

# DISTRICT'S PACKAGE PROPOSAL

## BTU-EP (Teachers) NEGOTIATIONS

The District presented a package proposal to the Teachers, (BTU-EP) unit during our eleventh (11<sup>th</sup>) negotiation session on March 22, 2019. [View the full offer.](#)

### HIGHER WAGES

The District proposed a **9% increase for teachers** as follows:

- **2%** permanent increase for 18/19 retroactive to 1/1/19
- **7%** Referendum Supplement starting 7/1/19
- 19/20 additional wage re-opener

### TWO FREE INSURANCE PLANS

- The District is proposing no changes to insurance for calendar year 2019
- Beginning Jan. 1, 2020, the District will continue to offer **2 FREE health plans** until 2023. Premier and Premier Choice Plans will be offered at no cost for employees only (see page 2.) If an employee chooses the Premium Plus plan, an employee contribution will be required.
- The District agreed to work with BTU through the Insurance Advisory Committee to implement additional cost-effective improvements such as Wellness Programs, Teladoc, etc.
- Any savings will be placed in reserve for future employee supplements or other employee benefits.

### ALMOST TWICE THE NUMBER OF HIGHLY EFFECTIVE TEACHERS

The District agreed to **increase the number of Highly Effective Teachers from 32% to at least 60%** for the 18/19 school year. This means more money from the State for Highly Effective Teachers!

### TEACHER WORK REDUCTION

The District agreed to continue Labor-Management committee discussions regarding the reduction in test preparation programs and the reduction in the use of Professional Learning Communities (PLCs).

### NO BREAK IN SERVICE FOR PROBATIONARY RE-HIRE

The District agreed to add a provision regarding probationary teachers: A probationary teacher who completes the full probationary period, and works until the last teacher workday of the school year, who is not renewed, but is subsequently rehired and starts working by the first teacher workday of the following school year, shall not be deemed to have a break in service and shall be awarded an annual contract for the year following the probationary contract.

It is the desire of the School Board and the Superintendent to reach an agreement in order to give substantial salary increases to our valued teachers. The District and BTU are scheduled to reconvene negotiations on April 18, 2019.

# HEALTH INSURANCE

Effective 1/1/2020



	Premier*	Premier Plus *	Premier Choice
<b>Preventive Care</b>	Covered 100%	Covered 100%	Covered 100%
<b>Office Visit</b>	\$25 copay	\$25 copay	30% coinsurance after deductible
<b>Specialist Visit</b>	\$45 copay	\$45 copay	30% coinsurance after deductible
<b>Teladoc®</b>	\$25 copay	\$25 copay	30% coinsurance after deductible
<b>Urgent Care</b>	\$45 copay	\$40 copay	30% coinsurance after deductible
<b>Emergency Room</b>	\$350 copay	\$300 copay	30% coinsurance after deductible
<b>Deductible Individual</b>	\$500	\$250	\$2,500
<b>Out-of-Pocket Maximum Individual</b>	\$2,500 Medical \$4,500 Pharmacy	\$2,000 Medical \$4,500 Pharmacy	\$6,600

\*Premier and Premier Plus are very similar and offer the same exact network of physicians

For a complete 2019 SBBC Plan benefit comparison, please visit the Benefits Department's website