

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 Art 5 – **School Year** pg 2 - **Withdrawn** ✓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 C1F101 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

| <u>1.029</u> | <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> Inductee | <u>(B +15)</u> Instructor I | <u>(MA)</u> Instructor II | <u>(MA +10)</u> Prof Ed I | <u>(MA + 20)</u> Prof Ed.III | <u>(MA + 30)</u> Adv Prof Ed. |
|-----------------------|-------------------------|--------------------------------|------------------------------|------------------------------|---------------------------------|----------------------------------|
| 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

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

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

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

Year 5 2013-14

| <u>Payroll difference</u> | <u>PSERS Savings</u> | <u>Fed'l Payroll Tax</u> | <u>Total Tax Savings</u> | <u>Minus incentive</u> | <u>Total Savings</u> |
|---------------------------|----------------------|--------------------------|--------------------------|------------------------|----------------------|
| | 5.64% | 8.75% | | | |
| | 5.64% | | | | |
| | | | | | |

2nd Year Savings \$ 2,417,355 \$ 768,000 \$ 1,649,355

total

3rd Year Savings \$ 2,368,907 \$ 768,000 \$ 1,600,907

total

3rd Year Savings \$ 2,370,841 \$ 768,000 \$ 1,602,841

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 |

| | | | | | | | |
|---------------------|---------------|---------------|--------------|--------------|------------|-------------------------|------------|
| 2.9% added to scale | | | | | | | |
| Payroll Cost | \$ 82,771,302 | \$ 80,712,434 | \$ 2,058,868 | \$ 116,120 | \$ 180,151 | \$ 2,355,139 | \$ 768,000 |
| Average Salary | \$ 102,246 | \$ 99,703 | | | | | |
| | | | | <u>5.64%</u> | | <u>3rd Year Savings</u> | |