

Base Wage/Meet and Confer Talking Points 2018-19

Some Context and Reminders:

Under current state law (Act 10):

>When bargaining, it is illegal to discuss and/or negotiate on any other issues other than a Base Wage contract for public employees. Other issues must be discussed in Meet and Confer meetings.

>the bargained increase cannot be larger than the Consumer Price Index (CPI) maximum which at this time is 2.13%. (Last year it was 1.26%) Even if the district and GBEA agreed to a 3% base wage increase, it would not be allowed by law unless the school district held a referendum.

>the parties involved (the District and GBEA) have to come to an agreement on how Base Wage is defined. This is critical. Some school districts have argued that an educator's Base Wage is what you made when you were hired by that school district. Other school districts have said that one's Base Wage is the BA Lane, Step 0, of the salary schedule no matter where an educator may be, either on or off the salary schedule.

>The GBEA's position has always been that one's base wage is what you are currently (presently) making.

A REMINDER: Results from our prior negotiations and Meet and Confer meetings:

- 1) All bargaining unit members have received a raise for six years in a row!!!
- 2) The deadline for obtaining a Master's Degree and moving to the Master's Lane has been moved to June 30th, 2022. Individual members sign a contract with the district to obtain this movement. This was a critical win.

GBEA Bargaining and Meet and Confer Goals for 2018-19:

Our priorities were determined after numerous building visits and meetings with members:

- 1) Provide a base wage increase through the negotiations process for all bargaining unit members.
- 2) Work with the school district in meet and confer sessions to obtain step movement for those able to move a step.

RESULTS:

Bargaining/Negotiations Tentative Agreement (Subject to Ratification by the School Board and GBEA Members:

- 1) The GBEA and School District agree that one's Base Wage is what you are currently making (or in other words, where one is either on or off the salary schedule.)
As stated above, this is a critical agreement and a win!
- 2) The GBEA and School District have agreed to a 2.13% Base Wage increase for the 2018-19 school year. Please note that the GBEA bargained for the CPI maximum.
This is the most money we have been able to obtain since Act 10!

Meet and Confer Sessions on the Salary Schedule (pending School Board approval):

- 1) The GBEA Meet and Confer Team believes that step movement, for those able to move a step, will occur.

ALL BARGAINING UNIT MEMBERS WILL RECEIVE A RAISE FOR THE SIXTH YEAR IN A ROW!
(THIS WAS NOT THE CASE FROM 2010-11 THROUGH 2012-13!) THIS IS THE POWER WE HAVE WITH ONE OF THE HIGHEST MEMBERSHIP RETENTION RATES IN THE STATE! THIS IS THE POWER OF STAYING TOGETHER! IT ISN'T JUST "GIVEN" TO YOU!

What does the future hold?

- 1) We have agreed to meet in future meet and confer sessions to discuss the future of the salary schedule in great detail.
- 2) The GBEA wants to work with the district in meet and confer sessions to add at least one step to the bottom (top) of the salary schedule so that those at the bottom can move a step and receive a step increase.
- 3) Further, we wish to work with the district in meet and confer sessions to add more steps to the salary schedule in order to place all bargaining unit members who are off the salary schedule back on the salary schedule. This would allow for future step movement.
- 4) The GBEA believes that it is a priority to educate its members about the salary schedule and obtain input from members on our future salary schedule priorities.