

Mediator's Proposal Summary

Term of Contract:

Four (4) Year Agreement. July 1, 2021 – June 30, 2025

Financial Impact:

Overall Net Increase averages 3.29% annually. This includes the salary increases, changes in health care contributions, increases in PSERS and health care costs over the length of the agreement.

Language changes addressed:

Probationary Period
Holidays
Personal Leave

Salary

- Salary increases are as follows:
 - Year 1 – 2.50% Salary Only 2.68% including PSERS & Social Security.
 - Year 2 – 2.50% Salary Only 2.79% including PSERS & Social Security.
 - Year 3 – 2.50% Salary Only 2.71% including PSERS & Social Security.
 - Year 4 – 2.50% Salary Only 2.70% including PSERS & Social Security.
- There is a new “phased in” approach to new hires. New Hires will receive the following:
 - Year 1: 85% of the associated rate.
 - Year 2: 90% of the associated rate.
 - Year 3: 95% of the associated rate.
 - Year 4: 100% of the associated rate.

Health Care Changes

- Plan Change:
 - Medical – All new hires starting July 1, 2021, will only have the Open Choice 3 plan available.
 - Prescription – Starting July 1, 2021 the only plan available will be the 15/25/40 plan.

- Contribution Rates

- Medical

Plan	21-22	22-23	23-24	24-25
OC 1	18.0%	19.0%	20.0%	21.0%
OC 2	17.0%	18.0%	19.0%	20.0%
POS	17.0%	18.0%	19.0%	20.0%
OC 3	7.5%	8.0%	8.5%	10.0%

- Prescription, Dental & Vision

21-22	22-23	23-24	24-25
82.00%	81.00%	80.50%	79.50%

Language items

- **Duration of the Agreement**

- Four (4) years

- **Probationary Period**

- Extended to sixty (60) working days

- **Holidays**

- Two (2) additional paid holidays for part-time employees (Memorial Day and Labor Day)

- **Personal Leave**

- Rolling over two (2) personal days into the ensuing school year