

**Redbank Valley School District**  
**Formal Comprehensive Counterproposal – EA**

**BEST AND FINAL OFFER**

**September 23, 2021**

1. Five-year Contract
2. Co-pay Changes\* effective 60-days after ratification, including the following:

2021-22 School Year

- ER - \$125
- Urgent Care - \$10
- Office Visit - \$10
- Specialist Visit - \$15
- Brand Name Medicine - \$20 (generic \$0)
- Mandatory Mail Order Medicine

2022-23 School Year

- ER - \$125
- Urgent Care - \$20
- Office Visit - \$20
- Specialist Visit - \$30
- Brand Name Medicine - \$20 (generic \$0)
- Mandatory Mail Order Medicine
- Spinal Manipulation - \$20

2023-24

- ER - \$125
- Urgent Care - \$20
- Office Visit - \$20
- Specialist Visit - \$30
- Brand Name Medicine - \$20 (generic \$0)
- Mandatory Mail Order Medicine
- Spinal Manipulation - \$20
- PT/OT - \$10

**\*Co-pays will NOT sunset at expiration of CBA.**

3. Dental changes as set forth in District's February 7, 2019 proposal, effective immediately upon ratification

4. Wage increases for teachers, as follows (Association to elect one of the following options):

Option A (See Appendix A):

Option B (See Appendix B):

Option C (See Appendix C):

- Includes a one-time lump sum payment to all teachers in the amount of \$2,000 to be paid within 30 days of ratification of CBA.

Option D (See Appendix D):

Option E (See Appendix E):

5. District contribution to employees' HSA, as follows:

<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>
55%	55%	55%	45%*	45%

\*Change in District's HSA contribution will be effective January 1, 2022

6. Eliminate Articles C3 and D13
7. Article B1 – Add language: "When a bargaining unit member moves from the Bachelor's to Master's column, the pay for the employee will occur within thirty (30) days of proof of certification being provided to the school district."
8. Article C8 – Revise first sentence to read, "Up to nine (9) hours during the school year shall be used for extension beyond the normal work day, for teachers' meetings, parent's night, emergency meetings, or meetings which are held after the regular school day for state or district-mandated programs."
9. Article D7 – Revise paragraph (C) to read: "A maximum limit of three (3) professional or temporary professional employees from the secondary school professional staff and three (3) professional or temporary professional employees from the elementary professional staff will be granted a Personal Leave before a vacation period or the day following a vacation period."
10. Article D12 – Add sentence: "All retirees will received Forty dollars (\$40.00) for each unused sick/personal day at the time of retirement." Also, revise last sentence to state: "Notification of intent to retirement must be made in writing to the Redbank Valley School Board received by after May 1<sup>st</sup> of the year of retirement may result in a delay of payment of the lump sum bonus up to 90 days."

11. Article D14: Sick Leave/Family Sick Leave

Add new language:

Any full-time employee who uses three (3) or fewer sick days during a school year shall be entitled to receive an additional District contribution to the employee's HSA in the amount of \$500.00 the following January or, in the event said employee does not receive health insurance through the District's plan, the employee shall be entitled to a one-time payment of \$350.00.

Any full-time employee who uses four (4) or five (5) sick days during a school year shall be entitled to receive an additional District contribution to the employee's HSA in the amount of \$250 the following January or, in the event said employee does not receive health insurance through the District's plan, the employee shall be entitled to a one-time payment of \$175.00.

Employees covered by the District's health insurance plan who receive become eligible to receive the HSA contribution benefit under this section shall not have an option to receive a cash payment, but rather must receive the additional HSA contribution.

12. Add provision requiring a monthly meeting between the Superintendent and Association President.
13. Extracurricular positions list will be updated to reflect current paid positions with each position's salary frozen for the life of the CBA.
14. Wellness Plan HSA Contribution

Any employee covered by the District's health insurance plan who completes the District's two-part wellness plan, as described herein, shall be entitled to an additional District HSA contribution (\$140 of employees with single coverage and \$280 for employees with employee/spouse or family coverage) in each school year the employee completes the wellness plan. Contributions will be made on or before June 30<sup>th</sup> of the year the employee completes the wellness plan. To be eligible for this additional HSA contribution, an employee must complete **both** of the following:

- Receive an annual check-up with PCP; and
- Complete the Health Habits Program (which includes Real Age)

In order for employees who have employee/spouse or family coverage to be eligible for the full HSA contribution described herein, both the employee and the spouse will need to complete the above two components. If an employee with employee/spouse or family coverage only completes the above two components with respect to the employee and not the spouse, the employee shall only be entitled to an additional HSA contribution of \$140. Employees covered by the District's health insurance plan who complete the wellness program shall not have an option to receive a cash payment, but rather must receive the additional HSA contribution.

