

Summary: LMEA LMSD Last-Best Arbitration Award

I. INTRODUCTION

The following summary sets forth changes contained in the non-binding last best offer arbitration award issued on May 31, 2018. The award was issued by a three-person panel chaired by arbitrator John Skonier, Esq. pursuant to an agreement between the LMEA and the District. The award comes after a full day of hearing where both parties presented evidence and testimony regarding their positions. Following the hearing the arbitration panel met on three separate days to review the evidence and construct the award.

The award provides for a new agreement with a term of three years (2017-18, 2018-19, and 2019-20).

II. SALARY TERMS

The charts below summarize the salary changes in each year of the proposed three-year agreement. The salary changes for support staff are different than the salary changes for professional staff.

SUPPORT STAFF

Contract Year	Support Staff on Steps 1-3	Support Staff on Step 4 (“Top Step”)
2017-18 (Year 1)	Retroactive to the beginning of their work year (July 1 or September 1), support staff on Steps 1-3 will advance one step.	Retroactive to the beginning of their work year (July 1 or September 1), Step 4 will increase by 2.0%.*
2018-19 (Year 2)	Effective the beginning of their work year (July 1 or September 1), support staff on Steps 1- 3 will advance one step.	Effective the beginning of their work year (July 1 or September 1), Step 4 will increase by 1.0%.
2019-20 (Year 3)	Effective the beginning of their work year (July 1 or September 1), each salary schedule will be modified to add an additional step between existing Steps 3 and 4 at the midpoint between those steps. Then, support staff on Steps 1- 3 will advance one step.	Effective the beginning of their work year (July 1 or September 1), Step 4 will increase by 1.0%.

* There are a few categories of part-time employment (such as cafeteria/recess aide) that receive an hourly wage and have no associated step scale. In these cases, the increases for support staff at Step 4 were applied.

PROFESSIONAL STAFF

Contract Year	Professional Staff on Steps 1-12	Professional Staff on Step 13 (“Top Step”)
2017-18 (Year 1)	Effective the date of ratification, Step 13 will increase by 2.0% and then two (2) new steps* will be inserted between existing Step 12 and the new Step 13. Then, professional staff on Steps 1- 12 will advance one step.	Effective the date of ratification, Step 13 will increase by 2.0%. In addition, employees on Step 13 shall receive a one-time bonus of \$750.
2018-19 (Year 2)	Effective on the 14 th payroll of the 2018-19 year, professional staff on Steps 1- 12 will advance one step.	Effective on the 14 th payroll of the 2018-19 year, Step 13 will increase by 0.5% and professional staff on Step 13 will receive a 1.0% non-recurring cash bonus.
2019-20 (Year 3)	Effective September 1, professional staff on Steps 1- 12 will advance one step.	Effective September 1, Step 13 will increase by 0.5% and professional staff on Step 13 will receive a 1.0% non-recurring cash bonus.

* Current Steps 1 and 2 will become the “LTS salary schedule” and employees currently on those steps will advance to Step 3 in accordance with arbitrator’s award. This will mean that the professional salary schedule will remain 13 steps.

III. HEALTH BENEFITS

The chart below summarizes the benefits portion of the award, which includes a transition from the current plans and contribution structure based on a percentage of salary to a diversified plan structure together with a contribution structure based on a percentage of the premium costs for the plan selected by the employee. This puts the District in line with other school districts with employee contributions

based on actual premium costs. The structure also recognizes that members of the bargaining unit have different abilities to pay premium contributions and as a result contributions are tiered based on salary levels. The expanded menu of plan options provides more choices for employees to meet their health care needs and, potentially, reduce their healthcare costs. The District estimates both immediate and long-term cost savings as a result of this shift. Finally, the award also provides additional flexibility for the District to consider other plans for dental and vision coverage so long as any replacement plan is equal (understood not to mean “identical”).

Contract Year	Health Plans Offered	Contribution
2017-18 (Year 1)	No changes to the current health benefits plans offered.	No change to current contribution rate of 2.6% of salary.
2018-19 (Year 2)	No changes to the current health benefits plans offered. Adjustments to prescription plan in January 2019.	Increase employee contribution to 2.8% of salary. The buy-up option will continue.
2019-20 (Year 3)	Transition to 4 Health Care Plans: 1. The current 10/20/70 Plan (this plan option terminates with the expiration of the agreement) 2. The 20/30/70 Plan 3. The Keystone HMO C2F2 medical plan. 4. The Personal Choice PPO Plus 6B medical plan.	Employees will contribute a percentage of premium based on their applicable salary band (see chart below).

Salary Bands

Band	Salary Range	Plan and % of Premium			
		PPO 1	PPO 2	HMO	DED
A	<\$30K	6%	4%	2%	1%
B	\$30K-50K	9%	7%	3%	1.5%
C	\$50K-\$80K	11%	9%	5%	2%
D	\$80K-\$100K	13%	11%	9%	2.5%
E	\$100K-\$120K	14%	12%	11%	3%
F	\$120K+	16%	14%	13%	4%

IV. OTHER KEY TERMS & CONDITIONS

Salary Advancement: Change in term allows for employees to request salary advancement (column movement) only one time per year. In addition, the arbitration award adopts the District’s proposed language regarding the types of courses that would be accepted for the purpose of column movement.

EPER and Other Supplemental Payments: The award increasing all EPER payments one time during the life of the agreement. This 2.0% increase is effective September 1, 2018. All other supplemental payments will remain at the 2016-17 rate for the duration of the contract.

Online Instruction: The award provides language that supports the District’s ability to use non-District instructors for online summer school instructions, provided that the District meets and discusses the potential for posting of the program with the Association.

Mental Health Counseling: The award also provides language that allows the District to continue its current practice regarding contracting for wellness and related mental health counseling services.