

2011-2012

Supplement

to the

MASTER AGREEMENT

between the

Board of Education of Baltimore County

and the

**Education Support Professionals of Baltimore
County
(ESPBC)**

(Formerly known as BACE)

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

Article 3 - Association's Rights, Privileges, and Responsibilities

3.8 Payroll Deduction, Other

The Board shall provide for payroll deduction of the following coordinated programs;

- a. The Board shall provide employees with a list of approved tax sheltered annuities and custodial companies. The selection of annuity and custodial account companies shall be made in consultation with representatives of the Board's bargaining units.
- b. The Board shall provide for direct deposit through the Automated Clearing House.
- c. First Financial Federal Credit Union.
- d. KidCare.
- e. When a payroll deduction slot, which has been available for KidCare or other Association sponsored programs is no longer endorsed by the Association, that slot may be eliminated following proper notification to the Association and the existing user(s).

ARTICLE 4 - Negotiations Procedures

4.1 Designation of Negotiators

Prior to September 15 of each year, the Board and the Association shall each designate in writing, to the other, the name of the chairperson of its negotiating team.

Prior to September 15 of each year, the Board and the Association shall each designate in writing, to the other, not more than four (4) other official representatives to serve on its negotiating team. The negotiating teams of the Board and the Association may have four (4) consultants in attendance at any time during the negotiating sessions. By mutual consent, the number of consultants on any given subject may be expanded. Notwithstanding the above requirement, the Board and the Association shall retain the right to replace the chairperson or members of their teams at their individual discretion.

4.2 Proposals

Requests by the Association and the Board to amend the existing Agreement must be submitted in writing no later than September 30 of each school year in which the contract expires.

4.3 Time Limit - Impasse

Negotiation of all items submitted must be completed by November 30, unless the impasse procedure provided in Title 6, Subtitle 5 of the Education Article of the Annotated Code of Maryland is used.

Should either party suggest an impasse, the procedures as provided in Title 6, Subtitle 5 of the Education Article of the Annotated Code of Maryland relating to impasse shall be followed.

If the parties are unable to agree upon a third panel member or obtain a commitment to serve within the specified period, a request for a list of qualified panel members shall be made to the American Arbitration Association. All costs involving the neutral party shall be shared by the Board and the Association.

If the panel is activated, said panel shall within thirty (30) calendar days render a report setting forth its recommendations for the resolution of the impasse. The parties agree to cooperate with the panel and provide such information and assistance as it may request.

Article 7 - Wages and Working Hours

7.1 Duty Year

Ten-month Employees: The duty year for ten (10) month office professionals and for ten (10) month paraeducators shall consist of the same duty days as ten (10) month teachers, and shall include all holidays listed in Article 12. School-based office professionals/clerical employees do not work when schools are closed for winter or spring break.

Twelve-month Employees: The duty year for twelve (12) month office professionals shall consist of all weekdays between July 1 and June 30 including paid holidays. Central office employees will not be required to work more than two (2) of the days that the office is open when schools are closed for winter holiday and spring vacation, or other extended school closings except those necessitated by inclement weather or national emergency. Every effort will be made to obtain coverage on a volunteer basis. The schedule for these employees, to be worked out by the department heads, shall assure that an adequate staff is available at all times to carry out business operations. Central office employees shall be given compensatory time for any time worked during the winter holidays or spring vacation, or other extended school closings, except those necessitated by inclement weather or national emergency. School-based office professionals/clericals do not work on days when schools are closed for winter or spring break.

7.2 Normal Duty Hours

The paraeducators' duty day shall be six and one-half (6 1/2) consecutive hours, not including an unpaid duty free lunch period of thirty (30) minutes (see 7.5 re: breaks). The central office employees' duty day shall be seven and one-half (7 1/2) hours, not including an unpaid duty free lunch period of forty-five (45) minutes (see 7.5 re: breaks). Flexible hours for central office may be established by mutual agreement between the employee and the employee's supervisor. School based office professionals' duty day shall be seven and one-half (7 1/2) consecutive hours, not including an unpaid duty free thirty (30) minute lunch period (see 7.5 re: breaks). Whenever possible, the hours of a part-time employee shall be established by mutual agreement between the employee and the appropriate administrator; however, the needs of the instructional program must be given priority.

