

ALPINE SCHOOL DISTRICT
&
ALPINE SUPPORT PROFESSIONAL ASSOCIATION

**CLASSIFIED NEGOTIATED AGREEMENT
2017-2018**

The enclosed items are additions, corrections, or
Deletions to the 2016-2017 Negotiated Agreement

NEGOTIATION TEAMS:

AESP

Rick Montague, Spokesperson
Matt Pate
Lori Adams
Lisa Adams
Chris Godfrey, USEA

BOARD TEAM

Tim Brantley, Spokesperson
Steven C. Reese
Frank Pulley Jr.
Jess Christen

1. ASD will fund a new 12-Step Contract Classified and Professional Salary Schedule and all contract classified employees will be placed on the 12-Step salary schedule that corresponds to their old salary schedule. In the transition to the new salary schedules, all contract classified employees will maintain their respective lanes and be placed on the step that holds them harmless or provides an increase as compared to their FY2016-17 lane and step. On July 1, all contract classified employees will be advanced one step on their respective 12-step salary schedule. (Employees may drop more than two steps during the implementation of the new 12 step schedules.)
2. A 0.5% COLA will be added to the base of the new 12-step contract classified and professional salary schedules.
3. The structure of the classified hourly salary schedule will remain the same. A COLA of 12 cents per step in all lanes will be added to the schedule. The District will fund step and lane increases.
4. ASD agrees to fund the increased cost of health insurance (for Plans 1 - 5) by covering a 5% renewal and increasing the deductibles by \$500. Plan 4 will remain as the base plan. Plans 1 - 3 will continue to be available to employees at the corresponding buy-up cost from Plan 4 (Plans 1 - 3 are anchored to Plan 4). Consistent with past practice, HSA contributions made by the District on behalf of Plan 5 participants will be based on the difference in premium between Plans 4 and 5. Refer to the attached health insurance documents for more information.

The monthly premium cost for contract classified employees is calculated as follows:

- a. 1260+ hours per year: Available at the same cost as last year (\$15 / \$20 / \$25).
- b. 1070 - 1259 hours per year: Monthly premium paid by a full-time employee plus 14% of the net total monthly cost.
 - i. Example: Single employee on Plan 4
 - ii. Computation: $\$495.79 - \$15 = \$480.79 * 14\% = \$67.31 + \$15 = \82.31 per month for a single employee on Plan 4.
- c. 890 - 1069 hours per year: Monthly premium paid by a full-time employee plus 29% of the net total monthly cost.
 - i. Example: Single employee on Plan 4
 - ii. Computation: $\$495.79 - \$15 = \$480.79 * 29\% = \$139.43 + \$15 = \154.43 per month for a single employee on Plan 4.
- d. 637 - 889 hours per year: Monthly premium paid by a full-time employee plus 43% of the net total monthly cost.

- i. Example: Single employee on Plan 4
 - ii. Computation: $\$495.79 - \$15 = \$480.79 * 43\% = \$206.74 + \$15 = \221.74 per month for a single employee on Plan 4.
- e. Bus Drivers: Monthly premium paid by a full-time employee plus 26% of the net total monthly cost.
 - i. Example: Single bus driver on Plan 4
 - ii. Computation: $\$495.79 - \$15 = \$480.79 * 26\% = \$125.01 + \$15 = \140.01 per month for a single bus driver on Plan 4.
5. Classified employees moved to another lane on the same salary schedule through promotion, job placement or job study recommendations will be placed in the lowest step that results in an increase with the understanding that the employee will not be dropped more than two steps. This negotiated item is contingent upon acceptance and full implementation of the new 12-step salary schedules.
 - a. Exclusions:
 - i. Employees may drop more than two steps during the implementation of the new 12-step salary schedules. Refer to Item #1 for details of how placement on the new schedules will occur.
6. The correction of policy will be conducted in accordance with District policy and procedure as we transition to the new 12-step salary schedules. As policies are identified that are not in harmony with the new 12-step salary schedules, ASD and Association representatives will meet and agree to recommended changes. Memorandums of understanding will be drafted to clarify appropriate practice and procedure with suggested policy corrections.
7. ASD agrees to adjust our current practice and policy as it relates to building checks by Head Custodians. District Administration will meet with Head Custodians and association representatives to review current practices and policies and make adjustments for the 2017-18 school year. A memorandum of understanding will be drafted and policy will be revised to match the agreed upon adjusted practice.
8. ASD agrees to form a committee including the Director of Human Resources, the Director of Accounting, and Association representatives to review the Job Study Program as outlined in Policy #4440. This committee will recommend how to improve our practices and draft suggested policy changes to increase the effectiveness of the intent and purposes of the Job Study Program and policy.

