

Fact Finding Report Overview

OCTOBER 8, 2018

Review of Fact Finders Recommendations

- Term of Agreement
- Salary Recommendation
- Employee Health Care Recommendation
- Career Salary Advancement Recommendation
- Tuition Reimbursement Recommendation

Fact Finding Report

Recommended Term of Agreement

- Term of Agreement
 - July 1, 2018 – June 30, 2021
 - 3 Year Term

Fact Finding Report

Recommended Salary Adjustments

- Year 1 (2018-2019)
 - 3.27% overall payroll increase
 - No Increase for Step 16
 - Addition of Step between Step 15 and Step 16
 - Non Salary Base Stipends
 - Step 16 - \$1,950
 - Steps 1-9 - \$1,487
 - All teachers advance 1 Step on schedule

Fact Finding Report

Recommended Salary Adjustments

- Year 2 (2019-2020)
 - 2.99% overall payroll increase
 - Elimination of Step 1
 - Steps renumbered to reflect a total of 15
 - All teachers advance 1 Step on schedule

Fact Finding Report

Recommended Salary Adjustments

- Year 3 (2020-2021)
 - 2.99% overall payroll increase
 - No Step Movement for this year, all teachers stay on 2019-2020 Step
 - Incremental cost reduced to 1.45%
 - The requirement that salary increases and stipend eligibility will be tied to teacher performance evaluations

Fact Finding Report

Recommended Health Care Adjustments

- Base Medical Plan Changed to Independence Blue Cross C4F4O2 Plan (Core Plan)
 - Employee Contribution to premium 12% (2018-2019 & 2019-2020)
 - Previous Chart for Employee Contributions Eliminated
 - Employee Contribution to premium 15% (2020-2021)
 - Employees have ability to buy up to the current IBX 20/30/70 plan
 - Effective 7/1/2020 change retirement health care to Health Reimbursement of \$20,000 replacing the 3 years of paid medical
- Base Rx Plan changed from a co-pay of 10/35/50 to 10/25/50/2.5%(Specialty)
 - Employee Contribution to premium 12% (2018-2019 & 2019-2020)
 - Employee Contribution to premium 15% (2020-2021)
 - Specialty co-pay maxed at \$750/single \$1,500/Family
- Dental/Vision
 - No recommended changes

Fact Finding Report

Recommended Career Salary Adjustments

- Horizontal Salary Advancement
 - Advancement now only for credits in an approved Masters Degree or Doctoral Program
- October Advancement only
 - One (1) horizontal Advancement per year
 - Limited ability to advance in February
 - Must be advancing from Step B-15 or M-45

Fact Finding Report

Recommended Tuition Reimbursement Adjustments

- Credits must be part of an approved Master's Degree, Certification, or Doctoral program.
- Courses not part of approved programs will no longer be eligible
- Previous approved course listing eliminated
- Courses all subject to Superintendent approval



Questions