



# Bargaining Edition The VOICE

Editor: Karen Lyman  
371 East Midway Road  
Ft. Pierce, FL 34982

## Update on Bargaining Issues for 2016



*The Bargaining Update below is prepared for your information by the CTA/CU Bargaining Team and Chief Negotiator David Freeland.*

### **Compensation and Insurance**

As we enter the new-year and enter a new insurance year it seems like a good time to discuss what is being discussed.

The Insurance Subcommittee will be sending out our insurance for bid. When we bid insurance we look at a number of things besides the bottom line when bids are returned, for example: how many physicians are in the plan, how many employees will be forced to change physicians if we switch providers and how large the plan's network is.

We will again be looking at clinics and other alternative means of providing coverage and services to members. These alternatives often come with additional costs or potential risk that the district and members would have to shoulder. In addition there are legal requirements that must be met that often add cost to an alternate plans.

It is also important to clarify why we were not receptive to a cheaper plan during negotiations. The district proposed offering a third plan with a lower premium. Unfortunately, the third alternative plan came with lower premiums but much larger deductibles and out-of-

pocket costs for employees. Some employees would be faced with spending a third or more of their salary before the plan would pay any benefit.

The third plan would have kept insurance affordable under the Affordable Care Act's definition of affordable and kept the district from paying penalties, but it would have made insurance unaffordable to use for our members.

We will continue to work to negotiate insurance that is as affordable as possible AND offers employees the opportunity to be able use their insurance when they need it.

### **Teacher Work Station**

The Teacher Workstation Subcommittee is currently working to define a standard teacher workstation. The group will be looking at such things as what constitutes functional technology in light of what the district expects teachers to be able to do with their technology – for example, if the expectation is to check email twice a day then a teacher's computer has to be able to check email without rebooting or shutting down applications that are being used for instruction – to what is reasonable furniture; some of our teachers are

trying to work from furniture designed for our younger students.

Currently the focus is on printers with the district doing an inventory of how many printers are available and where they are located in schools. Our concern is not only IF a printer is available but is it realistically accessible to teachers.

### **Teacher Planning**

We continue to be concerned about planning time for teachers. Both the district and union have expressed a desire to adjust planning time, however there is disagreement about what constitutes planning. The district has expressed a desire to increase "collaborative" planning and the union is firm that planning time needs to be teacher self-directed. Both sides chose to take a break at the start of the year but we have scheduled another session to discuss planning and we'll keep you posted.

### **CU Training Rate**

We are currently working on raising the training rate and reducing the number of different training rates across the CU Salary schedules. We hope to have an agreement on CU Training rates shortly.

St. Lucie Classroom Teachers'  
Association and Classified Unit

371 E. Midway Road  
Ft. Pierce, FL 34982  
Office: 772-464-6430 Fax: 772-464-7446  
<http://www.stluciateachers.com>  
E-mail: [info@stluciateachers.com](mailto:info@stluciateachers.com) OR  
[Lucy.bravo@floridaea.org](mailto:Lucy.bravo@floridaea.org)  
[barbara.ziegler@floridaea.org](mailto:barbara.ziegler@floridaea.org)  
[Christine.hill@floridaea.org](mailto:Christine.hill@floridaea.org)  
[Karen.lyman@floridaea.org](mailto:Karen.lyman@floridaea.org)  
[Vicki.rodriguez@floridaea.org](mailto:Vicki.rodriguez@floridaea.org)

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**Lucy Bravo**, Organizing & Communications Specialist

***Look For SLCTA/CU Planning  
Time Survey Soon***



On Monday, January 25th, members have the opportunity to participate in the CTA/CU's planning time survey.

Teachers will be asked to keep a week-long diary of how they use their planning time (or are asked to use their planning time).

The data from the week-long survey will be used to help inform continuing negotiations with the school district over teacher-directed vs. principal-directed planning.

**See the worksite leader at your school if you want to participate.**



Here's one more thing  
union families can share.

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