Peters Township Federation of Teachers

AFT Local #3431

AFTPA, AFL-CIO

www.ptft.pa.aft.org

Final Best Offer

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Neutral Arbitrator

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Arbitrator for Peters Township Federation of Teachers

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February 19, 2016



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PTFT / PTSD agreed upon items

1. Section 10B – Methods of Payments – PTFT (6-15-15)

Salaries will be paid two (2) times per month, generally occurring on the 5th and the 20th. Such payment will occur via direct deposit. Each employee will elect in the beginning of the school term if he/she shall be paid in 20 or 24 installments. Any employee may request the balance of his/her earned but unpaid salary with the June or July salary payment provided such request is made in writing prior to April 1st of an applicable year. Extra duty pay will continue to be paid following the existing practice.

Section 5E4 – Committee to Support Public Education (CSPE) – PTFT (6-15-15)

When authorized by a teacher in writing on a form mutually agreed by the District and Federation, the District shall deduct from the teacher's wages, the sum stipulated for the teacher's contributions to CSPE or its successor. The deductions will be transmitted by the District to the Federation.

3. Section 8J1 – Early Notification (retirement) – PTSD (6-15-15)

Change "April 1st" to "March 1st"

Increase two semesters to four (4) semesters

Reduce furlough notice from 60 days to 45 days

6. Section 7E – Substitute (Furlough Teachers) – PTFT (7-13-15)

In the event a professional employee is furloughed, such employee who notifies the District in writing of his/her desire to work as a "day to day substitute" shall receive preference for "day to day substitute" positions for which the furloughed employee is certificated, and shall be paid \$150 per diem.

7. Section 4E7 – Observations – PTSD (8-4-15)

Observations of employee performance shall be conducted openly and no mechanical devices shall be used without prior notice and approval of the employee with the exception of laptops, iPads, tablets, or other pieces of technology for note-taking purposes.

8. Section 4E1 – Joint Committee – PTSD (8-4-15)

A joint committee comprised of two teachers appointed by the Federation President and two administrators appointed by the Superintendent, will be formed for the purpose of designing a new observation instrument consistent with Pennsylvania Department of Education regulations only if an observation is not provided or required by the Department.

9. Section 4G6 - Personnel File - PTSD

(8-4-15)

The District agrees not to use derogatory material more than five (5) years old as a basis for progressive discipline with the exception of conduct that is prohibited by the Educator Discipline Act and agrees to place said material in a separate envelope within the employee's file.

10. Cadillac Tax (Health Care) – PTSD

(8-19-15)

If the health insurance and prescription drug plan premiums exceed the excise tax (i.e Cadillac tax) threshold of the Affordable Care Act, the following applies: During the term of this Agreement, or before a successor Agreement is reached, the Federation and the District agree to reopen this Agreement for the purpose of negotiating changes to the healthcare and prescription plans to avoid imposition of any excise tax under the Patient Protection and Affordable Care Act (ACA) or any amendments to the ACA. It is the intent of the parties that (a) any healthcare and prescription plans offered by the District that would otherwise trigger an excise tax under the ACA will either be modified or eliminated by agreement of the parties, and (b) the District will have no authority to modify or eliminate any healthcare and prescription plans without the consent of the Federation, except as stated below. To accomplish the above, the parties agree that within seven (7) days of the District receiving the applicable health insurance rates and learning that the excise tax threshold will be exceeded in an upcoming benefit year, it will notify the Federation in writing and the parties will meet to bargain the modification or elimination of any plans or plan provisions in order to avoid application of the excise tax. If the negotiations do not produce an agreement which avoids application of the excise tax within forty-five (45) days of written notice being given to the Federation, then the Federation shall have ten (10) days to notify the District of is desired changes or eliminations to be made to the offered healthcare and/or prescription plans which would permit the excise tax to be avoided. If and only if the Federation does not notify the District of its elections of plan modifications or eliminations with the ten (10) day period, or if the changes identified by the Federation do not avoid the imposition of the excise tax, then the District may implement modifications or eliminations to the healthcare and prescriptions plans offered, but only to the extent necessary to avoid imposition of the tax. If, after changes are made to benefits or plans in order to avoid the excise tax, the prior benefits or plans no longer exceed the ACA excise tax threshold in a subsequent plan year, upon the Union's request those prior benefits or plans shall be reinstated if available. The parties agree that in the event the Agreement is expired and status quo is in effect, any changes to benefits or plans compelled by this paragraph shall not constitute a breach of status quo.

