

2011-2012

# Supplement

to the

## MASTER AGREEMENT

between the

**Board of Education of Baltimore County**

and

**Council 67/Local 434**

of the

**American Federation of State, County,  
and Municipal Employees, AFL-CIO  
(AFSCME)**

**(THIS SUPPLEMENT INCLUDES NEGOTIATED REVISIONS TO THE MASTER  
AGREEMENT AND REPLACES THE 2010-2011 SUPPLEMENT.)**

## **Article III - Association's Rights, Privileges, and Responsibilities**

### **1. Member's Protection**

The Board agrees not to interfere with the rights of employees to become members of the Union, and there shall be no discrimination, interference, restraint, or coercion by the Board or any Board representative against any employee because of Union membership or because of any lawful employee activity in an official capacity on behalf of the Union, or because of participation in the grievance procedure provided in this Agreement.

### **6. Payroll Deduction, Dues**

The Board agrees to deduct the Union membership dues from each regular pay of those employees who individually request in writing that such deductions be made. Such requests will remain in effect unless written termination is sent to the Union by the employee by way of certified mail during the period from June 1 through June 15. In order for the withdrawal to be completed for submission to the office of payroll on or before June 30, the letter must be postmarked between June 1 and June 15 and must be mailed to the following address:

Director  
AFSCME Council 67/Local 434  
1410 Bush Street, Suite A  
Baltimore, Maryland 21230

The amounts to be deducted shall be certified to the Board by the Union. The aggregate deductions, together with an itemized statement, shall be remitted monthly to the Union.

### **8. Lists and Reports**

Upon request, the Board will provide to the Union reports of all employees covered by this Agreement that shall include names, job locations, job titles, hire dates, and other such reports/data that is permissible by law and mutually determined between the Union and the Board. These reports will be delivered to the Union in a manner that is mutually determined between the Union and the Board. Requests for such report shall be made in writing to the manager of the Office of Staff Relations.

## **Article VI - Working Hours and Shift Differential**

### **4. Acting Positions**

In the event that it becomes necessary to assign an employee duties of a higher skill or responsibility level other than in his/her normal classification, such an "acting capacity" assignment must exceed one workweek in order to have an adjustment in the employee's rate of pay.

When an "acting capacity" assignment is made by a supervisor, the assignment shall be approved in writing by the appropriate administrator who is authorized to make the salary change. The employee's records shall reflect placement in the higher classification in an "acting capacity." Such "acting capacity" adjustments will be retroactive to the date of assignment.

## **7. Lunch Schedule and Breaks**

All employees shall be granted an unpaid, duty-free lunch period during each normal work day. Whenever possible, the lunch period shall be scheduled close to the middle of the shift.

The employee has the prerogative to leave the work location during his unpaid lunch period. The employee must clock out when leaving the work area and clock in upon his/her return. In facilities where there is more than one (1) employee, the lunch schedule must be approved by the immediate supervisor or appropriate administrator.

Breaks, in addition to the lunch period, shall be provided. Breaks shall be scheduled with the employee's immediate supervisor.

## **Article VII - Absences and Leaves**

### **Definitions**

**Close Relative:** Grandmother-in-law, grandfather-in-law, brother-in-law, sister-in-law, uncle by blood or marriage, aunt by blood or marriage, niece by blood or marriage, nephew by blood or marriage, equivalent step-family member, or first cousin. *By blood or marriage* refers to the employee's relative by blood or marriage. For example, an aunt by blood is the sister of the employee's parent; an aunt by marriage is the spouse of the employee's uncle by blood.

### **7b. Child Rearing Leave**

If an employee does not desire to return to her position as soon as she is physically able to do so, following the birth of a child, or a father wishes to remain home to rear a newborn child, he/she may apply for a child rearing leave under the following conditions:

1. Request for child rearing leave of absence shall be made by completing and forwarding the form, "Application for Child Rearing Leave of Absence" to the appropriate administrator as soon as possible but prior to the last day of work before the birth of the child. In the event of a premature delivery (before the completion of the thirty-seventh (37<sup>th</sup>) week), where the employee has not yet filed for leave, the *Application for Child Rearing Leave of Absence* form must be received in the Department of Human Resources no later than thirty (30) days from the date of the birth of the child(ren).

