

San Bernardino Teachers Association

Bargaining Update

May 6, 2009

MOU Ratification Passes

SBTA members voted 80% (1974 Yes; 493 No) in favor to ratify the Tentative Agreement (TA) reducing the base work year by three (3) days from 187 to 184 beginning with the 2009-2010 academic year. SBTA notified the Board of Education of the results of the election at the Tuesday, May 5, 2009 Board meeting. Now, it is the Board's turn to vote on ratification, and that should happen at the May 12, 2009 meeting.

Lay-off Update

Of the original 263 lay-off notices issued March 15, 2009, approximately 166 remain on the list. The reduction is the result of several factors: (1) the number of SBTA members who took the SERP (early retirement incentive); (2) failure to properly deliver notices; (3) improper credit for long term substitute assignments, and (4) seniority date discrepancies, all arguments presented by the CTA Attorney representing our members. **The remaining individuals will continue to stay on the list unless and until the Board of Education takes action to (1) ratify the Tentative Agreement (see above), and (2) vote to rescind part or all of the notices. The vote to rescind must be taken on or before May 15, 2009 under California law.** Any individual whose lay off is not rescinded by that date will in fact be laid off, and a new list must be generated reflecting the order in which laid off individuals would be rehired. SBTA will not have access to that list until after the Board takes action. We realize the tension for members is horrendous, but the steps of this process are defined by law. Stay in touch with your SBTA Site Reps for updates.

HEALTH BENEFITS UPDATE

The SBTA Collective Bargaining Agreement provides for a Joint Insurance Committee where SBTA has two (2) votes as do both CSEA and the District. The Committee met in April and voted to continue the current group health plans for the 2009-2010 with no changes in coverage. Article XII of the Agreement stipulates that, "*The District shall pay the full cost of group health insurance premiums for eligible full-time unit members and eligible dependents enrolled in the least expensive of the group health plans. Unit members enrolled in a more expensive group plan shall have the difference in the cost of premiums between the least expensive health plan and the health plan they have selected deducted from their payroll warrant.*" This means that the District is only responsible for the cost of purchasing the least expensive plan and not for any of the cost shifts (deductibles, co-pays, etc.) that the insurance provider (Health Net or Kaiser) passes along to the employee. There is no provision for employees to have "free" health insurance, but to have the District pay the purchase price for the least expensive plan. Members can opt to have the more expensive plan, but will bear the cost of that choice out of their own pockets. Open enrollment will begin May 18, 2009 when members can shift plans between providers. Check the District FYI for information on when and where open enrollment will occur.

San Bernardino Teachers Association – CTA/NEA
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