



Raymond Educational Support
Staff and Raymond School Board
School District Collective
Bargaining Agreement
Article #3



RESS / School Board Agreement

- Four Year Agreement 2013-2017
- Based on 111 members
- RESS membership Includes:
 - Paraeducators
 - Food Service Workers
 - Financial Assistants
 - Secretaries/Receptionists
 - Custodians
 - Nurse's Aides



RESS / School Board Agreement Year One

Highlights

- 1.5% COLA
- Change health & dental insurance to SchoolCare
- RESS health insurance premium contribution 7%
- Health stipends increase by \$150
- Workshop/Tuition Pool increases by \$1,000

RESS / School Board Agreement Year One

Highlights Continued

New Costs:	\$36,760 Stipends/Salary & Benefits
New Costs:	\$1,000 Workshops/Tuitions
New Savings:	(\$44,052) Medical/Dental Plan Changes
	Net Savings: (\$6,292)

RESS / School Board Agreement Year Two

Highlights

- 1.5% COLA
- RESS health insurance premium contribution 10%
- Longevity stipends increase by \$100

New Costs: \$36,390 Stipends/Salary & Benefits

New Savings: (\$36,742) Medical Plan Changes

Net Savings: (\$352)

RESS / School Board Agreement Year Three

Highlights

- 2% COLA
- RESS health insurance premium contribution 13%

New Costs: \$53,329 Salary & Benefits

New savings: (\$36,742) Medical Plan Changes

Net Costs: \$16,587

RESS / School Board Agreement Year Four

Highlights

- 3% COLA
- RESS health insurance premium contribution 14.5%

New Costs: \$65,440 Salary & Benefits

New Savings: (\$18,371) Medical Plan Changes

Net Costs: \$47,069