

Fact Finding Summary

Term of Contract:

Four (4) Year Agreement. July 1, 2020 – June 30, 2024.

Financial Impact:

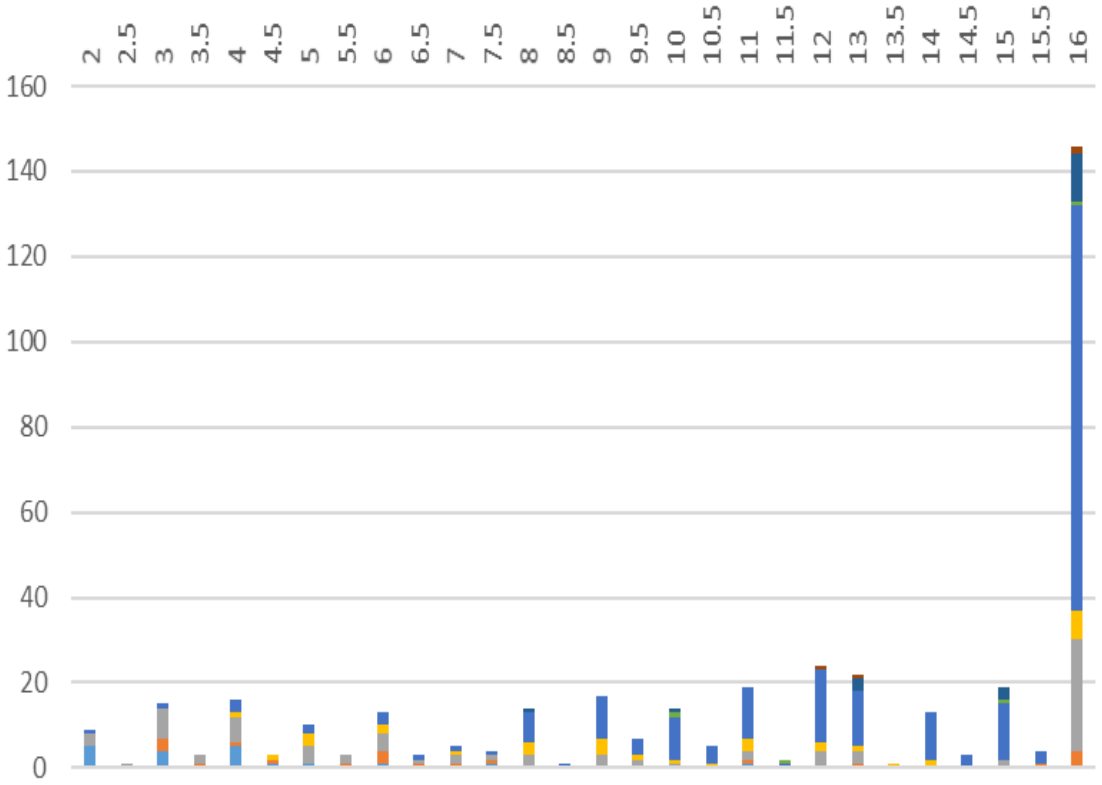
Overall Net Increase, Inclusive of benefit changes, is 12.61%, which averages 3.15%.
Revised Salary Matrix to smooth out the “Peaks and Valleys”.

Language changes addressed through Fact Finding:

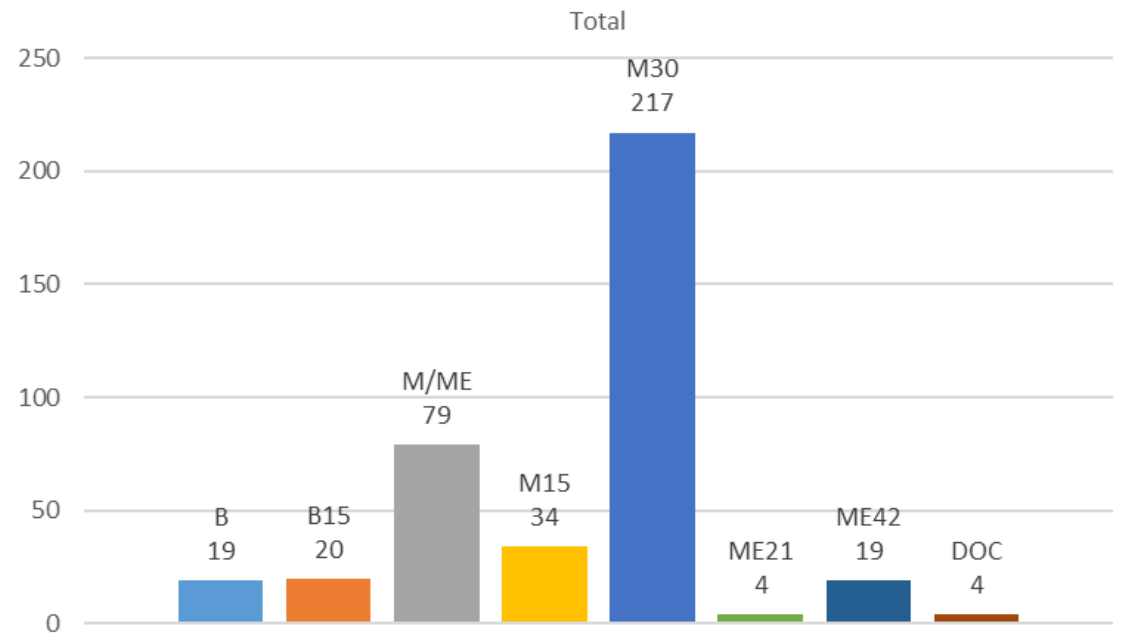
- Work Year
- Work Week
- Work Day
- Duty & Coverage Issues
- Health & Safety

