



# Summary of the district's last, best offer to SCTA

As of September 3, 2003

## HEALTH BENEFITS

The district had asked for co-pays and a cap on district contributions for each employee's medical health insurance premiums. In its last, best offer the district only sought co-pays and dropped its proposal for a cap. Co-pays of \$10 for doctor visits and \$10 for prescriptions (\$15 for non-generic medicines) will go into effect on June 30, 2003. This change will save the district \$1.7 million for the balance of this school year and fund a one percent pay increase. Employees can cover these potential out-of-pocket costs in pre-tax dollars by setting aside funds in an IRS approved 125-plan available through the district.

## SALARY

The district is offering a one percent (1%) increase to the certificated salary schedule retroactive to June 30, 2003. It initially offered a two percent raise, but that was contingent on placing a cap on health benefits. Without a cap, the one percent increase was offered in consideration for the fact that teachers would be required to make small out-of-pocket co-pays for doctor visits and prescriptions.

## MINUTES/FLEXIBLE SCHEDULING

An important part of the district's overall plan for improving student achievement is to increase instructional time for students. In its last, best offer the district is seeking greater flexibility in using 15 minutes from the existing teacher work day for instruction and teacher collaboration. Teachers will not be required to work a longer day or to spend more minutes at school than they are currently required to spend. Teachers will not be asked to work more hours for the same money. Teachers will not lose prep time or lunch time. Instead, each school site administrator would have greater flexibility to re-direct 15 minutes of a teacher's time on campus into instructional contact with students or for planning time with their colleagues to develop strategies to improve instruction.

## TEACHER EVALUATION

District negotiators had proposed an overhaul of the current 30-year old teacher evaluation instrument so that it reflects teaching expectations under the state's new higher academic standards. In the district's last, best offer this issue will be sent to a joint committee of teachers and administrators for review and recommendations.

## PEER ASSISTANCE & REVIEW (PAR)

This program will continue as is under the district's last best offer.

## DURATION

The district is seeking an agreement covering FY 2002-03 and FY 2003-04.

### Time Line for Implementing District's Last, Best Offer

September 15	School Board unanimously affirms (7-0) district last, best and final offer
September 16	District sends SCTA executive director a letter giving notice of impasse and stating its intent to unilaterally implement last, best offer effective October 1.
October 1	Non-economic issues in the last, best offer begin to phase in (instructional minutes and scheduling flexibility)
November 1	Economic issues in the last, best offer go into effect. Retroactive salary checks for one percent pay raise effective June 30, 2003 are processed. Co-pays are instituted as part of the district's medical insurance plan.