Three-Year Contract Approved:

EXECUTIVE SUMMARY

The Council Rock Board of School Directors and the Council Rock Education Support Professional Association (CRESPA) have reached agreement on a three-year contract spanning retroactively from July 1, 2019 through June 30, 2022. CRESPA conducted a ratification vote with its membership on Wednesday, October 16, 2019. The Council Rock School Board voted to approve the agreement on Thursday, October 17, 2019.

The following is an executive summary of the agreement:

AGREEMENT TOTAL COST
The estimated total cost of all salary and benefit changes within the agreement is:
- $585,000 for 2019-2020
- $800,000 for 2020-2021
- $991,000 for 2021-2022

SALARY SCHEDULE CHANGES
The three-year agreement provides for changes to the salary structure as follows:
1. Salary schedule increases of:
   - 1.75% in 2019-2020, 1.75% in 2020-2021, and 1.5% in 2021-2022.
2. During the agreement, vertical salary movement will occur at the start of the 2019-2020 and 2021-2022 school years; vertical salary movement will not occur at the start of the 2020-2021 school year.

BENEFITS CHANGES
The agreement modifies employee health insurance benefits as follows:
- In 2019-2020, there will be two Independence Blue Cross plans available to support staff. The plans are PC C3-F1-O1 and PC C4-F3-O2. The PC C3-F1-O1 will become the buy-up plan option. Employees electing this option will pay the total difference toward the cost of PC C3-F1-O1 and the base plan, PC C4-F3-O2. Employees earning under $38,000 will contribute 7% for the non-buy up plan option, and employees earning greater than $38,000 will contribute 9% for the non-buy up plan option.
- In 2020-2021, the employee contributions will rise to 11% and 9%, respectively, for the non-buy up plan option.
• In 2021-2022, the employee contributions will rise to 14% and 12%, respectively, for the non-buy up plan option.
• Beginning in 2019-2020, clinical utilization programs shall be implemented for prescription drug benefits including prior authorization, step therapy, and drug quantity management. There are also increases to co-pays for brand formulary prescriptions, non-formulary prescriptions.

ADDITIONAL CHANGES:
Teacher Assistants working in particularly challenging assignments will earn an annual stipend of $150. Additionally, substantive changes have been made to language allowing greater managerial discretion in the creation of job descriptions and in the interview and selection processes. Several employees will also be reclassified to positions to accurately reflect the work performed.