



PVUSD/PVFT Negotiations Update April 18, 2018

PVFT requested a negotiations session on April 18, 2018 to discuss the District's last Total Compensation proposal. The District answered clarifying questions regarding the proposal and the District's budget. PVFT did not make a counter proposal.

The Parties have scheduled a Fact-Finding hearing to take place on May 10, 2018. This hearing is the next step in the impasse process.

The full proposal is available here:

<http://www.pvUSD.net/negotiations>

The District prepared responses to FAQs below:

FAQs Regarding District's March 21, 2018 Proposal

1. **How much will PVFT members receive under the current proposal?** PVFT members will receive a total of 6% on schedule over three years, as follows:
 - a. 1% on-schedule retroactive to July 1, 2016
 - b. 2% on-schedule retroactive to January 1, 2018
 - c. 3% on-schedule effective July 1, 2018
 - d. In addition, the District proposed a 2% off-schedule bonus for 2016-17

2. **Is it true that PVFT members will have to work extra days to receive the increases?** There were no extra workdays in 2016-17 or 2017-18. There would be two extra days in 2018-19, which has a value of a little more than 1%. (One teacher workday and one PD day.) This allows the District to meet the legal requirements to fund part of the salary increase out of "supplemental/concentration" funds. The District has offered a total of a 3% raise for 2018-19.

3. **The proposal includes changes to health and welfare. Won't that negate the raise?** No. There were no changes to health and welfare implemented for 2016-17 and 2017-18. Therefore, the raises and off-schedule bonus for those two years go directly to the pocketbook.

Effective October 1, 2018, there are minimal changes for employees. There are no changes to health and welfare premiums, which remain for single (\$0), two party (\$56) and family (\$90). Doctor visit co-pays will increase by \$10, brand prescriptions by \$5, and generic by \$2. Generic prescriptions from Costco remain free (even if you're not a Costco member). Here are some examples:

- a. If a new single teacher goes to the doctor once per month and has two brand prescriptions per month, they would spend an additional \$240 annually. Their 2% increase for 18-19 would be \$880.

- b. If an 11 year teacher with a family of four has 3 doctor visits per month and 5 generic prescriptions per month, they would spend an additional \$480 annually. Their 2% increase for 18-19 would be \$1177.
4. **Has the District proposed language that would allow even more changes to health and welfare?** All changes to health and welfare premiums and plans are negotiable. Nothing in the District's proposal changes that. Since the District's proposal would close negotiations through June 30, 2019, there would be no changes to health and welfare until the parties return to negotiations for the 2019-20 school year.
5. **What is the financial impact of PVFT's current salary proposal?** The PVFT proposal is not affordable. If the District implemented PVFT's last proposal, the District would be in the negative by \$8.5 million in 2021. The District is required to show that it can afford the proposal over a three-year period, or the District's budget will not be approved by the County Office of Education.
6. **What is the financial impact of the District's current proposal?** Under the District's proposal, PVUSD remains financially solvent over the required three-year period. A chart showing the impact of each proposal is available here: <http://www.pvUSD.net/negotiations>