

MINUTES

OESPA CBLT

Magic Way, Portable 632

June 13, 2019

Yolanda Anderson	OESPA	Theresa Harter-Miles	District	Jim Preusser	District
LeighAnn Blackmore	District	Stephanie Heron	District	Michelle Stile	OESPA
Lindsay Bowlin	District	Wilson Mendez	OESPA	Laura Suprenard	District
Beth Curran	District	Florina Mitchell	OESPA	Helen Tookes-Tyre	OESPA
Warren Davis	OESPA	Judith Padres	District	Reginald Williams	OESPA
Michelle Erickson	District	Ron Pollard	OESPA	Mike Winter	District
Temika Hampton	OESPA				

Additional Attendees/Guests

Lisa Shrestha	District	Elizabeth Silva	District	
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Jim Preusser	The focus for today will be on wages and benefits.
Beth Curran	<p>I will provide an overview of the benefits (health insurance) proposal recommended by the Fringe Benefits Committee. See Appendix A.</p> <ul style="list-style-type: none">Outcomes of the request for proposal to bid health insurance:<ul style="list-style-type: none">Cigna to remain providerCVS to maintain coverage for Rx;Currently mental health offered through Orlando Behavioral Health and will move under Cigna plan. Cigna network includes Behavioral Health as well as other providers outside/inside FL so this is better for employees. Effective Oct 1st moving to Orlando Behavioral Health.Fringe committee looked at all plan changes. Gallagher reviewed, analyzed, and updated info. Committee started looking at plans back in October 2018 based on projections and trends using actuary information.We are \$11 million short in the trust -- some are from catastrophic claims. Need to keep reserves to fall back on.By contract, first 10% is absorbed by school district. Amount currently allotted for benefits per employee is \$8,444; new amount will be \$9,288Changing deductibles has biggest impact so tweaked plans accordingly.Reviewed Proposed Changes - Option 2 handout (will email out details comparing 2018/19 plans to proposed 2019/20 plans):

<p>Beth Curran</p>	<ul style="list-style-type: none"> • Plan A (Local Plus): <ul style="list-style-type: none"> ▪ Deductible currently \$250 (but with less impact for employees), moving to \$300 per individual. ▪ Currently out of pocket \$5000 with max \$10,000; moving to \$5,500 with max \$11,000. ▪ Hospital based costs - 10% after deductible. ▪ Advanced imaging currently \$100; now going to free-standing facility because it is a third less cost overall -- still a \$100 copayment. ▪ ER copayment going from \$300 to \$400. ▪ CVS increasing generic copay from \$7 to \$9. ▪ Brand name drugs 10% with a minimum of \$40, going to 10% with a min of \$55. ▪ Specialty drugs currently 10%, minimum of \$75 going to 10%, minimum of \$90. ▪ Employee only will not see increase out of pocket for local plus plan. • Plan B (HRA -- In/out Network) does not have a lot of change; very few employees enrolled in it currently. <ul style="list-style-type: none"> ▪ Medical out of pocket going from \$4,500 with a max of \$9,000 to \$5,500 with a max of \$11,000. ▪ Did same with hospital based and free-standing facilities that were done with Plan A. ▪ Hospital based costs - 20% after deductible. ▪ Behavioral health is out of network. ▪ Generic moving to \$9 from \$7, same as in Plan A. ▪ Specialty going from \$75 to \$90. • Plan C (OAPIN) <ul style="list-style-type: none"> ▪ 100 deductible currently; will go to \$250. ▪ Medical out of pocket will go to \$5,500, with a max of \$11,000. All plans same now. ▪ Hospital based costs - 20% after deductible. ▪ Behavioral health, no out of network benefits. ▪ Rx going to \$9, from \$7. ▪ Brand name going to \$55. ▪ Specialty going from \$75 to \$90. • First 5 visits are covered at no cost under EAP. If moves to medical side, get 5 free under medical -- up to 10 free visits. • Difference on premiums: There are increases except employee only, plan A. Employee cost for B and C employee only will move to \$52.53 per month for the 10 months. • 80% of OESPA are in employee only coverage and 20% in one of the other buckets (3% cover employee and spouse, 7% for employee + children; 5% cover full family; 5% half family; 0% employee + domestic partner or with full/half family) • Changing premiums affects everyone -- changing benefits affects only those that use it. As an employee, want good benefits but have a deficit now. Took 5 - 6 meetings to agree on this new plan.
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Jim Preusser	The new plan increases amount to about \$15 per month or \$7.63 per pay check. Most of our employees sit in “employee only” so the impact in terms of a dollar increase is about 1%. The Board pays 96% of the costs now and the employee pays around 4%. With this plan, the Board will pay 95% of the cost and the employee pays 5%. Increased wages may help to offset some of this additional cost. We need to look at total compensation in terms of wages and benefits
Beth Curran	We made changes to Plan B. There is now a \$2000 deductible. Less than 1% of claims are paid out-of-network. We are asking employees why they are in Plan B? We have told employees that deductible is \$2000 – we will do target mailing again because there may be better options for them. We do see a shift from Plans B and C to A because there is no cost. If new employees don't pick a plan, they get moved into Plan A -- the best cost for them.
Jim Preusser	Any questions at this time?
Ron Pollard	No. We don't want to caucus on benefits at this time, we would like to move on to compensation. I would like to find out more information regarding hospitals and stays.
Beth Curran	We can follow up with additional information in a newsletter.
Theresa Harter-Miles	<p>I will give a briefing on the compensation proposal. I am handing out two documents, the proposed classified schedule and the costing summary. See Appendix B.</p> <ul style="list-style-type: none"> ○ Looked at market (Disney, Target, Wal-Mart, etc.) and looked at budget. Based on this: <ul style="list-style-type: none"> • Made decision to adjust structure from \$10.20 to \$10.75. • Need to move lower level grades to get employees as close as possible to \$11.00. ○ Moved full structure by 5%, the min and max. Can see this in the new schedule. ○ Kept employees whole in terms of experience. ○ Said anybody who worked one day over half, would get increase as well as the structure adjustment. ○ Increases ranged from 36 cents to \$1.67. ○ Cost is about \$7.5 million. ○ Included benefits in the cost -- all except medical portion -- a little over 18%. That is about \$8.9 million. ○ Additional cost of increase to medical plan is about \$7.1 million to the district. Board is picking up that 10%, per Jim. Moving from \$8,444 to \$9,288 -- these costs take away money for compensation. ○ The other part of the offer is to give employees a \$500 bonus to be paid out in the last paycheck in January 2020 for those who are employees as of December 2019. That would be an additional \$4.5 million dollars for all employees. See Appendix C.
CAUCUS (from 10:07 AM to 11:08 AM)	
Ron Pollard	For bargaining team members who are not working (the 10 month employees), do they get paid for the day if they are here?

LeighAnn Blackmore	Please sign the sign-in sheet for payroll purposes.
Temika Hampton	Our team members have a few questions.
Warren Davis	I like history and words of wisdom to live by. After hearing what was discussed, when a bus driver looks at their personal budget, they may or may not know that not all bus drivers are 8 hour employees. Their annual salary cannot be calculated that way. I feel like we are losing money again this year like we did last year.
Jim Preusser	Did you consider the bonus?
Warren Davis	No, just considering the wage increase. If I apply that to the \$680 shortage, I feel like I am back to square one.
Jim Preusser	We look at the totality of everything. Warren is in the family benefits plan. There are individual situations but look at where most employees sit. We need to keep the impact lower. Most employees are in Plan A because the cost is lower.
Ron Pollard	Are we assuming all employees are single with no children? I think Warren's point is a good one. When recruiting, we tend to recruit younger people. Many of our employees are employee only, but need to divert to other places.
Jim Preusser	I do understand, and I don't want to set that to the side. There is another 20% not in the employee only category.
Yolanda Anderson	I see that it will be a struggle for employees to comprehend the large chunk of change for the insurance increases.
Beth Curran	We did deductible and coinsurance increases because it affected less employees. Gallagher did analysis on how many met deductible and out of pocket max. About 20% of employees are using 80% of medical claims. Different than 80% enrolled in employee only coverage. Have 18.8% to make up in costs; District pays first 10%. We have 36,000 members on plan; 495 met out-of-pocket for total and 28 met family out-of-pocket. Member is employee, spouse, and child.
Yolanda Anderson	How many employees do not use the plan?
Beth Curran	We have that information and will get it to you.
Jim Preusser	We will distribute the document that Beth read from to you.
Helen Tookes-Tyree	I have been with the county for 25 years. How does this affect me? I would like to stay longer.
Theresa Harter-Miles	It's a balancing act of taking and retaining employees. The market is changing and we need to respond to the market. We wanted to adjust the structure and do 3% for everyone else. We have a limited pool of money to respond to the external market and their increases. We didn't make any changes from last year. We wanted a bare minimum threshold of coinage.