7.3 Overtime

Any employee who obtains prior authorization from an appropriate administrator/supervisor to work in excess of his/her normal schedule shall be compensated by agreed upon compensatory time hour for hour or by cash payment as follows:

- a. Up to forty (40) hours per workweek -- (1) cash payment-employee's hourly rate or (2) compensatory time-hour for hour.

b. Hours in excess of forty (40) hours per workweek -- (1) cash payment-time and one-half employee's hourly rate or (2) compensatory time-one and one-half hours per hour.

c. Any employee who earns compensatory time shall be provided the opportunity to use that compensatory time prior to the end of the school year for ten (10) month employees or the end of the fiscal year for twelve (12) month employees. Unused compensatory time shall be paid to the employee at the end of the fiscal year.

7.5 Breaks

Two breaks of approximately fifteen (15) minutes each, in addition to the thirty (30) minute unpaid duty-free lunch period, shall be provided each day. Breaks shall be scheduled with the employee's immediate supervisor.

7.6 Inclement Weather

Schools closed. Upon notification to the appropriate administrator, twelve-month employees may be absent without loss of pay when schools are closed due to inclement weather. Their absence shall be charged, as determined by the employee, to compensatory time, personal business time, or vacation time for absences directly related to the inclement weather closing. If a worksite is inaccessible, as determined by the appropriate administrator, no leave shall be charged. If an employee's compensatory time, urgent personal business time, or vacation time is not sufficient to cover the inclement weather-related absence(s), then, the employee shall be unpaid for that time.

Ten-month employees may be absent without loss of pay and shall not be required to report to work when schools are closed due to inclement weather. No leave shall be charged.

Delayed opening. When there is a delayed opening of schools, paraeducators shall not be required to report sooner than fifteen (15) minutes prior to the delayed start of school. Ten-month office professionals shall not be required to report sooner than thirty (30) minutes prior to the delayed start of school. Twelve-month employees are expected to report to work on time when there is a delayed opening due to inclement weather; however, upon notification to the appropriate administrator, any twelve-month employee's delay in arrival or absence shall be charged, as determined by the employee, to his/her compensatory time, urgent personal business time, or vacation time. If a worksite is inaccessible, as determined by the appropriate administrator, no leave shall be charged.

If an employee's compensatory time, urgent personal business time, or vacation time (12 month employees only) is not sufficient to cover the inclement weather-related absence(s), then, the employee shall be unpaid for that time.

Early dismissal. When schools are closed early, paraeducators may leave at the time of the school closing or as soon as all students leave the building. Twelve and ten-month office professionals are expected to remain on duty when there is an inclement weather related early dismissal; however, upon notification to the appropriate administrator, they shall be allowed to be absent without loss of pay and their absence shall be charged, as determined by the employee to their compensatory time, urgent personal business time, or vacation time (12-month employees only) for absences related to the early dismissal.

If an employee's compensatory time, urgent personal business time, or vacation time is not sufficient to cover the inclement weather-related absence(s), then, the employee shall be unpaid for that time.

Article 8 - Absences and Leaves

8.7 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. Requests 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 (37th) week), where the employee has not yet filed for leave, the *Application for Child Rearing Leave of Absence* must be received in the Department of Human Resources no later than thirty (30) days from the date of birth of the child(ren).

8.9 Urgent Personal Business Leave

- a. Each employee shall be entitled to up to five (5) days per year for urgent personal business leave. With the exception of inclement weather, a written statement of intent to be absent shall be submitted to the principal (or other appropriate administrator) at least twenty-four (24) hours prior to the expected absence. The principal (or other appropriate administrator) may make exception to the twenty-four (24) hour requirement in case of demonstrated need.

Urgent personal business leave must be used only to conduct personal business of any nature that cannot be scheduled on a non-duty day. Urgent personal business leave may not be used on consecutive duty days or on the first or last duty day of school for staff except with permission of the principal (or other appropriate administrator).

- b. A personal business leave day may not be used immediately preceding or following a holiday except upon special permission by the appropriate member of the Superintendent's Staff.

Absence for personal business leave shall not be charged to sick leave; unused urgent personal business leave shall be accumulated as sick leave.

Article 9 – Insurance Benefits

Health Insurance—Retired Members

9.8 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> Options 1 & 2	<u>Only for retirees age 65 or older</u>	
		Option 3-A	Option 3-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%

9.8.1 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 D will be adjusted by the lesser of the growth in the US Consumer Price Index (CPI) in the prior calendar year or 4%. Appendix D will be updated yearly by BCPS.

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

9.8.3 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 10 - Educational Assistance Benefits

The Educational Assistance Program is designed to provide financial assistance to permanent employees who have successfully completed their probationary period and who are employed fifteen (15) hours per week or more. The Educational Assistance Program is for employees who wish to attend outside training courses to improve performance in their present position or to prepare themselves for recertification, relicensure, or a career ladder promotion within the educational system.

