

**Senior Food Service
November 12, 2015
Tentative Agreement**

The Horseheads Central School District and the Senior Food Service Workers agree to the following changes in their collective bargaining agreement:

3 year contract (July 1, 2014 through June 30, 2017)

Salary increases:

2014 - 2015 - Unit members shall be set at the following hourly rates for the 2014-15 school year (to be paid retroactively):

Bird:	\$18.92
Buchanan:	\$20.40
Drake:	\$16.00
German:	\$23.40

2015 - 2016 - 2.65%

2016 - ~~2017~~ - 2.65%

Changes to current health insurance plan:

PLAN CHANGES:

Office Visits, Surgical Care, Diagnostic Imaging, Cardiac Rehab. \$20.00 per visit

Prescription Drugs - Tier 1 (generic) \$10.00 per 30 days retail; \$0 for 90 day Mail Order
Tier 2 \$25.00 per 30 days retail; \$20 for 90 day Mail Order
Tier 3 \$40.00 per 30 days retail; \$ 30 for 90 day Mail Order

Specialty Drugs \$60.00 per 30 days or mail order
drugs require prior approval; including "Step Therapy"

Emergency Room \$100, waived if admitted

Urgent Care visit \$20.00 per visit

Additional Items:

Permanent buy-out for health insurance into retirement if have health insurance with a provider other than the District plan equal to ½ of final salary.

Increase insurance buy-out to \$4500

Insurance contributions	2014-2015 – 12%
	2015-2016 – 13%
	2016-2017 – 14%

Upon retirement from the District, the District shall make a one-time calculation based upon the following: $\$75 \times$ number of accrued sick days

The money resulting from this calculation shall be held on account in the business office and shall be used to offset the employee's contribution to health insurance in retirement.

Sick leave escrow account:

In the event of the retiree's death, the retiree's spouse/dependent(s) shall be permitted to use the sick leave escrow account to continue health plan.

Unit members are eligible for District-sponsored vision plan (CSEA plan) and dental insurance at no cost to the employee into retirement.

For the Association:

For the District:

Dani German

Justin E. Clark

Karen Buchanan

Low Burd

Maryannos Duke

DATED: 11-12-15