Mike Winter	We are so close to \$11 as a minimum. As a manager, I am very happy to see this. Maintenance and Custodial Services use temp and hourly workers for some positions; those all range from \$10.50 to \$11 per hour. However, these positions include benefits, you don't get that in hourly positions. As a whole, this does start to fix the issue of raising the minimum level for those just starting or coming in to work for OCPS.
Helen Tookes-Tyree	I think those new ones come in and leave for higher pay. What about those who have been here a longer time?
Mike Winter	I understand but I think this will help with retention and keep those from leaving to take higher paying jobs. It isn't the final answer, but it is a step in the right direction.
Temika Hampton	I am annoyed by a couple of things. We requested certain data of how this applies to specific individuals and haven't received this. Are we doing collaborative bargaining or collective bargaining? Even the way the room is set up is annoying. What has been put across the table, our team is not on board. We have not gotten that information that was talked about and requested. What are we doing here today?
Jim Preusser	We have that information.
Temika Hampton	That is my perception.
Jim Preusser	We can email the information or we can print it out and hand it to them now.
Temika Hampton	It doesn't matter how we get it. I cannot realistically look over the information during the lunch break. I vet the material and research and I just won't agree to be politically correct. I feel like this day has been wasted. Cannot come to an agreement with this information.
Jim Preusser	You just recently came to the table.
Temika Hampton	I waited until 6 pm yesterday for the information.
Michelle Stile	It's now June 13 and the fiscal year ends June 30, and we are just now having our first bargaining session. We have not met since December. I am annoyed too because it feels like what the District is trying to do is to be strategic and feel pressured to bargain. You think you can bargain in one day with OESPA vs CTA, and you think CTA is more important.
Jim Preusser	The Board must approve all recommendations. We just met with them last week. Meeting with CTA has to do with availability, which is separate from this group. We can email the information in five minutes. We are not trying to meet at the last minute. It has to be authorized and we had to look at the totality of the budget, and that did not end until recently. We have been working on this for months. We did our due diligence and went through the process of approvals to get this information. We value and respect all employees.

Temika Hampton	I get how budgets work. Where we are now is that you met, worked with the plan and then felt better to move the salary structure as far as it did and then give the rest of the employees an increase. Almost like you are saying take it or leave it. I get that it takes time to work the numbers, but there are other ways to work numbers. I feel we should have already had the information in five minutes, so I'm not sure if I feel annoyed by that.
Jim Preusser	We are looking at a 4% increase of payroll, we are looking at retention and recruitment. I understand that we have employees who have been here a long time. We only have a specific amount of money. Per the Board, we have looked everywhere. We will provide the information for your committee members.
Temika Hampton	I want specifics and the calculations. If you move the salary structure 2% how much money is left to divide up?
Elizabeth Silva	Please give me your email address so I can send the information now.
Ron Pollard	I ditto what Temika is saying. I disagree with the logic that moving less than 2 year employees is more important than those who have been here a long time. Not as concerned with starting pay. It seems from the offer that it benefits the District to recruit since the union represents members already here in the district. If I had been here for 20 years and make \$11.50 and a new person come in close to that, then what am I doing here? The District is reasoning that new employees and recruiting is what we are trying to do. New people will be coming in closer to those who have been here awhile. Going to cut off a chunk of money.
Jim Preusser	Is it the union's position to see increases spread out?
Temika Hampton	What would the raise be if you didn't move the structure?
Jim Preusser	We will caucus now.
Beth Curran	I have a quick update. 36,544 members have used the plan. 1,282 employees have not used the plan.
Michelle Stile	What would it look like if the money was distributed a different way.
Jim Preusser	Why don't you all come back and tell us specifically what you want.
Temika Hampton	I don't know what it would look like if we move the structure to 2%.
Jim Preusser	We will need to do our own analysis. We don't want to guess what you want. We are willing to look at something different. We want what will get us to a settlement. As long as it stays within the confines of the budget we are happy to do that. If there is something we need to do differently, we can do that.

Temika Hampton	Our membership is looking for the 4%. We are trying to figure out if we can get the numbers. If we stay with the current proposal, employees will focus on the 3%, not the 4%. (Increases range from 3% to 5%)
Jim Preusser	We will crunch some numbers. We understand what is being asked for. We will caucus after lunch at 1:30 pm.
Lunch and Caucus	
Jim Preusser	<p>We heard you and made modifications to the proposal. See Appendix D.</p> <ul style="list-style-type: none"> ○ \$10.75 moved down to \$10.60. Took the difference and spread that money out to the bargaining unit -- put at 4% payroll for the entire unit. ○ Provided the individual changes from first proposal to the second proposal to the committee members. Believes all in the room had a positive change. We overstand and made those changes. Understand that you have to sell it the members and want our employees to be happy. ○ At \$10.75, we were looking at it from a recruitment perspective but understand retention is important too. Hopefully, \$10.60 will be able to recruit new hires too. Don't know if it will or won't. Vision/mission is to be able to take care of the kids. We heard you and made those modifications.
Temika Hampton	I appreciate reworking the numbers. We would like to look at actual verbiage. In the spirit of negotiating, we appreciate meeting the 4%. I would love to see a bigger bonus but willing to table that until we get a chance to look at the numbers. I think we will reach an agreement but we need to look at verbiage.
Ron Pollard	The bonus is paid out so late in the school year. It would help employees if it could be moved to August.
Jim Preusser	We scheduled the bonus to be paid in January, because the dust settles at that point. We may be able to do something more at that time. Last year, we were able to do more in January. That is the reason for the timeframe.
Ron Pollard	Look at the beginning of the year in August. Summer is a tough time for ten-month employees.
Michelle Stile	What numbers does the Superintendent look at to determine the amount of the bonus?
Jim Preusser	I can't tell what all the different money categories are, but if we have additional funds, we can re-invest the money at that time. If you sign tentative agreement today based on predication of getting bonus sooner, do we have an agreement?
Michelle Stile	Is there a trigger of where we can move in excess of \$500?

Jim Preusser	It has to be approved by the Board. I would like to talk to my team about that and look at a couple of different scenarios. There are times when no benefits are taken out, and we need to research. We would like to caucus to determine if that is possible. If we can come to agreement to a bonus being sooner is OESPA willing to come to tentative agreement? We are willing to caucus on our side to see if we can pay the bonus earlier.
LeighAnn Blackmore	Money for bonuses comes from nonrecurring dollars and we must still maintain a 3% threshold to remain financially solvent. There are a variety of things that those dollars are being used for.
Judith Padres	I agree.
CAUCUS (From 2:50 PM to 3:07 PM)	
Jim Preusser	We are willing to pay the bonus sooner rather than later. We are looking at the first pay period of November for payout. With that modification, bonus of \$500 and benefits, do we have an agreement?
Temika Hampton	Yes, we have a tentative agreement.
LeighAnn Blackmore	Phyllis Wheatley has a recruitment and retention bonus attached to a grant. There is no retention bonus for this year. Any new hire at Wheatley is eligible for a \$500 recruitment bonus. There is one paraprofessional new at Wheatley. Need authorization to pay out the recruitment bonus to this employee. See Appendix E. 2nd item: We need to correctly identify members for 2019-20 contract. Ron and Temika can change teams going into new year. Some have moved off and on. I would like Ron and Temika to review to make sure it is correct. See Appendix F.
Jim Preusser	I have passed around the bonus information that LeighAnn just discussed. We will have the tentative agreement to sign shortly. And the proposal is being modified regarding the bonus. We have passed around the fringe benefits proposal. We have started to draft an announcement for the News You Can Use. We would like Temika to review. We'll send it to the Superintendent to review and then send to all employees.
LeighAnn Blackmore	I will read the contract language to the group: There is a one-time bonus in the amount of \$500. Employees need to be hired by October 1, 2019. Employees will be paid in the first paycheck in November. I will print this and have the group to sign.
Michelle Stile	It is past practice to give a larger bonus to classified employees if CTA gets more. Will that happen?
Jim Preusser	I would hope that would be a yes, but it is up to the Board and the Superintendent.
LeighAnn Blackmore	Ballot counting will be July 24, 2019. Everything will be taken to the Board during the June 24, 2019 meeting. Once the employees ratify the contract, then we are good to go.