9. When there is a holiday in a workweek where an employee is off, based on the District calendar, the employee will be eligible for overtime pay or comp time when the employee is required to work due to a situation where the safety of people are concerned or where the facility may sustain damage. The supervisor will be the decision-maker on whether it will be comp time or overtime pay. The employee will work with their supervisor and the Time and Attendance Secretary to ensure appropriate documentation. The Time and Attendance Secretary will communicate with payroll so they are aware of this situation and that the work hours will be recorded and/or paid properly.

a. Examples:

- i. There is an activity at the school on a Saturday. It is currently snowing or snowed earlier that day and snow removal is required. The contracted custodian was off on Monday due to President's Day and the custodian is not able to get hourly help there to do the snow clean up.
- ii. During the Thanksgiving Weekend a pipe fails and the school is being flooded with water. The contracted employee needs to come in and make repairs to prevent property damage.

10. Policy 4407 Retired Employee Insurance. (see attached)

11. Policy 4412 Health and Disability Leave (120 days/180 days). (see attached)

12. Policy 4415 Retirement Incentive & Eligibility. (see attached)

13. Policy 4440 Job Study Program. (see attached)

14. Policy 4444 Salary Schedule Placement. (see attached)

15. Policy 4456.4 Days Worked deleted. (see attached)

16. Policy 4457 Pre-employment Screening Rules and Regulations. (see attached)

17. Policy 4461 District Staff Cards. (see attached)

18. Policy 4468 Vacation. (see attached)

Policy No. 4407

PERSONNEL CLASSIFIED

1.0 RETIRED EMPLOYEE INSURANCE

1.1 Those classified employees who have retired* from the Alpine School District with at least 10 years' service in Alpine School District and who have reached age 65 will be provided a supplemental health insurance policy. The policy will supplement the Medicare/Medicaid insurance. The policy, issued by the district designated insurance company, will supplement the Medicare/Medicaid insurance. This policy is a benefit to those employees retiring subsequent to the 1990-91 school year. The 10 required years need not be consecutive.

*Retired is interpreted to mean either qualifying for and electing to take early retirement from the Alpine School District or retirement at age 65 or later from the Alpine School District.

1.2 The District designated supplement is only available to those who are covered at the time of retirement with the District designated plan. ~~If a retired classified employee desires a retirement insurance other than the District designated plan, he may opt for such other available supplemental insurance provided that Alpine School District will pay no more for the supplement than the cost required to provide the district designated supplement.~~

1.3 Employees hired after June 30, 1995 will not be provided with a District paid supplemental health insurance policy upon retirement.

1.4 If a retired classified desires a retirement insurance other than the district designated plan, he may waive the group EMI Medicare Supplement with proof of other coverage or at annual open enrollment. However the option to re-enroll in the district retiree plan will be lost.

Negotiated Revision: August 24, 1994

Negotiated Revision: June 5, 1995

Negotiated Revision: May 2008

Negotiated Revision: April 2017



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(801) 610-8468 FAX (801) 756-8490
DR. A. KEVIN COX, ADMINISTRATOR OF HUMAN RESOURCES

MEMORANDUM

TO: Mike Ericksen, AAA President
Michael Gowans, AEA President
Rick Montague, AESP President

FROM: Kevin Cox, Elizabeth Wilson, Tim Brantley

DATE: September 12, 2016

SUBJECT: Long-Term Disability Elimination Period

In 2014, The Utah Legislature initiated changes regarding the elimination period for long-term disability benefits. These changes took effect for Alpine School District on September 1, 2015. This change has caused considerable confusion for some of our employees. In an attempt to clarify the situation, the following guidelines apply:

- Tier one employees (as defined by the Utah Retirement System*) who qualify for and accept long-term disability will separate from Alpine School District after 120 calendar days of sick leave. Tier one employees will continue to accrue URS credit while on long-term disability leave.
- Tier two employees (as defined by the Utah Retirement System*) who qualify for and accept long-term disability will separate from Alpine School District after 180 calendar days of sick leave. Tier two employees do not accrue URS credit while on long-term disability.

