

Representative Council Meeting Minutes

Tuesday, March 19, 2013

4:00 P.M.

- I. Call to order/ Flag Salute 4:01
 - A. Standard Insurance presentation by Lane. Disability benefits went down with our old insurance. Standard has a lower cost, pays more, starts at an earlier date, covers for workers' comp. There will be an open enrollment next month to replace insurance. Pre-existing conditions can apply if we get at least 10% switching. Mailers are going out to market this to all our members.
 - B. Lorene's birthday is today. Happy birthday.
- II. Approval of Agenda and Minutes of February 19, 2013
 - A. Minutes approved with one correction.
 - B. Agenda needs to be altered to give plenty of time for three important topics. Table the breakouts and
 - C. Julie moved to table the breakouts and Bylaws vote. Seconded. Motion carried. Two no's
 - D. Matt Alford moved to add insurance/benefits update to the agenda. Seconded. Motion carried. Two no's
- III. Reports
 - A. President- No report, in order to give time for the important topics.
 - B. Vice President- Went to Leadership conference. Promoted the summer school classes. Is working on defining everything for Teacher of the Year next year. Our elections committee has been working very hard and they need lots of help with counting the votes, and possibly help on March 26 to stuff ballots for run-offs. Last TGIF will be May 3 at Rodrigo's.
 - C. Treasurer- Went to Leadership and Ethnic Minority conference. Day of the Child is coming up, so sign up. Treasurer's Report was emailed out last week.
 - D. Bargaining- no report

IV. Old Business

A. 17.3 and 17.5 update. The district used our health care funds to pay for a life insurance policy that was to be funded by the district. We can only go back 3 years. It means about \$150 per member. Do we want to go back to 1996 which means about \$2 million? If we want to get paid out, it will come from somewhere else in our budget. This could be used as a bargaining chip in negotiations. The district does not have an insurance policy to cover any errors that they made. Differences in contract language and how it was interpreted. The district is planning to stop the practice. We need our resolution for what we want from the district in this grievance process. Discussion about how to maintain contract language, how to bargain for true compensation. We need to meet with our lawyers again and send out survey to members as to how we should resolve this. Arbitration may lean either way depending on how the case is built.

V. New Business

A. PARS MOU

1. This is for 374 teachers eligible for retirement. There is a special incentive to get 80% of their current annual salary in an annuity that pays out in 5, 10, 15 years, or life. This is a money saver for the district, because it gets the higher paid employees to retire. The district is being flexible on this numerically, but it will need to make money or they will rescind this. There are information meetings about this program. Motion to approve this MOU. Seconded. One Abstention. Motion carried.

B. Insurance

1. JoAnn Ritchie, chair of the insurance committee, reported out about how we can lower our health insurance costs. The district has just given us the costs, even though we asked several months ago. The district advisory board includes 4 CNTA, 4 CSEA, 4 CNMA members. All CNTA members were concerned about out of pocket costs in the survey that went out. Going with a pool, decreases the cost and the risk. The flyer showed United Health Care only, not Kaiser. Most of our members use the Network 1 providers already from United Health Care, that VEBA can give us

for less. Kaiser is still at 13.6% increase through Keenan, VEBA is working on changing to four tiers instead of three. After the first year, VEBA will give us savings on Kaiser as well. Health Net is on its way out, because it is going up 16.22%. Any further questions can be sent to insurance@cнта-online.org. All of the United Health Care providers are still on the network, but it will depend on which level they are on as to which level members would sign up for. No other district in the state has management covered differently than the teachers. Discussion about management coverage and expenditures. The committee's goal is that each employee is fully covered on themselves only. VEBA is the second largest trust in the state. Matt moved that this discussion is tabled until a special meeting April 9 at 4:00 at CNTA office. Seconded. Share this information and come back to take a vote. Open enrollment is in May. Motion carried. 4 no's.

C. Calendar of events will go out.

1. Retirement bash May 6.
2. Maria needs help this Thursday for counting votes.

VI. Adjournment 6:04