

Issue in Dispute	Present Contract	Union Offer	Board Offer
<u>Health Insurance</u>			
Deductible, Individual	\$100/\$0	\$250/\$0	\$375
Deductible, Family	\$300/\$0	\$500/\$0	\$750
Physician Office Visit	\$0/\$5	\$10	\$15
Physician Office Visit, Specialist	\$0	\$15	\$35
Outpatient Surgery Co-Pay	\$0	\$0	\$100
Emergency Room Co-Pay	\$0/\$15	\$0/\$15	\$75
Diagnostic Co-Pay	\$0	\$0	\$75
Home Health Co-Pay	\$0	\$0	\$35
Skilled Nursing Co-Pay	N/A	N/A	100% (60 days/year)
Durable Medical Equipment	N/A	N/A	80% (\$5000/year)
Prescription Drugs Retail	\$10min/\$50max	\$10/\$15/\$25	\$10/\$20/\$35
Prescription Drugs Mail-Order	\$20/\$20/\$20	\$20/\$30/\$50	\$20/\$40/\$70
Premium Contribution	NONE	NONE	The lesser of 2% of salary or 5% of premium beginning in the 2nd year of the new contract
<u>Salary Recalculation</u>			
	3X per year	2X per year	1X per year
<u>Salary</u>			
	1.04X average of the five (5) member districts	Continue for 1-14 year employees and increase to 1.05X for 16-18 year employees	1.04X average of the five (5) member districts
<u>Column Adjustment</u>			
	Salary adjustments of \$1,350 after 18, 27, 36, 45, 54, and 60 additional credits earned	Continue same \$1,350 for 18 thru 60 credits; add \$675 for 9 credits; increase the '9' & '18' columns by \$100 each/year	Continue same \$1,350 for 18 thru 60 credits; add \$675 for 9 credits
<u>Tuition Reimbursement</u>			
	NONE	\$188 per credit for employees working toward permanent certification	NONE