

Finance & Budget Committee

AGENDA

June 20, 2017 ~ 5:00 PM

1. Negotiations update – FCRNA
2. Director of Facilities update
3. Discuss 2017-18 Substitute rates

TO: Bret Apthorpe, Superintendent of Schools
FROM: Myra Pinker, Assistant Superintendent of School
Carolyn Robertson, Assistant Superintendent of Business
DATE: June 1, 2017
RE: Frontier Central Registered Nurses Association

Attached, please find the Frontier Central Registered Nurses tentative proposal package. The tentative package defines the following:

Work Year/Work Day Proposal - The FCRNA proposal provides us with the "flexibility" and allows us to schedule nurses whether they are assigned to a building or transportation to address our student needs.

Salary Proposal - The FCRNA discussion on salary will put each nurse on a salary table for 2016-2017 school year only then the salary table will be eliminated (they will contribute 5% to their insurance) then increases of 2.5% , 1.25%, 1.25%.

Health Insurance - Our District currently pays 100% of their current "Cadillac" family plan at a 100% cost of \$19,932.00. In the 2016-2017 school year they have agreed to contribute 5% retroactive. If a nurse continues in our "Cadillac" family plan, they will pay 7%, 8.5% and 11%. If a nurse elects another option for health care, they will pay either 5%, 4% or 3% of the "option" selected.

Professional Growth – One professional growth award at \$350.00 (\$100.00 increase from previous years)

Dental Trust Contribution – The District is contributing to the Frontier Central Employees Association for the FCRNA \$375 for the 2016-2017 school year, \$400 for the 17-18, \$425 for the 18-19, and \$450 for the 2019-20.

We will review the attached agreement, June 20, 2017 Board of Education Meeting we will once again review the information with the Board of Education Finance & Budget Committee.

6/12/2017

Memorandum

TO: Nurses
FROM: District Bargaining Team
RE: District Discussion Points
DATE: June 12, 2017

The package set forth below exceeds the parameters established by the Board of Education and **should not be considered a formal offer**. The District's Bargaining Team is willing to recommend the following to the Board if agreed to Association:

Association Proposals:

Association Proposal 1/District Proposal 6 – Salaries

The District proposes the following:

- Upon ratification, the existing salary schedule would be abolished.
- Retroactive to July 1, 2016 each nurse would receive a raise from their 2015-2016 base on the hourly rate as shown on the attached.
- Effective July 1, 2017 - The 209 day schedule would go into effect and each nurse would be paid the salary provided for on the attached
- 2018-19 - Each nurse would receive the salary as shown on the attached.
- 2019-20 – Each nurse would receive the salary as shown on the attached.

***Note – the above salary increases and the benefits provided for in this Agreement are applicable to active/prospective unit members only.**

Association Proposal 2 – Professional Growth

Maintain existing procedures as specified in §7.2.8. The District is willing to increase the amount of the award to \$350.

Association Proposal 4 – Work Year/Work Day

Effective 8/1/17, RNs will work from 8/1 through 6/30 each school year. The total work year shall be the equivalent of a maximum of 209 days (inclusive of holidays) to be scheduled by the district with input from each RN. The normal work day shall be 7.0 hours in length (inclusive of lunch). RNs may be regularly scheduled in any location where the District provides RN nursing services. RNs regularly assigned to provide nursing services in a building will not be assigned to provide transportation nursing services unless an emergency exists as defined herein.

An "emergency" shall be deemed to exist when RN nursing services must be provided to a student being transported by the District and a RN who is regularly assigned to transportation is unavailable and neither the nurse practitioner nor a substitute is available.

RNs assigned to transportation on an emergency basis will be provided with a copy of the relevant portions of the medically fragile student's IEP prior to such assignment. Where an emergency is anticipated and/or to the extent practicable, the District will endeavor to provide additional information regarding the details of the assignment. If time permits, the family of the medically fragile student will be notified when emergency coverage is necessary.

In the event that an emergency assignment is anticipated to continue beyond ten (10) working days, the District shall contact an agency nurse or make arrangements outside the bargaining unit to provide coverage for the duration of the assignment. Association members will be given the opportunity to volunteer for such coverage, but the District may assign an RN in the event that no volunteer is available.

RNs will be considered ten (10) month employees. All hours worked beyond normal student attendance days shall be scheduled on an hourly basis and at the discretion of the District. Additional assignments during such days shall include, but not be limited to new student health screening, required health office record preparation and mandates, athlete preparation, parent conferences, staff development, and health emergencies. Each RN shall be entitled to provide input on the scheduling of such days.