Appendix A

DISTRICT PROPOSAL
Insurance Benefits
June 13, 2019

Article XVI
Fringe Benefits

A. Health Insurance

1. The Board agrees to provide, a health insurance program with various health plan options through the OCPS Employee Benefits Trust. A plan will be provided at no premium cost to full-time benefited employees, if the annual employee premium insurance increase is 10 percent or less. Fifty percent of the cost will be paid by the Board for half-time employees who elect coverage. One plan will be equal to or better than the current health insurance plan. Annual individual premium cost increases exceeding 10 percent over the prior year may require plan changes to maintain a no cost (to the employee) health plan option.

~~For the 2018-2019 plan year, the District agrees to absorb all health insurance premium increases to employee and dependent coverage. If health insurance premiums for plan year 2018-2019 increase exceeds 10% (including any Affordable Care Act and/or State Mandated changes) the parties agree to come back to the table to negotiate plan provisions and premiums. Other health insurance plan options may be provided with some employee premium cost sharing.~~

2. The program shall include hospitalization, emergency services, general medical services, and prescription drugs, and may differentiate between in-network and out-of-network coverage as specified in the Plan Document and in Sections 3 and 4 below.
 - a. The program shall include a plan with a contracted provider network a plan that provides in-network only coverage and a plan that provides both in-and out-of-network coverage. Such plan(s) are to be negotiated with the Union prior to implementation.
 - b. Mental health and chemical dependency benefits may be offered through a contracted provider network, subject to provisions spelled out in the Plan Document.
 - c. In situations of severe personal injury or life-threatening illness, a major case management review may be required after a review by a medical panel as set forth in Section 18 below.
 - d. Compliance with pre-certification and utilization review programs shall be

required.

3. Employees in the ~~Health Reimbursement Account (Plan B) product~~ shall be able to choose from an in-network only option OR in-network and out-of-network for doctors, hospitals and pharmacies. ~~In addition, an in-network only option shall be available. The Health Reimbursement Account (Plan B) product is the option with in-network and out-of-network coverage.~~ The deductible in the Health Reimbursement Account plan (Plan B) will be \$2,000 individual/\$4,000 family in-network and \$3,000 individual/\$6,000 family out-of-network for medical.

In-network deductibles and out-of-pocket medical maximums shall accumulate together and out-of-network deductibles and out-of-pocket maximums shall accumulate separately. Deductibles paid for services rendered during the last three months of a plan year (July, August, September) shall apply toward the next plan year ~~in the Local Plus OAP, for all plans.~~ In-Network coverage (Plan A). Deductibles and Maximum out of pocket are on a plan year basis for ~~the Health Reimbursement Account (Plan B) all plans.~~ In-Network deductibles apply towards the medical maximum out of pocket in compliance with the Affordable Care Act.

4. In the Health Reimbursement Account (Plan B) product the in-network co-insurance shall be 80 percent and out-of-network co-insurance shall be 70 percent of the fee schedule.

In the Local Plus, OAP In-Network (Plan A), contracted provider network shall require a ~~\$20~~ 35 co-payment for each in-network Primary Care Physician visit. In the OAPIN (Plan C), contracted provider network shall require a ~~\$25~~ 30 co-payment for each in-network Primary Care Physician visit. In the Health Reimbursement Account (Plan B) the contracted provider network shall require a \$30 co-payment for each in-network Primary Care Physician visit. The employee shall be responsible for payment of all specified deductibles, co-insurance and copayments and premium costs as specified in the Plan Document.

5. Beginning with plan year ~~2018-2019~~ 2019-20 the Health Reimbursement Account (Plan B) and the OAPIN (Plan C) shall provide a prescription plan with a ~~\$7~~ 9 charge for generic drugs for a 30-day supply; a ~~\$40~~ 55 charge for formulary drugs for a 30-day supply and a ~~\$75~~ 90 charge for drugs more than \$1,500 for a 30-day supply at participating network pharmacies. (Certain non-formulary drugs may be provided at a participating network pharmacy for a \$60 charge for a 30-day supply when medical necessity has been verified with a Prior Authorization form filed with the Pharmacy Benefit Management Company.)

The Local Plus OAP In-Network (Plan A) product shall provide a prescription plan with a ~~\$7~~ 9 charge for generic drugs for a 30-day supply; a 10% coinsurance/minimum ~~\$40~~ 55 co-pay charge for formulary drugs for a 30-day

supply; a 10% coinsurance/minimum ~~\$75~~ \$90 co-pay for medications more than \$1,500 for a 30 day supply at participating network pharmacies. (Certain non-formulary drugs may be provided at a participating network pharmacy for 50% coinsurance/minimum \$60 co-pay charge when medical necessity has been verified with a Prior Authorization form filed with the Pharmacy Benefit Management Company.)

6. In the Health Reimbursement Account (Plan B) product, hospice treatment in-network co-insurance shall be 80 percent and out-of-network co-insurance shall be 70 percent of the fee schedule.
7. Second opinions are covered as outlined in the plan.
8. The effective date of health plan insurance for a newly hired employee shall be the first day of the month following 59 days from the date of hire.
9. Health plan insurance coverage shall terminate at the end of the month in which employment terminated or during any unpaid leave of absence when premium payments have not been made, except that coverage shall continue through August 31 if a 10-month employee resigns or retires at the end of the previous school year.
10. An employee may apply the Board's contribution toward employee only, employee + child(ren), employee + spouse/domestic partner and employee + family coverage of health plan insurance available through twice monthly payroll deduction.
11. If an employee and his/her spouse are both employees of the Board, the Board agrees to combine their health plan insurance contributions and apply the same toward family coverage.
12. Preferred provider organization coverage for medically necessary home health care shall be as provided in the Plan Document. Medically necessary home health care services shall be provided through a contracted provider network as specified in the plan.
13. A pre-certification/utilization review program shall be utilized, requiring the submission of a written form to the third party administrator, seven business days prior to non-emergency surgery (in or out-patient). Concurrent review shall be performed during admission to a hospital. Pre-certification shall be mandatory of non-emergencies and shall be subject to a \$500 penalty if not followed. The Third-Party Administrator (TPA) must be contacted within 24 hours following any emergency admission.
14. A pre-certification/utilization review program shall be utilized, requiring the submission of a written form to the third party administrator, five business days prior to non-emergency surgery (in or out-patient). Concurrent review shall be

performed during admission to a hospital. Pre-certification shall be mandatory of non-emergencies and could result in a reduction in covered benefits if not followed. The Third-Party Administrator (TPA) must be contacted within 24 hours following any emergency admission.

15. In cases involving life-threatening illnesses where a recommended experimental or investigative treatment or procedure is not covered by the Plan Document, a case management review may be requested by the affected employee.

- a. Such requests shall be referred to a medical review panel to review the recommended alternative experimental or investigative treatment or procedure. The five members of the panel shall be a representative from the Union, a representative from the Board and three medical representatives agreed to by the parties. The Union and the Board representatives shall have no voting power. These five panel members shall mutually agree on other panel members from medical specialties who might be needed to resolve each special case.

- b. An experimental or investigative treatment or procedure may be recommended by the panel if all of the following criteria are met:

- (1) The illness is life-threatening

- (2) The experimental or investigative treatment or procedure is recommended as having merit by a licensed board-certified specialist, in lieu of conventional medical procedures recognized by a national medical authority such as, but not limited to, the National Institute of Health, the American Medical Association, or the Food and Drug Administration.

- c. The experimental or investigative treatment or procedure is conducted by a Joint Commission accredited hospital and a licensed board-certified specialist. The panel shall make a case management recommendation to the Trustees of the Benefits Trust for final action. The Trustees may reject the recommendation if it does not meet the above criteria. The panel shall meet, deliberate and recommend and the Trustees will take final action in an expeditious manner.