15. Health Insurance Provider Meetings

Within sixty (60) days following ratification of this CBA, a committee shall be formed comprised of board members, administrators, and bargaining unit members to discuss/investigate finding a new health insurance provider for the District. This committee shall meet quarterly or as mutually agreed upon by the parties. This committee will not hold any authority to bind the District with respect to its health insurance plan.

**\*\*THE DISTRICT IS NOT OFFERING THE NUMBERED PROPOSALS LISTED HEREIN AS INDIVIDUAL PROPOSALS. THE ASSOCIATION CAN EITHER ACCEPT THE ABOVE PROPOSAL IN WHOLE OR REJECT IT IN WHOLE.\*\***

**\*\*IF THIS PROPOSAL IS NOT FULLY RATIFIED BY OCTOBER 31, 2021, IT WILL EXPIRE\*\***



July Increase in Year 1

# of Ees	Current Contract			Proposed Contract										
	2018-2019		2019-2020	2020-2021		2021-2022		2022-2023		2023-2024				
	Salary	Total	Step	Salary	Step	Salary	Step	Salary	Step	Salary	Step	Salary		
													1 \$ 44,713	
													2 \$ 46,463	
													3 \$ 48,212	
													4 \$ 49,963	
													5 \$ 51,713	
													6 \$ 53,462	
													7 \$ 55,172	
													8 \$ 56,882	
													9 \$ 58,592	
													10 \$ 60,302	
													11 \$ 62,012	
													12 \$ 63,722	
													13 \$ 65,432	
													14 \$ 67,142	
													15 \$ 68,852	
1	\$ 43,288	\$ -		1 \$ 44,713	2 \$ 46,463	3 \$ 48,212	4 \$ 49,963	5 \$ 51,713	6 \$ 53,462	7 \$ 55,172	8 \$ 56,882	9 \$ 58,592	10 \$ 60,302	
2	\$ 45,038	\$ -		2 \$ 46,463	3 \$ 48,212	4 \$ 49,963	5 \$ 51,713	6 \$ 53,462	7 \$ 55,172	8 \$ 56,882	9 \$ 58,592	10 \$ 60,302	11 \$ 62,012	
3	\$ 46,787	\$ -		3 \$ 48,212	4 \$ 49,963	5 \$ 51,713	6 \$ 53,462	7 \$ 55,172	8 \$ 56,882	9 \$ 58,592	10 \$ 60,302	11 \$ 62,012	12 \$ 63,722	
4	\$ 48,538	\$ -		4 \$ 49,963	5 \$ 51,713	6 \$ 53,462	7 \$ 55,172	8 \$ 56,882	9 \$ 58,592	10 \$ 60,302	11 \$ 62,012	12 \$ 63,722	13 \$ 65,432	
4.5	\$ 49,413	\$ 49,413	5.5	\$ 52,588	6.5	\$ 54,317	7.5	\$ 56,027	8.5	\$ 57,737	9.5	\$ 59,447	10.5	\$ 61,157
5	\$ 50,288	\$ 50,288	6	\$ 53,462	7	\$ 55,172	8	\$ 56,882	9	\$ 58,592	10	\$ 60,302	11	\$ 62,012
6	\$ 52,037	\$ -		7 \$ 55,172	8 \$ 56,882	9 \$ 58,592	10 \$ 60,302	11 \$ 62,012	12 \$ 63,722	13 \$ 65,432	14 \$ 67,142	15 \$ 68,852		
7	\$ 53,747	\$ -		8 \$ 56,882	9 \$ 58,592	10 \$ 60,302	11 \$ 62,012	12 \$ 63,722	13 \$ 65,432	14 \$ 67,142	15 \$ 68,852			
8	\$ 55,457	\$ -		9 \$ 58,592	10 \$ 60,302	11 \$ 62,012	12 \$ 63,722	13 \$ 65,432	14 \$ 67,142	15 \$ 68,852				
9	\$ 57,167	\$ 57,167	10	\$ 60,302	11 \$ 62,012	12 \$ 63,722	13 \$ 65,432	14 \$ 67,142	15 \$ 68,852					
10	\$ 58,877	\$ 235,508	11	\$ 62,012	12 \$ 63,722	13 \$ 65,432	14 \$ 67,142	15 \$ 68,852						
10.5	\$ 59,732	\$ 59,732	11.5	\$ 62,867	12.5	\$ 64,577	13.5	\$ 66,287	14.5	\$ 67,997	15	\$ 68,852		
11	\$ 60,587	\$ 121,174	12	\$ 63,722	13 \$ 65,432	14 \$ 67,142	15 \$ 68,852							
12	\$ 62,297	\$ -		13 \$ 65,432	14 \$ 67,142	15 \$ 68,852								
13	\$ 64,007	\$ 192,021	14	\$ 67,142	15 \$ 68,852									
14	\$ 65,717	\$ -		15 \$ 68,852										
14.5	\$ 66,572	\$ 133,144	15	\$ 68,852										
15	\$ 67,427	\$ 876,551	15	\$ 68,852										
28		\$ 1,774,998												