### **8. Military Leave**

If an employee is a member of the organized militia or a reserve unit and is ordered to active duty under the authority of the governor or official Department of Defense orders, he/she shall be entitled to leave of absence without loss of pay while actually serving under such active duty orders. "Without loss of pay" shall mean the employee's regular pay for the period of service plus any compensation for such military duty.

**11. Sick Leave/Family Illness Leave**

Employees who need to utilize sick leave must contact the office of the appropriate supervisor or designee as soon as possible but at least one (1) hour prior to the beginning of his or her shift on each day of absence, stating the necessity for the absence so that time records can be properly maintained and work schedules realigned. This one (1) hour requirement shall be waived in the event of an emergency. Where a relatively long period of absence is anticipated, the employee need only contact his supervisor or designee on the first day of the absence but must state at that time the estimated date of return.

(No changes to the remainder of this section.)

**Article VIII – Insurance Benefits**

**8. Health Insurance—Retired Members**

The Board shall contribute toward the premium for health insurance or an optional HMO for employees with ten (10) years or more service with the Board, including military service time recognized by the Board, who retire under the Maryland State Teachers’ Retirement or Pension System, or the Baltimore County Employee Retirement System (ERS). Specific price tags for available plans will be according to schedules contained in the Retiree Enrollment Guide. Contributions by the Board shall be made to employees hired prior to January 1, 2011 in accordance with the following schedule:

	<u>Pre-65</u> <b>Options</b> <b>1 &amp; 2</b>	<u>Only for retirees age 65 or older</u> <b>Option</b> <b>Option</b> <b>3-A</b> <b>3-B</b>	
		CIGNA Med. Surround	Kaiser Med. Plus
10-19 years of service	50%	36%	68%
20-29 years of service	75%	66%	100%
30 or more years of service	90%	84%	100%

Employees hired on or after January 1, 2011 will be enrolled in a basic allowance health care subsidy. The flat dollar amounts listed on Appendix F will be adjusted by the lesser of the growth in the US Consumer Price Index (CPI) in the prior calendar year or 4%. Appendix F will be updated yearly by BCPS.

The Board shall implement a Prescription Drug Plan (PDP) for Medicare-eligible retirees.

The Board shall continue to provide the payment set in Section 9.8 for one (1) year for the spouse of a retired employee who dies if the surviving spouse was covered under the retired employee’s policy at the time of the retired employee’s death.

**Article X - Transportation Reimbursement**

The authorized use of an employee’s personal car for transportation to accomplish his assigned duties shall be reimbursed at the rate established by the Internal Revenue Service. The use of a personal automobile may be authorized for:

1. Attendance at a meeting called by an appropriate administrator.
2. Travel at the direction of the appropriate administrator.

Reimbursement will be made monthly, bi-monthly, or quarterly subject to completion of the appropriate form. No reimbursement of less than fifteen dollars (\$15.00) will be paid to an employee for any period of time, except for the final reimbursement if the fiscal year, which may be submitted for less than fifteen dollars (\$15.00). Final reimbursement reports must be submitted by June 30 for ten (10) month employees, or within seven (7) duty days of the close of a fiscal year for all other employees in order to receive reimbursement.

When computing mileage, the employee's normal round-trip commuting distance to his regularly assigned location shall be subtracted from the total mileage incurred. Those employees without a regularly assigned work location (painters, stationary crews, roofing inspectors) will be assigned to a specific location at the beginning of each fiscal year for the purpose of computing their travel reimbursement. Transportation reimbursement shall be provided for an employee traveling to a medical facility from his/her work location and back to the work location, due to an injury on the job. Transportation reimbursement shall be provided for an employee traveling to and from a medical facility from his/her legal residence when required and confirmed in writing by the medical facility personnel.