II. Non-Economic Issues:

1. Section 2 I - Responsibilities of the Parties - Class Size

Class Size. The District and the Federation agree that class size may have an effect on educational standards, the finances of the District and the working conditions of the staff.

Grades K-1 = 20 pupils Grades 2-3 = 22 pupils Grades 4-6 = 25 pupils Grades 7-8 = 26 pupils Grades 9-12 = 28 pupils

2. Section 13 A - Hours of Work - Work Year

During the duration of this agreement, the work year shall not exceed 193 days. This paragraph shall not apply to those employees employed to work an additional 75 hours or 10 days twenty (20) days, such as guidance counselors, etc. The exact days and hours to be worked in August and June will be determined each year by the principals and counselors depending on the needs of each building. Those employees working the additional 75 hours or 10 days 20 days shall be compensated for their time at their per diem daily rate of pay. continue to be contracted using the current method of calculation.

The District has the option to use up to two days identified as inservice/parent conference days as classroom instruction days.

The calendar shall include the following days:

193 days which includes5 4.5 clerical days8 8.5 inservice/parent conference days

3. Section 13 B4a - Hours of Work - Work Year - Elementary

All Regular elementary classroom teachers shall be assigned one five preparation periods-per day of at least thirty (30) minutes duration during the student day per week (totaling a minimum 170 minutes per week). In addition to preparation periods and lunch, the elementary teaching day for all elementary teachers regular classroom teachers shall include a minimum of thirty (30) minutes with no regularly assigned student contact.

4. Section 13 B5 - Hours of Work - Work Year - Traveling Teachers

If a teacher is required to travel between buildings, the district will adhere to the following schedule for said teachers. This only applies to those teachers traveling between secondary and elementary buildings.

Schedule for all special area	positions except PV & BH art
Number of secondary classes	Number of elementary classes
3	5
2	7
1	8

Schedule for PV	& BH art positions
Number of secondary classes	Number of elementary classes
3	2
2	3
1	4

Traveling teachers shall be given at least thirty (30) continuous minutes to perform professional non-instructional responsibilities and safely travel between buildings. This time is not preparatory or lunch time.

 Said employee's assigned student contact time shall not fall within 10 minutes of their start or end time.

III. Economic Issues:

1. Section 4 K - Rights of Employees - Training

The District agrees that before any employee is required to write an IEP, such employee will be given training which will acquaint that employee with the pertinent provisions of P.L. 94-142 and the technical aspects of writing an IEP. Such training will be normally conducted during the work day and the work year. If it is necessary to schedule such training after the school day, the employee shall be compensated at the following hourly rates or fraction thereof:

2010-2011 - \$29	2015-2016	\$31
2011-2012	2016-2017	\$31
2012-2013 - \$30	2017-2018	\$31
2013-2014 - \$30	2018-2019	\$32
2014-2015	2019-2020	\$32
	2017 2020	ے ب

Newly hired employees required to work before the first regular staff day shall be paid at the following per diem rates:

2010 2011 \$85 2011 2012 \$90 2012 2013 \$90 2013 2014 \$95 2014 2015 \$4100	2015-2016 2016-2017 2017-2018 2018-2019	\$105 \$105 \$105 \$110
2014 2015 - \$100	2019-2020	\$110

Newly hired teachers who work beyond the school day for induction purposes will be paid at the training rate.

2. Section 8 J5a - Leaves With Pay - Early Notification of Retirement

Compensation per year for every year of service in the School District at the following rates (based upon the year of retirement):

2010-2011 - \$450 per year	2015-2016	\$525 per year
2011-2012 - \$475 per year	2016-2017	\$525 per year
2012 2013 	2017-2018	
2013 2014 — \$475 per year		\$525 per year
	2018-2019	\$550 per year
2014 2015 - \$500 per year	2019-2020	\$550 per year

3. Section 10 A - Rate of Pay - Salary Schedules

Effective for the work year commencing $\frac{2010}{2015}$, yearly salaries shall be in accordance with the following scale with a minimum increase of:

2015-2016 - \$1900 2016-2017 - \$1900 2017-2018 - \$1900 2018-2019 - \$1900 2019-2020 - \$1900

Salary schedules are attached.