- B. ~~Beginning plan year 2018-2019 in all~~ All three health plans ~~there will be~~ have an annual \$1,000 individual/\$2,000 family maximum out-of-pocket for in-network pharmacy and an annual \$500 individual/\$1,000 family maximum out-of-pocket for in-network mental health. In addition, there will be a hearing aid benefit of \$3,000 per hearing aid per ear every three (3) years.

C. TeleMedicine Benefits

Effective October 1, 2016, CIGNA introduced a new program called CIGNA MDLive. This program provides physician consultations for certain illnesses either by phone or by online video, thereby providing 24/7 access for plan members. The co-pay for this service is \$10 per consultation. Important program benefits include the following.

- It is provided by CIGNA
- Plan members can contact a provider either by phone or online video chat.
- Providers are available 24 hours a day, 7 days a week, 365 days a year.
- The copay for the online consultation is \$10 per consultation versus the regular office visit co-pay under certain plans.
- The provider can prescribe prescription drugs, if needed. (Prescription co-pay will apply.)

The program provides treatment for minor non-emergency conditions. (See Glossary for a list of some of the non-emergency conditions covered by this program.)

~~The program will require:~~

- ~~▪ No change in medical plans for the employee, employee spouse or employee family~~
- ~~▪ No change in primary care doctor~~
- ~~▪ No change in premium cost for Plans A, B or C~~

~~Plan adjustments made to implement this program were:~~

- ~~▪ Move Network Premium Plan (Plan C) to the OAPIN platform and remove requirement for Referrals to Specialists~~
- ~~▪ The cost to the Plan (not to the employee) will be \$.30 PEPM or approximately \$79,200 per year~~
- ~~▪ The estimated savings to the plan with 1% utilization will be \$172,380 for a net savings of \$93,180 to the plan. (\$172,380 plan savings – \$79,200 plan cost = \$93,180 net plan savings).~~

Appendix B

DISTRICT PROPOSAL
Wages
June 13, 2019

Article XV
Wages
~~2018-2019 – Year One Agreement~~

- A. This wage schedule shall be for the ~~2018-2019~~ 2019-20 contract year ~~only~~ and represents a 4% percent increase to payroll. The specifics of this compensation package are outlined below.
1. The classified salary structure was adjusted as follows:
 - a) ~~2%~~ Increase to the minimum hourly rate of all paygrades, ~~02 03~~ – 18
 - b) Adjusted employee's hourly rate so their percentage above the minimum in the new structure will be the same as their percentage above the minimum in the current structure. No adjustment will exceed 5% above the employee's paygrade minimum, in accordance with up to 5% work experience credit practice.
 - c) Raise the new minimum wage for OCPS employees in a benefited position to ~~\$40.20~~ 10.60 per hour.
 - d) Increase the range maximum for all paygrades ~~by 4%~~.
 2. Add 4% increase to the hourly rate of pay for all classified employees.
 3. The implementation of the salary structure adjustment plus the increase to the hourly rate will result in:
 - a) Minimum increase would be ~~\$1.50~~ 36 per hour
 - b) Maximum increase would be ~~\$4.22~~ 1.67 per hour
 - c) To receive the structure adjustment and/or the 4 3% increase, employees must be in a benefited position, worked one-day over half the ~~2017-18~~ 2018-19 school year and be in an active employment status on the day the raises are paid.

Wages
~~2019-2020 – Year Two Agreement~~

~~B. This wage offer shall be for the 2019-2020 contract year only and represents a 4% average salary increase subject to the following:~~

- ~~1. If the anticipated revenue from the Second Calculation of the FEFP will result in an increase in per student funding of 4% over the prior year's per student funding from the 2018-19 Fourth Calculation, then the average increase of 4% will be made effective at the beginning of the 2019-2020 school year. If anticipated revenue increases are more than or less than 4% increase in per student funding, the parties shall negotiate to apply any available funds to salary increases.~~
- ~~2. It is understood that the term "anticipated revenue increases" as used herein refers to FEFP revenue increases not required to be spent for other purposes, as is calculated based upon per student increases in weighted FTE funding.~~

B. Individual Wage Determination

- a. For employees whose position changed effective July 1, ~~2018~~ 2019 or later, the annual raise will be calculated on the job held as of June 30, ~~2018~~ 2019. The respective pay for the position change will be recalculated in accordance with Article X, D, 1.

Re-letter subsequent sections of Article XV.

APPENDIX A-3
Classified Pay Schedule Effective July 1, ~~2018~~ 2019

Job Grade		Range Minimum (Less than 1 full year of related exp)	Range Minimum (1 full yr but less than 2 full yrs)	Range Minimum (2 full yrs but less than 3 full yrs of)	Range Minimum (3 full yrs but less than 4 full yrs of)	Range Minimum (4 full yrs but less than 5 full yrs of)	Grade Range Minimum (5 full yrs of related exp)*	Grade Range Maximum	Range							
3	N03	\$10.20	\$10.75	\$10.30	\$10.86	\$10.40	\$10.97	\$10.51	\$11.07	\$10.61	\$11.18	\$16.51	\$17.40	\$6.31	\$6.65	
4	N04	\$10.40	\$10.96	\$10.50	\$11.07	\$10.61	\$11.18	\$10.71	\$11.29	\$10.82	\$11.40	\$16.84	\$17.75	\$6.44	\$6.79	
5	N05	\$10.71	\$11.29	\$10.82	\$11.40	\$10.92	\$11.52	\$11.03	\$11.63	\$11.14	\$11.74	\$17.68	\$18.64	\$6.97	\$7.35	
6	N06	\$10.97	\$11.56	\$11.08	\$11.68	\$11.19	\$11.79	\$11.30	\$11.91	\$11.41	\$12.02	\$18.77	\$19.78	\$7.80	\$8.22	
7	N07	\$11.42	\$12.04	\$11.53	\$12.16	\$11.65	\$12.28	\$11.76	\$12.40	\$11.88	\$12.52	\$19.66	\$20.73	\$8.24	\$8.69	
8	N08	\$11.94	\$12.58	\$12.06	\$12.71	\$12.18	\$12.83	\$12.30	\$12.96	\$12.42	\$13.08	\$13.21	\$20.18	\$21.26	\$8.68	
9	N09	\$12.57	\$13.25	\$12.70	\$13.38	\$12.82	\$13.52	\$12.95	\$13.65	\$13.07	\$13.78	\$13.91	\$21.19	\$22.34	\$9.09	
10	N10	\$13.46	\$14.19	\$13.59	\$14.33	\$13.73	\$14.47	\$13.86	\$14.62	\$14.00	\$14.76	\$14.90	\$22.46	\$23.68	\$9.49	
11	N11	\$14.09	\$14.85	\$14.23	\$15.00	\$14.37	\$15.15	\$14.51	\$15.30	\$14.65	\$15.44	\$14.79	\$15.59	\$23.80	\$25.08	\$9.71
12	N12	\$14.71	\$15.50	\$14.86	\$15.66	\$15.00	\$15.81	\$15.15	\$15.97	\$15.30	\$16.12	\$15.45	\$16.28	\$24.53	\$25.85	\$9.82
13	N13	\$15.30	\$16.13	\$15.45	\$16.29	\$15.61	\$16.45	\$15.76	\$16.61	\$15.91	\$16.78	\$16.07	\$16.94	\$25.54	\$26.93	\$10.24
14	N14	\$15.63	\$16.47	\$15.79	\$16.63	\$15.94	\$16.80	\$16.10	\$16.96	\$16.26	\$17.13	\$16.41	\$17.29	\$26.46	\$27.88	\$10.83
15	N15	\$16.20	\$17.07	\$16.36	\$17.24	\$16.52	\$17.41	\$16.69	\$17.58	\$16.85	\$17.75	\$17.01	\$17.92	\$27.41	\$28.88	\$11.21
16	N16	\$16.83	\$17.74	\$17.00	\$17.92	\$17.17	\$18.09	\$17.33	\$18.27	\$17.50	\$18.45	\$17.67	\$18.63	\$28.78	\$30.34	\$11.95
17	N17	\$17.43	\$18.37	\$17.60	\$18.55	\$17.78	\$18.74	\$17.95	\$18.92	\$18.13	\$19.10	\$18.30	\$19.29	\$29.48	\$31.07	\$12.60
18	N18	\$18.62	\$19.62	\$18.81	\$19.82	\$18.99	\$20.01	\$19.18	\$20.21	\$19.36	\$20.40	\$19.55	\$20.60	\$31.20	\$33.53	\$13.20
19	N19	\$19.82	\$20.82	\$19.99	\$21.00	\$20.16	\$21.17	\$20.32	\$21.33	\$20.48	\$21.49	\$20.63	\$21.64	\$32.40	\$34.83	\$13.91

