase or pay the price of each insured's benefit selected. Amounts contributed to the Dependent Care Account or Health Care Spending Account are optional with teachers choosing to contribute any amount within the plan limits. Teachers may, however, purchase benefits whose total price tags exceed their benefit credits. In this case, the teacher must make up the difference through teacher contributions. All contributions to the VIP Program for benefits will be on a pretax basis.</p> <p>...</p> <p>j. Teachers hired during the Plan Year will make their selection in advance of becoming eligible for VIP Program benefits. This election will be in effect for the remainder of the Plan Year (except for a qualified life status change creating a special enrollment period for individuals who did not enroll in a group health..."</p>		

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15. Article 22, Insurance Protection, D, pages 42-43	Deletion of table: D. Comparison of VIP Medical Plan	NA	
16. Article 22, Insurance Protection, page 44	Deletion of table: E. Comparison of Dental Benefits	NA	
17. Article 22, Insurance Protection, page 45.	Deletion of table: F. Vision Program	NA	
18. Article 23, Sick Leave Bank, G, page 46	Change: A three four -member approval committee, comprised of three members appointed by the president of the Association, and one member appointed by the Superintendent , shall have the responsibility of receiving requests, verifying the validity of requests, recommending approval or denial of the requests, and communicating its decision to the teacher and the Superintendent/designee. The committee Association shall develop its rules of procedure and shall give wide distribution to said rules upon approval of the Board of Directors of the Association and submit them to the Superintendent for approval. Approved procedures shall be posted on the HCPSS website annually no later than October 1."	NA	
19. Article 23, Sick Leave Bank, K, page 46	Addition: "K. The Association shall provide the Superintendent with an annual Sick Bank Report by August 31 of each year detailing the beginning balance of the sick bank, additions to the sick bank, deductions from the sick bank, and ending balance of the sick bank as of June 30 each year. L. Upon Board or Superintendent request, the Association will provide access to its sick bank records to the Board or Superintendent/Designee."	NA	
20. Article 24, General, F, page 47	Change: "F. "Same-sex Domestic Partner" as used throughout this Agreement means an individual approved by the Board to receive Domestic Partner Benefits under criteria established by the Board. Domestic Partner Benefits and coverages cannot begin until Same-sex Domestic Partner status is approved by the Board, and will be provided as permitted by law." "G. All references to same-sex domestic partner benefits throughout this Master Agreement will be modified and/or deleted upon any change in law or applicable regulation(s) making this type of benefit illegal or on January 1, 2015, whichever comes sooner."	NA	