



BARGAINING TRENDS AND OUTLOOK 2015-2016

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What's happened in 2015:

- Salary
- Insurance
- OTES
- Charter Schools



Public sector wage settlements in 2014/2013

School district: 1.52% 1.17%

Teacher: 1.56% 1.23%



Wage settlements by unit type...2014/2013

Police: 2.03% 1.66%

Fire: 1.86% 1.66%

Other: 1.69% 1.45%



Wage settlements by region ...2014/2013

Akron/Canton:	1.76%	1.46%
Cincinnati:	1.68%	1.12%
Cleveland:	1.49%	1.49%
Columbus:	1.88%	1.64%
Dayton:	1.97%	1.41%
Southeast Ohio:	1.95%	1.90%
Toledo:	1.83%	1.39%
Warren/Youngstown:	1.70%	1.55%



School district strikes in 2015/2016

- None filed w/SERB to date
- One in 2014/2015
- 398 total strikes since 1978



Health Care Trends

Plan designs used by school district/ESCs:

Traditional	.4%
PPO	70.6%
POS	1.6%
HMO	2.6%
EPO	1.3%
HDHP (no HSA)	10.8%
HDHP (w/HSA)	12.7%

Self-funded plan types (including all designs) 85.4%



Ohio averages

- State of Ohio employees contribute and average of 15.8% towards family premiums. Colleges/Universities employees contribute 15.2% and statewide average employee contribution rate is 12.8% towards family premiums.



Opt-out payments

45.9% of districts offer opt-out incentives to employees who waive coverage, which is approximately 16% more than in 2014.

- Average single coverage opt-out: \$1577
- Average family coverage opt-out: \$2264



Other school district trends . . .

- 55.8% have conducted dependent eligibility audits within past 3 years, down 23.5%, but still the highest in all jurisdictions
- 77.4% participate in health insurance purchasing consortiums (highest in all jurisdictions)
- 61.9% offer wellness programs (- 3.5%)
- 49.6% have some type of spousal restriction (the highest percentage of all jurisdictions)



Public sector generally

Average monthly premiums (medical and prescription):

\$570.48 single coverage

\$1492.55 family coverage

One year increase in premiums (medical and prescription):

4.4% for single coverage

4.3% for family coverage



Public sector generally

- Average annual total cost per employee for medical, prescription, dental and vision coverage is \$13,710
- For 2015, only 13% of single and 10.7% of family premiums were 100% employer paid
- For 2015, only 6.9% of plans do not require employees to pay a deductible or co-insurance for medical coverage



Data Sources

- Wage settlement data is based on SERB's *2014 Annual Wage Settlement Report*
- Health care data is based on SERB's *23rd Annual Report on the Cost of Health Insurance in Ohio's Public Sector* (Data is representative of medical insurance plans in effect on January 1, 2015)
- <http://www.serb.state.oh.us/index.html>



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