

**BELLEVUE SCHOOL DISTRICT #405**  
**Negotiations Information Sheet**  
**September 1, 2008**

**Today, the District significantly increased its medical benefits proposal to include over \$1,000,000 beyond the money provided by the State. The result is that there will be no out-of-pocket cost for benefits for 428 of the 1200 teachers and the monthly increases for others who do have out-of-pocket costs will range from \$6 to \$62 (in the case of full family coverage)**

The **District's** proposal made on September 1, 2008 was for a three year agreement with a compounded actual cost of **\$6,289,000**

**District Salary Proposal      2008-09      \$1,403,000**

- 5.1% base salary increase (state COLA)
- 1.5% supplemental compensation increase (**\$1,128,000**)
- Increase to benefits proposal      (**\$275,000**)

*For the average teacher who is gaining a step increase from last year to this year this offer means the following increases:*                      2007-08 - \$57,868              2008-09 - \$64,231

**District Proposal Year Two      2009-10      \$2,255,000 Including Year One Ongoing Cost**

- State COLA (not known at this time)
- 1% supplemental compensation increase (**\$752,000**)
- Increase to benefits proposal      (**\$100,000**)

**District Proposal Year Three      2010-11      \$2,631,000 Including Years One and Two Ongoing**

- State COLA (not known at this time)
- .5% supplemental compensation increase contingent on passage of 2010 technology levy (**\$376,000**)

The **Union's** proposal made on August 30, 2008 was for a three year agreement with a compounded actual cost of **\$14,663,000**.

**Union Proposal Year One      2008-09      \$2,331,000**

- 5.1% base salary increase (state COLA)
- 2% supplemental compensation increase (**\$1,504,000**) plus **\$127,000** for selected job roles
- increase in guaranteed additional benefit contribution from \$300,000 to \$1,000,000 (**\$700,000**)

**Union Proposal Year Two      2009-10      \$4,637,000 Including Year One Ongoing Cost**

- State COLA (not known at this time)
- 3% supplemental compensation increase (**\$2,256,000**)
- increase in guaranteed additional benefit contribution from \$1,000,000 to \$1,050,000 (**\$50,000**)

**Union Proposal Year Three      2010-11      \$7,695,000 Including Years One and Two Ongoing**

- State COLA (not known at this time)
- 4% supplemental compensation increase (**\$3,008,000**)
- increase in guaranteed additional benefit contribution from \$1,050,000 to \$1,100,000 (**\$50,000**)

**Summary**

• <b>District Proposal</b>	<b>Three Year Total</b>	<b>\$ 6,289,000</b>
• <b>Union Proposal</b>	<b>Three Year Total</b>	<b>\$14,663,000</b>
	<b>Difference</b>	<b>\$ 8,374,000</b>