**Sauk Valley Community College**

**May 22, 2017**

**Action Item 4.2**

**Topic: Memorandum of Understanding between the Sauk Valley Community College Faculty Association, IEA-NEA and the Sauk Valley Community College District #506 Board of Trustees**

**Strategic Direction: Goal 1, Objective 3 – Be operationally efficient in order to maintain a low cost of attendance for students**

**Presented By: Dr. David Hellmich, Dr. Jon Mandrell, Dr. Steve Nunez, and Kathryn Snow**

**Presentation:**

Per previous discussions with the Board, the following is the agreed upon Memorandum of Understanding, which will expire on June 30, 2018, between the full-time College Faculty Association and the Board of Trustees.

**Recommendation:**

The administration recommends the Board approve the Memorandum of Understanding between the full-time College Faculty Association and the Board of Trustees.

**Memorandum of Understanding between the**

**Sauk Valley Community College Faculty Association, IEA-NEA and the**

**Sauk Valley Community College District #506 Board of Trustees**

This Memorandum of Understanding (“MOU”) is entered into on this \_\_\_ of April, 2017, between the Sauk Valley Community College Faculty Association (the “Association”) and the Sauk Valley Community College District #506 Board of Trustees (the “Board”), collectively referenced as the “Parties” herein.

The following bargaining representatives from both parties listed below met on Tuesday,
April 18, 2017:

*Association Representatives*: David Edelbach, Mary Ann Hurd, Noel Berkey, and Susan Goudreau

*Board Representatives*: David Hellmich, Kathryn Snow, Jonathon Mandrell, and Steven Nunez.

The parties discussed their shared mutual concern for the uncertainty of the State’s financial and budgetary situation and the financial viability of the College’s self-funded health insurance plan. Due to their mutual concern and interest in the financial health of the college and a commitment to the continuance of educational services to the Sauk community, the parties agree to extend the current collective bargaining agreement for a period of one additional year subject to the following provisions which are listed below. Once ratified by the Association and the Board, these terms will be incorporated into the collective bargaining agreement as a memorandum of understanding which will expire on June 30, 2018.

1. The parties agree to forgo yearly salary increases for all college employees for the 2017-2018 academic term. Faculty members will not move vertically on the current salary schedule. Faculty members will receive only horizontal lane movement increases for promotion and/or advanced education per the provisions of Article 6 and Article 17 of the collective bargaining agreement. Other college employees will only receive salary increases due to promotion or reassignment. This provision does not apply to any employee working under the terms of another collective bargaining agreement between a different bargaining unit and the Board.
2. The Faculty Association will accept the insurance plan options presented by the College on April 5, 2017. The plan options include the choice of three fully insured plans with Blue Cross/Blue Shield (Plan A, Plan B, and Plan C).

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Plan A** | **Plan B** | **Plan C** |
|  | **In-Network** | **Out-of-Network** | **In-Network** | **Out-of-Network** | **In-Network** | **Out-of-Network** |
| **Deductible – Single** | $500 | $1,000 | $500 | $1,000 | $1,000 | $2,000 |
| **Deductible – Family** | $1,500 | $3,000 | $1,500 | $3,000 | $3,000 | $6,000 |
| **OPM – Single** | $1,500 | $3,000 | $2,500 | $5,000 | $3,000 | $6,000 |
| **OPM – Family** | $4,500 | $9,000 | $7,500 | $15,000 | $9,000 | $18,000 |
| **Physician Visits – Co-pay** | $20 |  | $30 |  | $30 |  |
| **Physician Visits – Specialist Co-pay** | $40 |  | $50 |  | $50 |  |
| **Emergency Room Co-pay** | $150 |  | $150 |  | $150 |  |
| **Co-Insurance** | 90% | 70% | 80% | 60% | 80% | 60% |
| **Rx-Generic** | $10 | $15 | $10 | $15 | $10 | $15 |
| **Rx-Name Brand** | $40 | $50 | $40 | $50 | $40 | $50 |
| **Rx-Non-formulary** | $60 | $70 | $60 | $70 | $60 | $70 |

The annual employee premiums rates will be as follows:

 **Plan A** **Plan B** **Plan C**

Employee $1,642 $1,304 $1,045

Employee +S $4,057 $3,393 $2,885

Employee +C $3,995 $3,393 $2,932

Family $6,408 $5,480 $4,770

The 2017 in-network deductible and in-network out-of-pocket maximums incurred as of 6/30/17 will carry over from the current plan to the new plan.

1. Dental/Vision insurance will remain the same for all full-time employees.
2. All other provisions of the contract will remain unchanged until a successor agreement is negotiated and ratified by the parties.

*SVCC FA, IEA-NEA: SVCC District #504 Board of Trustees:*

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President Chair

Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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 Secretary

 Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_