The Summer school RN position & duties shall not be part of the 209 days.

District Proposals

District Proposal 1 – Term

The District modifies its original proposal to offer a term commencing July 1, 2016 and ending on June 30, 2020.

District Proposal 5 – Health and Dental Insurance

Health Coverage contribution: District will provide health care coverage through a District selected plan at no cost to the employee through 6/30/16. Retroactive to July 1, 2016 nurses shall contribute 5% of the premium for the 2016-17 school year. Beginning July 1, 2017 and thereafter, members will contribute a percentage in accordance with the attached.

Dental Trust Contribution – The District will not make an additional contribution in any year when the nurses are still covered under the provisions of the FCEA contract. In the event that the nurses are accepted to participate in the Dental Benefit Trust independent of the provisions of the FCEA contract, the District will contribute the following rates to the Dental Benefit Trust per member effective per fiscal year: \$375 (2016-17), \$400

(2017-18), \$425 (2018-19), and \$450 (2019-20). The contribution amount shall be prorated for any portion of a year in which the nurses are covered under the provisions of the FCEA contract.

District Proposal 6 – Salaries

See above

District Proposal 8 – Entire Contract Review

The parties will review the entire FCEA contract and agree upon necessary deletions, modifications and additions to make the resulting agreement exclusive to the FCRNA.

******All other proposals of the parties would be withdrawn**

		Hours	6/28/2017 Proposal 2016-2017	
		7		
		0		
Step	16/17	Current Hourly	Prior Proposal	1.25%
1		15.25	20.35	20.60
2		15.75	20.75	21.01
3		16.25	21.18	21.44
4		16.84	21.62	21.89
5		17.61	22.27	22.55
6		18.21	22.88	23.17
7		22.20	23.77	24.07
8		22.20	24.22	24.52
9		22.20	24.48	24.79
10		22.20	24.89	25.20
11		22.20	24.89	25.20
12		22.20	24.89	25.20
13		22.20	24.89	25.20
14		22.20	24.89	25.20
15		22.20	24.89	25.20
16		22.20	24.89	25.20
17+		22.87	24.89	25.20

FCRNA - NEW RECORD FLOW as of June 8, 2017

05/31/17
FRONTIER CSD
CONTRACT AND RATE REPORT FOR THE PERIOD 07/01/16 - 06/30/17

10:33:00 AM

2.5%, 1.25%, 1.25% Raises

CURRENT									
Emp#	Name	Step	Base Contract	Entitle	Daily	Hourly	Start Date	End Date	Extra Hours
19	ANDELORA, SUZANNE M	17.00	\$31,857.91	\$31,857.91	\$160.09	\$22.87	7/1/2016	6/30/2017	101.5
143	BROWN, SHEILA M	17.00	\$31,857.91	\$31,857.91	\$160.09	\$22.87	7/1/2016	6/30/2017	91.25
327	EICH, MARIANNE L	9.00	\$30,924.60	\$30,924.60	\$155.40	\$22.20	7/1/2016	6/30/2017	85.5
359	FITZGERALD, HOLLY	12.00	\$30,769.20	\$30,769.20	\$155.40	\$22.20	7/1/2016	6/30/2017	28
2872	HUSSONG, KRISTIN M	3.00	\$22,522.50	\$8,190.00	\$113.75	\$16.25	3/8/2017	6/30/2017	34
716	LOVE, ANNA M	10.00	\$30,769.20	\$30,769.20	\$155.40	\$22.20	7/1/2016	6/30/2017	28.5
948	RADENS, MARY A	17.00	\$31,697.82	\$31,697.82	\$160.09	\$22.87	7/1/2016	6/30/2017	72.5
1111	STARZYNSKI, LUANN M	12.00	\$30,924.60	\$30,924.60	\$155.40	\$22.20	7/1/2016	6/30/2017	74
1275	ZIELONKA, SHERYL L	12.00	\$30,924.60	\$30,924.60	\$155.40	\$22.20	7/1/2016	6/30/2017	74
				\$257,915.84					\$ 11,586.79
									\$ 11,586.79