Job Grade	Grade Range Minimum (Less than 1 full year of related exp)	Grade Range Minimum (1 full yr but less than 2 full yrs of related exp)	Grade Range Minimum (2 full yrs but less than 3 full yrs of related exp)	Grade Range Minimum (3 full yrs but less than 4 full yrs of related exp)	Grade Range Minimum (4 full yrs but less than 5 full yrs of related exp)	Grade Range Minimum (5 full yrs of related exp)	Grade Range Maximum	Range
3	\$10.20	\$10.30	\$10.51	\$10.61	\$10.82	\$11.03	\$16.51	\$6.31
4	\$10.40	\$10.50	\$10.71	\$10.82	\$11.03	\$11.25	\$16.84	\$6.44
5	\$10.71	\$10.82	\$10.92	\$11.03	\$11.25	\$11.52	\$17.68	\$6.97
6	\$10.97	\$11.08	\$11.19	\$11.30	\$11.52	\$11.87	\$18.77	\$7.80
7	\$11.42	\$11.53	\$11.65	\$11.76	\$11.99	\$12.42	\$19.66	\$8.24
8	\$11.94	\$12.06	\$12.18	\$12.30	\$12.54	\$13.07	\$20.18	\$8.24
9	\$12.57	\$12.70	\$12.82	\$12.94	\$13.20	\$13.73	\$21.19	\$8.62
10	\$13.46	\$13.59	\$13.73	\$13.86	\$14.13	\$14.66	\$22.46	\$9.00
11	\$14.09	\$14.23	\$14.37	\$14.51	\$14.80	\$15.33	\$23.80	\$9.71
12	\$14.71	\$14.86	\$15.00	\$15.15	\$15.45	\$16.00	\$24.53	\$9.82
13	\$15.30	\$15.45	\$15.60	\$15.76	\$16.06	\$16.61	\$25.54	\$10.24
14	\$15.63	\$15.79	\$15.94	\$16.10	\$16.41	\$16.96	\$26.46	\$10.83
15	\$16.20	\$16.36	\$16.52	\$16.69	\$17.00	\$17.55	\$27.41	\$11.21
16	\$16.83	\$17.00	\$17.17	\$17.33	\$17.65	\$18.20	\$28.78	\$11.95
17	\$17.43	\$17.60	\$17.78	\$17.95	\$18.27	\$18.82	\$29.48	\$12.05
18	\$18.62	\$18.81	\$18.99	\$19.18	\$19.36	\$19.55	\$31.82	\$13.20

Appendix C

DISTRICT PROPOSAL
Mid-Year Bonus
June 13, 2019

The Orange Education Support Professionals Association, the School Board of Orange County, Florida, and the Superintendent of Schools recognize and value the work performed by the employees of Orange County Public Schools and wish to demonstrate their appreciation by awarding classified personnel with a one-time, mid-year bonus in the amount of \$500 per employee.

This bonus will be paid to all classified personnel hired in benefited positions by December 20, 2019, and in an active employment status on the date the bonus is paid.

Bonuses will be scheduled to be paid in the last paycheck in January 2020, depending on the employee's payroll cycle.

Appendix D

DISTRICT PROPOSAL
Wages
June 13, 2019

Article XV
Wages
~~2018-2019 – Year One Agreement~~

- A. This wage schedule shall be for the ~~2018-2019~~ 2019-20 contract year ~~only~~ and represents a 4% percent increase to payroll. The specifics of this compensation package are outlined below.
1. The classified salary structure was adjusted as follows:
 - a) ~~2%~~ Increase to the minimum hourly rate of all paygrades, ~~02 03~~ – 18
 - b) Adjusted employee's hourly rate so their percentage above the minimum in the new structure will be the same as their percentage above the minimum in the current structure. No adjustment will exceed 5% above the employee's paygrade minimum, in accordance with up to 5% work experience credit practice.
 - c) Raise the new minimum wage for OCPS employees in a benefited position to ~~\$10.20~~ 10.60 per hour.
 - d) Increase the range maximum for all paygrades ~~by 4%~~.
 2. Add 4% increase to the hourly rate of pay for all classified employees.
 3. The implementation of the salary structure adjustment plus the increase to the hourly rate will result in:
 - a) Minimum increase would be ~~\$.50~~ 40 per hour
 - b) Maximum increase would be \$1.22 per hour
 - c) To receive the structure adjustment and/or the 4% increase, employees must be in a benefited position, worked one-day over half the ~~2017-18~~ 2018-19 school year and be in an active employment status on the day the raises are paid.

Wages
~~2019-2020 – Year Two Agreement~~

~~B. This wage offer shall be for the 2019-2020 contract year only and represents a 4% average salary increase subject to the following:~~

- ~~1. If the anticipated revenue from the Second Calculation of the FEFP will result in an increase in per student funding of 4% over the prior year's per student funding from the 2018-19 Fourth Calculation, then the average increase of 4% will be made effective at the beginning of the 2019-2020 school year. If anticipated revenue increases are more than or less than 4% increase in per student funding, the parties shall negotiate to apply any available funds to salary increases.~~
- ~~2. It is understood that the term "anticipated revenue increases" as used herein refers to FEFP revenue increases not required to be spent for other purposes, as is calculated based upon per student increases in weighted FTE funding.~~

B. Individual Wage Determination

- a. For employees whose position changed effective July 1, ~~2018~~ 2019 or later, the annual raise will be calculated on the job held as of June 30, ~~2018~~ 2019. The respective pay for the position change will be recalculated in accordance with Article X, D, 1.

Re-letter subsequent sections of Article XV.

APPENDIX A-3
Classified Pay Schedule Effective July 1, 2018 2019

Job Grade	Range Minimum (Less than 1 full year of related exp)	Range Minimum (1 full yr less than 2 full yrs)	Range Minimum (2 full yrs but less than 3 full yrs of)	Range Minimum (3 full yrs but less than 4 full yrs of)	Range Minimum (4 full yrs but less than 5 full yrs of)	Grade Range Minimum (5 full yrs of related exp)	Grade Range Maximum	Range
3 N03	\$10.20	\$10.30	\$10.40	\$10.51	\$10.61	\$10.71	\$16.51	\$6.31
4 N04	\$10.40	\$10.50	\$10.61	\$10.71	\$10.82	\$10.92	\$16.64	\$6.24
5 N05	\$10.71	\$10.82	\$10.92	\$11.03	\$11.14	\$11.25	\$17.58	\$6.87
6 N06	\$10.37	\$11.06	\$11.51	\$11.30	\$11.41	\$11.52	\$18.77	\$8.40
7 N07	\$11.42	\$11.53	\$11.65	\$11.76	\$11.88	\$11.99	\$19.65	\$8.23
8 N08	\$11.94	\$12.06	\$12.18	\$12.30	\$12.42	\$12.54	\$20.18	\$8.24
9 N09	\$12.57	\$12.70	\$12.82	\$12.95	\$13.07	\$13.20	\$21.19	\$8.62
10 N10	\$13.46	\$13.59	\$13.73	\$13.86	\$14.00	\$14.13	\$22.46	\$9.00
11 N11	\$14.09	\$14.23	\$14.37	\$14.51	\$14.65	\$14.79	\$23.80	\$9.71
12 N12	\$14.71	\$14.86	\$15.00	\$15.15	\$15.30	\$15.45	\$24.73	\$9.82
13 N13	\$15.30	\$15.45	\$15.61	\$15.76	\$15.91	\$16.07	\$25.54	\$10.24
14 N14	\$15.63	\$15.79	\$15.94	\$16.10	\$16.26	\$16.41	\$26.46	\$10.83
15 N15	\$16.20	\$16.36	\$16.52	\$16.69	\$16.85	\$17.01	\$27.41	\$11.21
16 N16	\$16.83	\$17.00	\$17.17	\$17.33	\$17.50	\$17.67	\$28.78	\$11.95
17 N17	\$17.43	\$17.60	\$17.78	\$17.95	\$18.13	\$18.30	\$29.63	\$12.05
18 N18	\$18.62	\$18.81	\$18.99	\$19.18	\$19.36	\$19.55	\$31.82	\$13.20

