



PENNSBURY SCHOOL DISTRICT

134 YARDLEY AVENUE • P.O. BOX 338 • FALLSINGTON, PENNSYLVANIA 19058-0338

Tentative Agreement

Pennsbury Education Association &
Pennsbury Board of School Directors

Monday, September 19, 2016

Pennsbury Education Association

848 Members include Certified Professional Staff:

Teachers

Librarians

Counselors

Nurses

Social Workers

Psychologists

Behavior Analysts

Negotiation Process

- The process began in February 2016 and included 10 sessions that were collaborative and productive.
- The Tentative Agreement is respectful and fiscally responsible.
- Terms of Tentative Agreement:
 - 5 years (Effective 7-1-16);
 - Monetary Increases on Salary Guide with Step and Column Movement;
 - Universal Health Care Plan Design Change;
 - Additional Steps on Salary Guide; and
 - Significant Language Changes

Salary Guide Revisions

“Step”: Periodic increases typically based on years of experience

Purpose: Eliminate “Bump Steps” in Current Salary Guide

Re-number Top Step 13 to Step 16

Divide the Salary Difference Between New Step 16 and Step 9
Proportionally Across New Steps 10-15

Future Annual Savings: \$257,000 (Years 3-5 and Beyond)

Salary Guide Revisions

Year 1 (\$1,000 on top step, No Step, Column Movement)

Year 2 (\$1,000 on all cells, No Step, 1 Column Movement)

Year 3 (\$1,000 on all cells, 1 Step, 1 Column Movement)

Year 4 (\$1,000 on all cells, 1 Step, 1 Column Movement)

Year 5 (\$1,000 on all cells, 1 Step, 1 Column Movement)

Salary Guide Revisions

Inductee B*

- Create New Additional Top Step 5
- Set Salary in Year 1 at \$54,717

*4.4 Members at This Step

Instructor 1**

- Add \$2,000 to top step
- Renumber Step 10 to 12
- Create New Steps 10 & 11
- Divide the Difference Between New Step 12 and Step 9 in Even Increments

**4 Members at This Step

Health Care

New Benchmark Plan

- Migrate from 20/30/70 to 20/40/70 Plan
 - New plan design includes higher copays for specialists and higher out of pocket maximums
 - It closely resembles the “consortium” plan but affords local control of future decisions
- Projected Annual Savings Approximately \$1,008,000

Health Care

Employee Contribution

- Increase in employee premium share contribution
 - Year 1: 12% (no change)
 - Year 2: 12% (no change)
 - Year 3: 12% to 13% **Approximately \$86,000 Annual Savings**
 - Year 4: 12% to 13%
 - Year 5: 13% to 14% **Approximately \$86,000 Annual Savings**

Health Care

Maximum Annual Employee Contribution

- Year 1: \$2,250.00
- Year 2: \$2,250.00
- Year 3: \$2,350.00
- Year 4: \$2,450.00
- Year 5: \$2,550.00

Health Care

Keystone POS 15S 30/40

- Employees can choose a Buy-Down Plan with Reduced Premium Shares
 - Year 1: 7%
 - Year 2: 7%
 - Year 3: 7%
 - Year 4: 7%
 - Year 5: 7%

Language Changes

Student and Professional Calendars

Professional After-School Meetings

Professional Staff Absence Policy

Child Rearing Leave

Tuition Reimbursement

Tuition Recovery

Student Calendar Changes

Elimination of 3 Trade Days Leads to Increased Instructional Days

Year 1	(180 Student Days)
Year 2	(181 Student Days)
Year 3	(181 Student Days)
Year 4	(181 Student Days)
Year 5	(182 Student Days)

Thanksgiving Monday: Professional Development (Year 2-4); Student Day (Year 5)

Presidents' Day Tuesday: Student Day (Year 2-5)

Easter Monday: District Closed (Year 2-5); Reduces Staff Schedule by 1 Day

Professional Calendar Changes

Professional Staff Meetings Increase from 13 to 17 Sessions

Additional Back-to-School Night at High School Level Only

(2nd Semester)

IEP Planning Days (From 3 to 4 Days)

Initiation of a Calendar Committee

Professional Staff Absence Policy Changes

Inclusion of Grandchildren as Immediate Family

Use of Five (5) Sick Days for Family Member Illness

*No Carry-forward

Use of Personal Days Adjacent to Scheduled School Holidays

Requires Notification and/or Approval

Child Rearing Leave Changes

Maximum Three (3) Semesters After Birth or Adoption

Teachers Return on Quarters but are not Guaranteed Return to Assignment Until Start of Semester

Member's Responsibility for All Insurance Premiums While on Leave

Tuition Reimbursement Changes

Reimbursement from Nine (9) to Twelve (12) Credits per Year

Two Column Movement Opportunities in Yr. 1 (July 1 & Nov. 1)

Maximum One (1) Column Movement per Year (Years 2-5)

Accrued Credits Beyond Awarded Column Movement Permitted to Carry-forward

Approval of Master's and Certification Program

Tuition Reimbursement Changes

(continued)

Credits Must be Related to Current Assignment When Outside of a Master's or Certification Program

Elimination of 5 Providers in Year 1 (District-discretion)

Creation of a List of Approved Institutions for Years 2-5

Reimbursement Not to Exceed \$2,500 per School Year

Tuition Recovery Changes

100% Tuition Payback for any Reimbursement for Year
Immediately Prior to Leaving the District

50% Tuition Payback for any Reimbursement for Second Year
Prior to Leaving the District

Impact of Money on Salary Guide

	Additional Money	Percentage Increase*
Year 1	\$327,000	0.5%
Year 2	\$850,000	1.3%
Year 3	\$850,000	1.3%
Year 4	\$850,000	1.3%
Year 5	\$850,000	1.3%

*Percentage increase based upon money added to scale relative to annual PEA salary costs

Strategies for Funding the Agreement

- Future Annual Retirements
 - Approximately 20 per year
- Migration to New Benchmark Medical Plan
 - From 20/30/70 to 20/40/70
- Increase in Medical Plan Employee Premium Share
 - From 12% to 14% over life of contract
- Changing Salary Scale
 - From 13 Steps to 16 Steps

Pennsbury's Mission Statement

**Recognizing our proud traditions
and diverse community,
the Pennsbury School District
prepares all students to become creative,
ethical, and critical thinkers for lifelong
success in a global society.**