PROPOSED FOR 2016-17 (all extra hours including summer hours will be paid at the rates listed below)									
Emp#	Name	Step	Base Contract	Entitle	Daily	Hourly	Start Date	End Date	Extra Hours
19	ANDELORA, SUZANNE M	17.00	\$35,103.60	\$35,103.60	\$176.40	\$25.20	7/1/2016	6/30/2017	101.5
143	BROWN, SHEILA M	17.00	\$35,103.60	\$35,103.60	\$176.40	\$25.20	7/1/2016	6/30/2017	91.25
327	EICH, MARIANNE L	9.00	\$34,532.47	\$34,532.47	\$173.53	\$24.79	7/1/2016	6/30/2017	85.5
359	FITZGERALD, HOLLY	12.00	\$34,927.20	\$34,927.20	\$176.40	\$25.20	7/1/2016	6/30/2017	28
2872	HUSSONG, KRISTIN M	3.00	\$29,715.84	\$10,805.76	\$150.08	\$21.44	3/8/2017	6/30/2017	34
716	LOVE, ANNA M	10.00	\$34,927.20	\$34,927.20	\$176.40	\$25.20	7/1/2016	6/30/2017	28.5
948	RADENS, MARY A	17.00	\$34,927.20	\$34,927.20	\$176.40	\$25.20	7/1/2016	6/30/2017	72.5
1111	STARZYNSKI, LUANN M	12.00	\$35,103.60	\$35,103.60	\$176.40	\$25.20	7/1/2016	6/30/2017	74
1275	ZIELONKA, SHERYL L	12.00	\$35,103.60	\$35,103.60	\$176.40	\$25.20	7/1/2016	6/30/2017	74
				\$290,534.23					\$ 12,949.25
									\$ 12,949.25

PROPOSED FOR 2017-18									
Emp#	Name	Step	Base Contract	Entitle	Daily	Hourly	Start Date	End Date	Extra Hours
19	ANDELORA, SUZANNE M		\$37,789.29	\$37,789.29	\$180.81	\$25.83	7/1/2017	6/30/2018	921.69
143	BROWN, SHEILA M		\$37,789.29	\$37,789.29	\$180.81	\$25.83	7/1/2017	6/30/2018	921.69
327	EICH, MARIANNE L		\$37,174.46	\$37,174.46	\$177.87	\$25.41	7/1/2017	6/30/2018	906.69
359	FITZGERALD, HOLLY		\$37,789.29	\$37,789.29	\$180.81	\$25.83	7/1/2017	6/30/2018	921.69
2872	HUSSONG, KRISTIN M		\$32,150.89	\$32,150.89	\$158.83	\$21.98	7/1/2017	6/30/2018	784.17
716	LOVE, ANNA M		\$37,789.29	\$37,789.29	\$180.81	\$25.83	7/1/2017	6/30/2018	921.69
948	RADENS, MARY A		\$37,789.29	\$37,789.29	\$180.81	\$25.83	7/1/2017	6/30/2018	921.69
1111	STARZYNSKI, LUANN M		\$37,789.29	\$37,789.29	\$180.81	\$25.83	7/1/2017	6/30/2018	921.69
1275	ZIELONKA, SHERYL L		\$37,789.29	\$37,789.29	\$180.81	\$25.83	7/1/2017	6/30/2018	921.69
				\$333,850.38					\$ 921.69
									\$ 921.69