If you have questions, please feel free to call Human Resources at 801-610-8443 or 801-610-8495.

*For information regarding your Tier 1/Tier 2 status, visit the Utah Retirement System website at www.urs.org or call 800-695-4877.

Policy No. 4412

(Ref.) Procedure No. 4412

PERSONNEL CLASSIFIED

Definition: Calendar day includes contract days, weekends and holidays combined.

1.0 HEALTH AND DISABILITY LEAVE

1.9 A supervisor may request medical certification if sick leave is taken before or after a holiday or vacation day.

1.10 Sick leave data is protected by HIPPA and will not be shared with any unqualified employee or employee representative without written consent of the employee.

1.11 Beginning September 1, 2015 Tier 1 employees (as defined by The Utah Retirement System) who qualify for Long-Term Disability (LTD) will have an elimination period of 120 days. Tier 2 employees (as defined by the Utah Retirement System) who qualify for Long-Term Disability (LTD) will have an elimination period of 180 days.

HEALTH AND DISABILITY LEAVE INTERPRETATION (NOT POLICY)

Guidelines for administering the health/disability policy are:

Amended: September 26, 2016

Policy No. 4415

(Ref:) Procedure No. 4415

PERSONNEL CLASSIFIED

1.0 RETIREMENT INCENTIVE & ELIGIBILITY

1. 3.0 STIPEND CALCULATION

1. 3.1 Contracted classified employees who qualify under this policy shall receive benefits as described below provided that any monthly, ~~unreduced old age insurance benefits~~ full social security benefits under the Social Security Act 42 U.S.C. (401 et seq.), which the contracted classified employee is eligible to receive, whether actually applied for and received or not, shall be incorporated into the stipends paid under this policy. The result that the amount paid by the District plus such ~~unreduced old age insurance benefits~~ full social security benefits the contracted classified employee is eligible to receive, shall equal the stipend amount described below:
 1. 3.1.1 Contracted classified employees retiring after January 1, 2006, will receive a stipend equal to 25% of the contracted classified employee's salary, multiplied by four, as if the contracted classified employee had continued his/her, plus the insurance benefit as described in 4.0.
 2. 3.1.2 The benefit described in 3.1.1 will be paid out in a lump sum. The payment will be offset by unreduced Social Security benefits which the retired contracted classified employee is entitled to receive during the months for which the payments are made in a similar manner as described in Section 3.1.1 for stipend payments.

Amended: April 2017

Policy No. 4440

PERSONNEL CLASSIFIED

1.0 JOB STUDY PROGRAM

1.8 ~~Three~~ Twelve steps shall be established to each lane - ~~Step I, Step II, and Step III.~~ District officials shall decide the appropriate hiring step based on the qualifications of the person being considered (Refer to Policy No. 4444). The employee shall be advanced yearly on ~~the anniversary of his hire date~~ July 1.

Negotiated: April 2017

Policy No. 4444

PERSONNEL CLASSIFIED

1.0 SALARY SCHEDULE PLACEMENT

1.1 All beginning employees shall be placed on Step I of the appropriate lane of the salary schedule by the Human Resources Department except as noted in 1.2 below.

1.2 New employees ~~with at least one year of confirmed full time contract experience~~ or full time hourly employees with at least one year of ~~Alpine School District~~ the equivalent of one-year experience or, two years half time experience at Alpine School District, earned immediately prior to obtaining the contract position in a comparable job, may be granted up to ~~Step II~~ Step III on the salary schedule with ~~Cabinet~~ Principal or Supervisor approval.

