

# United We Bargain



JORDAN EDUCATION ASSOCIATION

United We Bargain

May 2011

## Message from the JEA Negotiations Team



**Melissa Brown, Chairperson  
JEA Negotiations Team**

As the end of the 2010-11 school year approaches, most of us are beginning to see the light at the end of the tunnel. We look forward to wrapping up end-of-year testing and are excited to see our students move on to the next grade or to start their future outside of school. As your Negotiations Chair, the end of the school year for me brings the increased stress of fighting to preserve and increase salary, benefits and working conditions for JEA members. The proposals the JEA Negotiations Team (Team) presents to the District Team come directly from member responses to the Negotiation Survey. The Team appreciates the 533 members who responded to the survey this year. As educators we are

incredibly busy and, personally, I appreciate the time you took to inform the Team about what is most important to you. Rest assured that each comment is read and considered carefully.

With all the time and effort the Team puts forth, I continue to be concerned by responses that contain incorrect and/or inaccurate information. This tells me and the Team that we need to increase communication to JEA members. In this newsletter and those that will follow, we will address misconceptions individually in order to clear up incorrect information.

The burning question most members have at the onset of negotiations is “Will I receive my Salary Step and Lane Increases?” There is a myth among some district administrators, school board members, patrons, and even JEA members, that increases on the salary schedule are “raises.” I would like to make it very clear that the payment of step and lane increases are not viewed by

JEA as such and you will find an article in this newsletter that discusses this further.

The Team is also sensitive to the concerns shared by veteran educators who are not eligible for step or lane increases and have not received a Cost of Living Adjustment (COLA) other than the 1% increase everyone received in 2009-10. The goal in negotiations is to maintain equity for all members while preserving basic rights.

I am proud to serve on the JEA Negotiations Team again this year. The past few years have been difficult, but with your support, we have made it through with some successes. The Team asks that you stand with us again this year and stay connected by watching for email messages, checking the website for updates, attending school board meetings, and responding to calls to action that may be published.

—United We Bargain!

### JEA Negotiations Team Members:

- MELISSA BROWN, CHAIRPERSON, RIVERTON HIGH SCHOOL
- KARA GOODWIN, BLUFFDALE ELEMENTARY
- KARL MCKENZIE, SPECIAL EDUCATION
- JANEEN MCMILLAN, COUNSELOR
- CINDY CARROLL, UNISERV STAFF CONSULTANT

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**For Negotiations Survey results visit our website: [www.jea-ut.org](http://www.jea-ut.org)**

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“JEA BELIEVES STRONGLY THAT THE SALARY SCHEDULE IS AN ON-GOING, CONTRACTUAL OBLIGATION AGREED UPON BY THE DISTRICT TO VALIDATE AND FUND EDUCATORS’ YEARS OF SERVICE AND INCREASED PROFESSIONALISM.

## Salary Schedule—A Basic Right for Educators

A common misconception among JEA members is that educators have not received Salary Schedule Step and Lane increases in recent years. In the table below you will see the increases to educators salaries over the last five (5) years.

While it is correct that Jordan District educators did not receive a Salary Step increase for the 2009-10 school year, Lane increases were funded that year as well as payment of a 1% Cost of Living Adjustment (COLA) for all educators. In the past

decade Steps have been frozen once (2009-10) and Lanes have always been paid.



JEA believes strongly that the salary schedule is an on-going, contractual obligation agreed upon by the District to validate and fund educators’ years of service and increased professionalism. During Job Fairs and employment recruitment prospective employees receive a professional brochure

outlining the benefits of working for Jordan School District. Included in that publication is a copy of our Salary Schedule. This same publication is given to newly-hired educators as a welcome to the District. That is an inherent promise to anyone considering employment. The JEA Negotiations Team continues to ask the District to outline its long-term, sustainable plan in order to fund this responsibility; as well as reward veteran teachers who are no longer eligible for Step increases.

## Historical Cost of Living Increases

	2005-06	2006-07	2007-08	2008-09	2009-2010	2010-2011
Cost of Living (COLA)	3.00%	5.60%	1.25%	0.50%	1.00%	0.00%
Lanes	0.41	0.43	0.49	0.50	0.46	0.31
Steps	1.57	1.89	1.90	2.12	0.00	2.10
Loss of Days (Average)*					-5.00	
	4.98	7.92	3.64	2.62	-3.54	
Legislative Salary Adjustment**			4.60	5.16		
Legislative Bonus***			1.91	0.00		
Collapse Schedule			0.68			
(Percentages are overall increases in funding for licensed educator salaries.)						
<b>*Legislative cuts which resulted in a loss of 9.1 days from educator salaries.</b>						
<b>**Legislative allocation not included for comparison purposes. Specific increase funded by the Legislature—not the District.</b>						
<b>***One-time bonus awarded by the Legislature</b>						



# United We Bargain

## Insurance Benefits for 2011-12

Following is information that the Jordan District Insurance Department will send to all employees regarding the 2011-12 enrollment year. Debbie Brown, Bingham High School, Scott Berryessa, Bluffdale Elementary, and Lanny Sorenson, Sunset Ridge Middle School, are the JEA members representing teachers on the Insurance Committee. The Committee has been able to keep the insurance plan financially stable with no increases in premiums for the last two years.

Memo from Cheryl Matson, Director of Insurance Services:

The projected increase in medical and prescription claims for next year is 5%. The District Insurance Advisory Committee recommended to the Board of Education the changes outlined below in order to reduce that **increase to 0%**.