Assume 6% premium increase:
8.5% 5.0% 4% 3%

PROPOSED FOR 2018-19

PROPOSED FOR 2018-19

Emp# Name	Step	Base Contract	Entitle	Daily	1.25%		Start Date	End Date	Raise	Days	Prem	Co-pay	First Choice	HIDHP
					Hourly									
19 ANDELOKA, SUZANNE M		\$38,261.66	\$38,261.66	\$183.07	\$26.15		7/1/2018	6/30/2019	\$ 472.37	209	\$ 2,264.03	\$ 1,165.79	\$ 861.40	\$ 595.30
143 BROWN, SHEILA M		\$38,261.66	\$38,261.66	\$183.07	\$26.15		7/1/2018	6/30/2019	\$ 472.37	209	\$ 2,264.03	\$ 1,165.79	\$ 861.40	\$ 595.30
327 EICH, MARIANNE L		\$37,639.15	\$37,639.15	\$180.09	\$25.73		7/1/2018	6/30/2019	\$ 464.68	209	\$ 2,264.03	\$ 1,165.79	\$ 861.40	\$ 595.30
359 FITZGERALD, HOLLY		\$38,261.66	\$38,261.66	\$183.07	\$26.15		7/1/2018	6/30/2019	\$ 472.37	209	\$ 2,264.03	\$ 1,165.79	\$ 861.40	\$ 595.30
2872 HUSSONG, KRISTIN M		\$32,552.77	\$32,552.77	\$155.75	\$22.25		7/1/2018	6/30/2019	\$ 401.89	209	\$ 2,264.03	\$ 1,165.79	\$ 861.40	\$ 595.30
716 LOVE, ANNA M		\$38,261.66	\$38,261.66	\$183.07	\$26.15		7/1/2018	6/30/2019	\$ 472.37	209	\$ 2,264.03	\$ 1,165.79	\$ 861.40	\$ 595.30
948 RADENS, MARY A		\$38,261.66	\$38,261.66	\$183.07	\$26.15		7/1/2018	6/30/2019	\$ 472.37	209	\$ 2,264.03	\$ 1,165.79	\$ 861.40	\$ 595.30
1111 STARZYNSKI, LUANN M		\$38,261.66	\$38,261.66	\$183.07	\$26.15		7/1/2018	6/30/2019	\$ 472.37	209	\$ 2,264.03	\$ 1,165.79	\$ 861.40	\$ 595.30
1275 ZIELONKA, SHERYL L		\$38,261.66	\$38,261.66	\$183.07	\$26.15		7/1/2018	6/30/2019	\$ 472.37	209	\$ 2,264.03	\$ 1,165.79	\$ 861.40	\$ 595.30
		\$338,023.51												
Assume 6% premium increase:														
						\$ 26,636	\$ 23,316	\$ 21,535	\$ 19,843					

PROPOSED FOR 2019-20

[illegible]

Example: Step 17, 199 days + 10 days

	2019-20 Copay	Increase
Tridorough		
wage	\$33,458.81	\$5,284.12
health	\$0.00	<u>\$1,235.74</u>
Net increase to employee		\$4,045.38

Estimated District Cost:

\$ 25,128.10	\$ 23,478.97	\$ 21,913.98	\$ 21,902.18
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If 1.25% raise per year beginning 2017-18

	Premium Plan	Co-Pay Plan	First Choice	High Deductible
2016-17	5%	n/a	n/a	n/a
2017-18	7%	5%	4%	3%
2018-19	8.5%	5%	4%	3%
2019-20	11%	5%	4%	3%

6/8/2017

Memorandum

TO: Nurses
FROM: District Bargaining Team
RE: District Discussion Points
DATE: June 8, 2017

The package set forth below exceeds the parameters established by the Board of Education and **should not be considered a formal offer**. The District's Bargaining Team is willing to recommend the following to the Board if agreed to Association:

Association Proposals:

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The District proposes the following:

- Upon ratification, the existing salary schedule would be abolished.
- Retroactive to July 1, 2016 each nurse would receive a raise from their 2015-2016 base hourly rate as shown on the attached.
- Effective July 1, 2017 - The 209 day schedule would go into effect and each nurse would be paid the salary provided for on the attached (in accordance with his/her step on July 1, 2016) plus a 1.25% increase.
- 2018-19 - Each nurse would receive a 1.25% salary increase
- 2019-20 – Each nurse would receive a 1.25% salary increase

***Note – the above salary increases and the benefits provided for in this Agreement are applicable to active/prospective unit members only.**

Association Proposal 2 – Professional Growth

Maintain existing procedures as specified in §7.2.8. The District is willing to increase the amount of the award to **\$350**.

Association Proposal 4 – Work Year/Work Day

Effective 8/1/17, RNs will work from 8/1 through 6/30 each school year. The total work year shall be the equivalent of a maximum of 209 days (inclusive of holidays) to be scheduled by the district with input from each RN. The normal work day shall be 7.0 hours in length (**inclusive of lunch**). RNs may be **regularly** scheduled in any **location** where the District provides RN nursing services.

An "emergency" shall be deemed to exist when RN nursing services must be provided to a student being transported by the District and a RN who is regularly assigned to transportation is unavailable and neither the nurse practitioner nor a substitute is available.

RNs assigned to transportation on an emergency basis will be provided with a copy of the relevant portions of the medically fragile student's IEP prior to such assignment. Where an emergency is anticipated and/or to the extent practicable, the District will endeavor to provide additional information regarding the details of the assignment. If time permits, the family of the medically fragile student will be notified when emergency coverage is necessary.

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The Summer school RN position & duties shall not be part of the 209 days.

District Proposals

District Proposal 1 – Term

The District modifies its original proposal to offer a term commencing July 1, 2016 and ending on June 30, 2020.