1.3 Hourly Head Sweepers meeting the criteria of 1.2, may also be granted up to ~~Step II~~ Step III on the salary schedule with ~~Cabinet~~ Principal or Supervisor approval.

Negotiated: August 26, 1983

Negotiated Revision: August 19, 1986

Negotiated Revision: August 11, 1987

Negotiated Revision: August 24, 1994

Negotiated Revision: July 8, 1997

Negotiated Revision: August 28, 2007

Board Reviewed: October 20, 2009

Negotiated Revision: April 2015

Negotiated Revision: April 2017

Policy No. 4456.4

~~1.0 DAYS WORKED/DAYS PAID YEAR ROUND EMPLOYEES~~

- ~~1. 1.1 Salary computed on basis of 250 days. Work 246 days. This would provide four days paid holidays. Vacation would come out of the 246 days.~~
- ~~2. 1.2 If employees are required by their division head to work more than 246 days, they will be paid according to the overtime Policy No. 4454, Statement 1.1.2.~~
- ~~3. 1.3 Details concerning work and holidays will be specified in the official District calendars.~~

Negotiated: September 17, 1985

Board Reviewed: October 20, 2009

Negotiated: April 2017

Rules and Regulations No. 4457

PERSONNEL CLASSIFIED

1.0 BACKGROUND CHECKS

- 1.1 At the time of a classified employee's hire ~~and every six years thereafter~~, they will submit to being fingerprinted by Human Resources and be responsible for all fees as negotiated. The District will fund background check costs of all employees with 10 years or more of service to the District. All employees hired before July 1, 2015 will need to submit one more background check at their regularly scheduled rotation.

Board Adoption: November 2009

Negotiated April 2017

Policy No. 4461

1.0 DISTRICT STAFF CARDS

4. 1.1 The District shall make available for all employees a District staff card. ~~which shall allow the employee and his partner admission to District hosted activities. The cost of the activity card to the employee shall be the same as the student activity fee and the monies shall be given to the high school designated by the employee.~~ The employee will be admitted free of charge to District sponsored activities upon presentation of the employee I.D. badge.

Negotiated: May 21, 1980

Board Reviewed: December 15, 2009

Negotiated April 2017

Policy No. 4468

(Ref.) Procedure No. 4468

1.0 VACATION

1.1 All employees working under a twelve month contract with the Board of Education are entitled to an annual vacation. Vacation shall accrue on an annual and monthly basis as follows:

VACATION SCHEDULE

Years of Service	Monthly Accrual (Hours)	Total Hrs. Earned	Days Earned
1 - 5	10.6	128	16
6 - 10	12.6	152	19
11	14.6	176	22
12	14.6	176	22
13	14.6	176	22
14	14.6	176	22
15 and over	16.6	200	25

1.2 Vacation leave policy for classified employees shall be amended to allow vacation leave to begin on July 1 and to end on June 30 of each year. Employees shall be allowed to accumulate a maximum of 30 days and shall not earn additional vacation until they have fallen below the 30 day total. Accumulated vacation shall be paid upon termination, retirement or death of the employee except that final payment shall be limited to the amount of money that he has earned on his contract during that year plus up to 20 days of accrued vacation.

1.3 The time of vacation must be cleared with the employee's immediate supervisor. ~~During the 2012-2013 and 2013-2014 school year,~~ employees may take a personal day the day preceding or following Christmas vacation.

1.4 The Board of Education believes that an annual vacation is important and necessary for the well being of each employee, therefore, each employee is encouraged to use his full vacation each year. Any employee who has earned vacation while working as a twelve-month employee and is then changed to another status shall be entitled to the full use of those hours earned or be paid for those hours.

1.5 Any employee who has been working a nine, ten, or eleven month position and is transferred into a twelve position, may be granted longevity credit on the vacation schedule for the purpose of vacation accrual.

1.6 Vacation is accrued at the end of the monthly time and attendance cut-off period.

1.7 For every 15 cumulative working days of sick leave used an employee will not accrue 1/2 of the monthly vacation for which the employee qualifies.

