

Deer Valley Unified School District
Salary & Benefit Language History

FY11 (2010-11)

Utilize EduJobs money for FY11 mid-year State imposed reduction (projected to be about half of the total EduJobs or \$3.2 million)

EduJobs will be paid as a one-time check to those that qualify in FY11 - prior to June 30, 2011 (estimated to be more than 2% of base salary).

Employees that do not qualify for EduJobs funds will receive a one-time check equivalent to no less than 1% of their base salary, but not more than those that qualify for EduJobs money, in FY11 – prior to June 30, 2011. This will be paid from the budget savings generated from the Budget Options listed below.

FY12 (2011-12)

Professional Growth will be added for all employees that earned this in FY11.

Implement Budget Options #1 through #6 (expected to generate \$13.2 million in budget savings)

Any budget balance remaining after all State imposed reductions and budget projections are finalized will be paid as a salary offset in the following manner:

The budget balance remaining will be added to the FY12 salary as a 1.55% salary offset for those that contribute to ASRS. Certified staff will receive an additional 0.05% (for a total of 1.6%) due to the Classroom Site Fund and Instructional Improvement Fund.

FY12 Benefits

Accept the Employee Benefit Committee recommendation for a 3% increase to the District-sponsored (PPO) health insurance, 4% increase to HSA plans and a 5% increase to the HMO plan. All other plans and coverages remain unchanged. Added an option for employees to voluntarily purchase life insurance for dependents (no cost to District).

FY12 Contracts

Certified - statutory conforming changes on the number of days required for certified staff to return their contract made (15 working days instead of 30 calendar days). Added \$261 to starting rate (equal to the flat dollar increase for continuing employees).

Classified - included language that allows for incidental food and beverages. Added 0.775% (one-half of the 1.55%) to the beginning hiring rate.

FY13 (2012-13)

Professional Growth

Fund all professional growth earned 2011-12 for 2012-13 per approved language.

Salary and Trigger Language

Increase Classroom Site Fund eligible employees by \$230 plus 0.82% (total average increase of 1.4%) due to an increase in the Classroom Site Fund.

All other employee groups will be renewed at 2011-12 salary amounts.

If after November 15th, 2012 M&O increases (not including Capital Outlay Revenue Limit [CORL] or Soft Capital Allocation [SCA] increases) exist of more than \$350,000 over the April 10th budget projection and all "strings" of the new money are met, 100% of the M&O increase will go towards a salary increase of up to 1% with any additional increases above 1% to be paid in a one-time payment using the existing methodology for distributing salary increases. *(modified, see MOU approved in Feb. 2013)*

Board Approved Benefit Recommendation

1. Keep the HMO/PPO/HSA1250/HSA2500 plans intact with no changes for 2012-13.
2. Move all non-working retirees from the DVUSD medical and dental plan to ASRS medical and dental plan and DVUSD will reimburse the retirees for the premium costs in a timely manner. Life insurance will continue through the DVUSD plan.
3. Retirees that are currently working through June 30, 2012, will remain on the DVUSD plans until separation. After June 30, 2012 new retirees will be moved to the ASRS plan with DVUSD reimbursing the retirees for the premium costs.
4. Any retiree currently enrolled in a HSA plan would be allowed to stay on the district's HSA plan (ASRS does not have a HSA plan).
5. Both Early Retirement and Phased Retirement language changes are needed.
6. All new hires after June 30, 2012 will be offered the Health Savings Account (HSA) plan as the district paid plan with the option to buy up to the PPO plan.

FY14 (2013-14)

1) Salary Recommendation

- a) Fund all professional growth earned per approved language.
- b) In addition to Item C below, increase Classroom Site Fund eligible employees by \$213 plus 0.73% (total average increase of 1.2%) due to an increase in the Classroom Site Fund (from \$227/student to \$310/student). Teacher hiring schedule will be increased by \$213 per approved language.
- c) All employees will receive a 1% base salary increase and the hiring/salary schedules will not change as a result of this increase.

