

SPECIAL MAGISTRATE HEARING SM 2016 027
 MEA HEALTH INSURANCE IMPACT WORKSHEET

	ANNUAL ¹ IMPACT		Difference	Best Case		Worst Case		Sample Teacher A ³		Sample Teacher B ⁴		Sample Teacher C ⁵		Sample Teacher D ⁶	
	District	MEA		District	MEA	District	MEA	District	MEA	District	MEA	District	MEA	District	MEA
SALARY	Annual	Annual	Annual												
COLA	\$0	\$300	\$300	\$0	\$300	\$0	\$300	\$0	\$300	\$0	\$300	\$0	\$300	\$0	\$300
Performance EFFECTIVE	\$608	\$911	\$303					\$608	\$911						
Performance HIGHLY EFFECTIVE	\$911	\$1,214	\$303	\$911	\$1,214					\$911	\$1,214				
Performance LESS THAN EFFECTIVE	\$0	\$0	\$0			\$0	\$0								
Grandfathered	\$909	\$1,211	\$302			\$909	\$1,211							\$909	\$1,211
Longevity 16+ (completed 16 2015-16)		\$2,100	\$2,100												
Longevity 25+ (completed 25 2015-16)		\$3,600	\$3,600												
HEALTH INSURANCE	7 Months	7 Months	7 Months												
Bronze EE Only	\$0	\$0	\$0												
Bronze EE + Child	\$0	\$0	\$0												
Bronze EE + Children	\$630	\$630	\$0					\$630	\$630						
Bronze EE + Spouse	(\$1,596)	(\$1,330)	\$266												
Bronze EE + Family	(\$1,855)	(\$1,785)	\$70												
Silver EE Only	\$0	\$0	\$0											\$0	\$0
Silver EE + Child	\$0	\$0	\$0												
Silver EE + Children	\$882	\$882	\$0												
Silver EE + Spouse	(\$1,295)	(\$1,162)	\$133					(\$1,295)	(\$1,162)						
Silver EE + Family	(\$1,988)	(\$1,197)	\$791												
Gold EE Only	\$0	\$0	\$0												
Gold EE + Child	\$0	\$0	\$0												
Gold EE + Children	\$1,106	\$1,106	\$0	\$1,106	\$1,106										
Gold EE + Spouse	(\$1,323)	(\$1,169)	\$154												
Gold EE + Family	(\$2,072)	(\$1,183)	\$889			(\$2,072)						(\$2,072)	(\$1,183)		
TOTAL IMPACT				\$2,017	\$2,620	(\$2,072)	(\$1,485)	(\$386)	\$349	\$1,238	\$1,841	(\$1,161)	\$331	\$909	\$1,511

1. Annual impact is based on salary for the year including retroactivity and health insurance premium change for 7 months (change begins December). (NOTE: The District has stated that retroactivity would be impacted if not ratified by November 14, 2016)

2. This is the difference between the MEA proposal and the Tentative Agreement (District position) proposal that was not ratified. The District indicated that their proposal no longer included Longevity even though it was included in the TA not ratified.

3. Teacher A is an experienced teacher with a Professional Service Contract currently on Level 12A of the Grandfathered Schedule currently enrolled in the Silver Health option with coverage for a Spouse

4. Teacher B is an Annual Contract teacher on the Performance Schedule with an Effective Final Summative Evaluation for 2015-16 currently choosing the Bronze Health option with coverage for multiple children (changes from family coverage to EE + Child(ren) coverage).

5. Teacher C is an Annual Contract teacher on the Performance Schedule with a Highly Effective Final Summative evaluation for 2015-16 currently choosing the Gold Health option with family coverage.

6. Teacher D is a Professional Service Contract teacher currently choosing the Bronze Health option covering just the employee.