1.8 If an employee uses 180 sick days and separates from employment, they will

Negotiated Revision: May 2012

Negotiated Revision: April 2017

Alpine School District
Classified Contract Salary Schedule (Non-Exempt)
Fiscal Year 2017-18

Base L2-S1: \$ 9.01

Lane Index 0.9795 1.0000 1.0658 1.1439 1.2219 1.3001 1.3782 1.4673 1.5563 1.6416 1.7268 1.8262 1.9255 2.0246 2.1237

Step	Lane														
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
1	8.83	9.01	9.60	10.31	11.01	11.71	12.42	13.22	14.02	14.79	15.56	16.45	17.35	18.24	19.13
2	9.36	9.55	10.18	10.93	11.67	12.41	13.17	14.01	14.86	15.68	16.49	17.44	18.39	19.33	20.28
3	9.92	10.12	10.79	11.59	12.37	13.15	13.96	14.85	15.75	16.62	17.48	18.49	19.49	20.49	21.50
4	10.32	10.52	11.22	12.05	12.86	13.68	14.52	15.44	16.38	17.28	18.18	19.23	20.27	21.31	22.36
5	10.73	10.94	11.67	12.53	13.37	14.23	15.10	16.06	17.04	17.97	18.91	20.00	21.08	22.16	23.25
6	11.16	11.38	12.14	13.03	13.90	14.80	15.70	16.70	17.72	18.69	19.67	20.80	21.92	23.05	24.18
7	11.38	11.61	12.38	13.29	14.18	15.10	16.01	17.03	18.07	19.06	20.06	21.22	22.36	23.51	24.66
8	11.61	11.84	12.63	13.56	14.46	15.40	16.33	17.37	18.43	19.44	20.46	21.64	22.81	23.98	25.15
9	11.80	12.04	12.84	13.78	14.70	15.65	16.60	17.66	18.73	19.76	20.80	22.00	23.19	24.38	25.56
10	11.99	12.24	13.05	14.01	14.94	15.91	16.87	17.95	19.04	20.09	21.14	22.36	23.57	24.78	25.98
11	12.19	12.44	13.27	14.24	15.19	16.17	17.15	18.25	19.35	20.42	21.49	22.73	23.96	25.19	26.41
12	12.39	12.65	13.49	14.47	15.44	16.44	17.43	18.55	19.67	20.76	21.84	23.11	24.36	25.61	26.85

Lane Index 2.2301 2.3364 2.4504 2.5644 2.6850 2.8055 2.9404 3.0753 3.2287 3.3820

Step	Lane									
	16	17	18	19	20	21	22	23	24	25
1	20.09	21.05	22.08	23.11	24.19	25.28	26.49	27.71	29.09	30.47
2	21.30	22.31	23.40	24.50	25.64	26.80	28.08	29.37	30.84	32.30
3	22.58	23.65	24.80	25.97	27.18	28.41	29.76	31.13	32.69	34.24
4	23.48	24.60	25.79	27.01	28.27	29.55	30.95	32.38	34.00	35.61
5	24.42	25.58	26.82	28.09	29.40	30.73	32.19	33.68	35.36	37.03
6	25.40	26.60	27.89	29.21	30.58	31.96	33.48	35.03	36.77	38.51
7	25.91	27.13	28.45	29.79	31.19	32.60	34.15	35.73	37.51	39.28
8	26.43	27.67	29.02	30.39	31.81	33.25	34.83	36.44	38.26	40.07
9	26.87	28.13	29.50	30.89	32.33	33.80	35.40	37.04	38.89	40.73
10	27.31	28.59	29.99	31.40	32.86	34.36	35.98	37.65	39.53	41.40
11	27.76	29.06	30.48	31.92	33.40	34.93	36.57	38.27	40.18	42.08
12	28.22	29.54	30.98	32.45	33.95	35.51	37.17	38.90	40.84	42.77

For the fiscal year 2017-18, a new 12-Step Classified Contract Salary Schedule was adopted. In addition, the base was increased by 0.5% over the prior fiscal year.

