GATEWAY UNIFIED SCHOOL DISTRICT
AND
GATEWAY TEACHERS' ASSOCIATION
2018-19 JOINT COMMUNICATION #3

ARTICLE	MOVING PARTY	ISSUE	DISTRICT'S POSITION	ASSOCIATION'S POSITIONS
XXI – Compensation	Association	Looking to increase compensation: 1. 2% On going 2. High deductible insurance benefit - difference between district contribution and cost of plan reimbursement 3. Appendix G	1. District proposed 2% one time off schedule compensation and $400 towards a 403B account. 2. District is reviewing the high deductible tax ramifications 3. At this time, the District is not in favor of new language	1. 1% retro to July 1, 2018 and 1% effective January 1, 2019 ~~2. Investigating if members want the high insurance deductible to be cashed out or put into an HSA.~~ ~~3. Appendix G~~
X – Class Size	Association	Article 10.1: ● Clarifying and adding language	At this time, the District is not in favor of adding new language; District is reviewing proposed new language	Waiting for district response to GTA's counter
XXI – Compensation	District	The District is willing to look at on-going and/or a possible one-time salary increase	District proposed 2% one time off schedule compensation and $400 towards a 403B account.	Provided a counter proposal of 1% retro to July 1, 2018 and 1% effective January 1, 2019

DATE: 12/10/18

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ARTICLE	MOVING PARTY	ISSUE	DISTRICT'S POSITION	ASSOCIATION'S POSITIONS
XXIII – Work Load/Adjunct Duties	District	Article 20.3.2 ● Increase Adjunct duties from Two (2) to Four (4) for K-8 teachers	The District agreed to three (3) extra-curricular duties adding K-5/K-8 site administrators may assign each unit member no more than 3 non-compensated duties supervising students participating in extracurricular activities for no more than 3.00 hours per assignment and new language to 20.3.2 (b)	Provided a counter proposal adding "Comprehensive High School" and agreed to the remainder of the District's proposed language

Note: Board member was not present.

DATE: 12/10/18