

Tentative Agreement for Fiscal Year 2018

The summarized items are presented below by Article.

Article 1 – General Provisions of the Agreement

Renegotiations

Two (2) year Agreement with one (1) economic and two (2) wild cards.

Printing & Distributing Agreement

The Board agrees to print and make available this Agreement to all current Unit II employees promptly after its ratification and to newly employed Unit II employees as soon as practicable after their appointment

Article 4 – Salaries

Salary Scale

One (1) full step increase will be provided to all eligible Unit II employees. Unit II employees at the top of the scale (not eligible for steps) will receive a 1% COLA.

A second full step will be provided to eligible employees who were employed in Unit II during the 2008-09 school year and who remain employed in Unit II into the 2017-18 school year.

Article 5, Employee Benefits

Healthcare

Unit II employees hired after July 1, 2017, must hold a position at a minimum full time equivalency of (0.5) to be eligible to participate in the employer provided health care plans. Current employees are grandfathered.

Employer/Employee premium shares for the CareFirst HMO and the Triple Option Plan will be modified as follows:

- Effective on January 1, 2018, the HMO shares will be 91/9.
- Effective on January 1, 2018, the TOP shares will be 88/12.

- Effective on January 1, 2019, the HMO shares will be 89/11.
- Effective on January 1, 2019, the TOP shares will be 86/14.

- Effective on January 1, 2020, the HMO shares will be 88/12.
- Effective on January 1, 2020, the TOP shares will be 85/15.

For the coverages of *Self & Spouse* or *Self & Family*, a monthly surcharge will be added to the employee's premium share if the spouse is covered by the AACPS plan and that spouse is eligible for healthcare insurance through his or her own employer. The amounts of the monthly surcharge will be:

- Effective on January 1, 2018, \$40.
- Effective on January 1, 2019, \$60.
- Effective on January 1, 2020, \$80.

Copayments will increase effective on January 1, 2018 to:

HMO	Primary Care – \$10	Specialist – \$15	Outpatient Facility – \$15
Triple Option	N/A	N/A	Outpatient Facility – \$15

Out of Pocket Maximums in the Triple Option Plan for both *Self* and *Family* will increase to match those that exist in the HMO.

- Effective on January 1, 2018, Self - \$1,000 / Family - \$2,000
- Effective on January 1, 2019, Self - \$2,000 / Family - \$4,000
- Effective on January 1, 2020, Self - \$2,000 / Family - \$6,000

Emergency Room Copayments for both the HMO and the Triple Option Plans will increase as follows:

- Effective on January 1, 2018, \$65
- Effective on January 1, 2019, \$75
- Effective on January 1, 2020, \$85

Healthcare coverage will expire at the end of the month in which employment ends. Continued coverage will be offered through August 31 for 10-month employees who provided early notice of resignation by April 1 and continue employment to the end of the work year.

All increases in the employees' healthcare cost due to this agreement in fiscal year 2018 are dependent on a step increase and a 1% increase for employees at the top of the scale (not eligible for a step).

All increases in the employees' healthcare cost due to this agreement in fiscal years 2019 and 2020 are dependent on there being a salary increase.

Liability Insurance

The Board will provide liability insurance as required by Maryland law and per the Board's self-insurance agreement with Anne Arundel County, to protect Unit II employee(s) from damages that they may become legally obligated to pay arising out of their activities as employees of the Board.

Article 11 – Work Schedule

Four-day Work Week

AEL and the Board agreed to continue the four-day work week from July 5, 2017, through August 15, 2017.

Required Work Hours

Extend the Memorandum of Understanding (MOU) regarding the pilot professional leave and telecommuting program for the 2017-2018 school year to expire on August 31, 2018. Modify categories for Unit II employees assigned to multi-level schools. Employees will be placed in the tier which reflects the highest level of school.