

Negotiations Update February 4, 2019



Representatives for Westminster Public Schools and the Westminster Education Association met on Monday, February 4, 2019. The teams established ground rules and exchanged financial proposals. The parties have reached a tentative agreement on the following two-year financial offer:

<u>School Year 2019-2020</u>	
ESP 6% Increase (Consideration for PERA Increase 0.75% July 2019)	\$ 946,962
ESP \$1.00 per Cell (5.18%)	670,668
ESP Steps (2.07%)	216,788
ESP Add a Step & Drop (0.5%)	132,255
Licensed 6% Increase (Consideration for PERA Increase 0.75% July 2019)	3,321,767
Licensed Steps (1.0%)	296,867
Licensed Horizontal Move ½ Year January 2020 (2.23%)	423,500
Licensed Add a Step (0.3%) **	-
Licensed Extra Duty Steps (2.0%)	36,115
Licensed Extra Duty 2% Increase	5,706
PERA Employer Increase (0.25%)	138,920
Insurance Increase- All Employer Groups (1.0%) *	400,000
<small>*District Contributes 100% on Employee Only Premiums for Health, Dental, & Vision Coverage</small>	
Total	\$6,589,548
**Additionally the parties agreed to a 50K/100K Licensed Employee Salary Schedule.	
<u>School Year 2020-2021</u>	
ESP 4.6% Increase (Consideration for PERA Increase 0.75% July 2020)	\$ 769,563
ESP Steps (1.0%)	216,788
ESP Add a Step & Drop (0.5%)	132,255
Licensed 4.6% Increase (Consideration for PERA Increase 0.75% July 2020)	2,149,679
Licensed Steps (1.0%)	296,867
Licensed Horizontal Move ½ Year January 2020 (2.23%)	423,500
Licensed Add a Step & Drop (0.3%)	135,745
Licensed Extra Duty Steps (2.0%)	36,115
Licensed Extra Duty 2% Increase	5,706
PERA Employer Increase (0.25%)	138,920
Insurance Increase- All Employer Groups (1.0%) *	400,000
<small>*District Contributes 100% on Employee Only Premiums for Health, Dental, & Vision Coverage</small>	
Total	\$4,705,138

In school year 2019-2020, the parties will hold discussions regarding language issues.