

SIDE-BY-SIDE COMPARISON OF CEA AND DISTRICT’S LAST BEST OFFERS

Prepared by CEA

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Major Economic Issues		
CEA		District
<i>Art XII, Sec. A</i>	1% increase to FY19 salary scale	1% increase to FY19 salary scale
<i>Art VII, Sec. A</i>	Health insurance contribution of \$1750 per month per enrolled member on all plans.	<ul style="list-style-type: none"> • Contribution of \$1723 per member per member enrolled on A/B, C/B, and F/B • Contribution of \$1619 per member per member enrolled on HDHP.
<i>Art VII, Sec. C, D</i>	No changes to any leave structure.	Eliminate all five floating holidays.

Art. II -- Definitions		
CEA		District
<i>Sec. E</i>	Accept District changes to CEA proposal “State of Alaska DLWD issued identification specifically required by the District for positions.”	Reached agreement 4.24.2018
<i>Sec. P</i>	Add definition of intern which limits position to no more than three months	Current language
<i>Sec. AA</i>	Add definition of school closure day	Current language
<i>Sec. BB</i>	Add definition of school term.	Current language
<i>Sec. JJ</i>	Current language	Change workweek to beginning Sunday to Saturday (current is midnight Sunday to midnight following Sunday)

Art. V – Performance Evaluations		
CEA		District
<i>Sec. A</i>	Require supervisors to complete evaluations ten days before the employee’s last day of work each year.	Current language
<i>Sec. B</i>	Increase the time employees can respond to evaluations to five days up from two days.	Current language
<i>Sec. C</i>	Gives the employees the right to bring representation to an evaluation meeting if one rating of needs improvement or does not meet standards is expected.	Current language

Art. VI – Work Rules		
CEA		District
<i>Sec. A(1)</i>	Require internal postings for all position openings except .49 FTE or less server cashier and monitor positions.	Agreed to 4/24/2018.

Sec. A(4)	Require all known vacancies to be posted before the end of school year.	Current language
Sec. B(2)	District must provide 10 days' notice of an involuntary transfer.	Current language
Sec. J(2)	Allows any laid off employee to bump on their seniority list or a lower FTE list.	
Sec. J(4)	Agreed to 4/24/2018.	Clarify that 14-day notice to employees is required in the event of a layoff.
Sec. N(1)	Define work week as five eight-hour consecutive days with consistent start and end times.	Current language
Sec. N(3)	Clearly set break schedule for part time employees.	Current language
Sec. N(5)	Changes in work schedules must be voluntarily filled.	Current language
Sec. O(3)	Eliminate confusing language about prohibiting the pyramiding of overtime pay.	Current language
Sec. O(6)	Current language	Eliminate Call-out language.
Sec. R	Term employees do not report on school closure days and will be paid for the day. Will work any make up days without pay.	Term employees not required for make-up days may use paid leave for closure days.

Art. VII – Employee Benefits		
CEA		District
Sec. A(1)	Increases District's contribution part-time members to 87.5% for .75 - .874 FTE members and 75% for .50 - .749 FTE members.	Current language
Sec. A(1)(a)	Eliminate waiver penalty, A(1)(a).	Agreed
Sec. C(5)	Clarifies and simplifies language that employees that don't work during Christmas and Spring can use annual leave during those times.	Agreed to CEA proposal on 4/24/2018 changing proposed language to employees "Who are not scheduled to work..."
Sec. D(4)(a)	Current language.	Accrual back to 480 but District is not obligated to cash out leave to employees who are denied more than 8 days of leave in a school year.
Art. XII – Wages		
CEA		District
Sec. B	Current language	Set longevity bonus as a flat \$1,000.