Job Grade	Grade Range Minimum (Less than 1 full year of related exp)	Grade Range Minimum (1 full yr but less than 2 full yrs of related exp)	Grade Range Minimum (2 full yrs but less than 3 full yrs of related exp)	Grade Range Minimum (3 full yrs but less than 4 full yrs of related exp)	Grade Range Minimum (4 full yrs but less than 5 full yrs of related exp)	Grade Range Minimum (5 full yrs of related exp)	Grade Range Maximum	Range
3	\$10.20	\$10.30	\$10.51	\$10.61			\$16.51	\$6.31
4	\$10.40	\$10.50	\$10.71	\$10.82			\$16.84	\$6.44
5	\$10.71	\$10.82	\$11.03	\$11.15	\$11.25		\$17.68	\$6.97
6	\$10.97	\$11.08	\$11.19		\$11.52		\$18.77	\$7.80
7	\$11.42	\$11.53	\$11.65		\$11.99		\$19.66	\$8.24
8	\$11.94	\$12.06	\$12.18	\$12.30	\$12.42		\$20.18	\$8.24
9	\$12.57	\$12.70	\$12.82			\$13.20	\$21.19	\$8.62
10	\$13.46	\$13.59	\$13.73			\$14.13	\$22.46	\$9.00
11	\$14.09	\$14.23	\$14.37	\$14.51	\$14.65	\$14.79	\$23.80	\$9.71
12	\$14.71	\$14.86		\$15.15	\$15.30		\$24.53	\$9.82
13	\$15.30	\$15.45		\$15.76	\$15.91		\$25.54	\$10.24
14	\$15.63	\$15.79	\$15.94	\$16.10	\$16.26	\$16.41	\$26.46	\$10.83
15	\$16.20	\$16.36	\$16.52	\$16.69	\$16.85	\$17.01	\$27.41	\$11.21
16	\$16.83	\$17.00	\$17.17	\$17.33	\$17.50	\$17.67	\$28.78	\$11.95
17	\$17.43	\$17.60	\$17.78	\$17.95	\$18.13	\$18.30	\$29.48	\$12.05
18	\$18.62	\$18.81	\$18.99	\$19.18	\$19.36	\$19.55	\$31.82	\$13.20

Appendix E

DISTRICT PROPOSAL
Phyllis Wheatley Elementary School
School Improvement Grant
June 13, 2019

The 2018-19 school year is the final year of the School Improvement Grant at Phyllis Wheatley Elementary School. In this final year of the grant, the Florida Department of Education restricted bonuses to 2018-19 newly hired paraprofessionals at Phyllis Wheatley Elementary. New hires who are in an active employment status at Phyllis Wheatley Elementary as of the last student day will receive a \$500 bonus in the next scheduled paycheck after execution of this Memorandum of Understanding.

Appendix F

DISTRICT PROPOSAL
CBLT Members
June 13, 2019

Article XVIII
Duration

The provisions of the Contract shall be effective from the date of ratification by both parties and shall continue and remain in full force and effect except as modified in accordance with the provisions of this Contract through and including June 30, 2020.

Collaborative Bargaining Leadership Team members for the ~~2018-2019~~ 2019-20 Contract are:

Yolanda Anderson
Leigh Ann Blackmore
Lindsay L. Bowlin
Beth Curran
Warren Davis
Michele Erickson
Jennifer B. Fowler
~~Michael Ganie~~
Temika Hampton
~~Kevin Hargrove~~
Stephanie P. Heron
Theresa Harter-Miles
~~Jerro (Steve) Huckeba~~
Glarsnell Jean-Charles
~~Almeda Jefferson~~
Rivers Lewis
Reynaldo Martinez
Willson Mendez

Clyde Mitchell
Florina Mitchell
Charlotte Nelson
Judith Padres
~~Melissa Pfeiffer-Hormann~~
Ronald Pollard
James Preusser
~~Elizabeth Silva~~
Anthony (Tony) Smyrock
l'Eshee Snell
Michelle Stile
Laura Suprenard
Helen Tookes-Tyree
Julio Vazquez
~~Patricia R. Walker~~
Reginald Williams
K. Michael Winter

Appendix G

DISTRICT PROPOSAL
Wages
June 13, 2019

Article XV
Wages
2018-2019 -- Year One Agreement

A. This wage schedule shall be for the 2018-2019 2019-20 contract year only and represents a 4% percent increase to payroll. The specifics of this compensation package are outlined below.

1. The classified salary structure was adjusted as follows:
 - a) 2% Increase to the minimum hourly rate of all paygrades, 02 03 - 18
 - b) Adjusted employee's hourly rate so their percentage above the minimum in the new structure will be the same as their percentage above the minimum in the current structure. No adjustment will exceed 5% above the employee's paygrade minimum, in accordance with up to 5% work experience credit practice.
 - c) Raise the new minimum wage for OCPS employees in a benefited position to \$40.20 10.60 per hour.
 - d) Increase the range maximum for all paygrades by 4%.
2. Add 4% increase to the hourly rate of pay for all classified employees.
3. The implementation of the salary structure adjustment plus the increase to the hourly rate will result in:
 - a) Minimum increase would be \$.50 40 per hour
 - b) Maximum increase would be \$1.22 per hour
 - c) To receive the structure adjustment and/or the 4% increase, employees must be in a benefited position, worked one-day over half the 2017-18 2018-19 school year and be in an active employment status on the day the raises are paid.

Wages
2019-2020 -- Year Two Agreement

TA# 5

MOU# 1

Date 6/13/19

1 | Page

Orange County Public Schools (OCPS) – The District reserves the right to change, modify, introduce, amend or rescind any proposals without establishing practice or prejudice as to its right to negotiate an agreement.

Walter Davis

~~B. This wage offer shall be for the 2019-2020 contract year only and represents a 4% average salary increase subject to the following:~~

- ~~1. If the anticipated revenue from the Second Calculation of the FEFP will result in an increase in per student funding of 4% over the prior year's per student funding from the 2018-19 Fourth Calculation, then the average increase of 4% will be made effective at the beginning of the 2019-2020 school year. If anticipated revenue increases are more than or less than 4% increase in per student funding, the parties shall negotiate to apply any available funds to salary increases.~~
- ~~2. It is understood that the term "anticipated revenue increases" as used herein refers to FEFP revenue increases not required to be spent for other purposes, as is calculated based upon per student increases in weighted FTE funding.~~

B. Individual Wage Determination

- a. For employees whose position changed effective July 1, 2018 2019 or later, the annual raise will be calculated on the job held as of June 30, 2018 2019. The respective pay for the position change will be recalculated in accordance with Article X, D, 1.

Re-letter subsequent sections of Article XV.

APPENDIX A-3
Classified Pay Schedule Effective July 1, 2018 2019

Job Grade	Range Minimum (Less than 1 full year of related exp)	Range Minimum (1 full yr but less than 2 full yrs)	Range Minimum (2 full yrs but less than 3 full yrs)	Range Minimum (3 full yrs but less than 4 full yrs)	Range Minimum (4 full yrs but less than 5 full yrs)	Range Minimum (5 full yrs but less than 6 full yrs)	Grade Range Minimum (6 full yrs of related exp)	Grade Range Maximum	Range
3	\$10.20	\$10.60	\$10.71	\$10.82	\$10.93	\$11.04	\$11.15	\$11.26	\$5.46
4	\$10.40	\$10.81	\$10.92	\$11.03	\$11.14	\$11.25	\$11.36	\$11.47	\$6.31
5	\$10.71	\$11.13	\$11.24	\$11.35	\$11.46	\$11.57	\$11.68	\$11.79	\$6.99
6	\$10.97	\$11.40	\$11.51	\$11.63	\$11.74	\$11.85	\$11.96	\$12.07	\$7.24
7	\$11.42	\$11.87	\$11.98	\$12.11	\$12.23	\$12.34	\$12.45	\$12.56	\$8.11
8	\$11.84	\$12.41	\$12.53	\$12.66	\$12.78	\$12.91	\$13.03	\$13.14	\$8.56
9	\$12.57	\$13.06	\$13.19	\$13.32	\$13.45	\$13.58	\$13.71	\$13.82	\$8.96
10	\$13.45	\$13.99	\$14.13	\$14.27	\$14.41	\$14.55	\$14.69	\$14.82	\$9.35
11	\$14.09	\$14.64	\$14.79	\$14.93	\$15.08	\$15.23	\$15.37	\$15.50	\$9.71
12	\$14.71	\$15.29	\$15.44	\$15.60	\$15.75	\$15.90	\$16.05	\$16.20	\$10.09
13	\$15.30	\$15.90	\$16.06	\$16.22	\$16.38	\$16.54	\$16.70	\$16.85	\$10.44
14	\$15.63	\$16.34	\$16.50	\$16.66	\$16.82	\$16.98	\$17.14	\$17.29	\$10.83
15	\$16.20	\$16.84	\$17.01	\$17.18	\$17.35	\$17.51	\$17.68	\$17.83	\$11.25
16	\$16.83	\$17.49	\$17.66	\$17.83	\$18.01	\$18.19	\$18.36	\$18.53	\$11.65
17	\$17.43	\$18.11	\$18.29	\$18.47	\$18.65	\$18.83	\$19.02	\$19.20	\$12.03
18	\$18.62	\$19.35	\$19.54	\$19.74	\$19.93	\$20.12	\$20.32	\$20.51	\$12.42

