

**Livingston Education Association  
Summary of Language Changes  
September 2017- June 2020**

3 year contract = (8.95% compounded)

2017-2018 - 2.95%

2018-2019 - 2.90%

2019-2020 - 2.85%

**Health Benefits:**

Health benefits will change as follows:

- Base plan coverage will change from Direct 10 to Direct 15 (see handouts for details)
  - **The network remains the same.**
  - The co-pay will increase by \$5.00 for most doctor visits
  - Out of network coverage reduced from 80% to 70%
  - Members will have the option to select Direct 10 and pay the difference in premium between Direct 10 and Direct 15
  - Contributions will be adjusted according to the selected plan

**Prescription:**

Prescription Plan will change as follows:

- Maintaining Benecard
- **Generic drugs will remain at \$10.00**
- Preferred Drugs will change from \$20.00 to \$35.00
- Non-Preferred Drugs will change from to \$25.00 to \$55.00
- **Genetically modified drugs covered** (20% of the cost of the drug, not to exceed \$200)

**Custodial/Maintenance:**

- Custodial/maintenance will be paid for a minimum of two hours **any** time they are called in to work from home.
- Custodial/maintenance will get paid their regular rate **plus** one time their regular rate any time school is not in session (currently impacted by NJEA Teacher's Convention and some holidays.)
- **Improvement** of custodial/maintenance stipends.
- Custodial/Maintenance will submit to a physical examination every 3 years.

### **Certificated Staff:**

- The BOE may hold up to five meetings the third Monday of the month. These meetings may be designated for PD **or planning time. These meetings shall not exceed one hour in length.**
- In addition to the state mandated 20 hours per year of professional development, non-tenured staff will be required to complete an additional 10 hours per year.
- **Child study team will be entitled to pensionable summer hours at their daily rate** (up to ten days each).
- *All LEA members (specifically high school staff) are strongly encouraged to attend LHS graduation. (This is **not** contract language.)*

### **Support Staff:**

- Bus drivers will get paid for all hours worked and maintain health benefits. **(a salary increase of 35% compounded)**
- **Bus aides will become part of the association effective July 1, 2017.**
- Improved salary guides for Instructional and Kindergarten Aides with 6 steps. **(a salary increase of 12.85% over 3 years compounded)**
- Twelve month secretaries will work an additional fifteen minutes Monday-Friday during the year in exchange for **Fridays off in the summer.**
- To the extent possible, the Board will **notify all individuals** who receive a RIF notification as to their status for the following year **by June 15.**

### **All Staff:**

- **December 23rd half day**
- **Wednesday before Thanksgiving half day**- not currently in contract for certificated staff.

### **Stipends:**

See handout

### **Salary Guides:**

See handout

