

Executive Summary

Duration

5-Year Contract - 2016-2021

Release Time

40 Hours Annually *Association Reimburses the District for Sub Costs

Fair Share

Settled Upon Ratification of the CBA

Salary Increases - Year 1

Staff employed two (2) years or less - \$0.50 hourly increase

Staff employed at least three (3) years up to five (5)- \$1.25 hourly increase

Staff employed at least six (6) years or more - \$1.50 hourly increase

All staff will be given \$0.75 an hour to offset dental coverage

Salary Increases - Years 2-5

Actual PTELL CPI with Floor- 2%

Actual PTELL CPI with Ceiling- 5%

Longevity Bonus - Paid September 15, 2017 if Employee is Still Employed in D86 as of September 1, 2017

Employees employed prior to July 1, 2014 - \$2,000.00

Employees employed on or after July 1, 2015 and remain employed through 9-1-2017 - \$1,000.00

Tier 3 Level Physical Assistance Stipend - Begins Year 2 of CBA

Eligible employees shall received \$500/ per semester.

HMO Insurance Payout - Year 1 Only

An employee who switches to HMO shall receive a one-time payment of \$1,000.00

Insurance

HHSSSA members will be under a 125 Cafeteria Plan and will have the option to enroll in a PPO, HMO, or HSA Plan

Cashout option will be \$5,000 annually

Insurance- Calendar Year 1 (2017)

Board pays 92% of annual PPO premium on behalf of employee

Insurance- Calendar Year 2 (2018)

Board pays 90% of annual PPO premium on behalf of employee

Insurance- Calendar Years 3 -5 (2019-2021)

Board pays 90% of annual PPO premium on behalf of employee

For any increase to the annual renewal increases up to 8%, the BOE and Employees shall split the cost 50/50

For annual renewal increases over 8%, the Board will be responsible for the balance

Insurance- Dental

No Board coverage offered. Staff will be given \$0.75 a hour which is incorporated into 2016-17 salary increases.

Retirement