## **Article XII - Vacations**

1. Regular, full-time employees with less than five (5) years of service shall accrue paid vacation credit at a rate of .416 normal workday for each pay period qualifying employment to a maximum credit of ten (10) normal workdays per year.
2. Regular, full-time employees with five (5) years of service, but less than ten (10) years of service shall accrue paid vacation credit at a rate of .625 normal workday for each pay period of qualifying employment to a maximum credit of fifteen (15) normal workdays per year. Accrual at the new rate begins on the fifth anniversary of employment. Vacation accruals will be made on twenty-four (24) specified bi-weekly pay periods for 12-month employees and twenty (20) specified bi-weekly pay periods for 10-month employees.
3. Regular, full-time employees with ten (10) or more years of service shall accrue paid vacation credit at a rate of .833 normal workday for each pay period of qualifying employment to a maximum credit of twenty (20) workdays per year. Accrual at the new rate begins on the eleventh (11th) anniversary of employment.
4. A qualifying pay period of employment shall be any pay period in which the employee was in qualifying pay status for a minimum of 60% of the period. Qualifying pay status shall include: hours worked, vacation, paid holidays and paid leave.
5. In determining vacation schedules, effort shall be made to comply with the employee's request; however, when there is an irreconcilable conflict between employee work schedules and an individual employee's request, work schedules take precedence. Vacations must be requested in advance and approved by the appropriate administrator.

- a. Whenever possible, the employee will be notified in writing or electronically of the disposition of a vacation request within fifteen (15) work days of the date received by the appropriate administrator.
  - b. When considering two (2) or more vacation requests for the same period of time, the employee with the most seniority shall be given preference, where appropriate.
  - c. Approved vacation requests shall not be subject to revocation except in cases of designated system emergencies and/or disasters. In the event that an employee is required to work because of disaster or emergency, the unused vacation time shall be restored and may be used at a later date.
6. Pay for all vacations shall be based on the rate of pay of the employee at the time of vacation. This includes shift differential.
  7. Vacation payments shall be calculated at the current regular rate and on the basis of a normal workday.
  8. Accumulated days will be capped at forty (40) vacation days.
  9. A vacation in excess of twenty (20) days in one fiscal year requires the approval of the employee's division head or his/her designee. Normally, an extended vacation shall be limited to thirty (30) days. Under unusual circumstance, the Superintendent of Schools may grant permission for a vacation in excess of thirty (30) days, to a maximum of forty (40) days, in order to take a trip of such duration.
  10. Earned vacation credits shall not be used to extend employment beyond the last day worked.
  11. At the time of separation, employees shall be paid for all accumulated vacation.
  12. Once a year an employee may request advanced pay for accrued vacation provided this request is made one pay period prior to the date of the approved vacation. This payment will be made on or before that last duty day that coincides with the regular pay period.

## **ARTICLE XV - Job Security and Transfers**

### **3. Assignment and Voluntary Transfer**

An employee who is voluntarily transferred (i.e., moves to the same job classification in another department or job location) shall be paid at the same base rate held at the time of transfer. Shift differentials applicable to the new assignments will apply. Current employees requesting transfers will be given priority of selection.

Employees desiring to be considered for a voluntary transfer within the existing classification may obtain a form from the Department of Physical Facilities or the Department of Transportation or copy the form in Appendix D, and return the completed form to the designated office.

Any transfer under this provision is subject to the grievance procedure only for reasons of arbitrariness or failure to follow procedures.

#### **4. Assignment and Involuntary Transfer**

Involuntary transfers may be made by the superintendent or the superintendent's designee as the needs of the system require. Notification of an involuntary transfer will be given to an employee as soon as possible but not less than twenty (20) calendar days, except in case of emergency, in advance of the intended transfer. The involuntary transfer will be made only after a meeting between the employee and the appropriate supervisor at which time the employee shall be notified of the reason for the transfer. Whenever possible the employee will be transferred to a work location within the same geographic area. In the event the transfer is not in the employee's desired geographic area, the transferred employee shall be given primary consideration for any opening in the desired geographic area for a minimum of two (2) school years.

Involuntary transfers based on reasons other than the ability to perform essential functions will be affected, whenever possible, beginning with the employees having the least service within the classification at the location.

### **Article XVIII - Bus Drivers and Attendants**

#### **1. Leaves and Holidays**

- a. Two (2) days of urgent personal business leave shall be provided. If not used, the personal business days shall be accumulated as sick leave.
- b. Two (2) days of leave for religious observance shall be provided.
- c. Two (2) inclement weather days are available to be used automatically when schools are closed. Unused inclement weather days shall be accumulated as sick leave.
- d. No floating holidays are assigned to bus drivers and attendants.
- e. Drivers and attendants are not assigned to work during winter vacation and spring vacation. Drivers and attendants may be assigned to work on professional study days.
- f. Drivers and attendants who work during the summer months on summer school routes or extended school year routes shall be permitted to use a maximum of three days of previously accrued personal illness/illness in family leave. In the event that a driver or an attendant works less than the entire summer school/extended school year program, the amount of personal illness/illness in family leave will be prorated.

