Southern Plains Education Cooperative Education Association

Negotiations 2019-20, 2020-21

Proposal

1. Dates updated throughout
2. Remove Fair Share and revise language to updated language on dues checkoff and Exclusive Representative representation and communication.
3. Revising the lane transfer so that they can only get lane changes two times per year.
4. Eliminating outdated language on summer school pay.
5. Reducing the complexity of mileage reimbursement from three different rates to two rates.
6. Clarifying extra money from the Cooperative’s share of health insurance donation after payment of the premium goes into the HAS or VEBA. No changes in the contribution.
7. Put family leave into a chart for easier reference.
8. Clarified some language items related to personal leave.
9. Clarified years of service for 403b…added year 4 to receive the match of $250 in 2020-21.
10. Removed Section 5 of the grievance procedures as this was unclear.
11. Removed the cap on 403B contribution.
12. Added a clause for staff to contribute $150 per day in “reimbursement” of sick leave over 115 days.
13. $1200 per cell each year for two years.