District Proposal 5 – Health and Dental Insurance

Health Coverage contribution: District will provide health care coverage through a District selected plan at no cost to the employee through 6/30/16. Retroactive to July 1, 2016 nurses shall contribute 5% of the premium for the 2016-17 school year. Beginning July 1, 2017 and thereafter, members will contribute a percentage based upon the chosen plan options made available at the discretion of the District and in accordance with the attached.

Dental Trust Contribution – The District will not make an additional contribution in any year when the nurses are still covered under the provisions of the FCEA contract. In the event that the nurses are accepted to participate in the Dental Benefit Trust independent of the provisions of the FCEA contract, the District will contribute the following rates to

the Dental Benefit Trust per member per fiscal year: \$375 (2016-17), \$400 (2017-18), \$425 (2018-19), and \$450 (2019-20). The contribution amount shall be prorated for any portion of a year in which the nurses are covered under the provisions of the FCEA contract.

District Proposal 6 – Salaries

See above

District Proposal 8 – Entire Contract Review

The parties will review the entire FCEA contract and agree upon necessary deletions, modifications and additions to make the resulting agreement exclusive to the FCRNA.

******All other proposals of the parties would be withdrawn.**

DESKTOP Nurses – May 2017

05/31/17

FRONTIER CSD

10:33:00 AM

1.25% Raises

CONTRACT AND RATE REPORT FOR THE PERIOD 07/01/16 - 06/30/17

CURRENT

Emp#	Name	Step	Base Contract	Entitle	Daily	Hourly	Start Date	End Date	Extra Hours	Extra Pay	Days	Prem	Family Health Insurance
19	ANDELORA, SUZANNE M	17.00	\$31,857.91	\$31,857.91	\$160.09	\$22.87	7/1/2016	6/30/2017	101.5	\$ 2,321.31	199	\$0.00	
143	BROWN, SHEILA M	17.00	\$31,857.91	\$31,857.91	\$160.09	\$22.87	7/1/2016	6/30/2017	91.25	\$ 2,086.89	199	\$0.00	
327	EICH, MARIANNE L	9.00	\$30,924.60	\$30,924.60	\$155.40	\$22.20	7/1/2016	6/30/2017	85.5	\$ 1,898.10	199	\$0.00	
359	FITZGERALD, HOLLY	12.00	\$30,769.20	\$30,769.20	\$155.40	\$22.20	7/1/2016	6/30/2017	28	\$ 621.60	198	\$0.00	
2872	HUSSONG, KRISTIN M	3.00	\$22,522.50	\$8,190.00	\$113.75	\$16.25	3/8/2017	6/30/2017		\$ -	72	\$0.00	
716	LOVE, ANNA M	10.00	\$30,769.20	\$30,769.20	\$155.40	\$22.20	7/1/2016	6/30/2017	34	\$ 754.80	198	\$0.00	
948	RADENS, MARY A	17.00	\$31,697.82	\$31,697.82	\$160.09	\$22.87	7/1/2016	6/30/2017	28.5	\$ 651.80	198	\$0.00	
1111	STARZYNSKI, LUANN M	12.00	\$30,924.60	\$30,924.60	\$155.40	\$22.20	7/1/2016	6/30/2017	72.5	\$ 1,609.50	199	\$0.00	
1275	ZIELONKA, SHERYL L	12.00	\$30,924.60	\$30,924.60	\$155.40	\$22.20	7/1/2016	6/30/2017	74	\$ 1,642.80	199	\$0.00	
				\$257,915.84						\$ 11,586.79			

5%
\$19,932

PROPOSED FOR 2016-17 (all extra hours including summer hours will be paid at the rates listed below)