An employee must file a *Request for Course Approval Form* obtained from the office of the principal or other appropriate administrator to secure the prior approval of the appropriate member of the Office of Personnel to be eligible for reimbursement. Employees shall be eligible for up to two hundred fifty dollars (\$250.00) per credit hour for tuition, books and fees upon presentation of Grade C or better for approved requests. Only twelve (12) semester hours will be honored per fiscal year. However, in programs requiring more than twelve (12) credits per year, the twelve (12) credit limit will be waived.

Employees on approved leaves of absence upon returning to active service shall be eligible for reimbursement for courses taken while on leave in accordance with the other provisions of the Article.

Article 11 - Transportation Reimbursement

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

- a. Attendance at a meeting called by an appropriate administrator.
- b. Banking and Post Office business.
- c. Travel from one work location to another at the direction of the appropriate administrator.
- d. Staff development activities held during the regular day.
- e. Employees assigned to two (2) or more locations on any given day will be reimbursed for the total mileage incurred less the normal round-trip commuting distance to the closest school or office to which the employee is assigned.

Reimbursement forms will be submitted monthly, bi-monthly, or quarterly. No reimbursement of less than fifteen dollars (\$15.00) will be paid to an employee during any period of time, except for the final reimbursement of 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 the fiscal year for all other employees in order to receive reimbursement.

ARTICLE 13 – Vacations

(12-month Office Professionals and 12-month Paraeducators Only)

13.5 In determining vacation schedules, effort shall be made to comply with the employee’s request; however, when there is a conflict between employee work schedules and an individual employee’s request, work schedules shall take precedence. Vacations shall be requested at least twenty four (24) hours in advance and require the approval of the appropriate administrator, with the exception of vacation requested for use during inclement weather.

13.7 Accumulated days will be capped at forty (40) vacation days.

13.8 Earned vacation credits shall not be used to extend employment beyond the last day worked except in case of retirement.

13.9 Vacation credits shall not be charged to holidays or normally nonscheduled days.

13.10 At separation, employees shall be paid for all accumulated vacation time.

Article 18 - Salaries

18.2 Longevity

At the beginning of the 11th, 13th, 15th, 17th, 19th, 21st, 23rd, 25th, 27th, 29th, 31st, 33rd, 35th, 37th, and 40th year of permanent employment with the Board of Education, the employee shall receive longevity salary increments in accordance with the current salary schedule.

18.6 Summer Rates for Paraeducators

The rate of pay for paraeducators who perform summer work as paraeducators shall be the same hourly rate of pay as paid during the prior school year for pre-July 1 work, or at the hourly rate of pay for the coming school year for work performed on or after July 1.

18.7 Extra Duty Activities

Individuals accepting an extra duty activity (EDA) responsibility shall be paid an hourly rate of pay based on the negotiated rates for the respective position(s) identified in the Master Agreement between TABCO and the Board of Education of Baltimore County (Board). Payment for these services shall be thirteen dollars (\$13.00) per hour, based on FY 09 rates. When, as a result of sponsoring an EDA, an employee exceeds forty (40) working hours during a regular work week, the rate of compensation for the EDA hours above forty hours will be time-and-one half, or nineteen dollars and fifty cents (\$19.50).

In subsequent years, the same calculation formula as used in FY 09 will be used to determine the hourly rate and the overtime rate.

18.8 Staff Development Activities

ESPBC unit members who are employed by BCPS during the summer and who are approved to attend job related summer staff development activities shall be compensated at their respective hourly rates of pay.

ESPBC unit members who are not employed by BCPS during the summer, but are approved to attend job related staff development activities during the summer, shall be compensated at a rate of seventeen dollars and fifty cents (\$17.50) per hour.

ESPBC unit members who are approved to attend staff development activities during the duty year (outside of their scheduled work day) shall be compensated at their hourly rate of pay.

