

**MEA Bargaining Unit Employee Impact  
District Proposals 2011-12 Negotiations (As of September 20, 2011)**

**FRS 3% Contribution**

Unit	Employees	Cost	3% FRS Contribution	Individual Average Impact
Teachers	2556	\$ 124,127,427	\$ 3,621,418	\$ 1,416.83
Paraprofessionals	641	\$ 12,393,095	\$ 366,102	\$ 571.14
<b>TOTAL</b>		<b>\$ 136,520,522</b>	<b>\$ 3,987,520</b>	

Based on District provided data received on August 3, 2011

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**Board Proposed Salary Decrease Impact**

Unit	Employees	Cost	Teachers - 2.75% Salary /Paras 3 days	Individual Average Impact
Teachers	2556	\$ 120,713,923	\$ 3,413,504	\$ 1,335.49
Paraprofessionals	641	\$ 12,203,405	\$ 189,690	\$ 295.93
<b>TOTAL</b>		<b>\$ 132,917,328</b>	<b>\$ 3,603,194</b>	

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**Board Benefit Proposals Impact  
Life Insurance**

Unit	Employees	April 1, 2012 Implementation (5 months)	Purchase cost 0.182/1000	Individual Average Impact
Teachers	2556		\$ 111,646.08	\$ 43.68
Paraprofessionals	641		\$ 11,082.89	\$ 17.29
<b>TOTAL</b>			<b>\$ 122,728.97</b>	

**Health Insurance 2011**

Unit	Employees	MEA EE Share (Monthly Increase \$0.00 - \$138.18)	EE Share Increase	Individual Average Impact
Teachers	2307	\$ 1,443,447	\$ 352,762	\$ 152.91
Paraprofessionals	530	\$ 294,572	\$ 76,255	\$ 143.88
<b>TOTAL</b>		<b>\$ 1,738,019</b>	<b>\$ 429,017</b>	

Board imposed rates June 7, 2011

**Health Insurance 2012**

Unit	Employees	MEA EE Share (Additional Monthly Increase \$0.00 - \$97.06)	EE Share Increase	Individual Average Impact
Teachers	2307	\$ 4,333,020	\$ 1,209,471	\$ 524.26
Paraprofessionals	530	\$ 932,399	\$ 261,444	\$ 493.29
<b>TOTAL</b>		<b>\$ 5,265,419</b>	<b>\$ 1,470,915</b>	

Board proposal August 23, 2011

Total Health Ins. \$ 7,003,437 \$ 1,899,932 \$ 677.17 \$ 637.17

**TOTAL IMPACT**

Unit	Employees	Total MEA Unit	Individual Average Impact
Teachers	2556	\$ 8,708,801	\$ 3,473.17
Paraprofessionals	641	\$ 904,574	\$ 1,521.53
<b>TOTAL</b>		<b>\$ 9,613,375</b>	