

Teaching Assistants Negotiations Wage Proposal

September-October 23, 2019

FY 2019-20 (Estimations based upon an August 1 Settlement Date)

- \$0.4361 including step
 - District Cost from Wage Increase = ~~\$161,004.43~~224,603.77
- + \$0.36 on cell for Health Insurance transition
 - District Cost from Health Insurance Pay Adjustment = \$110,527.15
- Total District Wage Cost = ~~\$271,531.58~~335,130.92

FY 2020-21

- \$0.4462 including step
 - District Cost from Wage Increase = ~~\$165,752.95~~229,234.16
- + \$0.26 on cell for Health Insurance transition
 - District Cost from Health Insurance Pay Adjustment - \$79,022.75
- Total District Wage Cost = ~~\$244,775.70~~308,256.91

FY 2021-22

- \$0.4568 including step
 - District Cost from Wage Increase = ~~\$166,709.13~~248,260.58
- + \$0.23 on cell for Health Insurance transition
 - District Cost from Health Insurance Pay Adjustment - \$71,367.68
- Total District Wage Cost = ~~\$238,076.84~~319,628.26

FY 2022-23

- \$0.4670 including step
 - District Cost from Wage Increase = ~~\$170,425.71~~255,551.99
- + \$0.20 on cell for Health Insurance transition
 - District Cost from Health Insurance Pay Adjustment - \$61,649.29
- Total District Wage Cost = ~~\$232,075.00~~317,201.28

District Note: All notations of District include combined costs for the Decatur School District and Macon-Piatt.

Wage Calculation Note: The calculated wage increases do not include additional costs associated with the employee pension, Illinois Municipal Retirement Fund, or additional costs associated with Social Security (Federal Insurance Contributions Act (FICA) and Medicare).

Health Insurance Note: Calculation estimates are from the same benefits provided in the Teacher Contract for non-retirement track employees. This benefit includes a reimbursement for participation in the wellness program (blood draw): \$100 for single members and \$200 for the family tiers.

DECATUR SCHOOL DISTRICT 61

PPO 2 - FY 2019

HDHP - Jan 1, 2020

PPO Network	Embedded Deductible/Embedded OPX		Aggregate Deductible/Embedded OPX	
	In-Network	Out-of-Network	In-Network	Out-of-Network
Deductible				
Individual	\$750		\$2,100	\$4,200
Family	\$2,250		\$4,200	\$8,400
Out-of-pocket limit	(deductible included in OOP Limit)		(deductible included in OOP Limit)	
Individual	\$3,000	\$9,000	\$6,750	\$13,500
Family	\$9,000	\$27,000	\$13,500	\$27,000
Lifetime Maximum	Unlimited		Unlimited	
Hospital				
Inpatient Services	80%	60%	80%	60%
Outpatient Services	80%	60%	80%	60%
Emergency Room	80%		80%	
Physician				
Inpatient Surgery	80%	60%	80%	60%
Outpatient Surgery	80%	60%	80%	60%
Offices Visit - PCP	80%	60%	80%	60%
Offices Visit - Specialist	80%	60%	80%	60%
Other				
X-ray	80%	60%	80%	60%
Therapy - Speech, occupational or physical therapy	80%	60%	80%	60%
Mental/Nervous - Inpatient	80%	60%	80%	60%
Mental/Nervous - Outpatient	80%	60%	80%	60%
Substance Abuse - Inpatient	80%	60%	80%	60%
Substance Abuse - Outpatient	80%	60%	80%	60%
Wellcare	100% (no deductible)	60%	100% (no deductible)	60%
Prescription	Prime Therapeutics		Prime Therapeutics	
Retail	\$5 Generic		80%	
34-Day Supply	\$40 Formulary Brand		80%	
	\$60 Non-formulary Brand		80%	
Mail Order	\$10 Generic		80%	
90-Day Supply	\$80 Formulary Brand		80%	
	\$120 Non-Formulary Brand		80%	
Rates:	2019-2020 PPO 2 Rates		21.21% savings from current PPO 2	
Employee	\$713.65		\$588.76	
Employee + Child	\$1,370.21		\$1,130.41	
Employee + Spouse	\$1,334.53		\$1,100.98	
Family	\$2,248.01		\$1,854.59	

** Please note the PPO 2 - 2021 rates will be adjusted for 7/1/2020 and 7/1/2021 renewals. The HDHP - 2020 rates will be adjusted for 7/1/20 renewals.*

Please Note: The analysis is for illustrative purposes only, and is not a guarantee of future expenses, claims costs, managed care savings, etc. There are many variables that can affect future health care costs including utilization patterns, catastrophic claims, changes in plan design, health care trend increases, etc. This analysis does not amend, extend, or alter the coverage provided by the actual insurance policies and contracts. Please see your policy or contact us for specific information or further details in this regard.

Decatur Public School District #61

Wage Increases not including Health Insurance Reinvestments

Group	2018	2019	2020	2021	2022	2023
SEIU A-Custodian	1.93%	1.94%	1.94%			
SEIU B-Maintenance			2.54%	2.80%	2.80%	2.81%
SEIU C-Security			2.50%	2.50%	2.50%	2.50%
Teamsters	2.25%	2.25%	2.25%	2.25%		
Secretary (DESPA)	2.50%	2.50%	2.50%	2.50%		
Administrative Support	2.76%	2.28%				
Teaching Assistants (DFTA)	2.20%	2.10%	2.80%	2.78%	2.93%	2.93%
DFTA-Health Savings Reinvestment to Employees			\$0.36/hr	\$0.26/hr	\$0.23/hr	\$0.20/hr
DFTA-Total Increase with Health Reinvestment			4.34%	3.79%	3.63%	3.46%