

**REA BARGAINING SUMMARY  
2008-09 THROUGH 2018-19**

Year	COLA	Cut Days	Other	Amount of \$ Lost	
				First Year Teacher F (M + 0) Step 0 30 years left in career Amount lost that year <b>Amount lost over remainder of career</b>	Veteran 20 Year Teacher I (M + 0) Step 14 10 years left in career Amount lost that year <b>Amount lost over remainder of career</b>
2008-09	4%	3 (Conceded 1.6% pay of the 4%)		\$616	\$1068
2009-10	Deferred 2.8%		4 day week, no prep periods	\$1121 <b>\$33,630</b>	\$1943 <b>\$19,430</b>
2010-11	Conceded .7% of salary; deferred 1.8%	5 (all non-student days) (2.6% pay cut)		\$2042 <b>\$31,071</b>	\$3540 <b>\$19,155</b>
2011-12	Gave up previous salary deferrals	6 (5 were non-student contact) (3.2% pay cut)	Deferred step and lane changes for 2/3 of school year	\$2411 <b>\$35,036</b>	\$4177 <b>\$21,718</b>
2012-13	Zero	15 cut days (7.9% pay cut)	Deferred step and lane changes for six months. Zero increase to the insurance cap	\$2836	\$5499
2013-14	Zero	3 cut days (1.6% pay cut)	No insurance cap increase	\$643	\$1114
2014-15	1.5% (.6% under CPI)	2 cut day (1.1% pay cut)		\$395	\$766
2015-16	2.0%	1 cut day (.5% pay cut)		\$204	\$353
2016-17	1.6%	1 cut day (.5% pay cut)		\$208	\$360
2017-18	2.3%	One unpaid day rolled over from previous year (.5% pay cut)		\$211	\$366
2018-2019	2.0%	Full contract		-	-

**Notes:**

- In all years insurance cap increases came in under the percentage increase of insurance plans (some years were zero, as noted)
- REA's basic bargaining strategy through these years was how to save colleagues' jobs while minimizing the impact on students.
- Amount lost only based on that year's decision alone (no compounding effect), CPI not factored in, deferral of step and lane changes not factored in, days a one time loss v. no COLA is a loss over remainder of career, Retirement losses (PERS) not accounted for