Emp#	Name	Step	Base Contract	Entitle	Daily	Hourly	Start Date	End Date	Extra Hours	Extra Pay	Days	Prem
19	ANDELORA, SUZANNE M	17.00	\$34,671.77	\$34,671.77	\$174.23	\$24.89	7/1/2016	6/30/2017	101.5	\$ 2,526.34	199	\$ 996.60
143	BROWN, SHEILA M	17.00	\$34,671.77	\$34,671.77	\$174.23	\$24.89	7/1/2016	6/30/2017	91.25	\$ 2,271.21	199	\$ 996.60
327	EICH, MARIANNE L	9.00	\$34,100.64	\$34,100.64	\$171.36	\$24.48	7/1/2016	6/30/2017	85.5	\$ 2,093.04	199	\$ 996.60
359	FITZGERALD, HOLLY	12.00	\$34,497.54	\$34,497.54	\$174.23	\$24.89	7/1/2016	6/30/2017	28	\$ 696.92	198	\$ 996.60
2872	HUSSONG, KRISTIN M	3.00	\$29,355.48	\$10,674.72	\$148.26	\$21.18	3/8/2017	6/30/2017		\$ -	72	\$ 332.20
716	LOVE, ANNA M	10.00	\$34,497.54	\$34,497.54	\$174.23	\$24.89	7/1/2016	6/30/2017	34	\$ 846.26	198	\$ 996.60
948	RADENS, MARY A	17.00	\$34,497.54	\$34,497.54	\$174.23	\$24.89	7/1/2016	6/30/2017	28.5	\$ 709.37	198	\$ 996.60
1111	STARZYNSKI, LUANN M	12.00	\$34,671.77	\$34,671.77	\$174.23	\$24.89	7/1/2016	6/30/2017	72.5	\$ 1,804.53	199	\$ 996.60
1275	ZIELONKA, SHERYL L	12.00	\$34,671.77	\$34,671.77	\$174.23	\$24.89	7/1/2016	6/30/2017	74	\$ 1,841.86	199	\$ 996.60
				\$286,955.06						\$ 12,789.52		

3%
\$ 18,720

PROPOSED FOR 2017-18

Emp#	Name	Step	Base Contract	Entitle	Daily	Hourly	Start Date	End Date	Rate Incr x 209	Days	Prem	Co-pay	First Choice	HDHP
19	ANDELORA, SUZANNE M		\$36,869.25	\$36,869.25	\$176.41	\$25.20	7/1/2017	6/30/2018		455.18	\$ 1,758.96	\$ 1,099.80	\$ 812.64	\$ 561.60
143	BROWN, SHEILA M		\$36,869.25	\$36,869.25	\$176.41	\$25.20	7/1/2017	6/30/2018		455.18	\$ 1,758.96	\$ 1,099.80	\$ 812.64	\$ 561.60
327	EICH, MARIANNE L		\$36,261.92	\$36,261.92	\$173.50	\$24.79	7/1/2017	6/30/2018		447.68	\$ 1,758.96	\$ 1,099.80	\$ 812.64	\$ 561.60
359	FITZGERALD, HOLLY		\$36,869.25	\$36,869.25	\$176.41	\$25.20	7/1/2017	6/30/2018		455.18	\$ 1,758.96	\$ 1,099.80	\$ 812.64	\$ 561.60
2872	HUSSONG, KRISTIN M		\$31,373.67	\$31,373.67	\$150.11	\$21.44	7/1/2017	6/30/2018		387.33	\$ 1,758.96	\$ 1,099.80	\$ 812.64	\$ 561.60
716	LOVE, ANNA M		\$36,869.25	\$36,869.25	\$176.41	\$25.20	7/1/2017	6/30/2018		455.18	\$ 1,758.96	\$ 1,099.80	\$ 812.64	\$ 561.60
948	RADENS, MARY A		\$36,869.25	\$36,869.25	\$176.41	\$25.20	7/1/2017	6/30/2018		455.18	\$ 1,758.96	\$ 1,099.80	\$ 812.64	\$ 561.60
1111	STARZYNSKI, LUANN M		\$36,869.25	\$36,869.25	\$176.41	\$25.20	7/1/2017	6/30/2018		455.18	\$ 1,758.96	\$ 1,099.80	\$ 812.64	\$ 561.60
1275	ZIELONKA, SHERYL L		\$36,869.25	\$36,869.25	\$176.41	\$25.20	7/1/2017	6/30/2018		455.18	\$ 1,758.96	\$ 1,099.80	\$ 812.64	\$ 561.60
				\$325,720.31						455.18				

