



Newport-Mesa Federation of Teachers  
2900 Bristol Street, Suite C107  
Costa Mesa, CA 92626  
(714) 754-6638



## N-MFT Negotiations Update & Call to Action!

### June 4, 2015

We have come to a critical point in Negotiations. Your voices have been heard! Thank you to those that have sent letters and emails stating your positions on the District's proposals. The Team has represented all unit members through the proposals we have made to the District. The Team has yet to receive counter-proposals to most of the proposals that were presented, and have yet to receive any proposals we fully agree with. We continue the fight for a salary increase, an increased District contribution to medical benefits, and K-3 preparation time equity.

#### CALL TO ACTION:

Please **attend the School Board meeting right after school on Tuesday, June 9, 2015**, to demand that the Board direct the District to bargain in good faith and give full consideration to increasing the District contribution towards benefits in order to maintain any negotiated increases to our salaries. We work hard and deserve to be fully compensated in our salaries and in the District contribution to our health benefits.

#### NEGOTIATIONS UPDATE:

The following was discussed at the June 3, 2015 negotiation session:

- NMFT PROPOSAL: *Increase the District Benefit Cap from \$15,309.00 to \$18,000.00.*
- The impact of our contract language on employee contributions to health benefits, should the District fail to increase the Benefit Cap from \$15,309.00 to \$18,000.00, is defined in our Collective Bargaining Agreement (CBA) 2014-2017, Article 13.3, p. 59:

*If plan modifications are not made or not adopted then effective for the first premium payment the residual dollar amount required beyond the funded cap shall be made by employee contribution paid through employee payroll deduction on a tenthly basis.*

- NMFT PROPOSAL: *A 6% salary to cover the potential increased costs of benefits and provide a meaningful raise.*
- NMFT PROPOSAL: *A "me-too" clause to ensure that our salary schedules increase by the same percentage as the base salaries for all other employee groups and employees.*



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- DISTRICT PROPOSAL: “...unit members who provide classroom instruction shall provide 188 days of service...Two (2) days shall be reserved for staff development at the beginning of the school year...”
- NMFT COUNTER-PROPOSAL to the addition of two (2) days (total 188 days):  
*Acceptance of the two additional work days conditioned on the two days being calculated per diem and then added to the salary schedule as well as other provisions contained in Article 3.*

Your voice is needed at the School Board meeting after school on June 9, 2015! Please come and tell the Board that you demand they direct the District to bargain in good faith over salary, benefits, and other working conditions!

Your Negotiations Team THANKS YOU  
for your support!

~Nicholas \* Tamara \* Britt \* Jaymi \* Debra \* Jerry \* Kathe \* Jean \* Kimberly~