Orange County Public Schools (OCPS) – The District reserves the right to change, modify, introduce, amend or rescind any proposals without establishing practice or prejudice as to its right to negotiate an agreement.

Job Grade	Grade Range Minimum (Less than 1 full year of related exp)	Grade Range Minimum (1 full yr but less than 2 full yrs of related exp)	Grade Range Minimum (2 full yrs but less than 3 full yrs of related exp)	Grade Range Minimum (3 full yrs but less than 4 full yrs of related exp)	Grade Range Minimum (4 full yrs but less than 5 full yrs of related exp)	Grade Range Minimum (5 full yrs of related exp)	Grade Range Maximum	Range
3	\$10.20	\$10.30	\$10.51	\$10.61	\$10.81	\$10.91	\$16.51	\$6.31
4	\$10.40	\$10.50	\$10.71	\$10.82	\$11.03	\$11.14	\$16.84	\$6.44
5	\$10.71	\$10.82	\$10.92	\$11.03	\$11.14	\$11.25	\$17.68	\$6.97
6	\$10.97	\$11.08	\$11.19	\$11.30	\$11.41	\$11.52	\$18.77	\$7.80
7	\$11.42	\$11.53	\$11.65	\$11.76	\$11.87	\$11.99	\$19.66	\$8.24
8	\$11.94	\$12.06	\$12.18	\$12.30	\$12.42	\$12.54	\$20.18	\$8.24
9	\$12.57	\$12.70	\$12.82	\$12.94	\$13.06	\$13.20	\$21.19	\$8.62
10	\$13.46	\$13.59	\$13.73	\$13.86	\$14.00	\$14.13	\$22.46	\$9.00
11	\$14.09	\$14.23	\$14.37	\$14.51	\$14.65	\$14.79	\$23.80	\$9.71
12	\$14.71	\$14.86	\$15.00	\$15.15	\$15.30	\$15.45	\$24.53	\$9.82
13	\$15.30	\$15.45	\$15.60	\$15.76	\$15.91	\$16.06	\$25.54	\$10.24
14	\$15.63	\$15.79	\$15.94	\$16.10	\$16.26	\$16.41	\$26.46	\$10.83
15	\$16.20	\$16.36	\$16.52	\$16.69	\$16.85	\$17.01	\$27.41	\$11.21
16	\$16.83	\$17.00	\$17.17	\$17.33	\$17.50	\$17.67	\$28.78	\$11.95
17	\$17.43	\$17.60	\$17.78	\$17.95	\$18.13	\$18.30	\$29.48	\$12.05
18	\$18.62	\$18.81	\$18.99	\$19.18	\$19.36	\$19.55	\$31.82	\$13.20

Appendix H

DISTRICT PROPOSAL
Insurance Benefits
June 13, 2019

Article XVI
Fringe Benefits

A. Health Insurance

1. The Board agrees to provide, a health insurance program with various health plan options through the OCPS Employee Benefits Trust. A plan will be provided at no premium cost to full-time benefited employees, if the annual employee premium insurance increase is 10 percent or less. Fifty percent of the cost will be paid by the Board for half-time employees who elect coverage. One plan will be equal to or better than the current health insurance plan. Annual individual premium cost increases exceeding 10 percent over the prior year may require plan changes to maintain a no cost (to the employee) health plan option.

~~For the 2018-2019 plan year, the District agrees to absorb all health insurance premium increases to employee and dependent coverage. If health insurance premiums for plan year 2018-2019 increase exceeds 10% (including any Affordable Care Act and/or State Mandated changes) the parties agree to come back to the table to negotiate plan provisions and premiums. Other health insurance plan options may be provided with some employee premium cost sharing.~~

2. The program shall include hospitalization, emergency services, general medical services, and prescription drugs, and may differentiate between in-network and out-of-network coverage as specified in the Plan Document and in Sections 3 and 4 below.

- a. The program shall include a plan with a contracted provider network a plan that provides in-network only coverage and a plan that provides both in-and out-of-network coverage. Such plan(s) are to be negotiated with the Union prior to implementation.
- b. Mental health and chemical dependency benefits may be offered through a contracted provider network, subject to provisions spelled out in the Plan Document.
- c. In situations of severe personal injury or life-threatening illness, a major case management review may be required after a review by a medical panel as set forth in Section 18 below.
- d. Compliance with pre-certification and utilization review programs shall be

TA# 6
MOU# 1
Date 6/13/19

Warren Davis *Reginald W. Williams* *Key Martin*

required.

3. Employees in the ~~Health Reimbursement Account (Plan B)~~ product shall be able to choose from an in-network only option OR in-network and out-of-network for doctors, hospitals and pharmacies. ~~In addition, an in-network only option shall be available. The Health Reimbursement Account (Plan B) product is the option with in-network and out-of-network coverage.~~ The deductible in the Health Reimbursement Account plan (Plan B) will be \$2,000 individual/\$4,000 family in-network and \$3,000 individual/\$6,000 family out-of-network for medical.

In-network deductibles and out-of-pocket medical maximums shall accumulate together and out-of-network deductibles and out-of-pocket maximums shall accumulate separately. Deductibles paid for services rendered during the last three months of a plan year (July, August, September) shall apply toward the next plan year ~~in the Local Plus OAP, for all plans.~~ In-Network coverage (Plan A). Deductibles and Maximum out of pocket are on a plan year basis for the ~~Health Reimbursement Account (Plan B) all plans.~~ In-Network deductibles apply towards the medical maximum out of pocket in compliance with the Affordable Care Act.

4. In the Health Reimbursement Account (Plan B) product the in-network co-insurance shall be 80 percent and out-of-network co-insurance shall be 70 percent of the fee schedule.

In the Local Plus, OAP In-Network (Plan A), contracted provider network shall require a ~~\$20~~ 35 co-payment for each in-network Primary Care Physician visit. In the OAPIN (Plan C), contracted provider network shall require a ~~\$25~~ 30 co-payment for each in-network Primary Care Physician visit. In the Health Reimbursement Account (Plan B) the contracted provider network shall require a \$30 co-payment for each in-network Primary Care Physician visit. The employee shall be responsible for payment of all specified deductibles, co-insurance and copayments and premium costs as specified in the Plan Document.

5. Beginning with plan year ~~2018-2019~~ 2019-20 the Health Reimbursement Account (Plan B) and the OAPIN (Plan C) shall provide a prescription plan with a ~~\$7~~ 9 charge for generic drugs for a 30-day supply; a ~~\$40~~ 55 charge for formulary drugs for a 30-day supply and a ~~\$75~~ 90 charge for drugs more than \$1,500 for a 30-day supply at participating network pharmacies. (Certain non-formulary drugs may be provided at a participating network pharmacy for a \$60 charge for a 30-day supply when medical necessity has been verified with a Prior Authorization form filed with the Pharmacy Benefit Management Company.)

The Local Plus OAP In-Network (Plan A) product shall provide a prescription plan with a ~~\$7~~ 9 charge for generic drugs for a 30-day supply; a 10% coinsurance/minimum ~~\$40~~ 55 co-pay charge for formulary drugs for a 30-day

supply; a 10% coinsurance/minimum \$75 90 co-pay for medications more than \$1,500 for a 30 day supply at participating network pharmacies. (Certain non-formulary drugs may be provided at a participating network pharmacy for 50% coinsurance/minimum \$60 co-pay charge when medical necessity has been verified with a Prior Authorization form filed with the Pharmacy Benefit Management Company.)