Article 21 - 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 9 shall remain constant through FY 09. In subsequent years, Article 9 shall be subject to the re-openers 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. The parties agree that Article 9 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 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-1



BALTIMORE COUNTY PUBLIC SCHOOLS
Salary Scale for 10-Month Employees Represented by ESPBC, 2011-
2012
Paraeducators
Effective July 1, 2011

STEP	Grade 31	Grade 32	Grade 33	Grade 34	Grade 35
	High School < 30 Hours	High School Plus 30 Hours	High School Plus 60 Hours	High School Plus 90 Hours	Bachelor's Degree
01	14.17	14.60	15.03	15.46	15.89
02	14.83	15.25	15.69	16.11	16.54
03	15.47	15.91	16.33	16.76	17.19
04	16.09	16.54	16.98	17.44	17.88
05	16.74	17.20	17.67	18.12	18.59
06	17.41	17.89	18.37	18.85	19.34
07	18.11	18.61	19.10	19.60	20.11
08	18.83	19.35	19.86	20.38	20.91
09	19.58	20.12	20.65	21.20	21.75
10	20.36	20.92	21.48	22.05	22.62

Longevity Step

- 11 years = .75**
- 13 years = 1.12**
- 15 years = 1.50**
- 17 years = 1.87**
- 19 years = 2.24**
- 21 years = 2.61**
- 23 years = 2.98**
- 25 years = 3.36**
- 27 years = 3.73**
- 29 years = 4.11**
- 31 years = 4.48**
- 33 years = 5.22**
- 35 years = 5.96**
- 37 years = 6.70**
- 40 years = 7.44**

Appendix A-2

BALTIMORE COUNTY PUBLIC SCHOOLS

2010-2011 Salary Schedule for Ten-Month Interpreters

Effective July 1, 2010

GRADE	10	11	12
STEP			
01	19.38	20.11	20.92
02	20.16	20.92	21.76
03	20.96	21.76	22.63
04	22.01	22.85	23.76
05	23.11	23.99	24.95
06	24.27	25.19	26.20
07	25.48	26.46	27.51
08	26.75	27.78	28.89
09	27.93	29.00	30.16
10	29.16	30.28	31.49
31	20.16	20.92	21.76
32	20.96	21.76	22.63
33	22.01	22.85	23.76
34	23.11	23.99	24.95
35	24.27	25.19	26.20
36	25.48	26.46	27.51
37	26.75	27.78	28.89
38	27.93	29.00	30.16
39	29.16	30.28	31.49
40	30.44	31.61	32.88
61	20.96	21.76	22.63
62	22.01	22.85	23.76
63	23.11	23.99	24.95
64	24.27	25.19	26.20
65	25.48	26.46	27.51
66	26.75	27.78	28.89
67	27.93	29.00	30.16
68	29.16	30.28	31.49
69	30.44	31.61	32.88
70	31.78	33.00	34.33

Longevity Steps:

- 11 years = 0.75**
- 13 years = 1.12**
- 15 years = 1.50**
- 17 years = 1.87**
- 19 years = 2.24**
- 21 years = 2.61**
- 23 years = 2.98**
- 25 years = 3.36**
- 27 years = 3.73**
- 29 years = 4.11**
- 31 years = 4.48**
- 33 years = 5.22**
- 35 years = 5.96**
- 37 years = 6.70**
- 40 years = 7.44**

Grade 10 = Not certified

Grade 11 = Possession of NAD-RID National Level II Interpreter Certification; or

- **NIC Generalist Certification; or**
- **RID Certificate of Interpreting; or**
- **RID Certificate of Transliteration**

Grade 12 = Possession of RID Certificate of Interpreting and Certificate of Transliteration; or

- **NAD-RID National Level IV or V Interpreter Certification; or**
- **NIC Certified Master or Advanced Level Certification**

