



#### Classified Compensation Negotiations (CCN) Team Members:

Tim McConnell, PCSD Associate Superintendent  
Colleen Mutcher, PCCEA President  
Jennifer Ivers, EIG Liaison  
Ron Ratcliffe, PCCEA Vice President  
Gary Spencer, EIG Liaison  
Petra Butler, PC School Board

After training and actively engaging in the Interest Based Bargaining process, the CCN team has reached a three-year compensation agreement. Pending Ratification by the Board of Education and the Classified Employee Groups the following represents agreement by the negotiations teams.

2017-2020

- Steps for all eligible classified staff for each of the three years
- A 4% Cost of Living Adjustment (COLA) for each of the three years
- RHTA funded at \$1200
- Longevity (Step 21+) Increased from \$500 to \$750
- Recognition for years of service:
  - 20 years = \$2,000 one time recognition
  - 25 years = \$2,500 one time recognition
  - 30 years = \$3,000 one time recognition
- Up to 8 hours of professional development (PD) for eligible classified employees beyond the regular contract
- PD funds of \$25,000
- Thirty+ hr/per/week employees\* will become eligible for Gold and Silver Insurance plans, the HSA (Health Savings Account) coverage along with Dental/Vision insurance

#### Health Insurance

- Gold Plan % pay of premium by employer/employee 97/3
- Silver Plan % pay of premium by employer/employee 100/0
- The District will offer a one-time open enrollment HSA sign up incentive to new and existing QHDHP/HSA enrollees in the amount of \$250 Single and \$500 Family for

the 2017 plan year. This incentive will be deposited in September 2017 in addition to the current annual HSA employer deposit of \$1000 Single and \$2000 Family for full-time benefits eligible employees (½ paid in September, ½ paid in January). New hires for the 2017-2018 school year are not eligible for the sign up incentive.

- Health Insurance rates for plan years 2017-2019 (first two years of the agreement) should remain the same as the plan year 2016 (Gold/Silver/). If the actuarial calculation for plan year 2018 (year two) reflects a 15% or greater increase, the insurance committee will reconvene to make a recommendation to the compensation team for plan year 2018.
- Health Insurance rates for plan year 2019 (year three) will be reviewed by the insurance committee for recommendations to the licensed negotiations committee depending on rate increases. If the actuarial calculation for year three is less than 15% based on year one or year two rates, year two rates will continue for year three.
- HSA rates for plan year 2017 will decrease according to actuary recommendation. If the actuarial calculation for plan year 2018 (year two) and/or plan year 2019 (year three) reflects an increase or decrease of 15% or greater, the insurance committee will reconvene to make a recommendation to the compensation team for plan year 2018 and/or 2019.


Additional Items:


1. During 2017-2018 PCSD will conduct a classified job study including analysis of job descriptions, job duties and a market analysis of current classified positions.

**\*30+ hr/per/week = primary position is at 30 h/p/w or more rather than a total of 30 in 2 or more positions.**

Dated this 6<sup>th</sup> day of June, 2017

  
Colleen Mutcher PCCEA Co-President

  
Julie Eihausen Board President

  
Jennifer Ivers EIG Liaison

  
J.J. Ehlers Board Vice President