

7/28/10

**Pennsbury Education Association
Settlement Proposal**

Italics is proposed new language to be added

Strike-through is current language proposed to be deleted

Straight type is current language to remain as current.

All other Articles, Appendixes, Memorandums of Understandings and attachments to remain included in this Agreement.

Should discussion from this proposal not lead to a full Tentative Agreement, the Association reserves its rights to revert to its initial proposal.

- 1. Art 5 –**School Year** pg 2 - **Withdrawn** ✓
 - 1. Section 1 reduce work year from 191 to 188
- 2. Art 8 – **Class Coverage** pg 5 - **Maintain Proposal # 2, Sections 1-4**
 - 1. Section 1 High School missed Preparation pg 5
Change rate for half block from \$27.00

<i>2010-11</i>	<i>\$30.00</i>
<i>2011-12</i>	<i>\$31.00</i>
<i>2012-13</i>	<i>\$32.00</i>
<i>2013-14</i>	<i>\$33.00</i>
<i>2014-15</i>	<i>\$34.00</i>

- 2. Section 2 Middle School pg 6
Change rate for half block from \$27.00

<i>2010-11</i>	<i>\$30.00</i>
<i>2011-12</i>	<i>\$31.00</i>
<i>2012-13</i>	<i>\$32.00</i>
<i>2013-14</i>	<i>\$33.00</i>
<i>2014-15</i>	<i>\$34.00</i>

- 3. Section 3 Elementary Classroom Teacher pg 6
 - 1) Change rate for half block from \$27.00

<i>2010-11</i>	<i>\$30.00</i>
<i>2011-12</i>	<i>\$31.00</i>
<i>2012-13</i>	<i>\$32.00</i>
<i>2013-14</i>	<i>\$33.00</i>
<i>2014-15</i>	<i>\$34.00</i>

2) delete Maximum Daily Comp. pg 6

- 4. B. Elementary Special Subject Area Teacher pg 6

Change rate for half block from \$27.00

2010-11	\$30.00
2011-12	\$31.00
2012-13	\$32.00
2013-14	\$33.00
2014-15	\$34.00

3. Art 11 –**In-Service Programs and Workshops** pg 8
Maintain Proposal

1. section 1 Workshops
- | | |
|---------|--------------|
| 2009-10 | \$25.00/hour |
| 2010-11 | \$28.00 |
| 2011-12 | \$29.00 |
| 2012-13 | \$30.00 |
| 2013-14 | \$31.00 |
| 2014-15 | \$32.00 |

4. Art 12- **Summer School** pg 10
Maintain Proposal

1. Section E. Increase salary for summer school teaching and Title 1 summer teaching the same percent as total payroll's increase for each year of the contract.

5. Art 14 – **Maintain Proposal**
1. Section **11 Family Illness** pg 15

New- A Bargaining Unit Member who adopts a child may use his/her sick days in the same manner as if he/she was the birth parent. For example, upon adoption of a child, the parent may use up to 8 weeks of personal sick days, if available, for care of newly adopted child.

6. Art 15 **Supplemental Contract Schedules** pg 16

1. A. Athletic, Elementary and General Supplemental Contracts
Increase salary ~~same % as total salary each year of the contract~~
by 1.5% per year

2. B. Elementary Supplemental Contract
~~delete in its entirety Elementary Supplemental Contracts and replace with:~~

~~Reading Olympics, Safety, Student Council, Grade level Chairs, Audio-visual shall be supplemental positions offered at every Elementary school. The annual payment for the position shall be \$1,800 per supplemental. The supplemental positions will be filled on an annual basis.~~

Withdraw proposal. Maintain current practice

7. Art 17 **Salaries**

1. salary schedules attached

3.5 - to
2.9 + 1.9%

2. ~~new - When there are partial contracted positions in the same certification area, the Board agrees to combine these partial positions to create a full time contracted position.~~ **Withdraw - maintain current practice**

8. Art 18 **Tuition Reimbursement** pg 24

1. Section 1 Increase maximum reimbursement from current \$1,300 to:

2010-11	\$2500	\$1,500
2011-12	\$2700	\$1700
2012-13	\$2900	\$1900
2013-14	\$3100	\$2100
2014-15	\$3300	\$2200

9. Art 19 **Retirement Allowance** pg 25

**If the Retirement Incentive is agreed to, maintain the current language.
If no retirement incentive, the association maintains its proposal**

1. Section 1 Teachers who retire from the District under the retirement provision of the Pennsylvania Public School Employees Retirement System shall be eligible to receive a lump sum payment upon retirement in an amount equal to ~~\$50.00 each day for the 2007-08 and 2008-09 school year~~ the daily substitute rate in the year of their retirement. All payments will be made into a 403b account designated by the employee.

