

SOUTH KINGSTOWN PUBLIC SCHOOLS
 COLLECTIVE BARGAINING
 FISCAL IMPACT STATEMENT
 TEACHERS (NEA-SK)
 2012-2014

	0% Salary Increase	0% Salary Increase	0% Salary Increase
<u>CATEGORY</u>	<u>2011-12</u>	<u>2012-13</u>	<u>2013-14</u>
SAVINGS - INCREASED MEDICAL PLAN CO-PAY	(567,534)	(715,093)	(750,848)
SAVINGS - REDUCTION IN ACTIVE EMPLOYEE BUY BACK	(48,073)	(50,477)	(53,000)
SAVINGS - ELIMINATION OF JOB EMBEDDED PROF. DEVELOPMENT	(153,282)	(153,282)	(153,282)
COST - ADDITIONAL PROFESSIONAL DEVELOPMENT STEPS 1-3	3,100	3,100	3,100
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NET SAVINGS	<u>(765,789)</u>	<u>(915,752)</u>	<u>(954,030)</u>
SUMMARY			<u>(2,635,571)</u>

ASSUMPTIONS

2011-2012 - 15% TO 20% CO-PAY AS NOTED BELOW, 0% INCREASE HEALTH INSURANCE
 2012-2013 - 15% TO 20% CO-PAY AS NOTED BELOW, 5% INCREASE HEALTH INSURANCE
 2013-2014 - 15% TO 20% CO-PAY AS NOTED BELOW, 5% INCREASE HEALTH INSURANCE

FOOTNOTE

(1) MEDICAL CO-PAY FOR THE 3 YEAR TERM OF THE CONTRACT:

STEPS 1-3 15%
 STEPS 4-6 17%
 STEPS 7-8 18%
 STEPS 9-10 20% (approx. 85% of staff)

(2) BUY BACK ADJUSTED AS FOLLOWS

FROM ONE HALF THE INDIVIDUAL PLAN RATE (\$3,267.78 in FY 2012) TO \$2,000