



Lake Forest High School District 115

Cost Summary Package

Final Offer from the Board of Education

August, 17th, 2012

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Board of Education Proposal Summary

Salaries

FY 13 – Average estimated increase of 2.6%. This is generated by step advancement on the salary schedule. *Lane changes and retirement pipeline increases will be implemented as per past contracts.*

FY 14 – Average estimated increase of 3.4%. This is generated by step advancement on the salary schedule and a base salary increase of 0.75%. *Lane changes and retirement pipeline increases will be implemented as per past contracts.*

FY 15 – Average estimated increase of 3.50%. This is generated by a formula that will increase salaries by the greater of, the December 2012 CPI + 0.50%, or step. (Example: If the December CPI is 3.0%, step and base salary increase will generate an average increase of 3.50%, as shown above. In the event that the CPI + .50 is less than the step cost, salaries will increase by the greater sum, which is step.) *Lane changes and retirement pipeline increases will be implemented as per past contracts.*

A new salary schedule will be implemented for individuals first employed after the effective date of this agreement. This will have no impact on existing employees. The purpose of implementing a new schedule for future employees is consistent with recent pension law changes. Copies of the 2012-2013 salary schedules for both existing and future employees are attached.

Professional development hourly pay rates (KTI) have been increased.

Health and Dental Benefits

The employee premium costs remain the same as in past contracts with the exception of the HMO family going from 100% paid by the Board of Education to 90% paid by the Board of Education.

The Fringe Benefit Allowance (FBA) will be continued for existing employees, but it will not be offered to individuals employed after the effective date of this agreement.

Individuals employed after the effective date of this agreement will not be able to select the PPO 300 or PPO 500 insurance plans. These plans are projected to be subject to the Cadillac tax under the Patient Protection and Affordable Care Act. This provision is intended to at least partially mitigate the district's potential Cadillac tax exposure by reducing enrollment in plans subject to the tax. This does not impact existing employees.

Single Dental for individuals who do not take health insurance goes from 100% paid by the Board of Education to 70%.

Retirement

The retirement package is the same as in past contracts with the exception that in certain circumstances an employee may, with Board approval, rescind their intent to retire. Currently there is no such provision. Projected costs are not included in the summary as they are dependent on number of retirees and years of notice given.

Footnotes to the Reader:

- *The purpose of this cost summary is to identify the financial issues that have a substantive change on the district expenses. Please note that there are other incremental costs (Employer TRS, Employer THIS, Term Life Insurance, Long-Term Disability Insurance, Medicare) that have not been included that would impact the contract change in dollars, but have little impact on the percent contract change.*

- *The calculations contained within are based on the educational and experience make-up of the teaching staff at a given point in time, plus assumptions relative to the Consumer Price Index (CPI), health and dental plan enrollments, and future health and dental plan premium costs. Future actual costs will be higher or lower than projected depending on the actual costs of the aforementioned variables.*
- *Please note that the term “average increase” refers to the aggregate cost. Individual increases may be higher or lower depending on an individual’s salary schedule placement.*

LFEA COST CALCULATION SHEET

	2011-2012	2012-2013	2013-2014	2014-2015
SALARIES	\$ 11,195,630	\$ 11,493,261	\$ 11,875,927	\$ 12,291,375
FY 12 LANE CHANGES	\$ 60,000	\$ 61,595	\$ 63,646	\$ 65,872
FY 13 LANE CHANGES		\$ 55,000	\$ 56,831	\$ 58,819
FY 14 LANE CHANGES			\$ 55,000	\$ 56,924
FY 15 LANE CHANGES				\$ 55,000
STIPENDS				
FALL	382,433	394,499	407,493	420,566
WINTER	210,780	215,759	222,694	230,014
SPRING	365,512	375,925	387,242	399,503
EXTRA DUTY	341,918	352,169	361,350	375,471
FBA	67,500	67,500	67,500	67,500
PER DIEMS	59,327	60,556	62,239	64,139
TOTAL SALARIES	\$ 12,683,101	\$ 13,076,264	\$ 13,559,923	\$ 14,085,183
		\$ 393,164	\$ 483,659	\$ 525,260
<i>HEALTH & PRESCRIPTION INSURANCE</i>				
PROJECTED PREMIUM INCREASE		6.30%	7.00%	7.00%
PROJECTED COST	1,345,649	1,312,574	1,404,454	1,502,766
<i>DENTAL INSURANCE</i>				
PROJECTED PREMIUM INCREASE		9.00%	5.00%	5.00%
PROJECTED COST	112,899	123,060	129,213	135,674
PROJECTED SAVINGS				
TOTAL COMPENSATION	\$ 14,141,649	\$ 14,511,899	\$ 15,093,591	\$ 15,723,623
CONTRACT CHANGE IN DOLLARS		\$ 370,250	\$ 581,692	\$ 630,033
PERCENT CONTRACT CHANGE		2.62%	4.01%	4.17%