6. In the Health Reimbursement Account (Plan B) product, hospice treatment in-network co-insurance shall be 80 percent and out-of-network co-insurance shall be 70 percent of the fee schedule.
7. Second opinions are covered as outlined in the plan.
8. The effective date of health plan insurance for a newly hired employee shall be the first day of the month following 59 days from the date of hire.
9. Health plan insurance coverage shall terminate at the end of the month in which employment terminated or during any unpaid leave of absence when premium payments have not been made, except that coverage shall continue through August 31 if a 10-month employee resigns or retires at the end of the previous school year.
10. An employee may apply the Board's contribution toward employee only, employee + child(ren), employee + spouse/domestic partner and employee + family coverage of health plan insurance available through twice monthly payroll deduction.
11. If an employee and his/her spouse are both employees of the Board, the Board agrees to combine their health plan insurance contributions and apply the same toward family coverage.
12. Preferred provider organization coverage for medically necessary home health care shall be as provided in the Plan Document. Medically necessary home health care services shall be provided through a contracted provider network as specified in the plan.
13. A pre-certification/utilization review program shall be utilized, requiring the submission of a written form to the third party administrator, seven business days prior to non-emergency surgery (in or out-patient). Concurrent review shall be performed during admission to a hospital. Pre-certification shall be mandatory of non-emergencies and shall be subject to a \$500 penalty if not followed. The Third-Party Administrator (TPA) must be contacted within 24 hours following any emergency admission.
14. A pre-certification/utilization review program shall be utilized, requiring the submission of a written form to the third party administrator, five business days prior to non-emergency surgery (in or out-patient). Concurrent review shall be

performed during admission to a hospital. Pre-certification shall be mandatory of non-emergencies and could result in a reduction in covered benefits if not followed. The Third-Party Administrator (TPA) must be contacted within 24 hours following any emergency admission.

15. In cases involving life-threatening illnesses where a recommended experimental or investigative treatment or procedure is not covered by the Plan Document, a case management review may be requested by the affected employee.

a. Such requests shall be referred to a medical review panel to review the recommended alternative experimental or investigative treatment or procedure. The five members of the panel shall be a representative from the Union, a representative from the Board and three medical representatives agreed to by the parties. The Union and the Board representatives shall have no voting power. These five panel members shall mutually agree on other panel members from medical specialties who might be needed to resolve each special case.

b. An experimental or investigative treatment or procedure may be recommended by the panel if all of the following criteria are met:

(1) The illness is life-threatening

(2) The experimental or investigative treatment or procedure is recommended as having merit by a licensed board-certified specialist, in lieu of conventional medical procedures recognized by a national medical authority such as, but not limited to, the National Institute of Health, the American Medical Association, or the Food and Drug Administration.

c. The experimental or investigative treatment or procedure is conducted by a Joint Commission accredited hospital and a licensed board-certified specialist. The panel shall make a case management recommendation to the Trustees of the Benefits Trust for final action. The Trustees may reject the recommendation if it does not meet the above criteria. The panel shall meet, deliberate and recommend and the Trustees will take final action in an expeditious manner.

B. ~~Beginning plan year 2018-2019 in all~~ All three health plans ~~there will be~~ have an annual \$1,000 individual/\$2,000 family maximum out-of-pocket for in-network pharmacy and an annual \$500 individual/\$1,000 family maximum out-of-pocket for in-network mental health. In addition, there will be a hearing aid benefit of \$3,000 per hearing aid per ear every three (3) years.

C. TeleMedicine Benefits

Effective October 1, 2016, CIGNA introduced a new program called CIGNA MDLive. This program provides physician consultations for certain illnesses either by phone or by online video, thereby providing 24/7 access for plan members. The co-pay for this service is \$10 per consultation. Important program benefits include the following.

- It is provided by CIGNA
- Plan members can contact a provider either by phone or online video chat.
- Providers are available 24 hours a day, 7 days a week, 365 days a year.
- The copay for the online consultation is \$10 per consultation versus the regular office visit co-pay under certain plans.
- The provider can prescribe prescription drugs, if needed. (Prescription co-pay will apply.)

The program provides treatment for minor non-emergency conditions. (See Glossary for a list of some of the non-emergency conditions covered by this program.)

The program will require:

- ~~No change in medical plans for the employee, employee spouse or employee family~~
- ~~No change in primary care doctor~~
- ~~No change in premium cost for Plans A, B or C~~

~~Plan adjustments made to implement this program were:~~

- ~~Move Network Premium Plan (Plan C) to the OAPIN platform and remove requirement for Referrals to Specialists~~
- ~~The cost to the Plan (not to the employee) will be \$.30 PEPM or approximately \$79,200 per year~~
- ~~The estimated savings to the plan with 1% utilization will be \$172,380 for a net savings of \$93,180 to the plan. (\$172,380 plan savings - \$79,200 plan cost = \$93,180 net plan savings).~~

Appendix I

TA# 1
MOU# 9
Date 6/13/19

DISTRICT PROPOSAL
Bonus
June 13, 2019

The Orange Education Support Professionals Association, the School Board of Orange County, Florida, and the Superintendent of Schools recognize and value the work performed by the employees of Orange County Public Schools and wish to demonstrate their appreciation by awarding classified personnel with a one-time, bonus in the amount of \$500 per employee.

This bonus will be paid to all classified personnel hired in benefited positions by October 11, 2019, and in an active employment status on the date the bonus is paid.

Bonuses will be scheduled to be paid in the first paycheck in November 2019, depending on the employee's payroll cycle.

Jon E. Prussy
Regina Blackman
Linda
Horseshoat Mito
Elizabeth Silva
Steph H
Darius
WS
1-200
JH
L. Syle

SAHB
Jul. M. V.
Nelson M. V.
Thana M. V.
Jubenda Anderson
J. J. J.
Reginald M. V.
Roy M. V.

Appendix J

TA# MOU# 8Date 6/13/19

DISTRICT PROPOSAL
Phyllis Wheatley Elementary School
School Improvement Grant
June 13, 2019

The 2018-19 school year is the final year of the School Improvement Grant at Phyllis Wheatley Elementary School. In this final year of the grant, the Florida Department of Education restricted bonuses to 2018-19 newly hired paraprofessionals at Phyllis Wheatley Elementary. New hires who are in an active employment status at Phyllis Wheatley Elementary as of the last student day will receive a \$500 bonus in the next scheduled paycheck after execution of this Memorandum of Understanding.

Jan E. Paussey

Lee Q. Blackmore

Elizabeth Silva

Theresa Hunter Mib

Stephen Ham

Murphy

1st of Feb

Nicholas Erickson

Lam - Song

Let's
Lee Q. Blackmore
June 13, 2019

Lee Q. Blackmore

Wilson Kewler

Janie Antell

Yolanda Anderson

Sharon Tyree

Reginald Williams

Ray Fortner

Appendix K

TA# 7
MOU#
Date 6/13/19

DISTRICT PROPOSAL
CBLT Members
June 13, 2019

Article XVIII
Duration

The provisions of the Contract shall be effective from the date of ratification by both parties and shall continue and remain in full force and effect except as modified in accordance with the provisions of this Contract through and including June 30, 2020.

Collaborative Bargaining Leadership Team members for the 2018-2019 2019-20 Contract are:

Yolanda Anderson
Leigh Ann Blackmore
Lindsay L. Bowlin
Beth Curran
Warren Davis
Michele Erickson
Jennifer B. Fowler
Michael Gano
Temika Hampton
Kevin Hargrove
Stephanie P. Heron
Theresa Harter-Miles
Jerre (Steve) Huckeba
Glarsnell Jean-Charles
Almeda Jefferson
Rivers Lewis
Reynaldo Martinez
Willson Mendez

Clyde Mitchell
Florina Mitchell
Charlotte Nelson
Judith Padres
Melissa Pfeiffer-Hermann
Ronald Pollard
James Preusser
Elizabeth Silva
Anthony (Tony) Smyrock
l'Eshee Snell
Michelle Stile
Laura Suprenard
Helen Tookes-Tyree
Julio Vazquez
Patricia R. Walker
Reginald Williams
K. Michael Winter