

PEA Bargaining 2018-2019 FAQs

1. When will we receive the increases on our pay checks? Are the increases retroactive?

The district has agreed, if ratified, to have the raises on the October 2018 pay check.

YES. The increases are retroactive. The wages will be calculated for all hours that you have already worked in 2018-2019. They are retroactive to the start of the 2018-2019 school year and 12 month employees are retro to July 1, 2018.

2. Is there now a co-pay for the School Board Employee Clinics?

NO. The employee clinic remains free to employees and covered family members. The clinic carries a range of generic medications are dispensed without cost to the employee. Should the employee/family need a medication not carried by the clinic, the prescription would be written and filled at the pharmacy.

3. Will Walgreens be the required pharmacy for all PCSB employees?

YES. The benefit of working with one pharmacy will allow Blue Cross/ Blue Shield (BC/BS), through their pharmacy division, to negotiate lower drug costs. In fact, there is an estimated \$2 million dollar savings to the health plan.

4. Can a PCSB employee still access the free medications offered by Publix?

YES. As long as the company does not attempt to charge any part of the medication to the PCSB Health Plan there is no problem taking advantage of this offer.

5. How was the determination made regarding the number of employees that use Walgreens verses other pharmacies?

There is a document called a "Disruption Report" that can be run by BC/BS without violating HIPPA. They can tell which pharmacies are being utilized by tracking payment and usage. 87% of Polk's employees utilize Walgreens. The bargaining team understands that any disruption causes concern, but we needed to address the long term sustainability of the health plan. We were working to mitigate the cost increases proposed by the district. For example, we did not want to see an Employee Premium, because once that is in place we felt we would be fighting future annual increases.

6. Will there still be the ability to use Retail 90 and mail order to save money?

YES. These programs will still be available.

7. What if I have had a bad experience with Walgreens or, for example, they do not carry my medication, etc.?

The district has an approved formulary that the pharmacy must utilize if the drug is on formulary, it should be available. If the doctor orders something off formulary or a "specialty drug" that is not on formulary there is an appeals process.

PEA is gathering the concerns it has received regarding Walgreens and is submitting them to the District and the (BC/BS). This change does not take effect until January 1 of 2019 when

PEA Bargaining 2018-2019 FAQs

the plan year turns over. That should give time for these issues to be pro-actively addressed in performance standards.

When the district proposed using Walgreens as the sole pharmacy, a lot of questions were asked and all options explored. The team felt, given the economic condition of the plan, we could not walk away from a potential 2 million dollars in savings and the ability to stop an employee premium and more drastic increases.

8. Why did we have insurance increases?

The solvency of the medical plan is paramount, a bankrupt health plan helps no one. The bargaining team did two things: it substantially mitigated the Health Plan cost shift initially proposed by the district. There is no separate funding source for health insurance, like salaries, comes from the general fund—and all of the money we get comes from primarily state and to a lesser extent federal fund.

We have addressed stopping an employee premium but here are a few more examples of proposed changes that we were able to curb. The District proposed raising the single and family deductible significantly. We were able to bring them back to reasonable levels saving you a single person \$350 and a family \$700 per year. The District proposed increasing the co-pays for doctor visits and we were able to agree to a lesser increase saving you \$10 per visit.

* See correction, there was a formula error in the first chart.

Health Plan 2019 Deductible & Out-of-Pocket Maximums

BENEFIT	DISTRICT'S 4/23/18 INITIAL PROPOSAL	FINAL 8/27/2018	Saving over the Districts First Proposal
Calendar Year Deductible	\$1,250/\$2,500	<u>\$900/\$1800</u>	\$350/\$700
Annual Out-of-Pocket Maximum	\$6,000/\$10,000	<u>\$5,000/\$9,000</u>	<u>\$1000/\$1000</u>
Primary Care/Specialist Copayment	\$60/\$60	<u>50/50</u>	<u>\$10/\$10</u>
Urgent Care Copayment	<u>\$60</u>	<u>50</u>	<u>\$10</u>

9. What does COLA and Step mean to me?

Salary Step Movement for Grandfather Teachers, Grandfather Psychologists, OT/PT, Paraeducators and ESP/Secretaries.

- The base salary in each pay grade/group was increased by \$300 Cost-of-living-adjustment (COLA).
- The step movement for experience is for any employee that worked 50% of the year, plus one day in 2017-18. Movement is from one level on the old pay scale to the next level on the new pay scale. Example: Level 2 in 2017-2018 is \$20,600. These employees move to level 3 in 2018-19 at \$21,500 for a total increase of \$900.
- Those that didn't work at least have the year remain on their current step, and receive the COLA at their increase only.

PEA Bargaining 2018-2019 FAQs

You will have to compare your salary schedules in the tentative agreements to get the exact figure or your salary increase. This is only an example to explain how movement works.

Experience Step 17-18	Salary	Experience Step 18-19	Salary	Increase
1	20000	1	20300	\$300
2	20600	2	20900	\$900
3	21200	3	21500	\$900
4	21800	4	22100	\$900
5	22400	5	22700	\$900

10. How do employees on the Performance Salary schedule get an increase?

By state law Annual Contract Teachers and Psychologists receive performance pay based on their annual evaluation. For the 2018-19 performance placement you will use your 2017-18 evaluation rating.

- Ratings of Highly Effective will move 3 levels on the appropriate performance pay scale.
- Ratings of Effective and Developing (Teachers in their first 3 years of teaching only may receive a Developing rating) will move 2 levels on the appropriate performance pay scale.
- Ratings of Needs Improvement and Unsatisfactory will not move, however the level will increase by the COLA and this will be their adjustment for the year.

11. How do I know if I get a step or level increase beyond the COLA?

You would have needed to work 50% + 1 day in the 2017-2018 school year to earn a step or level increase on the salary schedule for 2018-2019.

12. What happens if I am at the top step and no new steps are added?

We increased the base of each schedule by the COLA, which in turn increased the value of each level in the salary schedule. Employees that remain on the same step will receive the increased amount of that step as their salary increase. To see your actual salary increase, please review the Tentative Agreements that were emailed to you previously or visit our web, www.polkea.org and click What's New to download a printable and readable version.

PEA Bargaining 2018-2019 FAQs

13. Can you show the Health Insurance Premiums so I can see my current family cost compared to the new rates that start in 2019?

Proposed Health Insurance Premiums for 2019	CURRENT 2018	Final Tentative Agreement As of 8/27/2018	Increased for 2019
Source	Monthly	1/1/2019	1/1/2019
Board	\$574	\$614	\$40
Employee	\$0	<u>\$0</u>	<u>\$0</u>
Spouse	\$423	<u>\$594</u>	<u>\$171</u>
1 Child	\$95	<u>\$105</u>	<u>\$10</u>
2 Children	\$190	<u>\$210</u>	<u>\$20</u>
3+ Children	\$215	<u>\$245</u>	<u>\$30</u>