

Classified Employee Compensation Package 2018-2019

- ✓ Steps for all employees hired prior to January 1, 2018
- ✓ All Lanes that are earned prior to the start of the 2018-2019 school year.
- ✓ 3% on the base for all employees.
- ✓ District to cover Employer Share of 5.9% increase on Medical Insurance
- ✓ As a reminder (Negotiated in 2014-2015) Employee portion of Medical Insurance to increase 1% each year for 5 years with incentive for Wellness to increase by the same increment. (The Board of Education reserves the right to change this amount if needed to accommodate unforeseen medical insurance needs) For 2018-2019, employees will pay 24.85% of their insurance and will receive a 9% premium credit if they have completed their wellness participation.
- ✓ District to continue to fund the Silver PEHP plan for Medical Insurance
- ✓ Provide a payment (\$1,800 for couple/family; \$800 for single) to the HSA of employees that choose to participate in the Copper HSA Plan.
- ✓ Provide a payment (\$4,450 for couple/family; \$1,700 for single) to the HSA of employees that choose to participate in the Core HSA Plan.
- ✓ The district will approach the board about changing the policy on vacation accrual so that the days are accrued the month after they are earned.
- ✓ Classified total package 7.19%