#### **2. Normal Workday**

During the school year, the normal workweek for full-time employees will be forty (40) hours Monday through Friday. The workweek for part-time employees will be twenty-five (25) hours Monday through Friday. The normal workweek for full-time employees will be comprised of one of the workday configurations plus stand-by duty assignments. Stand-by duty assignments shall be made on a reverse seniority basis based upon staff availability and the nature of the work. Stand-by duty assignments include but are not limited to, the following examples:

Field trips, maintenance runs, in-service activities, drug testing, committee assignments, stand-by, retraining, fueling, pre/post trip inspections, etc.

Field trip and stand-by assignments will be made at least five (5) workdays in advance.

Evening assignments will be made at least ten (10) workdays in advance.

Drivers and attendants given evening assignments will not be given additional noon, field trip, or stand-by assignments between their a.m. / p.m. assignment on the day of that evening assignment. Evening assignments are defined as work that begins after the close of the instructional day. Drivers and attendants who are scheduled noon work will not be given evening assignments.

The normal workday will fall under one of the following configurations:

An a.m., p.m. route

An a.m., noon, p.m. route

An a.m., p.m., evening route

Each driver and attendant will be paid his/her regular rate of pay, 15 minutes each day for pre/post trip inspections. When a majority of an assignment occurs beyond the normal work day, the driver and attendant shall receive a shift differential as stated in Article VI, Section 3.

A request for a change in status from a full-time to part-time must be submitted to the immediate supervisor and will be considered on a seniority basis as positions become available. Requests from part-time to full-time status can be addressed immediately by a supervisor.

Drivers and attendants who choose to accept full-time positions will be asked to perform duties that continue to be part of the normal and customary tasks related to the functions of the respective positions.

All non-public school runs shall be clearly designated to advise drivers and attendants that these runs are subject to a different calendar than the public school calendar. If this calendar exceeds the Baltimore County Public Schools (BCPS) calendar, drivers and attendants will be compensated for their additional work at the conclusion of the school year. If a non-public school year opens before the Baltimore County school year and if the first regular pay period for drivers and attendants is less than ten (10) days, the non-public school drivers and attendants will be paid within two (2) pay periods after the work is completed and reported.

All drivers and attendants assigned to the non-public routes will be eligible for any accrued leave benefits, until the end of the non-public school assignment, if the non-public school calendar exceeds the BCPS school year.

### **3. Posting of Vacancies**

Vacancies shall be posted for a minimum of ten (10) duty days at all bus locations. The vacancy shall be filled by the most senior driver/attendant requesting consideration, provided the driver/attendant possesses the necessary qualifications. The union will be supplied a copy of all job postings.

Posting of driver/attendant seniority lists will occur on each lot monthly throughout the school year. Included on the posted list will be name and hire date, by lot only. If a current BCPS employee

transfers to the Office of Transportation into a position of bus driver or attendant, the transfer date will be used for the purpose of work and bus assignments.

Drivers and attendants will be notified periodically, via internal memo, regarding work opportunities outside their job category, such as route typing, back-up Dispatcher and Routing Assistant positions, and other office related duties. Interest in new work opportunities requires a written letter of interest by employees to their Area Manager. The letter shall include any special skills and past experience.

## **8. Summer Work**

During the summer, the normal workweek will be a minimum of twenty (20) hours, Monday through Friday, for the duration of the scheduled summer school session or the non-public school schedule. It will be comprised of one of the workday configurations below, plus stand-by duty assignments including but not limited to the following examples:

Field trips, maintenance runs, in-service activities, drug testing, committee assignments, stand-by, retraining, fueling, pre/post trip inspections.

Field trip and stand-by assignments will be made at least five (5) workdays in advance.

Evening assignments will be made at least ten (10) workdays in advance.

Drivers and attendants given evening assignments will not be given additional field trip or standby duty assignments between their a.m. / p.m. assignment on the day of that evening assignment. Evening assignments are defined as work that occurs after the scheduled p.m. route.

The normal workday will fall under one of the following configurations:

An a.m., p.m. route

An a.m., noon, p.m. route

An a.m., p.m., evening route

Each driver and attendant will be paid his/her regular rate of pay, 15 minutes each day for pre/post trip inspections.

