



Vermont Healthcare

BARGAINING TEAM

Item	Union	VSBA
Duration	July 1, 2020-December 31, 2022	July 1, 2020-December 31, 2022
Elgibility Teachers	17.5 hours on average per week	18.5 hours on the last day of the agreement
Elgibility Support Staff	17.5 hours on average per week	status quo as locally bargained
Full time status for pro-ration Teachers	bargained locally	status quo until last day of contract and then 37.5 hours
Full time status for pro-ration Support Staff	bargained locally	bargained locally
OOP benefits pro-ration Teachers and Support Staff	100% regardless of FTE	no proposal
Premium share Teachers	80/20 Gold CDHP, 20% Silver CDHP and for Platinum/Gold the amount of board contribution to Gold CDHP	80/20 Gold CDHP, 20% Silver CDHP and for Platinum/Gold the amount of board contribution to Gold CDHP
Premium share Support staff	Status quo first 18 months, then year 2 and increase of 2% not to exceed 20% for any tier	Status quo first 18 months, then year 2 and increase of 2% not to exceed 20%. Last day of contract all increased to 20%.
All tiers of coverage Teachers and Support Staff	As of day one all employees shall be able to receive coverage in any tier at prevailing premium split, not to exceed 20%	not mentioned, but assume agreement
OOP Teachers	single coverage in any plan \$2100, all other tiers, any plan \$4200. In Silver CDHP only, this amount may also be applied to an HSA	HRA Platinum, Gold and Gold CSHP single at \$1625, other tiers at \$3250, HSA for Gold CDHP at \$1625 and \$3250. Silver CDHP HRA or HSA at \$2600 single or \$5200 for other tiers
OOP Support staff	single coverage in any plan \$2200, all other tiers, any plan \$4400. In Silver CDHP only, this amount may also be applied to an HSA	same as teachers
Cash in lieu of insurance Teachers and Support Staff	as bargained locally	No CIL for spouse of covered employee if working in the same or another Vermont school district. If in another school district the cost of the plan should be split between the two districts
Grievance Process Teachers and Support Staff	as per local contract	withdrawn in favor of local grievance procedures