



June 12, 2015

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

The Council Rock School District and the Council Rock Education Association (CREA) announced Friday morning, a tentative three-year agreement. The agreement has been shared with the Council Rock Board of School Directors and the membership of CREA. CREA will conduct its ratification vote on Wednesday, June 17, 2015. The Board will vote on the agreement at its regularly scheduled board meeting on Thursday, June 18, 2015. The tentative agreement can be found on the Council Rock website.

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

\$1,470,000 for 2015-16

\$2,275,000 for 2016-17

\$1,981,000 for 2017-18

The increased expense will be offset, in large part, by retirements of current staff members. These increases are less than one percent of our total budget in each year.

SALARY SCHEDULE CHANGES

The three-year agreement provides for changes to the salary structure as follows:

- Salary schedule increases of 0.25% in 2015-16, 0.25% in 2016-17 and 0.5% in 2017-18.
- During the agreement, all movement of an employee through the salary schedule will occur at mid-year.
- The salary schedule has been redesigned.
 - Three (3) columns for salary movement based on additional graduate school credits received have been eliminated. The current eight (8) columns will be reduced to five (5) horizontal columns.
 - The time required for an employee to progress through the salary schedule has been extended from 12 years to 14 years.
 - To create a new 14th step on the schedule, professional staff at the top of the schedule will receive salary increases of \$1000 in 2015-16, \$600 in 2016-17 and \$585 in 2017-18.

*Office of the Superintendent
Chancellor Center*

BENEFITS CHANGES

The tentative agreement modifies employee health insurance benefits as follows:

- In 2015-16, there will be two Independence Blue Cross plan designs available to professional staff. The employee contribution for the PC 10/20/70 will rise to 17% and the employee contribution for PC 20/30/70 will be 16%.
- In 2016-17, the 10/20/70 plan will be eliminated. The 20/30/70 plan remains with an employee contribution of 17% and a new lower cost Independence Blue Cross plan will be offered with a 12% employee contribution.
- In 2017-18, employee contribution will rise to 19% and 14% respectively for the continuing plans.
- The District will provide a new vision plan to professional staff 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 for professional staff from 2 to 3.

Tuition reimbursement will be included in this agreement that allows for reimbursement up to \$260/Graduate Credit to the Masters Level and \$160/Graduate Credit beyond the Masters Level. There is a cap of \$100,000 in each of the three years for the total cost of Tuition Reimbursement to the District. Approval of graduate credit is subject to more rigorous requirements based on new language in the Agreement.

Changes have been made to the Agreement to allow Professional Staff to participate in Professional Learning Communities beyond the instructional day.