

Dover School District

Summary of Changes - DPA(Dover Paraeducators Association) Tentative Agreement Cost Summary

DEOP	Wage Amount	Dental	Medical	N/A Retirement	Other Fringe	Total Fringe	Wage & Fringe	FY23		FY24+	
								FICA	NHRS	FICA	NHRS
								7.65%	0.00%	7.65%	0.00%
FY2023											
Contracted	4,119,559	7,723	200,446	0	315,146	523,315	4,642,874				
FY2024								Change from FY23		SQ Change from FY23 Actual	
Estimate	4,308,842	7,839	365,961	15,200	329,626	718,627	5,027,469	384,595	8.28%	97,442	2.10%
SQ	4,183,342	7,839	229,110	0	320,026	556,974	4,740,316				
FY2025								Change from FY24 Estimate		SQ Change from FY24 SQ	
Estimate	4,543,744	7,917	391,579	15,200	347,596	762,293	5,306,036	278,567	5.54%	75,484	1.59%
SQ	4,238,491	7,917	245,147	0	324,245	577,309	4,815,800				
FY2026								Change from FY25 Estimate		SQ Change from FY25 SQ	
Estimate	4,767,654	7,997	418,989	15,200	364,726	806,911	5,574,565	268,529	5.06%	57,947	1.20%
SQ	4,276,306	7,997	262,308	0	327,137	597,442	4,873,747				
TOT PROP	13,620,240	23,753	1,176,530	45,600	1,041,948	2,287,831	15,908,071				
TOT SQ	12,698,139	23,753	736,564	0	971,408	1,731,725	14,429,864				

Notes:	FY24:	Wage amount includes an estimate of base wages (step + 3% COLA), longevity pay, new CBA position wages (PD Rep, Orientation Pay, Restraint Comm.) Dental, and Health amounts are based on actual rates. An added benefit calls for up to \$100 paid to each member into a 403(b). Other fringe includes estimated costs for Social Security and Medicare (FICA).
	FY25:	Wage amount includes an estimate of base wages (step + 4% COLA) and longevity pay. Estimated increase of 1% for Dental and 7% for Health. Other fringe includes estimated costs for Social Security and Medicare (FICA).
	FY26:	Wage amount includes an estimate of base wages (step + 4% COLA) and longevity pay. Estimated increase of 1% for Dental and 7% for Health. Other fringe includes estimated costs for Social Security and Medicare (FICA).
	SQ:	The status quo wage calculation includes step increases but no cost of living increases (COLAs) per the District's past practice. Medical and Dental are based on the base year cost sharing model.