

Tentative Agreement

CBA Offer
October 9, 2023

*Nikole L. Roberts -
JCTA President*

Collective Bargaining Agreement

1. Agreement for 2023-2024 – 1 year
2. \$4,250 added to base salary
3. Keep current salary factors:
 - a. Evaluation – 67%
 - b. Needs of the student – keep current definition – 33%
4. Move all ECA to top amount and add 5%
5. ECA Additions
 - a. Dual Credit Teacher - \$300 stipend
 - b. Archery - \$1,000 stipend
 - c. IES/JES/JMS Grade Coordinator - \$1,529 stipend
 - d. SSD College Board Coordinator - \$400 stipend
6. Increase salary range for new hires – add \$4,000 to each step - impacts 12 new teachers

*Dean Jerger
Mary Long*

2022-2023

Step	Bachelor	Step	Master
0-2	\$44,000	0-2	\$47,000
3-5	\$46,000	3-5	\$49,000
6-8	\$48,500	6-8	\$52,500
9-11	\$52,500	9-11	\$55,500
12-14	\$54,500	12-14	\$58,500
15-17	\$56,000	15-17	\$61,500
18+	\$57,500	18-20	\$66,500
		21+	\$67,500

2023-2024

Step	Bachelor	Step	Master
0-2	\$48,000	0-2	\$51,000
3-5	\$50,000	3-5	\$53,000
6-8	\$52,500	6-8	\$56,500
9-11	\$56,500	9-11	\$59,500
12-14	\$58,500	12-14	\$62,500
15-17	\$60,000	15-17	\$65,500
18+	\$61,500	18-20	\$70,500
		21+	\$71,500

Health Insurance Adjustments

1. Keep % of covered expenses at 90% In-Network and 70% Out-Network
2. Increase deductible from \$875/\$1,750 to \$1,250/\$2,500
3. Increase medical coinsurance from \$3,500/\$7,050 to \$3,750/\$7,500
4. Decrease Rx coinsurance from \$3,375/\$6,750 to \$3,000/\$6,000
5. Increase total out of pocket \$7,750/\$15,550 to \$8,000/\$16,000
6. Increase 30-day/90-day prescription caps
 - a. 30-Day Generics \$8 to \$10 cap
 - b. 30-Day Preferred \$100 to \$150 cap
 - c. 90-Day Generics \$16 to \$20 cap
 - d. 90-Day Preferred \$150 to \$200 cap
7. Increase dental max from \$1,500 to \$1,850
8. Increase orthodontics max from \$500 to \$1,000
9. Limit extended-care/skilled nursing facility to 60 days per confinement
10. Increase physiotherapy from 20 visits to 25 visits – keep cardiac at 36 visits
11. Increase ambulance by air from \$15,000 to \$20,000
12. Increase vision annual max from \$400 to \$550 – must have a prescription
13. Change language on benefits termination after death to 30 days
14. Increase employee premium contribution

Single	\$625	Increase by \$100
E+Child	\$1,900	Increase by \$200
E+Spouse	\$1,900	Increase by \$200
Family	\$2,355	Increase by \$300
EE	\$1,250	2 x single plan contribution