

BCUEA Contract MOA

July 1, 2018 – June 30, 2023



Compensatory Time

- ◆ Expanded period for using Comp time from pay period to fiscal year
- ◆ Cap Comp time amounts to 3 days, excluding 215 staff

Call Lists for Alarm Drops

- ◆ First time in contract
- ◆ Google Maps - 15 minute response time per building
- ◆ Requirement to “evenly distribute the work.”

Probationary Appointments

- ◆ Move from six months to nine months
- ◆ May be extended only three months (decreased from six months)

ASWD

- ◆ Vacancy with less than five months in a school year – “temporary”: carries a specific beginning and end date.
- ◆ If same ASWD is permanently appointed to a position, pay is retroactive to the 61st day of employment.

Bus Mechanics

- ◆ Increase from \$150 to \$200 for work boots
- ◆ Increase from \$300 to \$400 for tool allowance

Training

- ◆ 60 day notice for training on Superintendent days
- ◆ If such training exceeds work year, then it is paid

Sick Leave

- ◆ New hires: start with 3 days, accumulate 1 $\frac{1}{4}$ days per month after six months
- ◆ May be taken in 15 minute increments
- ◆ Family sick increased from ten to 15 days
- ◆ Expanded definition of “family”

Personal Leave

- ◆ New Blackout Period – During the month of June, when students are in attendance, 10-month staff may not use personal time unless written approval is received from the CFBO
- ◆ No more “one-time waivers”
- ◆ New extended, unpaid personal leave (up to one semester or six months). Not for outside employment

Emergency Days

- ◆ The Superintendent may establish modified start/end times on full day closures. Impacted staff will be paid their full contract rate without loss of paid leave.

Summer Leave

- ◆ Reduce from two to one day off for ten-month staff who work summer jobs.
- ◆ Time off must be requested in advance, unless an emergency or sick

Compensation

- ◆ Food Service and Technology have specific improvements reflected in the schedules
- ◆ Appendix 5 – 2.5%/year increase excluding step
- ◆ Appendix 6 – 1%/year increase excluding step
 - ◆ Elimination of the first three steps in 2020-2021 and adding three at the top
 - ◆ Increment is 2.25% between steps; 3.25% total increase per year

Retirement

- ◆ Increase incentive from \$4,000 to \$5,000 in 2020-2021
- ◆ Sick leave conversion to insurance \$
 - ◆ Increases to 35% in 2020-2021 and 40% in 2022-2023
- ◆ \$25,000 cap
- ◆ \$500 one-time payment for anyone retiring after 25 years or more

ASWD

- ◆ Notice of assignment language
- ◆ Training language
- ◆ Stipend increases
 - ◆ Additional \$75 for Nature's classroom
- ◆ No pool work (MOA)
- ◆ Medical accommodations (MOA)

ASWD

	2018-19	2019-20	2020-21	2021-22	2022-23
Intensive Skills, all day	\$750	\$750	\$800	\$800	\$850
Int. Skills, MS/HS, assigned < 50% of school day	\$375	\$375	\$400	\$400	\$425
Other Skills, all day	\$500	\$500	\$500	\$500	\$500
Other Skills, MS/HS, assigned < 50% of school day	\$250	\$250	\$250	\$250	\$250

Food Service

- ◆ Lead stipend increases from \$250 to \$1,000 based on seniority in the position

Lead Custodians

- ◆ Increase from \$250 to \$500

Restoration of Leave Accruals

- ◆ Within one year return to benefit-eligible status
- ◆ Cannot refuse a position

Health Insurance

- ◆ CASHIC “model” plan July 1, 2021
- ◆ Retire prior to June 30, 2021 – may keep current plan until Medicare-eligibility (65)
- ◆ HRA: \$250 July 1, 2021; \$100/year thereafter
- ◆ DELAY increase in dependent premium share from July 1, 2018 to July 1, 2022 (23%)
- ◆ NO PREMIUM SHARE INCREASE FOR INDIVIDUAL

Ancillary Insurance

◆ \$26,000 in 2022-2023

Prescription Drugs

- ◆ 2021-2022 – Increase from \$5/\$15/\$30 to \$5/\$25/\$40

Dental

- ◆ Increase from \$220/\$470 to \$250/\$530 over the contract

Grievance Process

- ◆ Eliminate the Superintendent hearing step

Transportation

- ◆ Trip rate \$21-\$28 in 2018-2019; \$22-\$29 in 2020-2021
- ◆ Summer work – new language; seniority based
- ◆ Med Exams – 90 minutes of pay for the first physical; up to two more at 60 minutes pay
- ◆ Drivers who train for summer attendant work will be paid
- ◆ New language on driver trainers
 - ◆ Process
 - ◆ Reimbursement for certification fees/release time for training

MOAs

- ◆ Agreed to incorporate MOAs agreed to during the last contract(s)