

## 2018-19 MTEA Meet and Confer Summary & Victories!

When we began our meet and confer process with the district months ago, MPS was on track to make drastic cuts to MPS public education workers and students.

### MPS wanted to:

- Force 5% cuts to our schools on top of cuts to student services
- Give MPS public education workers raises ONLY in exchange for \$17 million in cuts to employee healthcare and other benefits (premium increases, spousal carve-outs, up to 75% increases on copays)
- Refuse demands for additional time to plan by reducing excessive staff meeting requirements
- Oppose accelerating the path to \$15 for the district's lowest paid employees

Through our collective action, we prevented these harmful cuts and capped off a series of impressive victories for the upcoming school year.

### Here is a summary of everything MTEA members won for 2018-19:

#### Time:

- **Administratively directed time will be reduced to 4 hours per month for Elementary, Middle and High Schools next school year.**
- **Next year, scripted, top-down professional development will end.** Teachers and principals will make joint decisions about their school's PD needs and priorities.

#### Health:

- **All proposed takeaways to our health insurance were withdrawn.** There will be no spousal carve out, no second rate clinics, no copay increases, and no premium share increases.
- **We won healthcare for full time substitute teachers. Substitute teachers can fill 125 new benefitted positions next year.** Administration proposed 50 "Supplemental" Teachers for long-term vacancies and Director Larry Miller proposed a pool of 75 substitute teachers on special assignment. Both measures were passed.

#### Raises:

- **2.13% Cost of living base-building raises** (the maximum allowed under Act 10) budgeted for all certified units.
- **Educational Assistants will receive the cost of living raise with extra money set aside for a new salary schedule.**
- **The Road to \$15 was accelerated** for the lowest paid employees in our district.

#### No Cuts to Our Schools:

- **"Every last cent" of the 5% cuts to our schools was restored in this budget.**
- **No more boss for a boss for a boss:** Principals will have 1 boss and the Department of Innovation has been eliminated, with its essential functions folded into other departments.