2) Benefit Recommendation

- a) Eliminate the medical HMO plan
- b) Implement a 30-day waiting period for new hires (coverage to be effective the 1st of the month following a 30 Calendar Day waiting period)
- c) Increase COBRA premium costs to 102% of cost (maximum allowable by law)
- d) Terminate coverage for those not continuing service at the end of our fiscal year (coverage to end June 30th for non-continuing staff).
- e) An increase of the deductible for all plans by \$500 (PPO from \$500 to \$1,000, HSA1250 from \$1,250 to \$1,750, and HSA2500 from \$2,500 to \$3,000)
- f) Increase the primary care/specialist co-pay on PPO plans from \$20/\$40 to \$25/\$50
- g) Increase prescription co-pays from \$10/\$30/\$50 to \$10/\$35/\$60
- h) Increase emergency room co-pay from \$100 to \$250
- i) Increase urgent care co-pay from \$50 to \$75
- j) Decrease the employer HSA contribution for both the HSA1750 (previously HSA1250) to \$700 and HSA3000 (previously HSA2500) to \$1170
- k) Implement a 403B Special Pay Plan/Medical Trust Plan for accumulated leave effective May 1, 2013 for employees that retire and are over the age of 50 with at least \$5,000 in accumulated leave, including a Make Whole Provision for those between the ages of 50 and 54.
- l) Added a PPO plan to the Delta Dental offering that provides employees additional benefits
- m) Increased the waiting period to 14 days (from 5 days) on the voluntary short-term disability plan to maintain the same rates
- n) Changed life insurance carrier to ING (from Sun Life), decreased premiums by 20%

FY15 (2014-15)

1) PROPOSED Salary Recommendation

- a) Fund all professional growth earned per approved language.

Certified	\$64,200.00
Classified	\$ 6,622.16
Exempt	\$ 2,200.00
Admin	<u>\$ 1,450.00</u>
Total:	<u>\$74,472.16</u>

- b) Decrease Classroom Site Fund eligible employees by \$62 plus 0.22% (total average decrease of 0.36%) due to a decrease in the Classroom Site Fund (from \$310/student to \$295/student). Teacher hiring schedule will be decreased by \$236.
- c) Provide a one-time payment based on a percentage of base salary to all employees from the Student Success Funding (SSF) in the following manner (based on continuous DVUSD experience as of August 31st): employees with one year of service or less will receive none (0%) of the calculated SSF percentage; employees with more than one year of service up to three years of service will receive 85% of the calculated SSF percentage; employees with more than three years of service up to six years of service will receive 90% of the calculated SSF percentage; and employees with more than six years of service will receive 100% of the calculated SSF percentage.
- d) If the prior year inflationary funding becomes available in 2014-15, the order in which the funds will be distributed will be as such: a salary increase will be provided to all employees of no less than 1.5% up to 65% of the total prior year inflation amount; the balance will be distributed as follows: 60% of the total balance to be paid to the VSEBT reserves and 40% of the total balance to be moved in to capital funds for District use. Hiring schedules will increase in accordance with approved language.

2) Benefit Recommendation

- a) Increase the out-of-pocket maximum on the PPO plan from \$2,500 to \$4,000. (NOTE - this should really have virtually no impact on employees as the Affordable Care Act requires that we now count all co-pays and deductibles towards the out-of-pocket maximum, where we did not before.)
- b) Change the employer HSA contribution to a two-for-one match. For example, for every \$100 the employees put in the District will provide \$200 - up to a maximum (\$600 for employee on the 1750 plan or \$1,200 for employees on the 3000 plan). We will also provide an additional \$100 in employer contribution to the HSA accounts for those that satisfy a wellness program. (PREP Program).
- c) Make the PPO plan the base plan (currently [FY14] the HSA is) but require all that opted for the PPO plan to continue to pay (as a buy-up provision) and all new employees would pay the same as those that opted for the PPO buy-up (currently \$58/pay). All others would be grandfathered and not pay for the PPO plan.
- d) Use the VSEBT reserves to offset the remaining need (about \$1.7 million).