Extra duty assignments beyond the minimum twenty (20) hours summer work week will be based upon seniority.

## **9 Assignment of Summer Work**

d. The President of the Union will give the Director of Transportation a list of designated Union representatives who will be given the opportunity to review the final assignments of a.m., p.m., and noon summer work assignments. The designated union representatives will be given a copy of these assignments. Copies of summer bus routes will be given to the Union President. Upon request, the Director of Transportation will provide the Union President with a list of hours worked at the conclusion of the summer work program.

## **ARTICLE XXI - Duration of the Agreement**

The provisions of this Agreement shall be effective from July 1, 2007 through June 30, 2013 except as indicated in the following. Unless the parties mutually agree to the contrary during negotiations, negotiable items for FY 09 through FY 13 will be limited to wage re-openers, i.e., wages and other rates of pay included in the Agreement and three (3) articles selected by each respective party. Article VIII shall remain constant through FY 09. In subsequent years, Article VIII shall be subject to re-openers as noted above, except during negotiations for FY 13, negotiable items will be limited to wage re-openers as described above and two (2) articles selected by each party. These parties agree that Article VIII will be negotiable by mutual agreement, in addition to the two (2) articles selected by each party. Implementation of negotiated fiscal provisions each year of this Agreement is dependent upon the appropriation of the necessary funds by the County Executive and the County Council of Baltimore County.

For FY 11 and FY 12, salary schedule step and longevity increases will be funded. In addition, there will be no furloughs or layoffs of bargaining unit employees, and the 90% - 10% health care premium split will be maintained for, at least, those same two years.

## Appendix A



### BALTIMORE COUNTY PUBLIC SCHOOLS Salary Scale for Employees Represented by AFSCME, 2011-2012 Effective July 1, 2011

STEP	GRADE										
	01	02	03	04	05	06	07	08	09	10	11
01	10.00	10.74	11.62	12.56	13.58	14.68	15.88	17.18	18.58	20.09	21.73
02	10.33	11.17	12.08	13.06	14.12	15.27	16.52	17.87	19.32	20.89	22.60
03	10.74	11.62	12.56	13.58	14.68	15.88	17.18	18.58	20.09	21.73	23.50
04	11.17	12.08	13.06	14.12	15.27	16.52	17.87	19.32	20.89	22.60	24.44
05	11.62	12.56	13.58	14.68	15.88	17.18	18.58	20.09	21.73	23.50	25.42
06	12.08	13.06	14.12	15.27	16.52	17.87	19.32	20.89	22.60	24.44	26.44
07	12.56	13.58	14.68	15.88	17.18	18.58	20.09	21.73	23.50	25.42	27.50
31	10.33	11.17	12.08	13.06	14.12	15.27	16.52	17.87	19.32	20.89	22.60
32	10.74	11.62	12.56	13.58	14.68	15.88	17.18	18.58	20.09	21.73	23.50
33	11.17	12.08	13.06	14.12	15.27	16.52	17.87	19.32	20.89	22.60	24.44
34	11.62	12.56	13.58	14.68	15.88	17.18	18.58	20.09	21.73	23.50	25.42
35	12.08	13.06	14.12	15.27	16.52	17.87	19.32	20.89	22.60	24.44	26.44
36	12.56	13.58	14.68	15.88	17.18	18.58	20.09	21.73	23.50	25.42	27.50
37	13.06	14.12	15.27	16.52	17.87	19.32	20.89	22.60	24.44	26.44	28.60
61	10.74	11.62	12.56	13.58	14.68	15.88	17.18	18.58	20.09	21.73	23.50
62	11.17	12.08	13.06	14.12	15.27	16.52	17.87	19.32	20.89	22.60	24.44
63	11.62	12.56	13.58	14.68	15.88	17.18	18.58	20.09	21.73	23.50	25.42
64	12.08	13.06	14.12	15.27	16.52	17.87	19.32	20.89	22.60	24.44	26.44
65	12.56	13.58	14.68	15.88	17.18	18.58	20.09	21.73	23.50	25.42	27.50
66	13.06	14.12	15.27	16.52	17.87	19.32	20.89	22.60	24.44	26.44	28.60
67	13.58	14.68	15.88	17.18	18.58	20.09	21.73	23.50	25.42	27.50	29.74
91	11.17	12.08	13.06	14.12	15.27	16.52	17.87	19.32	20.89	22.60	24.44
92	11.62	12.56	13.58	14.68	15.88	17.18	18.58	20.09	21.73	23.50	25.42
93	12.08	13.06	14.12	15.27	16.52	17.87	19.32	20.89	22.60	24.44	26.44
94	12.56	13.58	14.68	15.88	17.18	18.58	20.09	21.73	23.50	25.42	27.50
95	13.06	14.12	15.27	16.52	17.87	19.32	20.89	22.60	24.44	26.44	28.60
96	13.58	14.68	15.88	17.18	18.58	20.09	21.73	23.50	25.42	27.50	29.74
97	14.12	15.27	16.52	17.87	19.32	20.89	22.60	24.44	26.44	28.60	30.93

