**Leon Classroom Teachers Association**

Visit the [LCTA website](https://linkprotect.cudasvc.com/url?a=https%3a%2f%2fleonsclassroomteachers.org%2f&c=E,1,R2HJWIUfsNFNjSBrjvXupX9PdeGZdt-soPwUb-_m1hkXMwprF5jAQwUKpxpHH9MB-S35v1oEUfycW5MFB2I4y31Q3UaeaySrdUub-19kCoFF2EZu6fg,&typo=1) for more information. Join us on [Facebook](https://www.facebook.com/LeonClassroomTeachersAssociation/), [Twitter](https://twitter.com/leonteachers), and [Instagram](https://www.instagram.com/leoncta/).

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|  | LCTA Update – June 30, 2021 |  |
|  | Dear Members,  The LCTA BOD and I hope you are enjoying your summer. You deserve the time you have now with your families and friends. So embrace it and nourish the relationships that strengthen us and support our commitment to the students we serve during the school year.    To help keep you informed, please review the following items below:   * LCS Health Care Update: It’s all about the process. * Bargaining Session: Tomorrow at 5 PM * ESSER Funds – Community Conversation |  |
|  | A picture containing text  Description automatically generated  **LCS Health Care Update: It’s all about the process** |  |
|  | **What you need to know:**   1. LCTA has been working for years to address health insurance rates for all instructional staff but primarily for Employee + 1 and Employee + Family. 2. Due to the lack of usage of health care benefits during COVID-19, CHP provided LCS with a $900,000 rebate check in November of 2021, according to LCS. Let’s be clear about this. This is money that was allocated for you and is being rightfully redirected back to you. 3. LCS did not negotiate or convene the LCS Benefits Committee before applying the rebate generated by individuals utilizing LCS health care options during 2020-2021 to the rates for 2021-2022 Employee + 1 and Employee + Family. 4. LCTA wants to negotiate long-term relief for instructional staff. You are entitled to have a say through negotiations in how this money is to be spent.  LCTA is only interested in defending your rights to negotiate this money. | [*You can review the L*CSB adopted *rates here.*](https://linkprotect.cudasvc.com/url?a=http%3a%2f%2fleonteachers.org%2fs%2fMedical-Rates-for-Board-Agenda.pdf&c=E,1,uF1kw2Oy7AvwNjWBrvrel_C2XPvTedBZInA7AZV2opbcDvLGu4TWs4Dwwx1rUrkXGHjnx6UdJ0HSHtxYAbw2pKZZW3QCxHU6Z0rOkkIHZapQBGbC&typo=1) |
| *It’s about protecting the process.* | **Timeline:** LCS had the information about the rebate but chose not to include LCTA members or the committee.  Remember that money is bargainable, LCTA was denied the right to have their say in how it was spent.   * November 2020 – Rebate provided to LCS from CHP * December 3, 2020 – LCTA Request to convene the LCS Benefits Committee * January 26, 2021 – LCS Benefits Committee Meeting about RFP/ITN process. * June 14, 2021 – LCSB Workshop: Information was shared with the LCSB about the intent of LCS to use a $900,000 rebate * June 15, 2021 – LCTA Cease and Desist * June 17, 2021   + LCTA was told LCS “reinterpreted the contact language.”   + The $900,000 was being applied to the contributions for employee plus one and employee plus family   + This change in the LCSB contributions will only be for one year * June 22, 2021   + LCTA shared the application of the $900,000 needed to be negotiated   + LCTA informed LCS that they could not “reinterpret” the contract unilaterally   + Past practice dictates how percentages and premiums are applied   + LCTA shared the flawed process of implementing a plan without negotiating and meeting with the LCS Benefits Committee as outlined in the contract * June 29, 2021 – The Leon County School Board approved the implementation of the unilateral application of the $900,000     **Current Contract Language**  21.11               Health Insurance Program.  A.       The Board will make available to eligible employees a group health insurance program.  The Board shall contribute the following percentages of the premiums charged by each of the health care plans,    including the premium for mental health care, offered by the District    through its health care program, effective with the plan year beginning            October 2006:  -          80.00 percent of the individual coverage premium; and  -          60.00 percent of the two-person and family coverage premium.  