

South Butler County School District

Board's Update regarding the Slippery Rock Area School District's new Collective Bargaining Agreement

At the Board's October 5, 2016, meeting, the Board was publicly asked by a teacher's spouse to consider the Slippery Rock Area School District's successful efforts to negotiate new collective bargaining agreements with its teachers and to speak with Slippery Rock's Board members in an effort to determine how Slippery Rock has been able to reach agreements with their teachers.

In response to the request, two Board members from South Butler met with a Board member from Slippery Rock who was very involved in the negotiation process with Slippery Rock's teachers. In addition, the Board obtained detailed information from Slippery Rock regarding its two most recent Collective Bargaining Agreements. This information is summarized below.

SUMMARY OF COLLECTIVE BARGAINING AGREEMENTS

In August, 2014, the Slippery Rock Area School District and the Slippery Rock Area Education Association entered into a 3-year Collective Bargaining Agreement (July 1, 2013 - June 30, 2016). Key provisions of the Collective Bargaining Agreement are as follows:

WAGES

2013-2014 School Year	status quo -- no wage increase.
2014-2015 School Year	3.75% on average.
2015-2016 School Year	3.50% on average.
3-year average	2.42% on average

HEALTH CARE COVERAGE

July 1, 2014 through December 31, 2014	Status Quo – no change in health care coverage.
January 1, 2015 through June 30, 2016	\$300/\$600 In-network Deductible \$600/\$1,200 Out-of-Network Deductible Emergency Room Co-pay of \$50.00 Diagnostic Services Co-pays of \$10.00 Spinal Manipulation Co-pays of \$15.00 Office Visit Co-pays of \$20.00 Prescription Drug Co-pays of \$5 generic/\$30 brand.

Trigger language: If the annual increase in the premium/contribution rate exceeds 8.0%, the parties agree to open the health care provisions of the CBA in order to change coverage; and/or, increase the teachers' monthly employee premium contributions to reduce the annual increase to 8.0% or less.

EMPLOYEE PREMIUM CONTRIBUTIONS

Individual Coverage	\$20.00 per month
Employee/child(ren)	\$30.00 per month
Employee/spouse	\$30.00 per month
Family	\$40.00 per month

POST-EMPLOYMENT HEALTH CARE COVERAGE (ERI)

- 20 years of service with Slippery Rock Area School District
- 25 years of service in the PSERS.
- Up to seven (7) years of individual or retiree/spouse health, dental and vision coverage.
- Sunset language. ERI provisions expire at the end of the Collective Bargaining Agreement.

In September, 2016, the Slippery Rock Area School District and the Slippery Rock Area Education Association entered into a 4-year Collective Bargaining Agreement (July 1, 2016 - June 30, 2020). Key provisions of the Collective Bargaining Agreement are summarized below.

WAGES

2016-2017 School Year	3.25% on average.
2017-2018 School Year	3.15% on average.
2018-2019 School Year	3.16% on average.
2019-2020 School Year	3.04% on average.
4-year average	3.15% on average
7-year average	2.84% on average

HEALTH CARE COVERAGE

July 1, 2016 through December 31, 2016	Status Quo – no change in health care coverage.
January 1, 2017 through June 30, 2020	\$400/\$800 In-network Deductible \$800/\$1,600 Out-of-Network Deductible Emergency Room Co-pay of \$50.00, effective July 1, 2018, Emergency Room Co-pay of \$75.00. Diagnostic Services Co-pays of \$10.00 PT and OT Services Co-pays of \$10.00 Urgent Care Services Co-pays of \$20.00 Spinal Manipulation Co-pays of \$15.00 Office Visit Co-pays of \$20.00 Prescription Drug Co-pays of \$5 generic/\$30 brand. Effective July 1, 2019, Prescription Drug Co-pays of \$5 generic/\$40 brand.

Trigger language: if the annual increase in the premium/contribution rate exceeds 8.0%, the parties agree to reopen the health care provisions in order to change coverage; and/or, increase the teachers' monthly employee premium contributions to reduce the annual increase to 8.0% or less.

EMPLOYEE PREMIUM CONTRIBUTIONS

Individual Coverage	\$20.00 per month
Employee/child(ren)	\$30.00 per month
Employee/spouse	\$30.00 per month
Family	\$40.00 per month

POST-EMPLOYMENT HEALTH CARE COVERAGE (ERI)

- 20 years of service with Slippery Rock Area School District
- 25 years of service in the PSERS.
- Up to seven (7) years of individual or retiree/spouse health, dental and vision coverage.
- Sunset language. ERI provisions expire at the end of the Collective Bargaining Agreement.

SUMMARY OF SOUTH BUTLER'S EXPIRED COLLECTIVE BARGAINING AGREEMENTS

On June 30, 2014, the Collective Bargaining Agreement between the South Butler County School District and the South Butler County Education Association expired. Since then, the parties have continued to abide by the "status quo" terms and conditions of this expired Collective Bargaining Agreement. Key provisions of the Collective Bargaining Agreement are summarized below.

WAGES

2008-2009 School Year	3.35% on average.
2009-2010 School Year	3.55% on average.
2010-2011 School Year	4.15% on average.
2011-2012 School Year	4.30% on average.
2012-2013 School Year	4.30% on average.
2013-2014 School Year	4.30% on average.
6-year average	3.99% on average

HEALTH CARE COVERAGE

July 1, 2009 through June 30, 2010	Status Quo – no change in health care coverage.
July 1, 2010 through June 30, 2014	\$250/\$500 In-network Deductible \$500/\$1,000 Out-of-Network Deductible Emergency Room Co-pay of \$50.00

Specialist Office Visit Co-pays of \$25.00
Spinal Manipulation Co-pays of \$15.00
Physician Office Visit Co-pays of \$15.00
Diagnostic Co-pays of \$10.00
Prescription Drug Co-pays of \$5 generic/\$35 brand/\$50 brand
non-formulary.

EMPLOYEE PREMIUM CONTRIBUTIONS

Effective July 1, 2013:

Individual Coverage	\$40.00 per month
Employee/child(ren)	\$45.00 per month
Employee/spouse	\$45.00 per month
Family	\$50.00 per month

POST-EMPLOYMENT HEALTH CARE COVERAGE (ERI)

- 10 years of service with South Butler County School District
- 20 years of service in the PSERS.
- Up to eight (8) years of retiree/spouse health and dental coverage.
- Up to twelve (12) years of individual health and dental coverage.
- No sunset language.

Please also review the Board's October 19, 2016, Negotiation Update – Additional Bargaining Sessions and Board's Most Recent Wage Proposal which is posted on the District's website.