Alpine School District
Professional Salary Schedule (Exempt)
 250 Days/2,000 Hours
 Fiscal Year 2017-18

Base: \$ 20.85	Days: 250	Hours: 2,000
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<i>Step Index</i>	Hourly	Lane								
Step	A	B	C	D	E	F	G	H	I	
-	20.85	22.89	23.95	25.03	26.24	27.44	28.81	30.18	31.99	
1.040	21.68	23.81	24.91	26.03	27.29	28.54	29.96	31.39	33.27	
1.080	22.52	24.72	25.87	27.03	28.34	29.64	31.11	32.59	34.55	
1.120	23.35	25.64	26.82	28.03	29.39	30.73	32.27	33.80	35.83	
1.160	24.19	26.55	27.78	29.03	30.44	31.83	33.42	35.01	37.11	
1.200	25.02	27.47	28.74	30.04	31.49	32.93	34.57	36.22	38.39	
1.240	25.85	28.38	29.70	31.04	32.54	34.03	35.72	37.42	39.67	
1.280	26.69	29.30	30.66	32.04	33.59	35.12	36.88	38.63	40.95	
1.320	27.52	30.21	31.61	33.04	34.64	36.22	38.03	39.84	42.23	
1.360	28.36	31.13	32.57	34.04	35.69	37.32	39.18	41.04	43.51	
1.400	29.19	32.05	33.53	35.04	36.74	38.42	40.33	42.25	44.79	
1.440	30.02	32.96	34.49	36.04	37.79	39.51	41.49	43.46	46.07	

Annualized	Lane								
Step	A	B	C	D	E	F	G	H	I
1	41,700	45,780	47,900	50,060	52,480	54,880	57,620	60,360	63,980
2	43,360	47,620	49,820	52,060	54,580	57,080	59,920	62,780	66,540
3	45,040	49,440	51,740	54,060	56,680	59,280	62,220	65,180	69,100
4	46,700	51,280	53,640	56,060	58,780	61,460	64,540	67,600	71,660
5	48,380	53,100	55,560	58,060	60,880	63,660	66,840	70,020	74,220
6	50,040	54,940	57,480	60,080	62,980	65,860	69,140	72,440	76,780
7	51,700	56,760	59,400	62,080	65,080	68,060	71,440	74,840	79,340
8	53,380	58,600	61,320	64,080	67,180	70,240	73,760	77,260	81,900
9	55,040	60,420	63,220	66,080	69,280	72,440	76,060	79,680	84,460
10	56,720	62,260	65,140	68,080	71,380	74,640	78,360	82,080	87,020
11	58,380	64,100	67,060	70,080	73,480	76,840	80,660	84,500	89,580
12	60,040	65,920	68,980	72,080	75,580	79,020	82,980	86,920	92,140

For fiscal year 2017-18, a new 12 Step salary schedule was adopted. In addition, the salary schedule base was increased by 0.5% over the prior fiscal year.

Alpine School District
Classified Hourly Salary Schedule
Fiscal Year 2017-18

Step	Lane 1	Lane 2	Lane 3	Lane 4	Lane 5	Lane 6	Lane 7	Lane 8	Lane 9	Lane 10	Lane 11	Lane 12
1	8.91	9.09	9.67	10.37	11.08	11.78	12.47	13.28	14.08	14.84	15.60	16.49
2	9.15	10.09	10.75	11.52	12.30	13.08	13.86	14.74	15.63	16.48	17.34	18.33
3	9.41	11.15	11.88	12.75	13.60	14.46	15.33	16.31	17.29	18.23	19.17	20.27

Custodian, Sweeper	Classroom Aide	Bus Attendant	Space Center-Flight Director 3	Daycare TA
Space Center-Initial Hire	Dept/School Aide	Computer & Writing Lab		Gang Mower Operator
	Distance Learning Facilitator	Head Sweeper		Hrly Maint. Helper
	Office Assistant	Nutrition Service Worker		Sp. Ed. Autism Assistant
	Space Center-Flight Director 1	Para-Ed, Section 504		Space Center-Flight Director 4
		Space Center-Flight Director 2		Special Ed Para II
		Special Ed Para I		Teaching Assistant., Level 2

4-H Aide
ATEC Transition Specialist
CTE Academic Assistant Aide
ESL Aide Level 2
Preschool Instructor w/out Degree
Special Ed Para III Trained
Summit Program Teacher's Asst. 1
Teaching Asst., Level 3
Testing Support Assistant
Title I Teacher's Assistant

Asst. Custodial Lead (Sr. High)
CTE Specialist
ESL Aide Level 3
Maintenance Trainee
Office Specialist
Summit Program Teacher's Asst. 2
Warehouse worker

K-12.com Secretary	Hourly Bus Driver
Media Spec., Elem. Trained	
Preschool Instructor w/ Degree	
Roving Custodian	

For the fiscal year 2017-2018, every step was increased by 12 cents over the fiscal year 2016-17 amount.

