

Para Professional
Salary Increase Schedule
Draft

TA
BV
10/14/14

	# of Employees	Pay Increase	Cost to District
Steps 0 - 5	249	400	99,600.00
Steps 6 - 10	132	450	59,400.00
Steps 11 - 15	77	505	38,885.00
Steps 16 - 20	44	563	24,772.00
Steps 21 +	39	651	25,389.00
Total			248,046.00
Add Benefits			83,095.41
Grand Total			331,141.41

10-14-14
Patricia L. Barba

BV 10/14/14 TA

2015 PLAN DESIGNS

PLAN OPTIONS

	BRONZE*	SILVER	GOLD
Deductible (EE/Fam) - Out of Network deductible = In-Network Deductible * 2	\$2,500/\$5,000	\$1,500/\$3,000	\$1,000/\$2,000
Out-of-Pocket Max (All Services) - Out of Network OOP = In-Network OOP * 2	\$5,000/\$10,000	\$4,000/\$8,000	\$3,000/\$6,000
Coinsurance (IN / OON)	30%/50%	20%/50%	10%/50%
ER copay (not to exceed billed amount)	\$2,000	\$1,500	\$1,000
Inpatient Admission copay	\$300	\$250	\$200
PCP/Specialist (PCMH PCP copay \$15)	\$30/\$60	\$25/\$50	\$10/\$20
Pharmacy Copays (Retail) - x 2.5 for 90 day mail	\$10/\$30/\$60	\$10/\$30/\$60	\$10/\$30/\$60

Any benefit not specified is covered at deductible then coinsurance
100% Coverage for Preventive Services to include Dermatology

*Bronze HMO - In Network Only

Monthly Premium Equivalents

	Bronze	Silver	Gold
Monthly Board Contributions			
EE Only	\$450	\$482	\$520
EE + 1	\$900	\$964	\$1,042
EE + Family	\$1,260	\$1,348	\$1,458
Monthly Employee Contributions			
EE Only	\$418	\$418	\$418
EE + 1	\$740	\$674	\$674
EE + Family	\$1,010	\$932	\$932
Monthly Employee Contributions			
EE Only	\$32	\$64	\$102
EE + 1	\$160	\$290	\$368
EE + Family	\$250	\$416	\$526

Patricia R. Boyle
10-14-14

WELLNESS

Requirements met between January 1, 2015 and December 31, 2015 will earn incentives that will be paid in the 2016 plan year.

Level I (\$100 Incentive)

- Completion of Health Risk Assessment (HRA)
- Biometric Screening
- Physical

Level II (\$50 Incentive)

- 2 outside activities relating to results of HRA and Biometric Screening

**SCHOOL DISTRICT OF MANATEE COUNTY
2015 EMPLOYEE MEDICAL PLAN PREMIUM EQUIVALENTS
and CONTRIBUTIONS**

PPO PLANS

GOLD

Premium contributions — per paycheck

<u>Employee Only</u>	Employee	Board	Total
24 Paychecks	\$ 51.00	\$ 208.97	\$ 260.00
20 Paychecks (Food Svc. & Bus Trans. employees only)	\$ 61.20	\$ 250.77	\$ 312.00

Employee + 1 Dependent

24 Paychecks	Employee	Board	Total
	\$ 184.00	\$ 337.00	\$ 521.00
20 Paychecks (Food Svc. & Bus Trans. employees only)	\$ 220.80	\$ 404.40	\$ 625.20

Employee +2/more Dependents

24 Paychecks	Employee	Board	Total
	\$ 263.00	\$ 466.00	\$ 729.00
20 Paychecks (Food Svc. & Bus Trans. employees only)	\$ 315.60	\$ 559.20	\$ 874.80

SILVER
Premium contributions — per paycheck

Employee	Employee	Board	Total
	\$ 32.00	\$ 208.97	\$ 241.00
	\$ 38.40	\$ 250.77	\$ 289.20

Employee	Employee	Board	Total
	\$ 145.00	\$ 337.00	\$ 482.00
	\$ 174.00	\$ 404.40	\$ 578.40

Employee	Employee	Board	Total
	\$ 208.00	\$ 466.00	\$ 674.00
	\$ 249.60	\$ 559.20	\$ 808.80

HMO PLANS - FLORIDA REGIONS ONLY

BRONZE

Premium contributions — per paycheck

Employee	Employee	Board	Total
24 Paychecks	\$ 16.00	\$ 208.97	\$ 225.00
20 Paychecks (Food Svc. & Bus Trans. employees only)	\$ 19.20	\$ 250.77	\$ 270.00

Employee + 1 Dependent

24 Paychecks	Employee	Board	Total
	\$ 80.00	\$ 370.00	\$ 450.00
20 Paychecks (Food Svc. & Bus Trans. employees only)	\$ 96.00	\$ 444.00	\$ 540.00

Employee +2/more Dependents

24 Paychecks	Employee	Board	Total
	\$ 125.00	\$ 505.00	\$ 630.00
20 Paychecks (Food Svc. & Bus Trans. employees only)	\$ 150.00	\$ 606.00	\$ 756.00

*16-14-14
Palmer R. Baker*

BV
10/14/14
TA

Article XII
Section 5

BV TA

10/14/14

10-14-14

Patricia L. Baker

5. The parties agree that the School Board will contribute \$5,964,820 to the Health Insurance Fund Reserve in the 2014/2015 fiscal year.

10/13/14 7:38PM

BV TA
10/14/14

10-14-14
Patricia L. Barber

Old Title	New Title	Move/Salary Schedule
Admin Parent Liaisons	Behavior Specialist	Para Contract - Article II, Sec 2 - Appropriate Unit
Technology Assistants	Computer Lab Managers	Para Contract - Article II, Sec 2 - Appropriate Unit
	PE Technicians	Teacher Contract - Article III, Sec 2 - Appropriate Unit
	Student Support Specialist	Teacher Contract - Article III, Sec 2 - Appropriate Unit
	Testing Administrators	Teacher Contract - Article III, Sec 2 - Appropriate Unit

Agreed to include in respective bargaining unit
10/13/2014