10. Art 20 **Insurance Programs** pg 26

Maintain PC 10/20/70 as the Core Plan

Employees will contribute the following premium shares

Year 1	11%
Year 2	11%
Year 3	11%
Year 4	12%
Year 5	12%

flex benefit plan - at same premium shares

The Association agrees to add the C1F1O1 plan as an option.

1. Section 2 healthcare **Maintain proposal.** new G - Opting out Of Coverage - Each year, a Bargaining Unit Member shall have the option to decline Healthcare coverage and receive 15% of premium for eligible healthcare coverage. If H/W are employed by the district, one employee may choose the opt-out option.

2. Section 5 vision increase pg 27 **Maintain Proposal**

Increase vision from current total of \$545.00 for the contract period to \$1,200 for 5 yr contract

11. Art 25 **Assignments and Transfers** pg 32

1. Section 7 1st sentence as current. 2nd sentence. When filling these vacancies ~~preference will be given~~ current employees *will be selected* over new hires. *Such selection will be based on district-wide seniority.* ~~Filling of vacancies, assignments, reassignments, transfers and promotions will be at the discretion of the Superintendent and will be based upon the educational needs of the District and maximum utilization of training and experience .~~ **Withdraw this part of the proposal. Maintain current language.**

When a Bargaining Unit Member denied a position for which he/she has applied the Bargaining Unit member will be notified in writing of the district's decision.
Maintain this proposal.

12. Art 40 **Teacher Induction** pg 47 **Maintain this proposal.**

1. section 1 ~~Support~~ *Mentor teacher – Workshop Rate as set forth in Article XI*
2. *Mentor teachers will be paid a minimum of ten (10) hours per year.*
3. section 3 2nd sentence The District shall choose ~~Support~~ *Mentor teachers* in accordance with guidelines of the District Induction Plan.
4. *new Every Inductee shall be assigned a Mentor teacher for the duration of the Induction Program.*

13. Art 51 **Class Size** pg 48 **Maintain proposal**

1. *new Section 5 Cap the number of Special Education students placed in the inclusion classroom at a ratio of 1 Special Education student for every 3 regular education students.*
2. *New Section 6 Special Education classes shall be limited to 12 students per class.*

14. Art 55 **Duration and Termination** pg 50 **Maintain Proposal**

1. *Proposal 5 yr July 1, 2010 – June 30, 2015*

15. App. “B” **Supplemental coordinators** **Maintain Proposal**

1. Curriculum Coordinator
 - English 6 k – 12
 - Science 6 k– 12
 - New Reading k – 12*

*New Special Education k – 12
New Library k-12
New Nursing Coordinator k-12*

2. Increase payment for these positions (referred to in 1) from current \$5,268 to \$6,681 for the 2009-2010 year

3. All K-12 Curriculum Coordinator salaries will be increased by the same % as added to the Salary Schedules each year.

New items

1. Any criticism of an employee initiated by a Supervisor, Administrator, or Board member shall be made in confidence and not in the presence of students, parents, other Employees or public. **Maintain Proposal**
2. If you are required to move your room due to reasons of construction, repairs and /or maintenance during the teacher work year one (1) educational leave day will be granted for the move. **Withdraw Proposal**

3. ~~4.~~ Early Retirement Incentive - Bargaining Unit Members retiring during the length in the first year of this agreement will be eligible for an Early Retirement Incentive. The incentive will include employee and spouse coverage for health insurance, prescription drug, vision and dental coverages according to the current plans and premium share available to current employees. This coverage will continue for eight (8) years.

Language Updates and Clarifications

1. Art 1- **Recognition** pg 1
 1. Include MOU on salary and benefits for ESL, Title 1 and PAT teachers
2. Art 7 – **Teacher Schedules and Preparation/Conference Time**
 1. pg 3 Section 2 “A” delete 2nd paragraph concerning EOP and replace with MOU
3. Art 7 – **Teacher Schedules and Preparation/Conference Time**
 1. Pg 4 Section 4 2nd sentence “A subject area shall be defined as an individual discipline such as ~~language~~, English, reading, language arts, science, social studies and math.”
4. Art. 14 Section 14 **Sick Leave Bank** pg 16
 1. A sick leave bank, the operation of which shall be jointly administered by the District and the Association and governed by the regulations attached hereto as

Appendix A, Section B shall be available for *full-time* members of the bargaining unit on a voluntary basis.

