

## Negotiations Update: Extended Day Kinder

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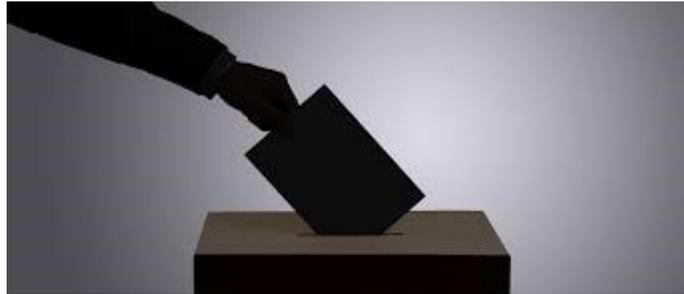
Though HTA is under contract until July 1, 2019, both HTA and HUSD are allowed to re-open two articles each in this mid-year

negotiations. One area in which HUSD has expressed intense interest in was the possibility of an extended day Kindergarten offering district-wide.

After HTA engaged in hearings from the affected teachers, and attended a listening session with HUSD the negotiations team sat down and worked out a possible resolution – an MOU that might phase this in over a three year period.

Unlike the collaboration MOU of 2017, this MOU would require membership ratification before implementation.

If ratified, the MOU would slowly phase in extended day in a voluntary basis over the next two years,



The extended day Kinder MOU requires ratification.

while establishing a steering committee to work out issues before a universal implementation in the 2020-2021 school year.

The extended day program would increase the instructional minutes of the Kindergarten teacher's day but not increase their contractual minutes. Daily prep time would remain constant at fifty-five (55) minutes per day.

Additionally, if ratified, participating school-teachers

would receive one and a half hour instructional aide time each day to assist in instruction, and four release days each year for individual testing and assessment of students. Kindergarten teachers would also be

exempt from lunchtime supervision.

The steering committee for implementation, known as

the Kindergarten Advisory Team would be established as a joint committee and structured to require consensus to make suggestions to HTA and HUSD for future implementation.

Members are encouraged to read the MOU at [htaonline.org](http://htaonline.org) and direct their questions to HTA.

### Hot Topics...

## Extended Day Kinder MOU

A vote on this and all other Tentatively Agreed to articles will be expected at the completion of Negotiations. Future sessions are ongoing throughout the month of April.

# WV, OK States Mobilize for Schools

## Save the Dates!

**April 18th**  
**HTA at the**  
**Ballpark!**  
**San Diego**  
**Padres vs. LA**  
**Dodgers**

**April 25th**  
**Generation Debt**  
**Student Loan**  
**Workshop**

**May 1st**  
**Insurance**  
**Committee**  
**How 'Benefit**  
**Focus Works**  
**4pm HHJ/CPHS**

**Ovation Awards**  
**May 3rd**

After a decade of budget cuts that forced many of their school districts to shorten their schedules to a four day week, Oklahoma teachers have walked out and gone on

age. And, OK state teachers earn far less than their more unionized California counterparts. [In fact it is fairly common for state teachers to work ten](#)

[ma's best teachers to search for work elsewhere, making organizing for change even more difficult.](#)

Oklahomans are following the lead of their counterparts in West Virginia whose five day strike ended with a five percent increase in pay, much of which will go to paying for increases in health insurance premiums.

In both states, the organizing efforts of state teachers prove that even in states with legislatures looking to cut budgets, unionism can win out to encourage more professional educators and push for better school funding for our students.



Social Media picture, like this showing the dilapidated state of Oklahoma textbooks is helping spread awareness to the public.

strike in an effort to pressure the state government to increase school funding. In a state where the unemployment rate mirrors the national average, the average personal income is some 25% lower than the California aver-

[years before they even earn \\$40,000 per year.](#)

For low income educators, they are often forced to 'moonlight' in other jobs after school, distracting them from their core responsibilities. [This disparity is pushing even Oklaho-](#)

## HTA Local Delegates to the NEA

HTA would like to congratulate the following candidates on their election to represent HTA to the NEA this summer in Minneapolis.

From West Valley High



*Great Public Schools for Every Child*

School, Evelyn-Joy Kight-Moore, from Whittier Elementary, Tim Green, from Little Lake Elementary,

Denise Newberry, from Helen Hunt Jackson, Jean Hein, and from McSweeney Elementary, Daniel Jorgensen.