- e) Dental changes - Delta Dental had a 12% decrease in rates, Cigna and Assurant rates remain the same as FY13.
- f) Life Insurance rates - Remain the same.

FY15 (2014-15)

PROPOSED Revised Salary Recommendation (April 29th, 2014)

- a) Fund all professional growth earned per approved language.

Certified	\$64,200.00
Classified	\$ 6,622.16
Exempt	\$ 2,200.00
Admin	<u>\$ 1,450.00</u>
Total:	\$74,472.16

- b) A one-time Classroom Site Fund adjustment for eligible employees to offset the decrease in the Classroom Site Fund from \$310/student to \$295/student. This equates to an average impact of 0.36%, or about \$300,000. The Teacher Hiring Schedule will remain unchanged for 2014-15.
- c) Provide a one-time payment based on a percentage of base salary to all employees from the Student Success Funding (SSF) in the following manner (based on continuous DVUSD experience as of August 31st): employees with one year of service or less will receive none (0%) of the calculated SSF percentage; employees with more than one year of service up to three years of service will receive 85% of the calculated SSF percentage; employees with more than three years of service up to six years of service will receive 90% of the calculated SSF percentage; and employees with more than six years of service will receive 100% of the calculated SSF percentage.
- d) If the prior year inflationary funding becomes available in 2014-15, the order in which the funds will be distributed will be as such: a salary increase will be provided to all employees of no less than 1.5% up to 65% of the total prior year inflation amount; the balance will be distributed as follows: 60% of the total balance to be paid to the VSEBT reserves and 40% of the total balance to be moved in to capital funds for District use. Hiring schedules will increase in accordance with approved language.

Benefit Recommendation

- a) Increase the out-of-pocket maximum on the PPO plan from \$2,500 to \$4,000. (NOTE - this should really have virtually no impact on employees as the Affordable Care Act requires that we now count all co-pays and deductibles towards the out-of-pocket maximum, where we did not before.)
- b) Change the employer HSA contribution to a two-for-one match. For example, for every \$100 the employees put in the District will provide \$200 - up to a maximum (\$600 for employee on the 1750 plan or \$1,200 for employees on the 3000 plan). We will also provide an additional \$100 in employer contribution to the HSA accounts for those that satisfy a wellness program. (PREP Program).
- c) Make the PPO plan the base plan (currently [FY14] the HSA is) but require all that opted for the PPO plan to continue to pay (as a buy-up provision) and all new employees would pay the same as those that opted for the PPO buy-up (currently \$58/pay). All others would be grandfathered and not pay for the PPO plan.
- d) Use the VSEBT reserves to offset the remaining need (about \$1.7 million).

- e) Dental changes - Delta Dental had a 12% decrease in rates, Cigna and Assurant rates remain the same as FY13.
- f) Life Insurance rates - Remain the same.

FY15 (2014-15)

PROPOSED Administrative Salary Recommendation (May 8th, 2014)

- a) Fund all professional growth earned per approved language.

Certified	\$64,200.00
Classified	\$ 6,622.16
Exempt	\$ 2,200.00
Admin	<u>\$ 1,450.00</u>
Total:	\$74,472.16
- b) A one-time Classroom Site Fund adjustment for eligible employees to offset the decrease in the Classroom Site Fund from \$310/student to \$295/student. This equates to an average impact of 0.36%, or about \$300,000. The Teacher Hiring Schedule will remain unchanged for 2014-15.
- c) Provide a one-time payment based on a percentage of base salary to all active employees at the time the payment is made:
 - i) from the Student Success Funding (SSF) (based on continuous DVUSD experience as of August 31st): employees with one year of service or less will receive none (0%) of the calculated SSF percentage; employees with more than one year of service up to three years of service will receive 85% of the calculated SSF percentage; employees with more than three years of service up to six years of service will receive 90% of the calculated SSF percentage; and employees with more than six years of service will receive 100% of the calculated SSF percentage.
 - ii) from non-renewing District funds, 0.6% of base salary in a one-time payment.
- d) If the prior year inflationary funding becomes available in 2014-15, the Negotiation Solution team (NST) will reconvene to develop a recommendation to allocate these funds between salaries, capital funding, and other items that contribute to the structural deficit.