5. Art 17 Salaries Section 8 pg 18 add a *new section 4* for MOU's on Columnar Movement

Pennsbury Education Association
Salary Schedule
2009-10
BASE year

<u>Steps</u>	<u>(BA)</u> <u>Inductee</u>	<u>(B +15)</u> <u>Instructor I</u>	<u>(MA)</u> <u>Instructor II</u>	<u>(MA +10)</u> <u>Prof Ed I</u>	<u>(MA + 20)</u> <u>Prof Ed.III</u>	<u>(MA + 30)</u> <u>Adv Prof Ed.</u>
0	45,176	47,032	49,641	51,499	53,355	55,554
1	47,554	49,508	52,254	54,210	56,163	58,479
2	48,856	50,776	53,472	55,798	57,727	60,020
3	50,456	52,374	55,054	57,748	59,660	62,329
4	52,375	54,286	57,356	60,042	61,947	65,036
5	-	56,199	59,658	62,730	64,633	67,727
6	-	58,249	61,654	65,087	66,972	70,431
7	-	61,017	64,806	68,230	70,127	73,977
8	-	62,565	66,545	69,971	72,055	76,109
9	-	64,114	68,284	71,712	73,982	78,240
10	-	67,587	71,770	75,330	77,984	82,654
11	-	-	79,526	81,869	83,636	88,082
12	-	-	81,740	84,363	86,627	92,196
13	-	-	85,622	88,580	91,396	98,222

5 Dr- @ 1,000 ea not included

Pennsbury Education Association
Salary Schedule
2010-11
Year 1

<u>1.029</u> <u>Steps</u>	<u>(BA)</u> <u>Inductee</u>	<u>(B +15)</u> <u>Instructor II</u>	<u>(MA)</u> <u>Instructor I</u>	<u>(MA +10)</u> <u>Prof Ed I</u>	<u>(MA + 20)</u> <u>Prof Ed.III</u>	<u>(MA + 30)</u> <u>Adv Prof Ed</u>
0	46,486	48,396	51,081	52,993	54,902	57,165
1	48,933	50,943	53,770	55,782	57,792	60,174
2	50,273	52,249	55,023	57,416	59,401	61,761
3	51,919	53,893	56,650	59,422	61,391	64,137
4	53,894	55,860	59,019	61,784	63,744	66,922
5	-	57,829	61,388	64,549	66,507	69,691
6	-	59,938	63,442	66,974	68,914	72,474
7	-	62,786	66,685	70,208	72,161	76,122
8	-	64,380	68,475	72,000	74,145	78,316
9	-	65,973	70,264	73,791	76,128	80,509
10	-	69,547	73,851	77,514	80,246	85,050
11	-	-	81,832	84,243	86,061	90,637
12	-	-	84,111	86,810	89,139	94,870
13	-	-	88,105	91,149	94,047	101,070

Pennsbury Education Association
Salary Schedule
2011-12
Year 2

1.029	<u>(BA)</u>	<u>(B +15)</u>	<u>(MA)</u>	<u>(MA +10)</u>	<u>(MA + 20)</u>	<u>(MA + 30)</u>
<u>Steps</u>	<u>Inductee</u>	<u>Instructor I</u>	<u>Instructor II</u>	<u>Prof Ed I</u>	<u>Prof Ed.III</u>	<u>Adv Prof Ed.</u>
0	47,835	49,799	52,562	54,530	56,494	58,823
1	50,352	52,421	55,329	57,400	59,468	61,920
2	51,730	53,764	56,619	59,081	61,124	63,552
3	53,425	55,456	58,293	61,146	63,171	65,997
4	55,457	57,480	60,731	63,575	65,592	68,863
5	-	59,506	63,169	66,421	68,436	71,712
6	-	61,677	65,282	68,917	70,913	74,575
7	-	64,607	68,619	72,244	74,253	78,330
8	-	66,247	70,461	74,088	76,295	80,587
9	-	67,886	72,301	75,931	78,335	82,844
10	-	71,564	75,993	79,762	82,573	87,517
11	-	-	84,205	86,686	88,557	93,265
12	-	-	86,550	89,327	91,724	97,621
13	-	-	90,660	93,793	96,774	104,001

Pennsbury Education Association
Salary Schedule
2012-13
Year 3

1.029 <u>Steps</u>	<u>(BA)</u> <u>Inductee</u>	<u>(B +15)</u> <u>Instructor I</u>	<u>(MA)</u> <u>Instructor II</u>	<u>(MA +10)</u> <u>Prof Ed I</u>	<u>(MA + 20)</u> <u>Prof Ed.III</u>	<u>(MA + 30)</u> <u>Adv Prof Ed.</u>
0	49,222	51,244	54,087	56,111	58,133	60,529
1	51,813	53,941	56,934	59,064	61,192	63,715
2	53,231	55,323	58,261	60,794	62,896	65,395
3	54,974	57,064	59,984	62,919	65,003	67,911
4	57,065	59,147	62,492	65,419	67,495	70,860
5	-	61,232	65,000	68,347	70,420	73,792
6	-	63,465	67,175	70,915	72,969	76,738
7	-	66,481	70,609	74,340	76,407	80,601
8	-	68,168	72,504	76,237	78,508	82,924
9	-	69,855	74,398	78,133	80,607	85,246
10	-	73,639	78,197	82,075	84,968	90,055
11	-	-	86,647	89,200	91,125	95,970
12	-	-	89,060	91,918	94,384	100,452
13	-	-	93,289	96,513	99,581	107,017

