

**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: 122  
 Base Year Contract Term: 7/1/2014 6/30/2015 New Contract Term 7/1/2015 6/30/2018  
 Type of Settlement:  Mediated Settlement  Fact-Finder Recommendation  Voluntary Settlement  Super Conciliation

	Column A Base Year - Total Costs <small>(Last Year of Previous agreement)</small>	Column B New Base Year - Total Costs <small>(First Year of Successor agreement)</small>
<b>Section II: Economic</b>		
Item 1 ..... <u>Salary</u>	\$7,620,426	\$7,799,411
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>		
<b>Section III: Totals - Sum of costs in each column</b>	\$7,620,426 (Total)	\$7,799,411 (Total)

**Section IV: Analysis of new successor agreement**

**NEW AGREEMENT ANALYSIS**

Total Base Year (previous agreement) \$7,620,426

Effective Date (m/d/yyyy)	<u>7/1/2015</u>	<u>7/1/2016</u>	<u>7/1/2017</u>		
Percent Increase .....	<u>2.35</u>	<u>2.50</u>	<u>2.50</u>		
Total cost of increase ..	<u>\$178,986</u>	<u>\$195,147</u>	<u>\$199,822</u>		
Total base salary (successor agreement) .....	<u>\$7,799,411</u>	<u>\$7,994,558</u>	<u>\$8,194,380</u>		

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

Percentage Impact (average per year over term of agreement) 2.45  
 Dollar Impact (average per year over term of agreement) \$191,318.00

**Section VI**

Health Insurance (Indicate costs associated on each line)

	Base Year	Year 1			
Cost of Health Plan .....	\$1,646,424	\$1,685,460			
Employee Contributions .....	\$317,125	\$415,882			
Prescription .....	\$427,985	\$436,544			
Dental .....	\$51,322	\$50,097			
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  
 Print Name  
 Signature Date: 5/3/2016