Benefit Recommendation

- a) Increase the out-of-pocket maximum on the PPO plan from \$2,500 to \$4,000. (NOTE - this should really have virtually no impact on employees as the Affordable Care Act requires that we now count all co-pays and deductibles towards the out-of-pocket maximum, where we did not before.)
- b) Change the employer HSA contribution to a two-for-one match. For example, for every \$100 the employees put in the District will provide \$200 - up to a maximum (\$600 for employee on the 1750 plan or \$1,200 for employees on the 3000 plan). We will also provide an additional \$100 in employer contribution to the HSA accounts for those that satisfy a wellness program. (PREP Program).
- c) Make the PPO plan the base plan (currently [FY14] the HSA is) but require all that opted for the PPO plan to continue to pay (as a buy-up provision) and all new employees would pay the same as those that opted for the PPO buy-up (currently \$58/pay). All others would be grandfathered and not pay for the PPO plan.

- d) Use the VSEBT reserves to offset the remaining need (about \$1.7 million).
- e) Dental changes - Delta Dental had a 12% decrease in rates, Cigna and Assurant rates remain the same as FY13.
- f) Life Insurance rates - Remain the same.

FY16 (2015-16)

PROPOSED Salary Recommendation (Approved 4/28/2015)

- a) Fund all professional growth earned per approved language.

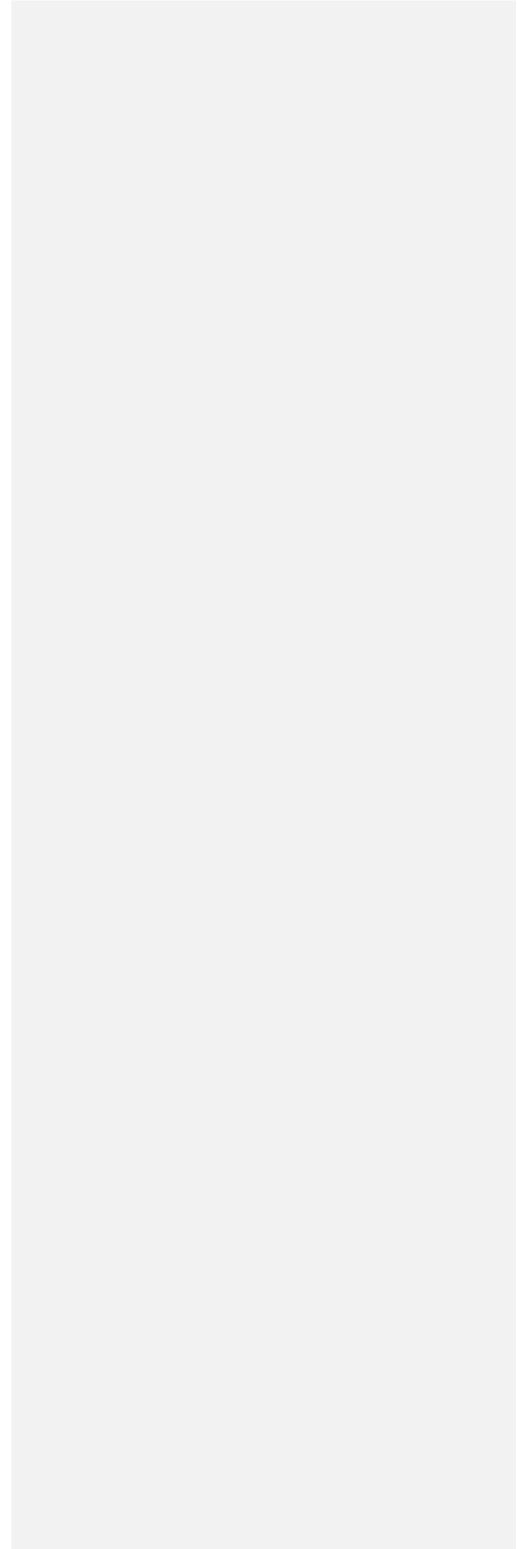
Certified	\$58,750.00
Classified	\$ 9,885.20
Exempt	\$ 1,950.00
Admin	<u>\$ 900.00</u>
Total:	\$71,485.20