17-18-2.5% raise
18-19-1.25%
19-20-1.25%

PROPOSED FOR 2018-19

Emp#	Name	Step	Base Contract	Entitle	Daily	Hourly	Start Date	End Date	Raise	Days	Assume 6% premium increase:			
											8.5%	5.0%	4%	3%
19	ANDELORA, SUZANNE M		\$37,330.11	\$37,330.11	\$178.61	\$25.52	7/1/2018	6/30/2019	\$ 460.87	209	Prem \$ 2,264.03	Co-pay \$ 1,165.79	First Choice \$ 21,535	HDHP \$ 19,843
143	BROWN, SHEILA M		\$37,330.11	\$37,330.11	\$178.61	\$25.52	7/1/2018	6/30/2019	\$ 460.87	209	\$ 2,264.03	\$ 1,165.79	\$ 861.40	\$ 595.30
327	EICH, MARIANNE L		\$36,715.19	\$36,715.19	\$175.67	\$25.10	7/1/2018	6/30/2019	\$ 453.27	209	\$ 2,264.03	\$ 1,165.79	\$ 861.40	\$ 595.30
359	FITZGERALD, HOLLY		\$37,330.11	\$37,330.11	\$178.61	\$25.52	7/1/2018	6/30/2019	\$ 460.87	209	\$ 2,264.03	\$ 1,165.79	\$ 861.40	\$ 595.30
2872	HUSSONG, KRISTIN M		\$31,765.84	\$31,765.84	\$151.99	\$21.71	7/1/2018	6/30/2019	\$ 392.17	209	\$ 2,264.03	\$ 1,165.79	\$ 861.40	\$ 595.30
716	LOVE, ANNA M		\$37,330.11	\$37,330.11	\$178.61	\$25.52	7/1/2018	6/30/2019	\$ 460.87	209	\$ 2,264.03	\$ 1,165.79	\$ 861.40	\$ 595.30
948	RADENS, MARY A		\$37,330.11	\$37,330.11	\$178.61	\$25.52	7/1/2018	6/30/2019	\$ 460.87	209	\$ 2,264.03	\$ 1,165.79	\$ 861.40	\$ 595.30
1111	STARZYNSKI, LUANN M		\$37,330.11	\$37,330.11	\$178.61	\$25.52	7/1/2018	6/30/2019	\$ 460.87	209	\$ 2,264.03	\$ 1,165.79	\$ 861.40	\$ 595.30
1275	ZIELONKA, SHERYL L		\$37,330.11	\$37,330.11	\$178.61	\$25.52	7/1/2018	6/30/2019	\$ 460.87	209	\$ 2,264.03	\$ 1,165.79	\$ 861.40	\$ 595.30
					\$329,791.81									

Assume 6% premium increase:

Emp#	Name	Step	Base Contract	Entitle	Daily	Hourly	Start Date	End Date	Raise	Days	Assume 6% premium increase:			
											11%	5%	4%	3%
19	ANDELORA, SUZANNE M		\$37,796.74	\$37,796.74	\$180.85	\$25.84	7/1/2019	6/30/2020	\$ 466.63	209	Prem \$ 3,105.72	Co-pay \$ 1,235.74	First Choice \$ 22,827	HDHP \$ 21,034
143	BROWN, SHEILA M		\$37,796.74	\$37,796.74	\$180.85	\$25.84	7/1/2019	6/30/2020	\$ 466.63	209	\$ 3,105.72	\$ 1,235.74	\$ 913.08	\$ 631.01
327	EICH, MARIANNE L		\$37,174.13	\$37,174.13	\$177.87	\$25.41	7/1/2019	6/30/2020	\$ 458.94	209	\$ 3,105.72	\$ 1,235.74	\$ 913.08	\$ 631.01
359	FITZGERALD, HOLLY		\$37,796.74	\$37,796.74	\$180.85	\$25.84	7/1/2019	6/30/2020	\$ 466.63	209	\$ 3,105.72	\$ 1,235.74	\$ 913.08	\$ 631.01
2872	HUSSONG, KRISTIN M		\$32,162.91	\$32,162.91	\$153.89	\$21.98	7/1/2019	6/30/2020	\$ 397.07	209	\$ 3,105.72	\$ 1,235.74	\$ 913.08	\$ 631.01
716	LOVE, ANNA M		\$37,796.74	\$37,796.74	\$180.85	\$25.84	7/1/2019	6/30/2020	\$ 466.63	209	\$ 3,105.72	\$ 1,235.74	\$ 913.08	\$ 631.01
948	RADENS, MARY A		\$37,796.74	\$37,796.74	\$180.85	\$25.84	7/1/2019	6/30/2020	\$ 466.63	209	\$ 3,105.72	\$ 1,235.74	\$ 913.08	\$ 631.01
1111	STARZYNSKI, LUANN M		\$37,796.74	\$37,796.74	\$180.85	\$25.84	7/1/2019	6/30/2020	\$ 466.63	209	\$ 3,105.72	\$ 1,235.74	\$ 913.08	\$ 631.01
1275	ZIELONKA, SHERYL L		\$37,796.74	\$37,796.74	\$180.85	\$25.84	7/1/2019	6/30/2020	\$ 466.63	209	\$ 3,105.72	\$ 1,235.74	\$ 913.08	\$ 631.01
					\$333,914.21									

