

AT THE TABLE



A BARGAINING BULLETIN

We met with AACPS on Monday with insurance being at the forefront of our discussions. We have not come to a resolution on insurance yet but as a part of a package proposal presented to the BOE, we brought forward the offer to make changes to the co-pays. While we do not take any changes to the insurance lightly, we do recognize that health care costs are sharply rising and there have not been any major changes to the medical plans in several years. We recognize that any change to your insurance premium share reduces your net COLA increase. We fully realize that when the board proposes large premium share increases in conjunction with a high COLA, it gives the illusion that they are proposing a higher COLA than is the reality especially when the overall cost of the plan also increases each year. The goal remains to keep any changes to the insurance as minimal as possible.

The co-pay changes we included as part of a package deal are as follows:

RX	Current	Proposed Increase
Generic	\$5/\$10	\$10/\$20
Preferred Brand	\$20/\$40	\$25/\$50
Non-Preferred	\$35/\$70	\$40/\$75
Specialty	\$75/\$150	\$80/\$155

Office Visits	Current	Proposed Increase
PPN	\$15 provider	\$20 provider
Triple Option	\$10 PCP/ \$15 specialist	\$15 PCP/ \$25 specialist
HMO	\$10 PCP/ \$15 specialist	\$15 PCP/ \$20 specialist

As part of the package, we have proposed a 3-year contract with the following COLAs:

Year 1 – 5%

Year 2 – 8%

Year 3 – 8%

Also, as part of the package we have proposed annual longevity bonuses, an increase in life insurance, an increase in substitute pay, reimbursement for job related fees for license renewal/maintenance, student discipline, committees to adjust salaries for related service providers and technical educators and adjustments to summer pay. We also agreed to board proposals including the addition of middle school sports and teacher orientation.

This is where we stand as of now, the package is subject to change in future sessions, but we feel optimistic about what we have offered to reach a tentative agreement. We still have four

**YOUR
NEGOTIATIONS
TEAM**

Dawn Austin
Charis Cephas
Robin Cooper
Dyana Cronin

Nicole Disney-Bates
Cathy Flanders
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Andrew Posner
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more sessions scheduled and hope to have the contract resolved before the end of the school year. Be on the lookout for future updates from the team.

There will be an additional communication early next week to outline the career ladder.

In solidarity,
The Team

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