

SUMMARY FORM

**COLLECTIVE BARGAINING AGREEMENT
PUBLIC SECTOR / NON-POLICE & NON-FIRE**

Section I: Agreement Details

Public Employer: Cumberland Regional High School County: Cumberland
 Employee Organization: Cumberland Regional Education Association Employees in Unit: 112
 Base Year Contract Term: 7/1/2017 6/30/2018 New Contract Term 7/1/2018 6/30/2021
 Type of Settlement: Mediated Settlement Fact-Finder Recommendation Voluntary Settlement Super Conciliation

	Column A Base Year - Total Costs <i>(Last Year of Previous agreement)</i>	Column B New Base Year - Total Costs <i>(First Year of Successor agreement)</i>
Section II: Economic		
Item 1 <u>Salary</u>	\$7,085,183	\$7,276,471
Item 2 <u>Increment</u>		
Item 3 <u>Longevity</u>		
Item 4		
Item 5		
Item 6		
Item 7		
Item 8		
Item 9		
Item 10		
Item 11		
Item 12		
<small>Any additional items list on separate sheet Additional Items</small>		
Section III: Totals - Sum of costs in each column	\$7,085,183 (Total)	\$7,276,471 (Total)

Section IV: Analysis of new successor agreement

NEW AGREEMENT ANALYSIS

Total Base Year (previous agreement)	\$7,085,183			
<u>Effective Date (m/d/yyyy)</u>	<u>7/1/2018</u>	<u>7/1/2019</u>	<u>7/1/2020</u>	
Percent Increase	2.70	2.75	3.00	
Total cost of increase ..	\$191,288	\$200,104	\$224,293	
Total base salary (successor agreement)	\$7,276,471	\$7,476,576	\$7,700,868	

Section V: Impact of Settlement - average annual increase over term of agreement

Percentage Impact (average per year over term of agreement) 2.82
 Dollar Impact (average per year over term of agreement) \$205,228.00

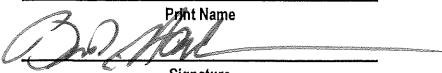
Section VI

Health Insurance (Indicate costs associated on each line)

	Base Year	Year 1		
Cost of Health Plan	\$1,736,720	\$1,968,083		
Employee Contributions	\$425,000	\$435,000		
Prescription	\$539,848	\$593,832		
Dental	\$52,360	\$52,360		
Vision	\$0	\$0		

The undersigned certifies that the foregoing figures are true and is aware that if any of the foregoing items are false, s/he is subject to punishment.

Section VII

Prepared by: Bruce D. Harbinson Title: School Business Administrator

 Signature Date: 3/27/2019