These delegates will represent HTA on national issues and elect

# What's New for Insurance Pool Participants

Next year will bring some changes in the insurance pool that HTA/HUSD is a part of. CSEBA, or California School Employee Benefits Association has negotiated some improvements in benefits.

## **New benefits**

The first new benefit is an improved hearing aid coverage called Amplify. Name brand, digital hearing aids will cover all enrollees and dependents. More information will be provided at Open Enrollment later this Spring.

Enhanced coverage for members with sensitive dental situations, such as diabetes, HIV, strokes or rheumatoid arthritis. SmileWay expands coverage for these members, but require enrollment in this program, which is not automatic.

VSP and MES vision coverages will now cover up to \$60 of contact lens fitting costs that have become widespread across optometrists.

Kaiser Permanente enrollees will now have access to acupuncture

visits (excluding those enrolled in an HAS). Enrollees are asked to visit American Specialty Health's website at [ash-companies.com](http://ash-companies.com) to access the benefit, no referral is required.

## **Deductible Changes**

Maximum out of pocket deductibles will be rising for Kaiser and Blue Shield HAS enrollees from \$2,600/\$5,200 to \$2,700/\$5,400, with new out of pocket maximums rising from \$5,200/\$10,400 to \$5,400/\$10,800.

Kaiser traditional HAS will rise from \$1,300/\$2,600 to \$1,350/\$2,700.

## **Premium Estimates**

Monthly insurance premiums will rise as well. Rate increases vary by plan.

The following is the estimate for rate cost plan changes for next year, but only an estimate, members will receive more accurate information as Open Enrollment approaches. Kaiser estimates plan costs will rise 0.29%, the PPO plan estimates a 9.9% increase in premiums,

Blue Shield HMO and TRIO plans estimates a 3.9% rise for next year. Additionally, new plan options are replacing more expensive plans. The

Open Enrollment this year will take place from April 30th-May 11th, and a newer, more user-friendly program is being implemented to reduce the frustration that



Don't miss it or you may lose the coverage you want!

Blue Shield "Plan 7" is being replaced by "Plan 10", which will have slightly higher co-pay and prescription costs, but a cut in monthly premiums. Blue Shield "MVP/LO", which was HUSD's federally compliant auto-enroll option, is being replaced by a new option that will be more affordable on a monthly basis, but ask members to contribute more to prescription costs.

## **Open Enrollment**

members expressed last year.

HTA would like to remind members that Open Enrollment is necessary to avoid being automatically enrolled in a plan you may not want or fit your needs.

## **Benefits Workshop**

On April 24th HTA will present a workshop for members to learn how to use the new Open Enrollment program to gain familiarity with it at Helen Hunt Jackson school. RSVP by contacting the HTA Office.

# Know A Great Member? Give Them an Ovation!

As part of the ongoing process to recognize the excellent educators working in Hemet Unified, HTA will be recognizing some of our best this May in our first Ovation Awards.

To nominate one, please contact your site rep or HTA

Board member. Our community's faith in Public Schools is strengthened with each act, large or small, that we do for our students. Let's remind them of the superstars we have working in HUSD!



## Retirement Recognition Dinner

Are you retiring? HTA will recognize our retirees this April 27th at the Hemet Unified District Office at 4pm. The three course dinner will be provided to all retirees and a guest. Additional guests may be invited



at the cost of dinner, which is \$15 per person.

If you are retiring, please take a moment to email the HTA Office so we have the most accurate information available.

## HTA Audit Complete

The Audit of HTA finances has been completed and had no findings. The audit team from Smith & Marion conducted the HTA audit in late October and reported to the HTA Executive Board in early

March.

The audit is required as HTA is a not for profit organization to assess compliance with specific Union organization rules as well as federal and

state regulations.

Smith & Marion also files the IRS tax paperwork.

Copies of the Audit is available to view at the HTA Office .

## CSEA Reaches Tentative Agreement

CSEA, the union that represents the Classified members of HUSD has reached a tentative Agreement with HUSD that includes a one time bonus, a 2% raise, increases to health contributions, but the

removal of the "Most Favored Nations" clause colloquially known as the "Me-too" clause.

Binding arbitration, release time for Union activities, and a temporary "me-too" for 2018-

19 are also features. After an informational period, members will be asked to vote to ratify or reject the agreement made by their negotiating team.