In no case shall the Board’s contribution exceed 100 percent of the premium costs for the program in which the employee is participating.  Two-Employee Coverage.  1.        Two-Employee/Two-Person Coverage.  Each employee covered under two-employee/two-person coverage shall pay the individual employee’s cost for single coverage.  2.   Two-Employee/Family Coverage.  Each employee covered under two-employee/family coverage shall pay the individual employee’s cost for single coverage.  The District will provide for the payment of premiums by payroll deduction for employees for such plan.  The Board health insurance contribution shall be made in ten (10) installments.  21.14   Benefits Committee.  A committee shall be established to evaluate the current benefits program and review proposed changes to such program.  This committee shall monitor the current plan and recommend to the Superintendent and Association any changes it determines are necessary.  The Benefits Committee shall consist of at least five (5) members, two of whom shall be LCTA appointees and one of whom shall be the Director of Labor and Employee Relations. |  |
|  | **What’s Next?**   * LCTA is exploring all options to ensure the law and contract are followed in the future. * LCTA will protect the process. |  |
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|  | A picture containing text  Description automatically generated  **Bargaining Session: Tomorrow at 5 PM** |  |
|  | **Register:**    When: July 1, 2021 05:00 PM Eastern Time (US and Canada)  Topic: LCTA Negotiations with LCS - July 1, 2021    Register in advance for this webinar: <https://floridaea.zoom.us/webinar/register/WN_Ag_ooJ4EQ-mq22Q0kQnWyQ>  After registering, you will receive a confirmation email containing information about joining the webinar. |  |
| *Your hours, wages, and terms and conditions of employment.* | **For Your Review:**   * [LCS Counter – Article 7](https://leonclassroomteachers.squarespace.com/s/Article-VII_LCS_6-15-2021.docx) * [LCS Counter – Article 13](https://leonclassroomteachers.squarespace.com/s/Article-XIII_LCS-Proposal_6-15-2021.docx) |  |
|  | A special thank you to the LCTA Bargaining Team. They’ve been meeting on the weekends and putting in numerous hours to ensure the voice of educators are heard. After the 4th of July, the team will begin virtual meetings on Fridays to engage members and organize around what will make you and your students succeed.    *Avis Berry, Rebecca Bertoch, Sarah De Cock, Shari Gewanter, Jared Kilpatrick, Patty Oole, Kim Stralow, Martina Taylor, Pamela Weston, Dr. Robin Wood* |  |
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|  | A picture containing text  Description automatically generated  **ESSER Funds – Community Conversation** |  |
| *We will work together for our students and public schools.* | **Get Ready!** LCTA will host a meeting with our community partners to learn about the recovery funds being provided to Leon County.  **Have your voice heard!** LCS is required by law to engage with the union and community partners to determine the best use of the funds.  **How can you get involved?** Stay tuned and look for registration information.  **Can you invite others?** YES! It is our goal to have a diverse gathering of public education advocates. When the information is provided, please feel free to share the information. |  |
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|  | With the help of all our committee chairs, committees, representatives, and board of directors, we are positioning ourselves for a great year. If you are interested in participating in our collective work, please contact the committee chairs to get involved.  *Click the links below to get involved.*  [**LCTA SOCIAL JUSTICE COMMITTEE**](mailto:lctasocialjustice@gmail.com)  [**LCTA GRIEVANCE COMMITTEE**](mailto:LCTAGrievance@gmail.com)  [**LCTA BARGAINING COMMITTEE**](mailto:LCTABargaining@gmail.com)  [**LCTA MEMBERSHIP COMMITTEE**](mailto:LCTAMembership@gmail.com)  [**LCTA LEGISLATIVE COMMITTEE**](mailto:LCTALegislative@gmail.com)  [**LCTA PD COMMITTEE**](mailto:pd.leoncta@gmail.com)  [**LCTA ESE COMMITTEE**](mailto:LCTAese@gmail.com) |  |