

**PENNSBURY BOARD OF SCHOOL DIRECTORS  
SIDE-BY-SIDE COMPARISON OF TEACHER CONTRACT PROPOSALS AS OF MARCH 3, 2010**

Below you will find a side-by-side comparison of major aspects of current proposals from the Pennsbury School Board and the Pennsbury Education Association (PEA). The last negotiation session was held on March 3, 2010, and our next session is planned for May 13, 2010.

We are presenting this side-by-side comparison so that residents understand some of the main issues being discussed at the negotiating table, and so that our community has the facts about each side’s proposal. Please remember that this comparison represents a first look at what each side is proposing and is subject to change as more negotiating sessions take place.

We hope that you will see from the proposal we have made below that we are committed to establishing a “Contract for Today’s Reality.” (For a list of our negotiation goals, please see the link to the Special Issue of the Pennsbury Report in the Negotiation Updates section of this Web site.) We believe our initial proposal is a good starting point, and we hope that the PEA will come to see it the same way – as a starting point. Rejecting one another’s proposals outright does nothing but stall progress. We are optimistic going into our next session that we can work together to achieve a contract that balances the needs of our teachers, our students and our taxpayers in the current economy and public education climate.

ISSUE	PENNSBURY SCHOOL BOARD PROPOSAL	PENNSBURY EDUCATION ASSOCIATION PROPOSAL
<b>1. Contract Length</b>	<p>Two years, beginning in July 2010 and ending June 2012.</p> <p><b>Rationale:</b> <i>A two-year contract will avoid committing the community to a labor cost structure in uncertain economic times, especially in light of:</i></p> <ul style="list-style-type: none"> <li>• <i>the upcoming spike in state-mandated pension costs</i></li> <li>• <i>increased health benefit costs as a result of the 2010 federal health benefits legislation</i></li> <li>• <i>energy deregulation</i></li> <li>• <i>expected reductions in state and federal subsidies for education.</i></li> </ul>	<p>Five years, beginning in July 2010 and ending June 2015.</p>
<b>2. Salary</b>	<p>Salaries would be frozen at current levels. This includes cost-of-living increases, step increases for years of experience, and educational attainment increases.</p> <p><b>Rationale:</b> <i>To contain costs in light of current and future economic</i></p>	<p>Increases of 5.46% in the first year, 5.27% in the second year, 5.01% in the third year, 4.96% in the fourth year and 4.84% in the fifth year. (Percentages include average annual increase and step increase.)</p>

	<p><i>conditions and financial challenges, including but not limited to:</i></p> <ul style="list-style-type: none"> <li>• <i>an extremely low Act 1 index, which will limit the School District's ability to increase taxes beyond the index (for 2010-2011, the Act 1 index is 2.9% and for 2011-2012, the Act 1 index is expected to be about .6%)</i></li> <li>• <i>a declining real estate tax base</i></li> <li>• <i>increasing health benefit costs</i></li> <li>• <i>the impending spike in state-mandated pension costs.</i></li> </ul>	
3. Salary Schedule	<p>The existing career ladder that awards teachers additional money for educational attainment is modified to eliminate the instructor I and professional educator I column, as well as the professional educator II column.</p> <p><b><i>Rationale:</i></b> <i>To streamline the salary schedule, eliminating the process of automatically rewarding teachers for obtaining additional credits (some of which they are already statutorily required to receive), and make it more reflective of the ways in which private sector professionals earn raises. The elimination of the columns will also mitigate the costs of funding a salary schedule that is solely based on longevity and educational attainment.</i></p>	Maintain existing salary schedule and educational attainment categories.
4. Medical Benefits	<p>Ability to select from two Independence Blue Cross plans – Personal Choice 10/20/70 (current contract) and Preferred Provider Organization (PPO \$1,500/\$5,600, which is a high-deductible plan). In both years of the contract, those who opt for the PPO would contribute 12% of the premium, and employees who opt for PC 10/20/70 would contribute the difference in premiums between</p>	<p>Payment of 10% of the premium costs for the Personal Choice 10/20/70 plan in all five years of the contract. Those who opt out of health care coverage would receive 15% of the premium for which they are eligible. If both husband and wife are employed by the School District, one employee may choose the opt-out option.</p>

	<p>the School District’s contribution to the PPO plan and the PC 10/20/70 plan.</p> <p><b>Rationale:</b> <i>To provide choice, share the burden of ever-increasing health benefit costs, and to recognize that the current health benefit program will be the equivalent of a “Cadillac healthcare program” under the recently enacted health benefits legislation, which would eventually impose a federal penalty of 40% of the value of the total health benefit program upon the School District. The health benefit cost-sharing increases are designed to more accurately reflect the types of contributions that the taxpayers in the Pennsbury community have to make with respect to their own health benefit plans.</i></p>	
5. Dental Coverage	<p>Payment of 20% of the total premium for the base plan, UCCI Flex Dental Plan, in both years of the contract.</p> <p><b>Rationale:</b> <i>To provide choice, share the burden of ever-increasing health benefit costs, and to more accurately reflect the types of contributions that the taxpayers in the Pennsbury community have to make with respect to their own health benefit plans.</i></p>	Maintain current premium contribution of 10% in all 5 years of the contract for the UCCI Flex Dental Plan.
6. Prescription Drug Benefits	<p>Payment of a monthly 15% contribution toward the premium for the Independence Blue Cross Select Formulary Drug Plan. Co-pays for drugs would be \$5 if obtained through Independence Blue Cross discount pharmacies.</p> <p><b>Rationale:</b> <i>To provide choice, share the burden of ever-increasing health benefit costs, and to more accurately reflect the types of contributions that the taxpayers in the Pennsbury community have to make with respect to their own</i></p>	Maintain current prescription drug benefits, contributing 10% of the premium for the Independence Blue Cross Select Formulary Drug Plan in all five years of the contract. Co-pays for drugs would be \$10 for generic, \$20 for brand-name and \$35 for non-formulary.