#### Longevity Step

10 years =	= 0.91
12 years =	= 1.23
14 years =	= 1.56
16 years =	= 1.89
18 years =	= 2.21
20 years =	= 2.54
22 years =	= 2.87
24 years =	= 3.19
26 years =	= 3.52
28 years =	= 3.85
30 years =	= 4.17
32 years =	= 4.50
34 years =	= 4.82
36 years =	= 5.15
38 years =	= 5.48
40 years =	= 5.80

#### Hourly Shift Differentials

2nd Shift	= 0.66
3rd Shift	= 0.92
1st Shift NCW	= 0.66
2nd Shift NCW	= 0.92
3rd Shift NCW	= 1.17

NCW = Non-consecutive Work Week

**Appendix B**  
**FLEXIBLE BENEFITS PLAN**

**Medical, Dental, & Vision Deductions for Full-Time Employees**      **Effective 1/1/2011 - 12/31/2011**

<b>MEDICAL INSURANCE **</b>	<b>Total Premium or Equivalent</b>	<b>Board Annual Share</b>	<b>Your Annual Share</b>	<b>Your bi-weekly Deduction *</b>
<b>CareFirst BlueCross BlueShield Triple Choice/MPOS</b>				
Individual	\$ 7,075.80	\$ 6,368.40	\$ 707.40	\$ 35.37
Parent/Child	14,018.88	12,617.08	1,401.80	70.09
Two Adults	16,885.08	15,196.68	1,688.40	84.42
Family	19,037.40	17,133.80	1,903.60	95.18
<b>CIGNA OAPIN (In Network)</b>				
Individual	\$ 5,921.52	\$ 5,329.52	\$ 592.00	\$ 29.60
Parent/Child	11,731.92	10,558.92	1,173.00	58.65
Two Adults	14,130.60	12,717.60	1,413.00	70.65
Family	15,931.80	14,338.80	1,593.00	79.65
<b>CIGNA OAP (In/Out Network)</b>				
Individual	\$ 6,289.68	\$ 5,660.88	\$ 628.80	\$ 31.44
Parent/Child	12,461.52	11,215.52	1,246.00	62.30
Two Adults	15,009.24	13,508.44	1,500.80	75.04
Family	16,922.40	15,230.20	1,692.20	84.61
<b>Kaiser Permanente HMO</b>				
Individual	\$ 5,940.72	\$ 5,346.72	\$ 594.00	\$ 29.70
Parent/Child(ren)	11,287.44	10,158.84	1,128.60	56.43
Two Adults	13,960.80	12,564.80	1,396.00	69.80
Family	17,822.28	16,040.08	1,782.20	89.11
<b>DENTAL INSURANCE **</b>	<b>Total Premium or Equivalent</b>	<b>Board Annual Share</b>	<b>Your Annual Share</b>	<b>Your bi-weekly Deduction *</b>
<b>CareFirst Regional Dental PPO</b>				
Individual	\$ 277.32	\$ 180.32	\$ 97.00	\$ 4.85
Parent/Child or Two Adults	600.84	390.64	210.20	10.51
Family	910.92	592.12	318.80	15.94
<b>CareFirst Regional Dental Traditional</b>				
Individual	\$ 314.28	\$ 180.28	\$ 134.00	\$ 6.70
Parent/Child or Two Adults	658.92	390.72	268.20	13.41
Family	1,106.76	592.16	514.60	25.73
<b>CIGNA Dental DHMO</b>				
Individual	\$ 384.12	\$ 180.32	\$ 203.80	\$ 10.19
Parent/Child(ren) or Two Adults	736.20	390.60	345.60	17.28
Family	1,106.88	592.28	514.60	25.73
<b>VISION INSURANCE</b>	<b>Total Premium or Equivalent</b>	<b>Board Annual Share</b>	<b>Your Annual Share</b>	<b>Your bi-weekly Deduction *</b>
<b>CareFirst Davis</b>				
Individual (Free if FTE is .5 or greater)	\$ 34.20	\$ 34.20	\$ -	\$ -
Family (includes Parent/Child and Two Adults)	131.28	34.28	97.00	4.85

