

**TENTATIVE AGREEMENT
LOWER MERION SCHOOL DISTRICT AND LOWER MERION EDUCATION ASSOCIATION**

September 18, 2019

The following tentative agreement modifies the current collective bargaining agreement as described below:

1. Appendix B and Appendix C (Salary Schedules)

	2020-21	2021-22	2022-23	2023-24
Support	3.0%	2.5%	2.0%	2.0%
Professional	2.0%	1.5%	1.5%	1.25%
EPER	1.0%	1.0%	1.0%	1.0%

- Maintain step movement for each year of the agreement.

2. Article 3 (Term of Agreement)

- Four (4) years

3. Article 42 (Health Care Insurance)

a. Premium Adjustments

	2020-21	2021-22	2022-23	2023-24
PC20/30/70	All bands + 0.5%	All bands + 1.0%	All bands + 1.0%	All bands + 1.0%
KC2F2	No change	No change	No change	All bands + 1.0%
PPO+6B	No change	No change	No change	All bands + 1.0%

b. Enrollment Eligibility

New Hires, as of 7/1/2020, would be eligible to enroll in KC2F2 or PPO+6B only. This provision is effective during the term of this agreement and through June 30, 2024, at which time this provision will sunset and shall no longer be in effect following the expiration of the agreement, except to the extent that it is negotiated as part of a successor agreement.

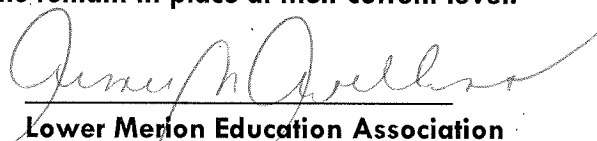
c. Plan Design Adjustment

Adjust PPO+6B plan design as follows:

- Emergency Room – Remove deductible, replaced by flat \$200.00 co-pay (waived if admitted)
- Urgent Care – Remove deductible, replace with flat \$75 co-pay

4. All other terms, benefits, and conditions remain in place at their current level.

Lower Merion School District


Lower Merion Education Association

Date

10/8/19

Date