

TA.
10/13/21

Mary Jorg

Dear *Jerome*
Nikole L. Roberts

**CBA Offer
October 2021**

1. Adjust Health Insurance Benefits and Employee contributions per attached.
2. Agreement covers 2021-2022 and 2022-2023
3. \$449,454 total available for increases for all certified staff (includes eligible administrators.
 - a. \$2511 added to base salary 2021-2022
 - b. \$2511 added to base salary 2022-2023
4. Keep current salary increase factors:
 - a. Evaluation - keep current definition (67%)
 - b. Needs of the Student - keep current definition (33%)
5. Change all dates to reflect 2021-2023 CBA.
6. Adjust salary range in CBA to reflect increase for Bachelor's and Master's - effects 10 new teacher hires

2021-2022

Step	Bachelor	Master
0-2	\$42,000	\$45,000
3-5	\$44,000	\$47,000
6-8	\$47,500	\$50,500
9-11	\$52,500 50,500	\$55,500
12-14	\$52,500	\$56,500
15-17	\$54,000	\$59,500
18+	\$55,500	*
18-20		\$64,500
21+		\$65,500

2022-2023

Step	Bachelor	Master
0-2	\$44,000	\$47,000
3-5	\$46,000	\$49,000
6-8	\$48,500	\$52,500
9-11	\$54,500 52,500	\$57,500
12-14	\$54,500	\$58,500
15-17	\$56,000	\$61,500
18+	\$57,500	*
18-20		\$66,500
21+		\$67,500

7. Add team leader at Ireland to ECA
8. Change all Fifth/Tenth Street references to JES

9. Change sick day buy back from \$50/day to \$60/day

Health Insurance Plan Adjustments

1. Apply deductible to all except preventative and drugs
2. Leverage Employee Assist Program at hospitals
3. Adjust schedule of benefits to include:
 - a. Deductible – In/Out of network apply separately
 - i. Keep same deductible for both in/out of network
 - b. Covered Expenses – no change
 - c. Coinsurance Limit – increase should be reflected in medical portion
 - i. Increase single to \$7,750
 - ii. Increase family to \$15,550
 - d. Voluntary Second Surgical Opinion – Decrease Out-of-Network to 70%
 - e. Hospital Room & Board – Remove old confinement language in both
 - f. Mental Health – coverage as all other medical claims
 - g. Physiotherapy – Update limits
 - i. Physical Therapy – 20 visits
 - ii. Speech Therapy – 20 visits
 - iii. Occupational Therapy – 20 visits
 - iv. Cardiac Rehab – 36 sessions
 - v. Chiropractic Care – 20 visits and includes acupuncture
 - vi. Add ABA therapy for autism
 - h. Laboratory Expenses – set out of network deductible to 70%
 - i. Ambulance
 - i. Increase ground ambulance - \$10,000
 - ii. Add air ambulance - \$15,000/trip
 - j. Medical Aids – increase annual maximums per device
 - i. Prosthetics - \$10,000
 - ii. DME - \$5,000
 - iii. Orthotic - \$1,000
 - k. Supplemental Accident – leave in plan description
 - i. Change out of network deductible to 70%
 - l. Dialysis – increase to 200% of Medicare
 - m. Dental – increase maximum to \$1,500
 - n. Vision – increase maximum to \$400