



Licensed Compensation Negotiations (LCN) Team Members:

Ember Conley, PCSD Superintendent
Renee Pinkney, PCEA co-president
Ben Kahn, PCEA co-president - elect
Tim McConnell, PCSD Human Resources
Todd Hauber, PCSD Business Administrator
Janice Jones, PCEA Negotiator
Andrew Caplan, PC School Board

After training and actively engaging in the Interest Based Bargaining process, the LCN team has reached a three-year compensation agreement.

2017-2020

- Market Adjustment to Licensed Salary Schedule for each Step and Lane of \$7,000 (see attached updated licensed schedule)
- Steps and Lanes for each of the three years
- RHTA funded at \$1200
- PD funded at \$2,500
- Endorsements funded (up to 3 endorsements)
- National Board Certified Teacher stipend at \$3000
- Recognition for Professional Learning Community Implementation \$500
- Two day for principal-directed onsite professional development – paid at daily rate

Health Insurance

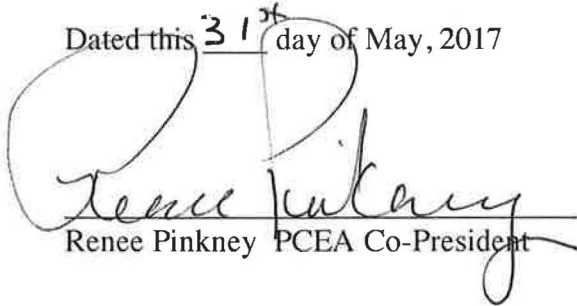
- Gold Plan % pay of premium by employer/employee 97/3
- Silver Plan % pay of premium by employer/employee 100/0
- The District will offer a one-time open enrollment HSA sign up incentive to new and existing QHDHP/HSA enrollees in the amount of \$250 Single and \$500 Family for the 2017 plan year. This 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.

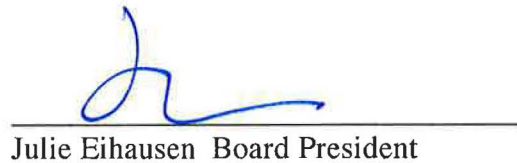
- Health Insurance rates for plan years 2017-2019 (first two years of the agreement) should remain the same as the plan year 2016 (Gold/Silver/). If the actuarial calculation for plan year 2018 (year two) reflects a 15% or greater increase, the insurance committee will reconvene to make a recommendation 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.

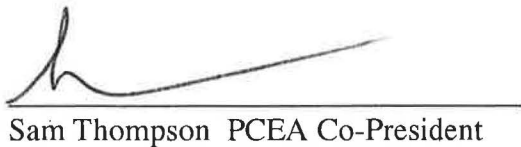
Additional Items:

The insurance committee will study a post-retirement benefits option during the 2017-2018 school year and develop a recommendation for the negotiating teams to review for the 2018-2019 school year.

Dated this 31st day of May, 2017


 Renee Pinkney PCEA Co-President


 Julie Eihausen Board President


 Sam Thompson PCEA Co-President


 J. Ehlers Board Vice President