**Pennsbury Education Association
Salary Schedule
2013-24
Year 4**

1.029 Steps	(BA) Inductee	(B +15) Instructor I	(MA) Instructor II	(MA +10) Prof Ed I	(MA + 20) Prof Ed.III	(MA + 30) Adv Prof Ed
0	50,649	52,730	55,655	57,738	59,819	62,284
1	53,315	55,505	58,585	60,777	62,967	65,563
2	54,774	56,927	59,950	62,557	64,720	67,291
3	56,568	58,719	61,723	64,744	66,888	69,880
4	58,720	60,862	64,304	67,316	69,452	72,915
5	-	63,008	66,885	70,329	72,462	75,932
6	-	65,306	69,123	72,972	75,085	78,963
7	-	68,409	72,657	76,495	78,623	82,938
8	-	70,145	74,607	78,448	80,784	85,329
9	-	71,881	76,556	80,399	82,945	87,718
10	-	75,774	80,464	84,455	87,432	92,667
11	-	-	89,160	91,787	93,768	98,753
12	-	-	91,643	94,583	97,121	103,365
13	-	-	95,994	99,311	102,468	110,121

Pennsbury Education Association
Salary Schedule
2014-15
Year 5

1.029 <u>Steps</u>	<u>(BA)</u> <u>Inductee</u>	<u>(B +15)</u> <u>Instructor I</u>	<u>(MA)</u> <u>Instructor II</u>	<u>(MA +10)</u> <u>Prof Ed I</u>	<u>(MA + 20)</u> <u>Prof Ed.III</u>	<u>(MA + 30)</u> <u>Adv Prof Ed.</u>
0	52,118	54,259	57,269	59,413	61,553	64,090
1	54,861	57,115	60,284	62,540	64,793	67,464
2	56,363	58,578	61,689	64,371	66,597	69,243
3	58,209	60,422	63,513	66,621	68,828	71,907
4	60,423	62,627	66,169	69,268	71,466	75,030
5	-	64,835	68,825	72,369	74,564	78,134
6	-	67,200	71,128	75,088	77,263	81,253
7	-	70,392	74,764	78,714	80,903	85,344
8	-	72,179	76,770	80,723	83,127	87,804
9	-	73,965	78,776	82,731	85,350	90,262
10	-	77,972	82,798	86,905	89,967	95,354
11	-	-	91,746	94,449	96,487	101,617
12	-	-	94,301	97,326	99,938	106,363
13	-	-	98,778	102,191	105,440	113,314

**40 retire, 40 replaced
Incentive: healthcare \$1,600/month**

\$ 1,600 monthly
40 employees
\$ 64,000 total month
\$ 768,000 annual

Pennsbury School District Early Retirement Comparison

2008-09 payroll \$ 68,359,655

Year 1

2009-2010 2.9% added scale

Payroll Cost \$ 69,229,129
Average Salary \$ 85,518

Payroll difference Fed'l Payroll Tax PSERS Savings Minus incentive Total Savings

ERI offered

Year 2 2010-11 Without ERI With ERI
2.9% added scale

Payroll Cost \$ 72,588,348 \$ 70,475,091 \$ 2,113,257
Average Salary \$ 89,667 \$ 87,057

5.64% 8.75% 5.64% 2nd Year Savings
\$ 119,188 \$ 184,910 \$ 768,000 \$ 1,649,355

Year 3 2011-12

2.9% added to scale

Payroll Cost \$ 75,972,374 \$ 73,901,470 \$ 2,070,904
Average Salary \$ 93,848 \$ 91,289

total 3rd Year Savings
\$ 181,204 \$ 768,000 \$ 1,600,907

Year 4 2012-13

2.9% added to scale

Payroll Cost \$ 79,316,579 \$ 77,243,984 \$ 2,072,595
Average Salary \$ 97,979 \$ 95,418

total 3rd Year Savings
\$ 181,352 \$ 768,000 \$ 1,602,841

Year 5 2013-14

total

Additional
savings:
change in H/W
to single HC
coverage

2009-2010	monthly	annual	40 'ees
H/W premium	\$ 994.67	\$ 11,936.04	\$ 477,441.60
single premium	\$ 432.27	\$ 5,187.24	\$ 207,489.60
		savings	\$ 269,952.00

