

**2014-2015 Collective Bargaining Reporting
Sboa School Unit**

Area Type	Urban
When does your 2015-2016 bargaining agreement begin?	07/01/2015
When does your 2015-2016 bargaining agreement end?	06/30/2016
For 2014-2015 did you accept transfer students who do not have legal settlement within your school corporation?	No
For 2015-2016 do you accept transfer students who do not have legal settlement within your school corporation?	Yes
Positions	
Number of certificated positions in the bargaining unit 2014-2015	57
Total number of certificated positions 2014-2015 (exclude administrative positions)	122
Salaries for all in bargaining unit	
Total of salary costs for all teachers 2014-2015	\$2,850,000
Minimum annual teacher salary "Full Time" 2014-2015	\$50,000
Average annual teacher salary "Full Time" 2014-2015	\$75,000
Maximum annual teacher salary "Full Time" 2014-2015	\$85,000
Total cost of all teacher salary increases this year 2014-2015	\$320,000
Salary Stipend (or Bonuses) *Excluding Extracurricular	
Total stipends paid to all teachers 2014-2015	\$89,000.00
Total number of teachers receiving a stipend 2014-2015	23
Extracurricular	
Total dollars budgeted for all positions 2014-2015	\$7,364,000
Long Term Disability	
Annual total dollars paid by the corporation for LTD for all teachers 2014-2015	\$1,222,344
Retirement	
Did your corporation have unfunded teacher retirement costs (excluding sick day payouts) 2014-2015?	Yes
Did you have a bridge plan for early teacher retirees? 2014-2015	No
Teachers Retirement Fund	
Who paid the mandatory employee TRF contribution 2014-2015	Corporation
Other Retirement Plans	
<i>Indicate percent (%) or amount (\$) of a teacher's salary your corporation contributes to any of the following 2014-2015</i>	
401(a) %	1.0
401(a) \$	
403(b) %	2.0
403(b) \$	
VEBA %	3.0
VEBA \$	

Other not elsewhere defined %	4.0
Other not elsewhere defined \$	
If you answer "other", please describe briefly	stuff
Life Insurance	
Total dollars paid by the corporation for all teachers' life insurance policies 2014-2015	\$232,222
Amount of coverage provided to each teacher 2014-2015	\$55,677
Individual life insurance coverage cost paid by the teacher 2014-2015	\$22
Paid Time Off	
Number of annual paid sick days a teacher can accrue in a school year 2014-2015	8
Maximum number of paid sick days a teacher can accumulate at any given time 2014-2015 (If the corporation has no limit on days carried from year-to-year, please enter the value for the employee that has the largest amount of PTO.)	12
Number of annual paid non-sick days (all paid leave not restricted by illness ex. personal, vacation, etc.) a teacher can accrue in a school year 2014-2015	20
Sick Bank	
Did you have a sick "bank" 2014-2015	Yes
If yes, how many total days were/are allowed to be used in a school year 2014-2015?	3
Salary/Compensation Model Increase	
Did your corporation have an increase in 2014-2015 (salary, stipend or bonus)?	Yes
Salary (Total should equal 100% or 0% if none was paid)	
Education and Experience 2014-2015	100.0
Evaluation 2014-2015	0.0
Academic Needs of Students 2014-2015	0.0
Instructional Leadership 2014-2015	0.0
Stipend (Total should equal 100% or 0% if none was paid)	
Education and Experience 2014-2015	100.0
Evaluation 2014-2015	0.0
Academic Needs of Students 2014-2015	0.0
Instructional Leadership 2014-2015	0.0
Health Care	
Did you provide health insurance plans for your employees?	Yes
For 2014-2015 were you self insured, fully insured or participate in a trust/consortium?	Fully Insured
Dental Care	
Did you provide dental insurance plans for your employees?	No
For 2014-2015 were you self insured, fully insured or participate in a trust/consortium?	
Vision Care	
Did you provide vision insurance plans for your employees?	No
For 2014-2015 were you self insured, fully insured or participate in a trust/consortium?	

Health Plan: Advantage**the best one**

Selection Type	Number of Enrollees	Corporation Paid <i>per employee</i>	Employee Paid <i>per employee</i>
Single	44	\$82.00	\$12.00
Member/Spouse or +1	45	\$122.00	\$12.00
Member/Children	44	\$122.00	\$12.00
Family	44	\$122.00	\$12.00
HSA Plan	0	\$0.00	\$0.00