Appendix A-3



BALTIMORE COUNTY PUBLIC SCHOOLS

Salary Scale for Employees Represented by ESPBC, 2011-2012

Office Professionals, Clerical, and Classified Employees

Effective July 1, 2011

STEP	GRADE												
	01	02	03	04	05	06	07	08	09	10	11	12	13
01	13.22	13.87	14.54	15.19	15.85	16.53	17.22	17.94	18.65	19.38	20.11	20.92	21.76
02	13.75	14.42	15.12	15.80	16.48	17.19	17.91	18.66	19.39	20.16	20.92	21.76	22.63
03	14.30	15.00	15.73	16.43	17.14	17.88	18.63	19.40	20.17	20.96	21.76	22.63	23.54
04	15.01	15.75	16.51	17.25	18.00	18.78	19.56	20.37	21.18	22.01	22.85	23.76	24.72
05	15.76	16.54	17.34	18.12	18.90	19.72	20.53	21.39	22.24	23.11	23.99	24.95	25.96
06	16.55	17.37	18.21	19.03	19.85	20.71	21.56	22.46	23.35	24.27	25.19	26.20	27.26
07	17.38	18.24	19.12	19.98	20.84	21.75	22.64	23.58	24.51	25.48	26.46	27.51	28.62
08	18.25	19.15	20.07	20.98	21.88	22.84	23.78	24.77	25.73	26.75	27.78	28.89	30.05
09	19.05	19.99	20.95	21.90	22.84	23.84	24.83	25.86	26.86	27.93	29.00	30.16	31.37
10	19.89	20.87	21.87	22.86	23.84	24.89	25.92	27.00	28.04	29.16	30.28	31.49	32.75
31	13.75	14.42	15.12	15.80	16.48	17.19	17.91	18.66	19.39	20.16	20.92	21.76	22.63
32	14.30	15.00	15.73	16.43	17.14	17.88	18.63	19.40	20.17	20.96	21.76	22.63	23.54
33	15.01	15.75	16.51	17.25	18.00	18.78	19.56	20.37	21.18	22.01	22.85	23.76	24.72
34	15.76	16.54	17.34	18.12	18.90	19.72	20.53	21.39	22.24	23.11	23.99	24.95	25.96
35	16.55	17.37	18.21	19.03	19.85	20.71	21.56	22.46	23.35	24.27	25.19	26.20	27.26
36	17.38	18.24	19.12	19.98	20.84	21.75	22.64	23.58	24.51	25.48	26.46	27.51	28.62
37	18.25	19.15	20.07	20.98	21.88	22.84	23.78	24.77	25.73	26.75	27.78	28.89	30.05
38	19.05	19.99	20.95	21.90	22.84	23.84	24.83	25.86	26.86	27.93	29.00	30.16	31.37
39	19.89	20.87	21.87	22.86	23.84	24.89	25.92	27.00	28.04	29.16	30.28	31.49	32.75
40	20.77	21.79	22.83	23.87	24.89	25.99	27.06	28.19	29.27	30.44	31.61	32.88	34.19
61	14.30	15.00	15.73	16.43	17.14	17.88	18.63	19.40	20.17	20.96	21.76	22.63	23.54
62	15.01	15.75	16.51	17.25	18.00	18.78	19.56	20.37	21.18	22.01	22.85	23.76	24.72
63	15.76	16.54	17.34	18.12	18.90	19.72	20.53	21.39	22.24	23.11	23.99	24.95	25.96
64	16.55	17.37	18.21	19.03	19.85	20.71	21.56	22.46	23.35	24.27	25.19	26.20	27.26
65	17.38	18.24	19.12	19.98	20.84	21.75	22.64	23.58	24.51	25.48	26.46	27.51	28.62
66	18.25	19.15	20.07	20.98	21.88	22.84	23.78	24.77	25.73	26.75	27.78	28.89	30.05
67	19.05	19.99	20.95	21.90	22.84	23.84	24.83	25.86	26.86	27.93	29.00	30.16	31.37
68	19.89	20.87	21.87	22.86	23.84	24.89	25.92	27.00	28.04	29.16	30.28	31.49	32.75
69	20.77	21.79	22.83	23.87	24.89	25.99	27.06	28.19	29.27	30.44	31.61	32.88	34.19
70	21.68	22.75	23.83	24.92	25.99	27.13	28.25	29.43	30.56	31.78	33.00	34.33	35.69

Longevity Step

11 years =	0.65	27 years =	3.23
13 years =	0.97	29 years =	3.56
15 years =	1.29	31 years =	3.88
17 years =	1.62	33 years =	4.53
19 years =	1.94	35 years =	5.18
21 years =	2.27	37 years =	5.83
23 years =	2.59	40 years =	6.48
25 years =	2.91		

Appendix B
FLEXIBLE BENEFITS PLAN

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

MEDICAL INSURANCE **	Total Premium or Equivalent	Board Annual Share	Your Annual Share	Your bi-weekly Deduction *
CareFirst BlueCross BlueShield Triple Choice/MPOS				
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
CIGNA OAPIN (In Network)				
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
CIGNA OAP (In/Out Network)				
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
Kaiser Permanente HMO				
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
DENTAL INSURANCE **	Total Premium or Equivalent	Board Annual Share	Your Annual Share	Your bi-weekly Deduction *
CareFirst Regional Dental PPO				
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
CareFirst Regional Dental Traditional				
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
CIGNA Dental DHMO				
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
VISION INSURANCE	Total Premium or Equivalent	Board Annual Share	Your Annual Share	Your bi-weekly Deduction *
CareFirst Davis				
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 D

**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

Yrs. Of Service	Retiree	Retiree & Dependent	Retiree	Retiree & Dependent
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%.

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