- b) In addition to Item C below, increase Classroom Site Fund eligible employees by \$58 plus 0.21% (total average increase of 0.35%) due to an increase in the Classroom Site Fund allocation (from \$295/student to \$327/student). Teacher hiring schedule will be increased by \$217 per approved language (which includes the amount from Item C below).
- c) All employees will receive a 1% base salary increase and the hiring/salary schedules will change as a result of this increase per the approved language.
- d) If additional funding becomes available greater than \$300,000 over the April 28th budget projection and all "strings" of the new money are met, the Negotiation Solution team (NST) will reconvene to develop a recommendation to allocate these funds to consider salaries, capital funding, and other items that contribute to the structural deficit.

Benefit Recommendation (Approved April 14, 2015)

- a) Medical coverage rates increase by 6.4%.
There will be no change to schedule of benefits.
Deductibles, out of pocket maximum and prescription cost will remain the same for employees.
District will continue to provide HSA plan at no cost to employees.
District will continue to provide the buy up option with a 6.4% change to employees hired after July 2012.
The dependent premiums will change by 6.4%.
Dental and life insurance rates will remain the same and will continue to be offered to employees at no cost.
- b) VSEBT reserves will be used to offset District costs.
- c) Retiree coverage reimbursement will be limited to the in-state ASRS plan.
 - i. ASRS offers an in-state and out-of-state plan. There's a premium difference of 40% between the two plans.
 - ii. Grandfather clause: Those on the out-of State plan as of April 1st will be given an irrevocable choice of being reimbursed at the in-state premium cost or having this same amount monetized in to a taxable income amount.
 - iii. Additionally, retiree coverage reimbursement will be limited to 150% of the least expensive medical and dental District plan for employees.
 - iv. The cap will be calculated each year between district's plan and ASRS plan to come up with a new "cap amount".
 - v. Current retiree insurance reimbursement rates for the in-state plan did not change.

- d) Non-DVUSD retirees that have coverage from another provider will not be offered medical and dental coverages nor any reimbursement. This statement will be added to hiring documentation.



FY17 (2016-17)

Salary Recommendation (Approved 5/03/2016, Revision #1 (g) 6/7/2016, Revision #2 (h) 10/11/2016)

a) Fund all professional growth earned per approved language.

Certified:	\$44,950
Classified:	\$10,945
Admin/Exempt:	<u>\$2,500</u>
Total:	\$58,395

b) All employees will get a flat increase, based on FTE, per the MOU dated February 23, 2016:

- i) Certified: \$1,400
- ii) Classified: \$1,200
- iii) Admin/Exempt: \$1,900

c) An increase for Classroom Site Fund eligible employees by \$20 due to increases in the Classroom Site Fund allocation (from \$327/student to \$332/student) and Instructional Improvement Fund increases.

d) If Proposition 123 passes, employees will receive:

- i) Certified will get base salary increases based on a starting salary of \$35,100 with a value for years of service at \$700/year for DVUSD service and \$200/year for non-DVUSD service (professional growth to remain at \$50/credit), or a minimum flat base salary raise of \$500 (prorated by FTE) for each employee; with Hard-To-Fill Addenda which will be established by position for \$2,000/FTE.
- ii) Classified will get a 2.5% increase, with 1% being added to the starting hiring rate.
- iii) Administrative/Exempt group salaries will not increase beyond the flat increase (Item b.iii above) with the exception of \$57,000 being added to address principal salary inconsistencies (to be determined by Building Leadership Team and Human Resources).

e) Also if Proposition 123 passes, FY16 one-time longevity flat payment, based on FTE, will be paid to all employees - regardless of position - based on years of service in the following manner (based on the year within Employee ID, to be paid in September 2016):