\*All employee benefits deductions are taken from 20 pay periods between September and June. \*\* Domestic Partner benefits may be subject to imputed income.

**Appendix F**

**RETIREMENT HEALTH PLAN ALLOWANCE FOR BCPS EMPLOYEES HIRED  
ON OR AFTER JANUARY 1, 2011**

**Original Base Amounts**

**PRE-MEDICARE RETIREES**

**MEDICARE RETIREES**

Base Allowance per Years of Service  
\$150.00                      \$225.00

Base Allowance per Years or Service  
\$100.00                      \$150.00

<b>Yrs. Of Service</b>	<b>Retiree</b>	<b>Retiree &amp; Dependent</b>	<b>Retiree</b>	<b>Retiree &amp; Dependent</b>
10	\$1,500.00	\$2,250.00	\$1,000.00	\$1,500.00
11	\$1,650.00	\$2,475.00	\$1,100.00	\$1,650.00
12	\$1,800.00	\$2,700.00	\$1,200.00	\$1,800.00
13	\$1,950.00	\$2,925.00	\$1,300.00	\$1,950.00
14	\$2,100.00	\$3,150.00	\$1,400.00	\$2,100.00
15	\$2,250.00	\$3,375.00	\$1,500.00	\$2,250.00
16	\$2,400.00	\$3,600.00	\$1,600.00	\$2,400.00
17	\$2,550.00	\$3,825.00	\$1,700.00	\$2,550.00
18	\$2,700.00	\$4,050.00	\$1,800.00	\$2,700.00
19	\$2,850.00	\$4,275.00	\$1,900.00	\$2,850.00
20	\$3,000.00	\$4,500.00	\$2,000.00	\$3,000.00
21	\$3,150.00	\$4,725.00	\$2,100.00	\$3,150.00
22	\$3,300.00	\$4,950.00	\$2,200.00	\$3,300.00
23	\$3,450.00	\$5,175.00	\$2,300.00	\$3,450.00
24	\$3,600.00	\$5,400.00	\$2,400.00	\$3,600.00
25	\$3,750.00	\$5,625.00	\$2,500.00	\$3,750.00
26	\$3,900.00	\$5,850.00	\$2,600.00	\$3,900.00
27	\$4,050.00	\$6,075.00	\$2,700.00	\$4,050.00
28	\$4,200.00	\$6,300.00	\$2,800.00	\$4,200.00
29	\$4,350.00	\$6,525.00	\$2,900.00	\$4,350.00
30	\$4,500.00	\$6,750.00	\$3,000.00	\$4,500.00
31	\$4,650.00	\$6,975.00	\$3,100.00	\$4,650.00
32	\$4,800.00	\$7,200.00	\$3,200.00	\$4,800.00
33	\$4,950.00	\$7,425.00	\$3,300.00	\$4,950.00
34	\$5,100.00	\$7,650.00	\$3,400.00	\$5,100.00
35	\$5,250.00	\$7,875.00	\$3,500.00	\$5,250.00

**Beginning in FY 09, flat dollar amounts will be adjusted by the lesser of the growth in the US Consumer Price Index (CPI) in the prior year or 4%.**

<b>FY 2009 Adjustment (Calendar Year 2007 CPI)</b>	<b>2.85%</b>
<b>FY 2010 Adjustment (Calendar Year 2008 CPI)</b>	<b>3.84%</b>
<b>FY 2011 Adjustment (Calendar Year 2009 CPI)</b>	<b>- 0.36%</b>
<b>FY 2012 Adjustment (Calendar Year 2010 CPI)</b>	<b>1.64%</b>