



# Vermont Healthcare

## BARGAINING TEAM

Item	Current Plan	New Plan
<b>Duration</b>	July 1, 2020-December 31, 2022	Jan.1, 2023-Dec.31, 2025
<b>Eligibility Teachers</b>	17.5 hours on average per week	No change
<b>Eligibility Support Staff</b>	17.5 hours on average per week	No change
<b>Full time status for pro-ration Teachers</b>	bargained locally	No change
<b>Full time status for pro-ration Support Staff</b>	bargained locally	No change
<b>OOP benefits pro-ration Teachers and Support Staff</b>	100% regardless of FTE	No change
<b>Premium share Teachers</b>	80/20 Gold CDHP, Silver CDHP and for Platinum/Gold the amount of board contribution to Gold CDHP	No change for duration of plan; premium share remains 20%
<b>Premium share Support staff</b>	Status quo first 18 months, then year 2 increase of 2% not to exceed 20% for any tier	1% increase in premium share per year, not to exceed 20%
<b>All tiers of coverage Teachers and Support Staff</b>	As of day one all employees shall be able to receive coverage in any tier at prevailing premium split, not to exceed 20%	No change
<b>OOP Teachers</b>	Single coverage \$400; all other tiers \$800, employer first dollar	Single coverage \$600; all other tiers \$1000, employer first dollar
<b>OOP Support staff</b>	Single coverage \$300; all other tiers \$600, employer first dollar	No change
<b>Grievance Process Teachers and Support Staff</b>	As per local contract	Filed by union or district to Commission; Commission holds hearing; if no majority, heads to arbitration.
<b>Cash in Lieu of Insurance</b>	As bargained locally	No change