INSURANCE COST FOR SEPT 1, 2017 - AUGUST 31, 2018
Monthly

	Care Plus Plan 1			Care Plus Plan 2			Care Plus Plan 3			Care Plus Plan 4			HSA Plan 5		
	Single	Two-party	Family	Single	Two-party	Family	Single	Two-party	Family	Single	Two-party	Family	Single	Two-party	Family
Premium Cost	\$575.53	\$1,270.23	\$1,821.95	\$538.90	\$1,189.39	\$1,705.99	\$524.89	\$1,158.49	\$1,661.69	\$495.79	\$1,094.32	\$1,569.61	\$451.16	\$995.74	\$1,428.24
Deposit in HSA	-	-	-	-	-	-	-	-	-	-	-	-	\$44.63	\$98.58	\$141.37
Total Premium Cost	\$575.53	\$1,270.23	\$1,821.95	\$538.90	\$1,189.39	\$1,705.99	\$524.89	\$1,158.49	\$1,661.69	\$495.79	\$1,094.32	\$1,569.61	\$495.79	\$1,094.32	\$1,569.61
Contracted Classified															
1260+ hours per year	\$94.74	\$195.91	\$277.34	\$58.11	\$115.07	\$161.38	\$44.10	\$84.17	\$117.08	\$15.00	\$20.00	\$25.00	\$15.00	\$20.00	\$25.00
1070 - 1259 hours per year	\$162.05	\$346.31	\$493.59	\$125.42	\$265.47	\$377.63	\$111.41	\$234.57	\$333.33	\$82.31	\$170.40	\$241.25	\$82.31	\$170.40	\$241.25
890 - 1069 hours per year	\$234.17	\$507.46	\$725.28	\$197.54	\$426.62	\$609.32	\$183.53	\$395.72	\$565.02	\$154.43	\$331.55	\$472.94	\$154.43	\$331.55	\$472.94
637 - 889 hours per year	\$301.48	\$657.87	\$941.52	\$264.85	\$577.03	\$825.56	\$250.84	\$546.13	\$781.26	\$221.74	\$481.96	\$689.18	\$221.74	\$481.96	\$689.18
Bus Drivers	\$219.75	\$475.23	\$678.94	\$183.12	\$394.39	\$562.98	\$169.11	\$363.49	\$518.68	\$140.01	\$299.32	\$426.60	\$140.01	\$299.32	\$426.60
Administrators	\$119.74	\$235.91	\$332.34	\$83.11	\$155.07	\$216.38	\$69.10	\$124.17	\$172.08	\$40.00	\$60.00	\$80.00	\$40.00	\$60.00	\$80.00
Certified															
1.00 FTE	\$79.74	\$175.91	\$252.34	\$43.11	\$95.07	\$136.38	\$29.10	\$64.17	\$92.08	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
.90 FTE	\$129.32	\$285.34	\$409.30	\$92.69	\$204.50	\$293.34	\$78.68	\$173.60	\$249.04	\$49.58	\$109.43	\$156.96	\$49.58	\$109.43	\$156.96
.88 FTE	\$139.23	\$307.23	\$440.69	\$102.60	\$226.39	\$324.73	\$88.59	\$195.49	\$280.43	\$59.49	\$131.32	\$188.35	\$59.49	\$131.32	\$188.35
.86 FTE	\$149.15	\$329.11	\$472.09	\$112.52	\$248.27	\$356.13	\$98.51	\$217.37	\$311.83	\$69.41	\$153.20	\$219.75	\$69.41	\$153.20	\$219.75
.85 FTE	\$154.11	\$340.06	\$487.78	\$117.48	\$259.22	\$371.82	\$103.47	\$228.32	\$327.52	\$74.37	\$164.15	\$235.44	\$74.37	\$164.15	\$235.44
