



## **Let's Rally the School Board, Wednesday, October 2<sup>nd</sup>, 5:30 pm!**

Hello MSEA Members,

We begin bargaining again on September 25<sup>th</sup>. If the experiences of Kenai and Anchorage are any indication, this is going to be a difficult bargain. (See below the side-by-side of MSEA's and the District's proposals.)

All of you are likely taking home less than you did last year because we have had to pick up 100% of the increase in health insurance.

Unless a miracle of biblical proportions happens, I do not expect a settled contract on the 25<sup>th</sup>. Now is the time for us to show the School Board that we are united and expect this bargain to wrap up successfully and soon. There is no valid reason for the Board to force us to plan the same drastic measures as Kenai.

***Let's all meet at the District office on October 2<sup>nd</sup> at 5:30 pm.*** (501 Gulkana Street, Palmer)

All of us must attend. Our power is in numbers. When we show up, we are telling the Board that we have a backbone. If we do not show up, we are communicating that we are apathetic, and they are free to make decisions without our input.

The market forces have spoken. Alaska is bleeding teachers. MSBSD has a very shallow hiring pool every year and cannot always fill their positions. The District's proposal is going to exacerbate this situation. It is destructive to education. We must insist that our School Board supports public education! How many more educators are we willing to lose?

We fight not just for our compensation, but also for the compensation of those educators 5, 10, 15 years from now. If we don't fight, they lose. And when this profession continues to become less and less attractive, people will choose other careers. Our students and future students will suffer the consequences.

This is not just a fight about our net pay. It is a fight for public education. Unions provide that good old American value—balance of power. We must exercise it. If we don't, then it's the same as not existing. No one person or entity has all the answers, not us, not the district, and not the School Board, so our individual voices must be heard!

**Wear red on October 2<sup>nd</sup>** and come stand up for public education. Students, today, tomorrow, and years from now deserve our support!

**To order your Red for Ed t-shirt, click here:** <https://forms.gle/MLikba1kGxUwfnQY6>



### MSEA/District Initial Proposals

This comparison does not summarize all changes proposed by either party. Please refer to the initial proposals for all language changes. It's important to note that bargaining is a process. Initial proposals are the starting point.

	District	MSEA
<b>Duration</b>	1 year proposal (FY20).	3 year proposal (FY20, 21, 22).
<b>Salary</b>	0% increase in salary. \$1000 one-time bonus (Not TRS eligible).	3.25% salary increase FY20, 3% FY21, 3% FY22.
<b>Insurance</b>	No increase to District contribution - \$1744 per member per month for FY20.	District contribution of \$1914 per member per month for FY20. 80/20 split for any increases in FY21 & FY22.
<b>Longevity</b>	No changes. Currently only a longevity bonus for B60/M15, M30, M45, and D columns.	Restore longevity bonus for all columns.
<b>Hard-to-fill</b>	No proposed language.	National Board Certification increased to \$4000 (currently \$2000).
<b>Creditable Teaching Experience</b>	Increase number of years new hires can bring in from 3 to 4.	Increase number of years new hires can bring in from 3 to 4 for FY20, 5 for FY21, and 6 for FY22.
<b>Co-curricular</b>	Convert current formula amounts to hard numbers. Dollar amounts would be the same for FY20; however, stipends would no longer increase automatically when the base salary changes.	Increase Activities Director and Elementary stipends.
<b>Attendance Incentive</b>	No proposed language.	Attendance incentive for teachers that use 2 days or less per semester of sick leave. Dollar amounts depend on the number of days missed. \$1000 for a teacher that does not miss any days in a year.
<b>Special Education</b>	No proposed language.	4 days of release time per quarter for case management. IEP days must be scheduled within the work day.



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