Assumes a 3% CPI in FY 2015

Total Increase	11.19%
Average Increase	3.73%

% INCREASE IN BASE SALARIES W STEP		
FY 13	FY14	FY15
2.6%	3.4%	3.50%

2012-13 Salary Schedule for Existing Employees									
	Lane	BA	BA-15	MA	MA-15	MA-30	MA-45	MA-60	PHD
	Step								
A	1	50,116	53,318	56,007	58,169	60,166	62,140	63,072	65,578
B	2	52,607	55,990	58,805	61,073	63,172	65,174	66,152	68,658
C	3	55,201	58,719	61,702	64,079	66,281	68,308	69,333	71,839
D	4	57,852	61,553	64,657	67,133	69,447	71,502	72,574	75,080
E	5	60,446	64,320	67,570	70,160	72,578	74,660	75,780	78,286
F	6	63,054	67,073	70,464	73,180	75,706	77,811	78,978	81,484
G	7	65,688	69,899	73,421	76,263	78,874	81,010	82,226	84,732
H	8	68,320	72,690	76,377	79,303	82,042	84,205	85,469	87,975
I	9	70,910	75,461	79,271	82,326	85,152	87,340	88,651	91,157
J	10	73,541	78,253	82,204	85,366	88,302	90,517	91,874	94,380
K	11			85,162	88,425	91,487	93,727	95,133	97,639
L	12			88,137	91,531	94,698	96,966	98,421	100,927
M	13			91,051	94,555	97,804	100,101	101,602	104,108
N	14			93,970	97,570	100,935	103,255	104,804	107,310
O	15			96,884	100,594	104,063	106,412	108,008	110,514
P	16			99,778	103,617	107,194	109,566	111,210	113,716
Q	17			102,774	106,735	110,400	112,803	114,495	117,001
R	18			105,647	109,720	113,506	115,939	117,678	120,184
S	19			108,605	112,801	116,681	119,135	120,920	123,426
T	20			111,541	115,841	119,826	122,310	124,143	126,649
U	21			111,791	116,091	120,076	122,560	124,393	126,899
V	22			112,041	116,341	120,326	122,810	124,643	127,149
W	23			112,291	116,591	120,576	123,060	124,893	127,399
X	24			112,541	116,841	120,826	123,310	125,143	127,649
Y	25			112,541	116,841	120,826	123,310	125,143	127,649

2012-13 Salary Schedule for Future Employees

	Lane	BA	BA-15	MA	MA-15	MA-30	MA-45	MA-60	PHD
	Step								
1	A	50,116	53,318	56,007	58,169	60,166	62,140	63,072	65,578
2	B	52,607	55,990	58,805	61,073	63,172	65,174	66,152	68,658
3	C	55,201	58,719	61,702	64,079	66,281	68,308	69,333	71,839
4	D	57,852	61,553	64,657	67,133	69,447	71,502	72,574	75,080
5	E	60,446	64,320	67,570	70,160	72,578	74,660	75,780	78,286
	E1	61,750	65,697	69,017	71,670	74,142	76,236	77,379	79,885
6	F	63,054	67,073	70,464	73,180	75,706	77,811	78,978	81,484
	F1	64,371	68,486	71,943	74,722	77,290	79,411	80,602	83,108
7	G	65,688	69,899	73,421	76,263	78,874	81,010	82,226	84,732
	G1	67,004	71,295	74,899	77,783	80,458	82,608	83,848	86,354
8	H	68,320	72,690	76,377	79,303	82,042	84,205	85,469	87,975
	H1	69,615	74,076	77,824	80,815	83,597	85,773	87,060	89,566
9	I	70,910	75,461	79,271	82,326	85,152	87,340	88,651	91,157
	I1	72,226	76,857	80,738	83,846	86,727	88,929	90,263	92,769
10	J	73,541	78,253	82,204	85,366	88,302	90,517	91,874	94,380
	J1			83,683	86,896	89,895	92,122	93,504	96,010
11	K			85,162	88,425	91,487	93,727	95,133	97,639
	K1			86,650	89,978	93,093	95,347	96,777	99,283
12	L			88,137	91,531	94,698	96,966	98,421	100,927
	L1			89,594	93,043	96,251	98,534	100,012	102,518
13	M			91,051	94,555	97,804	100,101	101,602	104,108
	M1			92,511	96,063	99,370	101,678	103,203	105,709
14	N			93,970	97,570	100,935	103,255	104,804	107,310
	N1			95,427	99,082	102,499	104,834	106,406	108,912
15	O			96,884	100,594	104,063	106,412	108,008	110,514
	O1			98,331	102,106	105,629	107,989	109,609	112,115
16	P			99,778	103,617	107,194	109,566	111,210	113,716
	P1			101,276	105,176	108,797	111,185	112,853	115,359
17	Q			102,774	106,735	110,400	112,803	114,495	117,001
	Q1			104,211	108,228	111,953	114,371	116,087	118,593
18	R			105,647	109,720	113,506	115,939	117,678	120,184
	R1			107,126	111,261	115,094	117,537	119,299	121,805
19	S			108,605	112,801	116,681	119,135	120,920	123,426
	S1			110,073	114,321	118,254	120,723	122,532	125,038
20	T			111,541	115,841	119,826	122,310	124,143	126,649
	T1			111,666	115,966	119,951	122,435	124,268	126,774
21	U			111,791	116,091	120,076	122,560	124,393	126,899
	U1			111,916	116,216	120,201	122,685	124,518	127,024
22	V			112,041	116,341	120,326	122,810	124,643	127,149
	V1			112,166	116,466	120,451	122,935	124,768	127,274
23	W			112,291	116,591	120,576	123,060	124,893	127,399
	W1			112,416	116,716	120,701	123,185	125,018	127,524
24	X			112,541	116,841	120,826	123,310	125,143	127,649
	X1			112,541	116,841	120,826	123,310	125,143	127,649
25	Y			112,541	116,841	120,826	123,310	125,143	127,649