

Nazareth Area School District

NAEA Cost Analysis - Teacher Contract for 2006-07 through 2010-11 inclusive.

Analysis of Final Agreement. Union approved March 5, 2007 and Board approved on March 26, 2007.

	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	TOTAL
Salaries (Per Union Schedule - 2-06-07)	\$ 16,695,272	\$ 17,564,012	\$ 18,347,241	\$ 19,165,627	\$ 20,027,795	\$ 20,932,736	\$ 96,037,411
EPED +2% per year	216,631	227,245	231,790	236,426	241,154	245,977	1,182,592
Curriculum Leaders - 3 Tiers (Cost est. on ave. salary.)	70,485	109,450	114,354	119,498	124,875	130,495	598,672
Social Security, 7.65%	1,299,153	1,369,404	1,430,044	1,493,399	1,560,128	1,630,154	7,483,129
Retirement, 4.69%, 6.46%, 7.13%, 6.78%, 5.83%, 5.50%	796,474	1,156,386	1,332,838	1,323,561	1,188,960	1,172,006	6,173,752
Workers Comp., 1.043%, 1.06% each year after	177,126	189,747	198,150	206,928	216,175	225,878	1,036,878
Health, Dental, Prescription (320 employees)							
2005-06: \$7,080/year/employee	2,265,600	2,595,840	2,985,280	3,432,960	3,947,840	4,540,160	17,502,080
2006-07: \$8,112/year/employee							
2007-08: \$9,329, assumed 15% increase							
2008-09: \$10,728, assumed 15% increase							
2009-10: \$12,337, assumed 15% increase							
2010-11: \$14,188, assumed 15% increase							
Employee Co-pays at % of average salary: 1.0% Single (88) and 1.5% for Family (222)	(183,040)	(232,392)	(242,847)	(253,770)	(265,188)	(277,124)	(1,271,321)
Well baby visits at 80% excluding major med. Deduct.	0	130,188	130,188	130,188	130,188	130,188	650,940
Well office visits at 80% excluding major med. Deduct.							-
Third Party Physician Review							
Coverage for orthodontia	-	22,825	22,825	22,825	22,825	22,825	114,125
Vision	25,970	25,970	25,970	25,970	25,970	25,970	129,849
Life Insurance, 1X salary	32,055	33,723	35,227	36,798	38,453	40,191	184,392
Income Protect - 60% of salary with other income offsets	36,820	119,435	124,761	130,326	136,189	142,343	653,054
Tuition Reimbursement - Fees for lab, computer etc.	-						
Total	\$ 21,432,546	\$ 23,311,833	\$ 24,735,821	\$ 26,070,736	\$ 27,395,364	\$ 28,961,799	\$ 130,475,552
Increase		\$ 1,879,288	\$ 1,423,988	\$ 1,334,914	\$ 1,324,628	\$ 1,566,435	
		8.8%	6.1%	5.4%	5.1%	5.7%	