MEA Population of Column and Step

Staff Distribution by Step

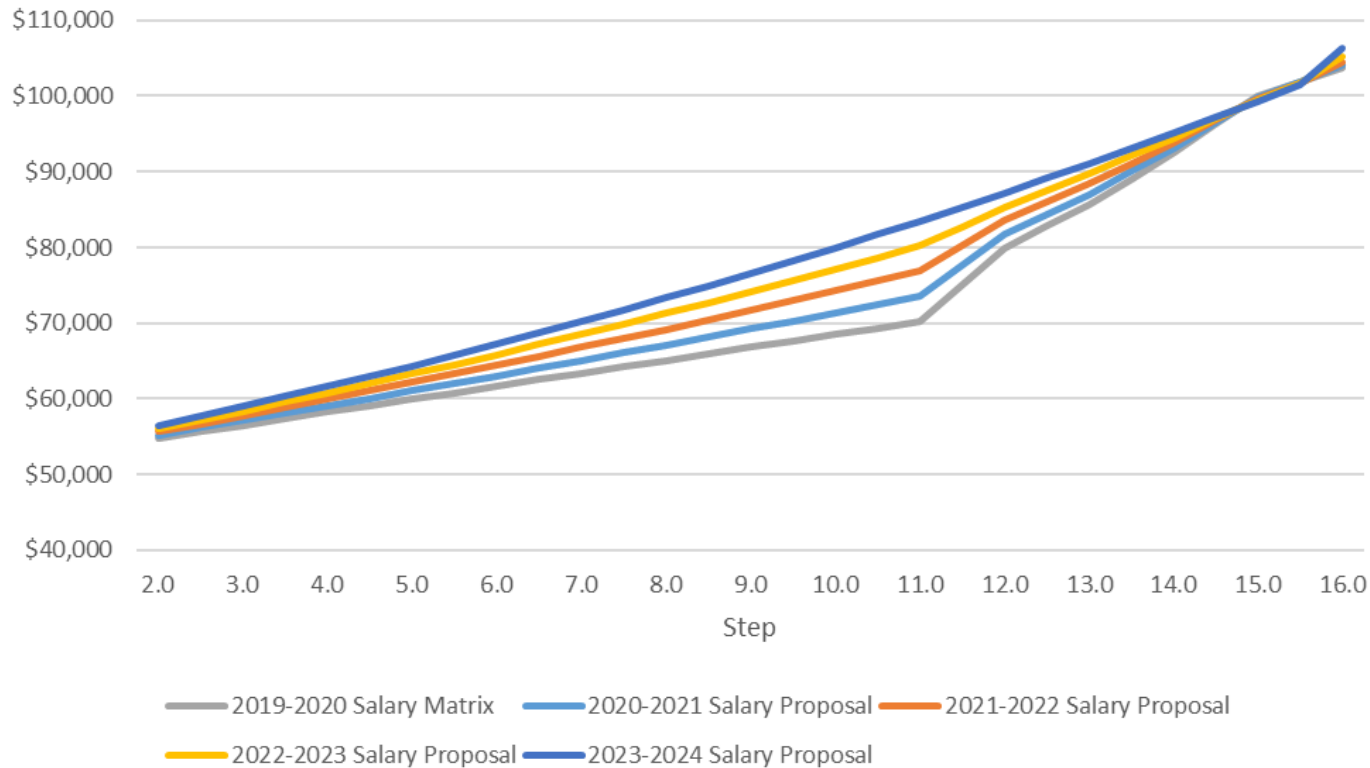


Staff Distribution by Column



Salary Schedule Improvement

2019-2020 vs 20-21, 21-22, 22-23, 23-24
Masters +30



As part of the prior contract's fact finding a committee was to be formed to work on a salary matrix fix that would address the peaks and valleys. A sub-committee was created with members from MEA, MSD Administration and the School Board.

Goal:

- Smooth out the salary matrix and ensure that the implementation of the new matrix is financial feasible.

Result of Fact Finding:

- ✓ Equal percentage increases between steps 2-15.
- ✓ Middle steps have largest corrections.

Salary

- A new salary matrix is being phased in over 4 years. The new salary matrix will address the peaks and valleys in the current salary matrix once fully implemented, with the exception of the top step which will have an increase above the other steps.
- Each year members will receive a half step movement in the salary matrix.
- The first three years will include an off step bonus for the individuals on the Top Step the prior year. The bonus will be \$750 year one, \$500 year two and \$250 year three.
- Pay is retro to the start of the 2020-2021.
- Salary increases are as follows:
 - Year 1 – 2.59% Salary Only 3.50% including PSERS & Social Security.
 - Year 2 – 2.62% Salary Only 3.42% including PSERS & Social Security.
 - Year 3 – 2.54% Salary Only 3.22% including PSERS & Social Security.
 - Year 4 – 2.57% Salary Only 3.14% including PSERS & Social Security.

Comprehensive Hospitalization

Employee Medical Contributions change as follows:

- 2020-2021 – No changes as this was incorporated in the prior contract.
- 2021-2022 - 2023-2024 increased by 1% each year for OC 1, OC 2, and POS. OC 3 increases by 0.5% each year.

Plan	2020-2021	2021-2022	2022-2023	2023-2024
OC 1	17.00%	18.00%	19.00%	20.00%
OC 2	16.00%	17.00%	18.00%	19.00%
POS	16.00%	17.00%	18.00%	19.00%
OC 3	7.00%	7.50%	8.00%	8.50%

Dental & Vision Insurance

District Dental & Vision Contributions change as follows:

- 2020-2021 – No changes as this was incorporated in the prior contract.
- 2021-2022 & 2022-2023 decreased by 1% each year, 2023-2024 decreases by 0.5%.

Plan	2020-2021	2021-2022	2022-2023	2023-2024
Dental	83.00%	82.00%	81.00%	80.50%

Plan	2020-2021	2021-2022	2022-2023	2023-2024
Vision	83.00%	82.00%	81.00%	80.50%

Prescription Drug Program

District Prescription Contributions change as follows:

- 2020-2021 – No changes as this was incorporated in the prior contract.
- 2021-2022 – 2023-2024 – The 10/20 plan is eliminated, the 10/20/35 plan is a buy up and there is the introduction of the 15/25/40 base plan.
- 2021-2022 & 2022-2023 decreased by 1% each year, 2023-2024 decreases by 0.5%.
- Retirees are to participate in the 15/25/40 plan.

Plan	2020-2021	2021-2022	2022-2023	2023-2024
10/20	Buy Up	N/A	N/A	N/A
10/20/35	83.00%	Buy Up	Buy Up	Buy Up
15/25/40	N/A	82.00%	81.00%	80.50%

Language items

○ **Duration of the Agreement**

- Four (4) years

○ **Work Week / Work Day**

- Extended the timeline for seeking eighteen (18) volunteers at the high school to teach six (6) periods from March and April to May and June, respectively.
- Added language that requires Curriculum and Program Coordinators to teach the same schedule as the rest of the high school staff.

○ **Duty & Coverage Issues**

- The fact finder deferred this decision to the arbitration that is currently taking place.

○ **Health & Safety**

- Added language where the parties agree to cooperate in maintaining a safe, health, and sanitary workplace.