

**Summary of Tentative Agreement with QCEA
As of June 6, 2016**

Length:	5 years (7/1/16 to 6/30/21)
Cost (Budget):	All inclusive – Salaries, Retirement, Medical Benefits, Etc.
Year 1	\$1,471,476 (3.22%)
Year 2	\$ 947,354 (2.01%)
Year 3	\$1,227,744 (2.55%)
Year 4	\$1,366,806 (2.77%)
Year 5	\$1,221,689 (2.41%)
Net Cost	With attrition, the cost of the agreement (total compensation) is expected to stay within the Act I index over the five year period (average of 2.4% per year)
Salaries:	
Year 1 (effective 2/1/17)	½ step, 0% on scale, \$500 lump sum salary payment to Step 13 (not base building)
Year 2 (effective 2/1/18)	½ step, 1.0% on scale
Year 3 (effective 2/1/19)	1 step, 0.5% on scale
Year 4 (effective 2/1/20)	1 step, 0.75% on scale
Year 5 (effective 2/1/21)	1 step, 0.75% on scale
Column Movement	All salary adjustments for column movement will also be delayed to February 1 st each year. Eligibility will continue per current practice.
Starting/Final Salary	Starting Salary 16/17 = \$46,434 Final Salary 16/17 = \$103,708 Starting Salary 20/21 = \$47,842 Final Salary 20/21 = \$106,854
Benefits	
Employee Medical Premium Contributions	12% effective 2/1/17, 13% effective 2/1/18, 14% effective 2/1/19, 14% effective 2/1/20, 15% effective 2/1/21
Premium Stabilization	If medical premiums increase by more than the estimated 5% trend in a given year, consortium fund balance will be used to stabilize the portion of the increase that exceeds 5% for that one year only, provided that such use of fund balance is permitted by consortium rules and does not exceed the maximum recommended % use of consortium fund balance.
Other:	
Bereavement Leave	Added brother/sister-in law to the 5 day classification; Adjusted all language in the CBA to reflect “spouse” instead of husband/wife. Employees may reserve 2 bereavement days to be used for travel/funeral.
Missed Prep Time	\$25 payment for each prep missed for substitute coverage after the 3 rd missed prep in a school year.
Cyber MOU	Minor language changes
RN Assistant Hourly Rate	Change calculation of rate for employees with more than 5 years of service.
Transfer Language	In unusual circumstance (by way of example, a building closing), the District and QCEA will meet and discuss the method/reasoning for transferring staff and will memorialize any difference from contract language in a Letter of Agreement.
Miscellaneous Language Changes	Clarification on tuition reimbursement when enrolled in a certification program through an Intermediate Unit.
Retirement Severance	For the first 3 years of the agreement, the 200 day cap for payment of unused sick days will increase to 250. Eligibility for payment for the additional 50 days is contingent on receiving retirement letter one year in advance of retirement date.
Payment for Unused Personal Days	On a trial basis for the first 2 years of the agreement, staff may elect to sell back unused personal days from that year at a rate of 75% of the per diem substitute rate. The District and QCEA will meet prior to the third year of the agreement and must mutually agree to continue the trial for the duration of the contract.

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ZIS 6/6/16