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September 11, 2015

**Council Rock School District and Council Rock Support Professional Education  
Association  
EXECUTIVE SUMMARY**

The Council Rock School District and the Council Rock Education Support Professionals Association (CRESPA) have reached a tentative four (4) year agreement. The agreement has been shared with the Council Rock Board of School Directors and the membership of CRESPA. CRESPA will hold its ratification vote on Wednesday, September 16, 2015. The Board will vote on the agreement at the regular meeting of the school board on Thursday, September 17, 2015. The tentative agreement can be found on the Council Rock website at this [LINK](#).

The total cost of all salary and benefit changes within the proposed agreement is:

2015-2016	\$ 68,300
2016-2017	\$414,000
2017-2018	\$427,000
2018-2019	\$420,000

Total Cost: \$1,329,300

**SALARY SCHEDULE CHANGES**

The four (4) year agreement provides for changes to the salary structure as follows:

- Salary schedule increases of 0.25% in 2015-16, 1.75% in 2016-17, 1.75% in 2017-18 and 1.75% in 2018-19.
- The salary schedules for various categories have been redesigned.
  - Four (4) additional steps have been added to the salary schedule for Teacher Assistants at the front end of the scale.
  - Changes have been made to certain clerical scales to increase the time needed to progress to the maximum.

## **BENEFITS CHANGES**

The tentative agreement modifies employee health insurance benefits as follows:

- In 2015-16, CRESPA will migrate to a 20/30/70 plan. The contribution rate for CRESPA is tiered. Employees making over \$32,000 will pay 9% toward the cost of medical and prescription coverage. Employees making under \$32,000 will pay 6%.
- In 2016-17, the 20/30/70 plan remains with the employee contribution rising to 10.5% for those making over \$32,000 and 7.5% for those earning below \$32,000 annually. A new lower cost Independence Blue Cross plan (C3-F1-O1) will be offered with employee contributions of 8% and 5% respectively.
- In 2017-18, the employee contribution will rise to 12% and 9% respectively for the 20/30/70 plan and 8.5% and 5.5% for the lower cost plan.
- In 2018-19, employee contribution will rise to 13.5% and 10% respectively for the 20/30/70 plan and 9 and 6% for the lower cost plan.
- Additional tiers have been added for prescription drug copays for the unit.
- The District will provide a new vision plan with the same employee contribution percentages as our health care plans.
- The annual maximum dental benefit coverage will increase from \$1000 to \$1500 annually.

## **ADDITIONAL CHANGES**

An additional personal day will be added beginning in 2015-16, increasing the available personal days from 2 to 3.

There will be increased staff development opportunities for all members of the bargaining unit that will be developed collaboratively by the Association and the District.