

**MEA Bargaining Unit Employee Impact
MEA Proposals September 20, 2011**

FRS 3% Contribution

Unit	Employees	Cost	3% FRS Contribution	Individual Average Impact
Teachers	2556	\$ 124,127,427	\$ 3,752,553	\$ 1,468.14
Paraprofessionals	641	\$ 12,393,095	\$ 373,875	\$ 583.27
TOTAL		\$ 136,520,522	\$ 4,126,428	

Based on District provided data received on August 3, 2011

Experience Step Advancement January 1, 2012

Unit	Employees	Cost	Teachers /Paras Jan 1, 2012 Step	Individual Average Impact
Teachers	2556	\$ 125,085,116	\$ (957,689)	\$ (374.68)
Paraprofessionals	641	\$ 12,462,497	\$ (69,401)	\$ (108.27)
TOTAL		\$ 137,547,613	\$ (1,027,090)	

**Board Benefit Proposals Impact
Life Insurance**

Unit	Employees	April 1, 2012 Implementation (5 months)	Purchase cost 0.182/1000	Individual Average Impact
Teachers	2556		\$ 111,646.08	\$ 43.68
Paraprofessionals	641		\$ 11,082.89	\$ 17.29
TOTAL			\$ 122,728.97	

Health Insurance

Unit	Employees	MEA EE Share (Monthly Increase \$0.00 - \$138.18)	EE Share Increase	Individual Average Impact
Teachers	2307	\$ 1,443,447	\$ 352,762	\$ 152.91
Paraprofessionals	530	\$ 294,572	\$ 76,255	\$ 143.88
TOTAL		\$ 1,738,019	\$ 429,017	

Board imposed rates June 7, 2011

Health Insurance 2012

Unit	Employees	MEA EE Share (Additional Monthly Increase \$6.00 - \$125.00)	EE Share Increase	Individual Average Impact
Teachers	2307	\$ 4,114,519	\$ 610,285	\$ 264.54
Paraprofessionals	530	\$ 846,906	\$ 131,643	\$ 248.38
TOTAL		\$ 4,961,425	\$ 741,929	

HIC Recommended 2012 Rates August, 2011

Total Health Ins. \$ 6,699,443 \$ 1,170,946 \$ 417.45 \$ 392.26

TOTAL IMPACT

Unit	Employees	Total MEA Unit	Individual Average Impact
Teachers	2556	\$ 3,869,558	\$ 1,290.04
Paraprofessionals	641	\$ 523,454	\$ 636.16
TOTAL		\$ 3,651,084	