

## Approximate Cost of Current Union Monetary Proposals

Excludes costs of BCTF proposals on class size, composition and non-enrolling teachers

Subject Matter	Description	Dollar Cost	Comment
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*Costing is based on 3rd year cost compared to base year cost. Excludes costs of less than \$10,000,000.  
Asterisk indicates agreement of the parties on the cost or the use of a BCTF figure.*

• Contract duration	3 years	n/a	2013-14 to 2015-16
• Wages & wage impacted benefits	13.34%	\$360,180,000	1.0% of wages and WI benefits is approx. \$27 million.
• Grid reduction	Cut bottom 2 steps	\$13,500,000	Gradual implementation means further increases for many years: impact varies by School District.
• Preparation time	Increase	\$98,700,000 *	Decreases instructional time per teacher.
• Pregnancy & parental leave	Top up etc.	\$30,900,000 *	"Low/middle assumption."
• Benefits: extended health & dental	Improve benefits	\$46,800,000 *	
• TTOC benefits, grid placement etc.	See comment	\$12,000,000	Benefits from \$3.00 to \$25.00 per day; immediate placement on scale; improved experience credit.
• Professional Development	Increased funding	\$14,100,000 *	
<b>TOTAL increased costs by the third year:</b>		<b>\$576,180,000</b>	
<i>Percentage increase in total compensation</i>		<b>19.2%</b>	<i>1% of total compensation equals approx. \$30 million.</i>

*Note: Approximate total compensation for the base year: \$3,000,000,000 This is the figure for the base year, 2012-13.*

*Note: further details are available from "For the Record" BCPSEA publication.*