

# St. Helens School District Package Proposal

to the St. Helens Education Associations June 5<sup>th</sup> Proposal

September 25<sup>th</sup>, 2018

The District is considering a 10% increase over a 4 year contract representing approximately \$2,900,000 more in salary over the life of the contract in a packaged proposal. The package proposal is contingent on transitioning to a Group HRA plan such as those utilized in the Hillsboro, Tillamook and Scappoose school districts. The Group HRA Plan would eliminate premiums for health insurance plans and reduce deductibles for staff similar to our current top tier plans. The district would also continue to offer Kaiser insurance. Our package proposal would maintain the current insurance plan for the 2018-2019 school year to allow for a transitioning in the 2019-2020 school year. It is within this transition that the district anticipates savings which can sustain the salary increase. As an incentive the district has in its package proposal the potential to add 2% more toward the salary increase based on savings realized from the transition to the Group HRA Plan.

In regards to what has changed in the budget to allow our current offer; a combination of increased revenue from the State formula and greater savings realized through conservative spending. The culmination of 3 years of fiscally responsible funding and spending led by Jessica plus the increased revenue from the State has created an opportunity. This will not happen every year, but we want to take advantage of it when it does. The offer will allow us to increase salary and create a reserve to reduce (not eliminate) the impact of potential PERS rate increases. Jessica will provide further details.

The position of the District to focus these funds on salary remains and you will see that as a trend throughout our package proposal.

The District is interested in finalizing our negotiations and understands the Association wants a response with rationale for each of their open issues. The District will walk through every open issue with reasoning behind each counter. It is also prepared to make counter proposals tonight and hopes the Association is prepared to do so too. In addition, the District would like to propose extended negotiation times for future meeting dates as needed to resolve any remaining contractual issues on the table.

The District would be happy to entertain clarifying questions, yet wishes to work through the entire package proposal prior to entertaining counter proposals. In order to increase the efficiency of the process, the District will provide each member with the District scripted responses. The District apologizes for not including the proposals in the contract, but hopes pulling out the individual articles will allow for better clarity.

The District is wondering if the Association is willing to consider the package proposal which includes a transition to an HRA Group Insurance Plan that allows for a potential 12% COLA increase over a 4 year contract representing nearly \$3,000,000 more in salary over the life of the contract?