Assume 6% premium increase:

Example: Step 17, 198 days, 140 days					Estimated District Cost:				
Wage	Health	Medicare	Employee	Employer	Wage	Health	Medicare	Employee	Employer
\$37,796.74	\$0.00	\$1,235.74	\$3,105.72	\$4,337.93	\$37,796.74	\$0.00	\$1,235.74	\$3,105.72	\$4,337.93

**Frontier Central School District
Non- Instructional
Copay Shift and Premium Contribution Plan Modeling
March 2017**

	Current Non-Instructional	Proposed Plan C	Proposed Non Instructional First Choice	Proposed Non Instructional HDHP
Deductible	N/A	0	\$0 or \$750/\$1,500	\$1,500/\$3,000
OOP Max	N/A	N/A	\$2,000/\$4,000	\$5,000/\$10,000
Coinsurance	N/A	N/A	Copay or 20%	Copays
Office Visit	\$0	\$10	\$10 or Deductible	Deductible then \$15
Specialty Office Visit	\$0	\$25	\$25 or Deductible	Deductible then \$30
Diagnostic Test	\$0	\$20	\$20 or Deductible	Deductible then \$15
Imaging	\$0	\$20	\$20 or Deductible	Deductible then \$30
Inpatient	\$0	\$250	\$250 or Deductible	Deductible then \$250
Outpatient	\$0	\$25	\$25 or Deductible	Deductible then \$15
Ambulance	\$25	\$100	\$100 or Deductible	Deductible then \$75
Emergency Room	\$50	\$75	\$75 or Deductible	Deductible then \$125
Urgent Care Centers	\$0	\$25	\$25 or Deductible	Deductible then \$75
Rehabilitation	\$0	\$10	\$10 or Deductible	Deductible then \$15
RX	Current Plan Instructional	Proposed Rx Plan G		
Tier 1	\$0	\$4	\$4	\$7
Tier 2	\$15	\$25	\$25	\$25
Tier 3	\$30	\$40	\$40	\$40
Premium Equivalent - 2016				
Single	\$613.00			
Family	\$1,709.00			
Funding Neutral Premium Equivalent - 2017				
Single	\$753	\$720	\$668	\$618
Family	\$2,094	\$2,001	\$1,856	\$1,717
Inflation Adjusted				
Single		\$693	\$643	\$595
Family		\$1,926	\$1,787	\$1,653
Inflation Adjusted and \$300k Credit				
Single		\$674	\$624	\$576
Family		\$1,875	\$1,736	\$1,602
Inflation Adjusted and \$400k Credit				
Single		\$659	\$609	\$561
Family		\$1,833	\$1,693	\$1,560

Savings %	-5%	-12%	-19%
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Assumptions:

Savings % are based on Actuarial Analytics as well as analytics of Frontier's Non-Instructional

		Hours		
		7		Today's Discussion 2016-2017
		0		
Step	16/17	Current Hourly	Prior Proposal	1.25%
1		15.25	20.35	20.60
2		15.75	20.75	21.01
3		16.25	21.18	21.44
4		16.84	21.62	21.89
5		17.61	22.27	22.55
6		18.21	22.88	23.17
7		22.20	23.77	24.07
8		22.20	24.22	24.52
9		22.20	24.48	24.79
10		22.20	24.89	25.20
11		22.20	24.89	25.20
12		22.20	24.89	25.20
13		22.20	24.89	25.20
14		22.20	24.89	25.20
15		22.20	24.89	25.20
16		22.20	24.89	25.20
17+		22.87	24.89	25.20

		Hours		
		7		Today's Discussion 2016-2017
		0		
Step	16/17	Current Hourly	Prior Proposal	1.25%
1		15.25	20.35	20.60
2		15.75	20.75	21.01
3		16.25	21.18	21.44
4		16.84	21.62	21.89
5		17.61	22.27	22.55
6		18.21	22.88	23.17
7		22.20	23.77	24.07
8		22.20	24.22	24.52
9		22.20	24.48	24.79
10		22.20	24.89	25.20
11		22.20	24.89	25.20
12		22.20	24.89	25.20
13		22.20	24.89	25.20
14		22.20	24.89	25.20
15		22.20	24.89	25.20
16		22.20	24.89	25.20
17+		22.87	24.89	25.20