.84 FTE	\$159.07	\$351.00	\$503.48	\$122.44	\$270.16	\$387.52	\$108.43	\$239.26	\$343.22	\$79.33	\$175.09	\$251.14	\$79.33	\$175.09	\$251.14
.83 FTE	\$164.02	\$361.94	\$519.17	\$127.39	\$281.10	\$403.21	\$113.38	\$250.20	\$358.91	\$84.28	\$186.03	\$266.83	\$84.28	\$186.03	\$266.83
.80 FTE	\$178.90	\$394.77	\$566.26	\$142.27	\$313.93	\$450.30	\$128.26	\$283.03	\$406.00	\$99.16	\$218.86	\$313.92	\$99.16	\$218.86	\$313.92
.75 FTE	\$203.69	\$449.49	\$644.74	\$167.06	\$368.65	\$528.78	\$153.05	\$337.75	\$484.48	\$123.95	\$273.58	\$392.40	\$123.95	\$273.58	\$392.40
.71 FTE	\$223.52	\$493.26	\$707.53	\$186.89	\$412.42	\$591.57	\$172.88	\$381.52	\$547.27	\$143.78	\$317.35	\$455.19	\$143.78	\$317.35	\$455.19
.70 FTE	\$228.48	\$504.21	\$723.22	\$191.85	\$423.37	\$607.26	\$177.84	\$392.47	\$562.96	\$148.74	\$328.30	\$470.88	\$148.74	\$328.30	\$470.88
.67 FTE	\$243.35	\$537.04	\$770.31	\$206.72	\$456.20	\$654.35	\$192.71	\$425.30	\$610.05	\$163.61	\$361.13	\$517.97	\$163.61	\$361.13	\$517.97
.65 FTE	\$253.27	\$558.92	\$801.70	\$216.64	\$478.08	\$685.74	\$202.63	\$447.18	\$641.44	\$173.53	\$383.01	\$549.36	\$173.53	\$383.01	\$549.36
.64 FTE	\$258.22	\$569.87	\$817.40	\$221.59	\$489.03	\$701.44	\$207.58	\$458.13	\$657.14	\$178.48	\$393.96	\$565.06	\$178.48	\$393.96	\$565.06
.63 FTE	\$263.18	\$580.81	\$833.10	\$226.55	\$499.97	\$717.14	\$212.54	\$469.07	\$672.84	\$183.44	\$404.90	\$580.76	\$183.44	\$404.90	\$580.76
.60 FTE	\$278.06	\$613.64	\$880.18	\$241.43	\$532.80	\$764.22	\$227.42	\$501.90	\$719.92	\$198.32	\$437.73	\$627.84	\$198.32	\$437.73	\$627.84
.57 FTE	\$292.93	\$646.47	\$927.27	\$256.30	\$565.63	\$811.31	\$242.29	\$534.73	\$767.01	\$213.19	\$470.56	\$674.93	\$213.19	\$470.56	\$674.93
.50 FTE	\$327.64	\$723.07	\$1,037.15	\$291.01	\$642.23	\$921.19	\$277.00	\$611.33	\$876.89	\$247.90	\$547.16	\$784.81	\$247.90	\$547.16	\$784.81

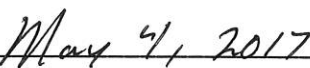
Plan 6 - Bronze QHDHP Plan
 Hourly Health Benefits Eligible Positions
 Working 30+ hrs. per week
 New employee enrollment date
 1st of month after 60 days
 Sept 1, 2017 - August 31, 2018

	Bronze Plan		
	Single	Two-party	Family
Monthly Premium Cost	\$351.74	\$776.31	\$1,113.49
Monthly Employee Cost	\$80.00	\$504.57	\$841.75
Monthly Employer Cost	\$271.74	\$271.74	\$271.74

Signature page for 2017-2018 Negotiations



Rick Montague
Classified Representative



Date



Tim Brantley
Director of Human Resources



Date