- i) 0 to 2 years = \$300
- ii) >2 to 5 years = \$500
- iii) >5 to 10 years = \$700
- iv) >10 to 15 years = \$800
- v) >15 to 20 years = \$900
- vi) >20 to 25 years = \$1,000
- vii) >25 to 30 years = \$1,100
- viii) >30+ years = \$1,200

f) Unallocated FY16 Proposition 123 funds will be assigned to the Negotiation Solution Team (NST) to develop a recommendation to allocate these funds.

g) With the passage of Proposition 123, Other Professional Staff will be granted a \$500 flat increase to their base salary. If they have a hard-to-fill addenda of more than \$2,000 then the hard-to-fill addenda will be reduced by the flat increase. Hard-To-Fill Addenda which will be established by position for \$2,000/FTE for all Other Professional Staff that qualify for hard-to-fill addenda.

Correct professional growth hours held by certified employees that were not initially included in the d.i above for those employees that had earned these hours prior to October 2008 (certified employees hired on the step-and-column salary schedule).

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2016-17 Benefit Recommendation (approved April 12, 2016)

- a) Medical coverage rates increase by 6.0%.
 - a. There will be no change to schedule of benefits.
 - b. Deductibles, out of pocket maximum and prescription cost will remain the same for employees with the exception of the HDHP 1750 plan will have the maximum out of pocket maximums reduced to \$3,425 (for employee) and \$6,850 (for family) to conform with ACA requirements.
 - c. District will continue to provide the HSA plans at no cost to employees with a two-for-one contribution in to the employee's HSA account (capped at \$600 for the \$1750 Plan and \$1200 for the \$3000 Plan)
 - d. District will continue to provide the buy up option (with a 6.0% increase cost) to employees hired after July 2012.
 - e. The dependent premiums will increase by 6.0%.
- b) Assurant and Cigna Dental will remain the same as 2015-16 (premiums as well as coverages). Delta Dental rates will remain the same in employee premiums and annual maximum benefit with the deductible being reduced from \$50 (employee)/\$150 (family) to \$25 (employee)/\$75 (family) and the major dental services coverage decreasing from 80% to 60%. The plan now includes Check up plus which provides approximately \$300 to employee's annual maximums.
- c) Life insurance rates and coverage will remain the same and will continue to be offered to employees at no cost (with voluntary additional coverage offered at the employee's expense).
- d) District paid short-term disability premium and coverage will remain unchanged (with voluntary additional coverage offered at the employee's expense).
- e) Arizona State Retirement System total contributions will increase from 11.47% to 11.48% for both the employee and employer and the Alternative Contribution Rate will increase from 9.36% to 9.47%.
- f) VSEBT reserves will be used to offset half of the District increased premium costs for medical benefits (approximately \$650,000)
- g) The 2016-17 Budget will include an increase of \$650,000 to cover the other half of the increased premium costs for medical coverages.
- h) Retiree coverage reimbursement will continue to be limited to the in-state ASRS plan (see plan from 2015-16).

2017-18 Salary Recommendation

Salary Recommendation (Previewed April 25, 2017, Approved May 9, 2017)

- a) Fund all professional growth earned per approved language.

Certified:	\$61,500
Classified:	\$ 8,975
Admin/Exempt:	<u>\$ 4,600</u>
Total:	\$75,075

- b) Salary increases will be as follows:

- i) Certified – a 1% salary increase in which 100% of the amount will be applied to a percentage increase (1.0%). Certified teaching position starting pay will increase to \$35,500.
 - ii) Classified – a 1% salary increase (on average) in the following fashion, with the flat increase being added to the starting hourly wages for each range:
 - (1) For all employees that earn less than \$10.40/hour, a January 1, 2018 adjustment will be made up to \$10.50/hour
 - (2) For all employees that make \$10.40/hour but less than \$12.00/hour, a 1% salary increase in which 50% of the amount will be applied to a percentage increase (0.50%) and 50% of the amount will be in a flat dollar increase (\$0.07/hour).
 - (3) For all employees that make \$12.00/hour or more, a 1.1% salary increase in which 50% of the amount will be applied to a percentage increase (0.50%) and 50% of the amount will be in a flat dollar increase (\$0.09/hour).
 - iii) Administrative/Exempt - a 1% salary increase (on average) in which 50% of the amount will be applied to a percentage increase (0.50%) and 50% of the amount will be in a flat dollar increase (\$360), with the flat increase being added to the starting salary for each range.
- c) In addition to the increases above, increases for the Classroom Site Fund eligible employees will be a total of 0.5% in the following manner:
- i) \$140 – or 0.32% - due to increases in the Classroom Site Fund allocation (from \$332/student to \$367/student) and Instructional Improvement Fund changes. The additional amount of \$19/student, that in one-time funding, will be paid to all eligible employees when the Classroom Site Fund Performance Pay is processed, which is projected to be \$115/eligible employee.
 - ii) Plus an additional \$150 of additional Classroom Site Fund Menu Money to fund:
 - (1) A salary increase of 0.18% (to make the total CSF salary increase 0.5%)
 - (2) Hard-To-Fill addenda will be expanded to include 7th and 8th grade math and science positions at \$2,000/FTE, funded from the Menu Monies of the Classroom Site Fund.
- d) Certified Employees on the Other Professional Salary Schedule will get District-funded performance pay at the greater of 2% of base salary or \$1,250 per FTE.
- e) Any legislative changes that provides additional funding will be applied for their intended use.
- e) If additional funding becomes available greater than \$300,000 over the April 20th budget projection, the Negotiated Solutions Team (NST) will reconvene to develop a recommendation to allocate these funds.
- f) Negotiated Solutions Team (NST) supports the identified employee reclassifications.

2017-18 Benefit Recommendation (Approved March 28, 2017)

2017-18 renewal rate for employee benefit medical plan is 6.46%, or \$1,468,214. In lieu of this increase, the Benefit Committee recommends the following:

- a) Medical coverage rates increase by 2.4%
 - a. There will be no change to schedule of benefits. Deductibles, out of pocket maximum and prescription cost will remain the same for employees.
 - b. Move the current pharmacy network to the Value Network pharmacy which excludes CVS, Safeway and Costco and add the expanded preventive list for HSA Plans.
 - c. District will continue to provide the HSA plans at no cost to employees with a two-for-one contribution in to the employee's HSA account (capped at \$600 for the \$1750 Plan and \$1200 for the \$3000 Plan)
 - d. District will add the Navigate Medical Network Option to all plans at no cost to employees.
 - e. District will provide a buy up option to the PPO plan for a \$20.00 per month premium, and continue to offer the PPO buy up plan (with a 1.5% increase cost) to employees hired after July 2012.
 - f. The dependent premiums will increase by an average of 6.65% on current plans.
 - g. The dependent premiums will decrease by an average of 4.1% on the Navigate plans.
- b) Assurant Dental rates will remain the same as 2016-2017 (premiums as well as coverages).
- c) Delta Dental rates will remain the same as 2016-2017, and it will include orthodontia for adults.
- d) Cigna Dental plan will no longer be offered.
- e) Life insurance coverage will remain the same, rates will decrease from \$0.054/\$1,000 to \$0.050/\$1,000 for life insurance and from \$0.015/\$1,000 to \$0.012/\$1,000 for accidental death and dismemberment, and will continue to be offered to employees at no cost - one time your annual salary or \$20,000, whichever is greater. (with voluntary additional coverage offered at the employee's expense).
- f) District paid short-term disability premium and coverage will remain unchanged (with voluntary additional coverage offered at the employee's expense).
- g) Arizona State Retirement System total contributions will increase from 11.48% to 11.50% for both the employee and employer and the Alternative Contribution Rate will increase from 9.47% to 9.49%.
- h) VSEBT reserves will be used to offset half of the District increased premium costs for medical benefits (approximately \$600,000)
- i) Retiree coverage reimbursement will continue to be limited to the in-state ASRS plan (see plan from 2016-2017).

