

**MEA Bargaining Unit Employee Impact  
District Proposals 2011-12 Negotiations (As of August 23, 2011)**

**FRS 3% Contribution**

Unit	Employees	Cost	3% FRS Contribution	Individual Average Impact
Teachers	2556	\$ 124,127,427	\$ 3,621,418	\$ 1,416.83
Paraprofessionals	641	\$ 12,393,095	\$ 366,102	\$ 571.14
<b>TOTAL</b>		\$ 136,520,522	\$ 3,987,520	

Based on District provided data received on August 3, 2011

**Board Proposed Salary Decrease Impact**

Unit	Employees	Cost	Teachers -2.75% Salary Cut Paras 3 days	Individual Average Impact
Teachers	2556	\$ 120,713,923	\$ 3,413,504	\$ 1,335.49
Paraprofessionals	641	\$ 12,203,405	\$ 189,690	\$ 295.93
<b>TOTAL</b>		\$ 132,917,328	\$ 3,603,194	

**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
<b>TOTAL</b>			\$ 122,728.97	

**Health Insurance 2011**

Unit	Employees	Monthly Increase \$0.00 - \$138.18	EE Share Increase	Individual Average Impact
Teachers	2307		\$ 1,209,471	\$ 524.26
Paraprofessionals	530		\$ 261,444	\$ 493.29
<b>TOTAL</b>			\$ 1,470,915	

Board imposed rates June 7, 2011

**Health Insurance 2012**

Unit	Employees	Additional Monthly Increase \$0.00 - \$97.06	EE Share Increase	Individual Average Impact
Teachers	2307		\$ 827,505	\$ 358.69
Paraprofessionals	530		\$ 217,010	\$ 409.45
<b>TOTAL</b>			\$ 1,044,516	

Board proposed increased employee rates August 23, 2011

**Total Health Ins. 2011-12 Impact** \$ 2,515,431

**TOTAL IMPACT**

Unit	Employees	Total MEA Unit	Individual Average Impact
Teachers	2556	\$ 9,183,544	\$ 3,678.95
Paraprofessionals	641	\$ 1,045,330	\$ 1,787.11
<b>TOTAL</b>		\$ 10,228,874	