Masters

Step	# of Ees	2018-2019		2019-2020		2020-2021		2021-2022		2022-2023		2023-2024	
		Salary	Total	Step	Salary	Step	Salary	Step	Salary	Step	Salary	Step	Salary
													1 \$ 45,882
													2 \$ 47,632
													3 \$ 49,382
													4 \$ 51,132
													5 \$ 52,882
													6 \$ 54,632
													7 \$ 56,382
													8 \$ 58,132
													9 \$ 59,882
													10 \$ 61,632
													11 \$ 63,382
													12 \$ 65,132
													13 \$ 66,882
													14 \$ 68,632
													15 \$ 70,382
1	1	\$ 44,457	\$ 44,457	2	\$ 47,632	3	\$ 49,382	4	\$ 51,132	5	\$ 52,882	6	\$ 54,632
2		\$ 46,207	\$ -	3	\$ 49,382	4	\$ 51,132	5	\$ 52,882	6	\$ 54,632	7	\$ 56,382
3	1	\$ 47,957	\$ 47,957	4	\$ 51,132	5	\$ 52,882	6	\$ 54,632	7	\$ 56,382	8	\$ 58,132
4		\$ 49,707	\$ -	5	\$ 52,882	6	\$ 54,632	7	\$ 56,382	8	\$ 58,132	9	\$ 59,882
5	3	\$ 51,457	\$ 154,371	6	\$ 54,632	7	\$ 56,382	8	\$ 58,132	9	\$ 59,882	10	\$ 61,632
5.5	1	\$ 52,332	\$ 52,332	6.5	\$ 55,507	7.5	\$ 57,257	8.5	\$ 59,007	9.5	\$ 60,757	10.5	\$ 62,507
6	2	\$ 53,207	\$ 106,414	7	\$ 56,382	8	\$ 58,132	9	\$ 59,882	10	\$ 61,632	11	\$ 63,382
7		\$ 54,957	\$ -	8	\$ 58,132	9	\$ 59,882	10	\$ 61,632	11	\$ 63,382	12	\$ 65,132
8	1	\$ 56,707	\$ 56,707	9	\$ 59,882	10	\$ 61,632	11	\$ 63,382	12	\$ 65,132	13	\$ 66,882
9	5	\$ 58,457	\$ 292,285	10	\$ 61,632	11	\$ 63,382	12	\$ 65,132	13	\$ 66,882	14	\$ 68,632
10	1	\$ 60,207	\$ 60,207	11	\$ 63,382	12	\$ 65,132	13	\$ 66,882	14	\$ 68,632	15	\$ 70,382
11	2	\$ 61,957	\$ 123,914	12	\$ 65,132	13	\$ 66,882	14	\$ 68,632	15	\$ 70,382		
12	2	\$ 63,707	\$ 127,414	13	\$ 66,882	14	\$ 68,632	15	\$ 70,382				
12.5	1	\$ 64,582	\$ 64,582	13.5	\$ 67,757	14.5	\$ 69,507	15	\$ 70,382				
13	2	\$ 65,457	\$ 130,914	14	\$ 68,632	15	\$ 70,382						
14	4	\$ 67,207	\$ 268,828	15	\$ 70,382								
15	28	\$ 68,957	\$ 1,930,796	15	\$ 70,382								
	54		\$ 3,461,178										
Total	82		\$ 5,236,176										