### Medical:

#### Traditional Plan:

- Inpatient Room and Board coinsurance after deductible
- Increase Urgent Care co-pay to \$45
- Remove coverage of im-

pected teeth from medical plan (covered on dental plan)

#### High Deductible Plan

- Inpatient Room and Board coinsurance after deductible
- Increase Urgent Care co-pay to \$45

#### Prescription:

#### Traditional and High Deductible Plan:

- Dispense as written requirements – For brand-name medications that have a generic alternative available, you will now be responsible for the difference in cost between the brand and the generic, plus the generic co-payment.
- Prior authorization requirements – Some specialty and non-specialty medications may now require prior authorization from your prescription drug benefit manager.
- Preferred drug step therapy edits – Some medications (such as generics, nonprescription, and less expensive brand-name drugs) may be preferred

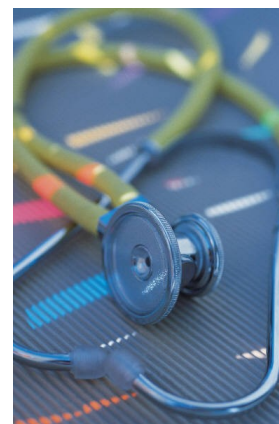
over non-preferred, more expensive brand-name medications. Coverage for non-preferred medications will require prior authorization from your prescription drug benefit manager. You will receive communications from Medco concerning which medications are affected.

- Quantity/dose duration edits – Some medications may contain quantity and duration limitations.

*Your dependents up to age 26 will be able to enroll on the plan.*

*Health Care Reform mandated many changes to the plan this year. Please familiarize yourself with the benefits in the master policy.*

*A copy will be mailed to your home at the beginning of the new plan year and will also be available on the District Insurance Department webpage ([http://www.jordandistrict.org/departments/insurance\\_services.htm](http://www.jordandistrict.org/departments/insurance_services.htm)).*



“THE COMMITTEE HAS BEEN ABLE TO KEEP THE INSURANCE PLAN FINANCIALLY STABLE WITH NO INCREASES IN PREMIUMS FOR THE LAST TWO YEARS.”

[http://www.jordandistrict.org/departments/insurance\\_services.htm](http://www.jordandistrict.org/departments/insurance_services.htm)

**Open enrollment is June 1, 2011, through July 30, 2011, for an effective date of September 1, 2011. Please remember that IRS regulations require new enrollments and qualifying event changes be submitted within 30 days of a contract start date or qualifying event.**

Benefit presentations and Q&A are scheduled at the Auxiliary Service Building north auditorium, 7905 South Redwood Road, West Jordan:

**May 24, 2011 – 3:30 p.m. – 4:30 p.m.**

**May 26, 2011 – 4:30 p.m. – 5:30 p.m.**

Representatives from Public Employees Health Program (PEHP) and Medco will present the changes to the medical and pharmacy plans. Representatives from Dental Select, Educators Mutual Dental, Total Dental Administrators and Opticare of Utah will be available to answer any benefit questions you may have. Please bring your enrollment packet as additional packets will not be available at the meeting.

#### Did you know...

Jordan School District is one of the few districts on the Wasatch Front that will **not** have a premium increase this year? Many districts are looking at double-digit increases for 2011-12.



**Your Professional Association—Negotiating on your Behalf**

JORDAN EDUCATION ASSOCIATION

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As a Member of JEA, you receive many benefits, one of which is communication about important issues affecting you as an employee. **Information is proprietary for Members**, which means that you, as a Member of JEA, receive inside information that allows you to be updated on critical issues concerning your employment.

Negotiating is one of the highest priorities membership provides. This update is brought to you exclusively through your JEA Association Representative.

Every licensed teacher receives the benefits of the negotiated agreement. Ask a colleague who is currently not a member to join at no cost today under the Early Enrollment Program through NEA/UEA/JEA. Your Association Representative will have a form for them to sign. Once they have joined, feel free to share this information with them. (You may also access the form online.)

## Check out JEA’s webpage: [www.jea-ut.org](http://www.jea-ut.org)

HOWEVER, THE INCREASE (TO THE WPU) BY THE LEGISLATURE TURNED OUT TO BE A FINANCIAL AND POLITICAL SHELL GAME.

### State Legislature—No Favors in Funding

In the Negotiations Settlement Agreement between JEA and JSD for the 2010-2011 contract year, following the recommendation of the hearing officer, the parties agreed “that there will be no negotiations for Lane and Step increases or cost of living increases for the 2011-2012 school year unless the State Legislature provides new and unencumbered funds specifically for employee salary and benefit increases.” Given that the State Legislature increased the weighted pupil unit by 2% JEA **has** included in its proposal to the District, funding for step and lane increases for the 2011-2012 school year. However, that increase by the Legislature turned out to be a financial and political shell game, as is demonstrated in the table below. The Utah State Legislature lauded the fact that they were funding “growth” in public education at the same time they were cutting other public education line items. Public Education funding was, in fact, a deficit of approximately \$23.00 per student to the WPU. This has resulted in the District’s need to find new funding simply to pay ongoing expenses.

Weighted-Pupil Unit (WPU)	FY2011	FY 2012	Net Impact
WPU Base Value	\$2577	\$2816	\$239
Per WPU value of Flexible Allocation Line	292	30	262
Restated Value of WPU	2869	2846	-23