2018-19 Salary Recommendation - DRAFT MAY 21, 2018

Salary Recommendation (Scheduled for Approval May 22, 2018)

a) Fund all professional growth earned per approved language.

Certified:	\$84,100
Classified:	\$ 7,003
Admin/Exempt:	<u>\$ 3,950</u>
Total:	\$95,053

b) Salary increases will be as follows:

- i) Certified Teachers – a 10% salary increase from M&O due to the new increase in the Base Support Level for Teacher Salary Increases. This 10% increase will be paid as a percentage increase. Certified teaching position starting pay will increase to \$39,000.
- ii) Certified (Non-Teaching or Other Professional Staff) – a 10% increase from M&O in which the full amount will be paid as a percentage increase. A 5% increase will be added to all starting salaries. Performance Pay will be established as a flat \$2,200/FTE, and is subject to change annually.
- iii) Classified – a 7.0% salary increase (on average) in the following fashion, with the flat increase being added to the starting hourly wages for each range:
 - (1) For all employees that earn \$10.50/hour, a January 1, 2019 adjustment will be made up to \$11.00/hour.
 - (2) For all employees that make more than \$10.50/hour but less than \$12.00/hour, a 6.9% salary increase, on average, in which 50% of the amount will be applied to a percentage increase (3.24%) and 50% of the amount will be in a flat dollar increase (\$0.41/hour). Starting hourly rate will be increased by 3%.
 - (3) For all employees that make \$12.00/hour or more, a 10.3% salary increase, on average, in which 50% of the amount will be applied to a percentage increase (4.5%) and 50% of the amount will be in a flat dollar increase (\$0.84/hour). Starting hourly rate will be increased by 4%.
- iv) Administrative/Exempt - a 4% salary increase (on average) from M&O in which 50% of the amount will be applied to a percentage increase (1.98%) and 50% of the amount will be in a flat dollar increase (\$1,454), with the flat increase being added to the starting salary for each range.

c) In addition to the increases above, increases for the Classroom Site Fund eligible employees will be a total of 2% in the following manner (due to the allocation increasing to \$423/weighted student count):

Fund 011	Fund 013	Fund 020	Total
\$1,400	\$2,810	\$260	\$4,470

- NOTE - Fund 013 is 100% of allocation

- d) If additional funding becomes available greater than \$700,000 over the May 8th budget projection, the Negotiated Solutions Team (NST) will reconvene to develop a recommendation to allocate these funds.
- e) NST supports the top 4 budget priorities: full-time District Athletic Director, additional school-based administration support, hard-to-fill for nursing positions and a \$5/day increase to substitute teacher pay (from \$85/day to \$90/day).

2018-19 Benefit Recommendation (Approved April 10, 2018)

2018-19 renewal rate for employee benefit medical plan is 8.06%, or \$1,896,000. In lieu of this increase, the Benefit Committee recommends the following:

- ▶ add generic preferred prescriptions to encourage participants to select generics and maintain the copays the same \$10/35/60,
- ▶ eliminate certain out-of-network providers,
- ▶ eliminate both the Traditional and Navigate Premier High Deductible Health Plans,
- ▶ reduce the deductible on the Basic High Deductible Health Plan and the Basic Navigate Plan (HDHP) from \$3,000 to \$2,700,
- ▶ maintain the employee and dependent rates the same as 17/18 by utilizing 100% of reserves or the \$1.313 million (in premium cost increases),
- ▶ deductibles, out of pocket, copays will remain the same for PPO and PPO Navigate Plan,
- ▶ preventive care, urgent/emergency care, and hospital care will remain the same on all plans,
- ▶ the Delta dental rate change will increase the monthly premium by \$2.60 for employees with dependent coverage,
- ▶ all other benefits will remain the same.

As a result, the final rates will increase by 5.58% (all paid by the District). In addition, it has also been suggested to inform employees of the possibility of a substantial rate increase in the future if we continue to use the reserves for all rate increases.