

# **Union Meeting**

## **Meeting Minutes**

January 8, 2020

### **Opening**

The regular meeting was called to order at 3:45pm on in Ansonia High School by Mat Hough.

### **Approval of Agenda**

Approved

### **Approval of Minutes**

Approved

**Present** Joanne, Mat, Megan, Pam, Brian, Kelly, Norine, Stephanie, Roseann

**Absent** Yvette, Maryann, Pam, Jaime

### **Treasurer Report**

- Bill for mediation \$1100
- Legal Defense Grant from AFT- \$3200 back from expenses from termination hearing last year
- gifts

### **Business Agent**

- Grievance filed- went to Joe. It was denied. Went to BOE. It was denied. Now to arbitration, motion due to cost—approved. \$275 to file. Will cost approx.. \$2300 total. Don't expect an update anytime soon.

### **Old Business**

- AHS- N/A
- Middle- N/A
- Mead- teacher resignation- “separation agreement” as on structured support.
- Prendergast- N/A
- General- N/A

## **New Business**

- Mead- N/A
- Prendergast- N/A
- Middle School- N/A
- High School- N/A
- General- mediation till 1:45am; came to agreement.
- Mat has meeting on Friday to work out issues with printed contract (things missing, mistyped)
- Possible dates to go to schools to talk about contract are 1/23 & 1/30
- Possible vote at HS on 2/6 or 2/7
- 4 year contract (significant raises each year while fixing pay scale issues
- Restructures HAS plan to save money
- Additional stipends
- Cleans up existing language & poor wording

## **Salary- yearly cost**

2020- 2.96%

21- 2.96%

22- 2.94%

23- 2.95%

State average 2.8-2.9%

Year 1- all teachers move new step plus 1.2 GWI

Year 2- step movement plus 0.75%

Year 3- no step; 2.45% GWI

Year 4- step movement plus 0.8%

Bachelors scale treated as own- starts with 12 steps but reduces to 10.

## **Insurance Current plan**

\$1500/\$3000 deductible; board contributes half. 18% cost share.

Single \$2161.62 + 750

\$2911.62

Couple

\$4756.15 + 1500  
\$6256.15

Family

\$6054.87 + 1500  
\$7554.87

**Insurance – New**

\$2500 deductible, no board contribution.  
Pay 4% cost share for 2 years, then 5%, 6%

Single \$405.50 + 2500  
\$2905.50

Couple

\$892.21 + \$5000  
\$5892.50

Family

\$1135.84 + \$5000  
\$6135.84

**Insurance Savings**

Single \$6.12  
Couple \$363.94  
Family- \$1419.03

How to pay deductible

- Shift premium cost savings into HAS
- Transfer portion of balloon
- Use existing HSA savings

Changes to Plan

- RX copays after deductible go to 10/40/50
- RX Formulary list changes to Anthem Essential Network. You may have to switch to generic unless doctor appeals
- Step therapy required for new prescriptions; all current grandfathered in.

- Quantity limits on some RX
- Prior authorization for nonemergent imaging & OT/PT

### **New language changes**

- Existing MOU's added
- Language aligned to Fed & State law
- New stipends for NHS & Chemical Hygiene at HS.
- Lab class size will keep safety as guideline
- Sped case manage lang. – no duties
- Layoff changed; better define procedures
- Cleaned up grammar & syntax
- Elementary teachers have to use 2 preps per month for Team meetings.
- 2 sets of conferences per year but will have half days on those days.
- More specific management rights language
- No more pay phone or staff directory
- Changes to child rearing leave to promote fairness
- Days changed to calendar days
- 3 preparations for HS vs 2 subjects

### **Bd. Of Ed issues**

- Going to court to decide who is on Board.
- Chris Phipps acting president.

### **Adjournment**

Meeting was adjourned at 5:05.

Minutes written by: Megan Muzzi

Minutes submitted by: Maryann Madera