

Marion Center Area School District
Proposed Settlement Offer - Examples
1/27/2012

Teacher A - Bachelors	2009-10	2010-11	2011-12	2012-13
Step*	1	2	3	4
Salary	37,650	39,600	41,205	42,665
- Annual Increase		1,950	1,605	1,460
Medical Premium (Farr)	16,945	18,014	15,905	16,671
Plan Deductible	-	-	600.00	600.00
Plan Design Changes			440.00	350.00
Premium Co-Share %	0.00%	0.00%	3.00%	3.25%
Premium Co-Share %	-	-	477.15	541.81
Net to Employee	\$37,650.00	\$39,600.00	\$39,687.85	\$41,173.19
Change from Prior Year		\$1,950.00	\$87.85	\$1,485.34
% Increase Year to Year		5.2%	0.2%	3.7%
Average Increase Per Year Over Life of Contract				3.05%

Teacher D -Masters	2009-10	2010-11	2011-12	2012-13
Step*	1	2	3	4
Salary	38,850	40,800	42,405	43,865
- Annual Increase		1,950	1,605	1,460
Medical Premium	16,945	18,014	15,905	16,671
Plan Deductible	-	-	600.00	600.00
Plan Design Changes			440.00	350.00
Premium Co-Share %	0.00%	0.00%	3.00%	3.25%
Premium Co-Share %	-	-	477.15	541.81
Net to Employee	\$38,850.00	\$40,800.00	\$40,887.85	\$42,373.19
Change from Prior Year		\$1,950.00	\$87.85	\$1,485.34
% Increase Year to Year		5.0%	0.2%	3.6%
Average Increase Per Year Over Life of Contract				2.96%

Teacher B - Bachelors	2009-10	2010-11	2011-12	2012-13
Step*	6	7	8	9
Salary	46,525	48,475	50,080	51,540
- Annual Increase		1,950	1,605	1,460
Medical Premium (Farr)	16,945	18,014	15,905	16,671
Plan Deductible	-	-	600.00	600.00
Plan Design Changes			440.00	350.00
Premium Co-Share %	0.00%	0.00%	3.00%	3.25%
Premium Co-Share %	-	-	477.15	541.81
Net to Employee	\$46,525.00	\$48,475.00	\$48,562.85	\$50,048.19
Change from Prior Year		\$1,950.00	\$87.85	\$1,485.34
% Increase Year to Year		4.2%	0.2%	3.1%
Average Increase Per Year Over Life of Contract				2.48%

Teacher E - Masters	2009-10	2010-11	2011-12	2012-13
Step*	6	7	8	9
Salary	47,725	49,675	51,280	52,740
- Annual Increase		1,950	1,605	1,460
Medical Premium (T-P)	15,513	16,174	14,280	14,968
Plan Deductible	-	-	600.00	600.00
Plan Design Changes			440.00	350.00
Premium Co-Share %	0.00%	0.00%	3.00%	3.25%
Premium Co-Share %	-	-	428.40	486.46
Net to Employee	\$47,725.00	\$49,675.00	\$49,811.60	\$51,303.54
Change from Prior Year		\$1,950.00	\$136.60	\$1,491.94
% Increase Year to Year		4.1%	0.3%	3.0%
Average Increase Per Year Over Life of Contract				2.45%

Teacher C - Bachelors	2009-10	2010-11	2011-12	2012-13
Step*	14	15	16	17
Salary	60,725	66,422	68,027	69,487
- Annual Increase		5,697	1,605	1,460
Medical Premium (Farr)	16,945	18,014	15,905	16,671
Plan Deductible	-	-	600.00	600.00
Plan Design Changes			440.00	350.00
Premium Co-Share %	0.00%	0.00%	3.00%	3.25%
Premium Co-Share %	-	-	477.15	541.81
Net to Employee	\$60,725.00	\$66,422.00	\$66,509.85	\$67,995.19
Change from Prior Year		\$5,697.00	\$87.85	\$1,485.34
% Increase Year to Year		9.4%	0.1%	2.2%
Average Increase Per Year Over Life of Contract				3.92%

Teacher F Masters	2009-10	2010-11	2011-12	2012-13
Step*	14	15	16	17
Salary	61,925	67,822	69,427	70,887
- Annual Increase		5,897	1,605	1,460
Medical Premium (T-P)	15,214	16,174	14,280	14,968
Plan Deductible	-	-	600.00	600.00
Plan Design Changes			440.00	440.00
Premium Co-Share %	0.00%	0.00%	3.00%	3.25%
Premium Co-Share %	-	-	428.40	486.47
Net to Employee	\$61,925.00	\$67,822.00	\$67,958.60	\$69,360.53
Change from Prior Year		5,897.00	136.60	1,401.93
% Increase Year to Year		9.5%	0.2%	2.1%
Average Increase Per Year Over Life of Contract				3.93%

* Step is indicative of years of service with exception of employees already on steps 14 and 15 in 2009-10 year.