	<p><i>health benefit plans. Prescription drug benefit costs are increasing at a higher rate nationally than either the dental or the core health benefit programs offered.</i></p>	
<p>7. Supplemental Contracts (for athletic, extracurricular, and extra duty contracts or activities)</p>	<p>No increases in supplemental contract pay.  <b>Rationale:</b> <i>For the 2009-2010 school year, the School District paid \$820,588 to cover the cost of these various programs. The purpose of the language is to control costs and help ensure that Pennsbury is able to maintain existing levels of extra-curricular and athletic offerings. Many of the supplemental contracts that are currently in effect are held by individuals who are technically not represented by the PEA, but are members of the general community.</i></p>	<p>Supplemental contract pay would increase by the same percent of total payroll in each year of the contract.</p>
<p>8. Length of School Year</p>	<p>194 work days, with 184 being used for student instruction and 10 remaining days used for classroom preparation prior to the start of school, as well as pupil instruction, pupil remediation or professional development. Previous grading days that were scheduled during the first, second and third marking periods will be eliminated. If the school year is reduced below 180 days due to snow and emergency days, additional student days may be added to the teacher work year.  <b>Rationale:</b> <i>To add back valuable student instruction time, which has been lost due to increasing standardized testing days required by mandates like No Child Left Behind.</i></p>	<p>188 teacher work days, with 180 used for student instruction and the remaining eight days used for professional development, grading, and classroom preparation.</p>
<p>9. Teacher Preparation Time</p>	<p>High school and elementary school preparation and conference time of 225 minutes (45 minutes a day) per week. At the elementary level, there will be no assignment of other duties during the preparation and conference time. Teachers</p>	<p>Maintain existing teacher prep periods of 70 minutes a day at the elementary school level, 88 minutes (44 for prep and 44 for team meetings) a day at the middle school level, and 90 minutes a day at the high school level.</p>

	<p>would not be assigned duty periods, cafeteria duty or study hall duty during this time. At the high school level, the administration will reserve the right to assign responsibilities beyond the preparation period so long as the assignment occurs during the scheduled work day. Middle school teachers will maintain current preparation and conference time of one period per day.</p> <p><b>Rationale:</b> <i>To help increase staff development opportunities, increase teacher collaboration, enhance scheduling flexibility and contain costs. The current teacher preparation time allocations substantially reduce teacher-to-student contact time and are among the highest preparation time allocations in the region. The Board’s proposal of 225 minutes of preparation time per week is in line with a majority of school entities in the region.</i></p>	
10. Union Business	<p>A total of 20 teacher days will be granted for Pennsbury Education Association business. The PEA will be required to pay the School District full reimbursement for the cost of substitutes to cover the 20 days of leave. The Association President will no longer be allowed release time in addition to these 20 days.</p> <p><b>Rationale:</b> <i>Pennsbury taxpayers should not be funding Association leaders to go to or be involved with Association business.</i></p>	Maintain existing 35 days that are set aside for PEA business and additional release time for PEA President for conducting of Association business
11. Union Dues & Membership	<p>The School District will no longer collect union dues through payroll deductions. Bargaining unit members who are not members of the Association will not be required to pay “fair share forced union fees.” Bargaining unit members will also not be required to maintain</p>	Maintain existing practices of collecting union dues, requiring non-Association members to pay “fair share forced union fees,” and requiring Association members to maintain their membership unless it is the end of a contract or unless they resign from the School District.

	<p>Association membership.</p> <p><b>Rationale:</b> <i>The elimination of Union dues and maintenance of membership will devote already strained administrative time toward true educational endeavors. Pennsbury tax dollars should not be used to collect money for the Association. The School District is not getting paid for such a service that appears to be central to the growth of the Association over the years. The School Board also believes philosophically that people who do not want to belong to a union should not be forced to pay union dues and forced to ultimately be union members.</i></p>	
12. Retirement	<p>Submission of a retirement notice on or before Jan. 1 will result in a one-time payment of \$2,000. Submission of a retirement notice between Jan. 2 and Feb. 1 will result in a one-time payment of \$1,000. Submission of the notice between Feb. 2 and March 1 would result in a one-time payment of \$500.</p> <p><b>Rationale:</b> <i>To ensure that Pennsbury will be able to hire high-quality replacement teachers in a timely manner and that the School District will have better and earlier direction as to the impact of retirements on the following year's budget.</i></p>	Retiring during the contract period would result in eligibility for an Early Retirement Incentive. The incentive would 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 for a period of eight years.
13. Absence Policy	<p>Employees will be charged for the use of two sick days if only one sick day is taken immediately before or after a weekend, holiday or workshop day.</p> <p><b>Rationale:</b> <i>To discourage the improper use of sick days to extend holidays and weekends.</i></p>	The PEA has made no proposal on this issue, as the policy does not exist in the current contract.