

Employee Compensation Package 2019-2020

- Steps for all employees hired prior to January 1, 2019. Estimated at 1.7% for Teachers and 2.5% for Classified.
- All Lanes that are earned prior to the start of the 2019-2020 school year.
- 3% on the base for all employees
- Any employee on the Teacher Old or Teacher New Salary Schedule who missed 1 or 2 steps (FY 12 and FY13) when they were frozen previously, will have those steps restored.
- District to cover Employer Share of 2.6% increase on the Medical Insurance. No changes to the medical insurance plans.
- There will be a group identity theft policy funded by the employees if desired.
- District to pay \$375 gross plus benefits to each FT Employee as a stipend. This amount, represents the full amount of the ½ month “premium holiday” (\$302,000) from the insurance pool.
- 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 2019-2020, employees will pay 25.85% of their insurance and will receive a 10% premium credit if they have completed their wellness participation.
- District to continue to fund the PEHP Silver Preferred Plan at the above percentages, for medical insurance. The district will base their premium amount paid on either 74.15% or 84.15% of the PEHP Silver Preferred Plan premium depending on whether or not the employee has qualified for the wellness premium reduction. The district will pay that amount on all other plans and the employee will pay the difference. The amount the District pays will be prorated if an employee is not an 8 hour per day employee.
- 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.
- Up to \$300,000 gross (\$225,000 net) was included in the budget to fund the revision of the classified salary schedules. This effort will continue until all can agree on it. It will then be implemented.