4. Section 10 F - Rate of Pay - Severance Pay

In order for an employee to be eligible for severance payments, the employee must have at least seven (7) years continuous service in the District and must have accumulated a minimum of twenty-five (25) fifty (50) sick leave days. Employees meeting these requirements who die, retire or voluntarily resign their employment with the District shall be reimbursed at the following rates for each accumulated sick leave day.

2010 2011 - \$67	2015-2016	\$77
2011 2012 - \$69	2016-2017	\$77
2012 2013 - \$71	2017-2018	\$77
2013-2014 \$73	2018-2019	\$79
2014 2015 - \$75	2019-2020	\$79

5. Section 10 H - Rate of Pay - Early Retirement Incentive Program

If the employee gives notice to the District by April 1 of the school year said employee is going to retire and the employee is eligible to retire without penalty pursuant to PSERS (age 62; age 60 with 30 years; or 35 years) the District agrees to provide Highmark PPO Blue Health Insurance benefits until the employee becomes Medicare eligible or reaches the age of 65 with the following stipulations:

The District will provide this benefit to the following maximum dollar amounts based on year of retirement:

2010 2011 	2015-2016 2016-2017 2017-2018 2018-2019	\$50,000 \$52,000 \$54,000 \$56,000
2014-2015 - \$48,000	2018-2019 2019-2020	\$56,000 \$58,000

Co-pays equal to the PSERS reimbursement amount or the contract co-pay amount for the year the said employee retires, whichever is greater, will be in effect if 100% of the premium is paid by the District.

6. Section 11 A1b & A2 - INSURANCE AND HOSPITALIZATION

A. Health Care.

Each employee will be provided with medical benefits unless he/she chooses option A-1-c:

- 1. Each employee may elect one of the following options:
 - a. participate in a Highmark PPO Blue type program or an equivalent program as attached in appendix C.
 - b. receive a per month credit contributed toward a tax sheltered annuity rather than participating in a health insurance program at the following rates.

2010-2011 \$110	2015-2016	\$250
2011 2012 - \$120	2016-2017	\$275
2012-2013 \$120	2017-2018	\$300
2013-2014 \$130	2018-2019	\$325
2014-2015 - \$140	2019-2020	\$350

2. All employees will be in enrolled in the Highmark PPO Blue Plan or an equivalent plan at the following cost to the employee

	Individual	All Other
2015-2016	\$75 per month	\$155 per month
2016-2017	\$80 per month	\$165 per month
2017-2018	\$85 per month	\$175 per month
2018-2019	\$90 per month	\$185 per month
2019-2020	\$95 per month	\$200 per month

7. Section 12 E - Extra Duties Activities - Mentor Teachers

All mentor teachers shall receive a stipend as follows:

2010-2011	\$950	2015-2016	\$1,025
2011 2012 -	\$950	2016-2017	\$1,025
2012 2013 -	\$975	2017-2018	\$1,025
2013-2014	\$975	2018-2019	\$1,050
2014-2015-	\$1000	2019-2020	
-01.	41000	2013-2020	\$1.050

8. Section 12 F - Extra Duties Activities - Team Facilitators

All team facilitators shall receive a stipend as follows:

2010 2011 -\$3600 2011-2012-\$3600 2012 2013 \$3800 2013-2014 \$3800 2014-2015-\$4000

14-15 Stipends \$1,990		\$2,000	\$2,400	\$4,000	
Titles	High School (Department)	K-6 or 7-12 (Special Areas) Middle School (Content) Middle School (Grade Level) Grade K (Bower Hill)	High School (Content)	K-6 Team Facilitators K-12 (Special Areas) Special Education 7-12	
2015-2016	\$2,100	\$2,100	\$2,500	\$4,200	
2016-2017	\$2,100	\$2,100	\$2,500	\$4,200	
2017-2018	\$2,200	\$2,200	\$2,600	\$4,400	
2018-2019	\$2,200	\$2,200	\$2,600	\$4,400	
2019-2020	\$2,300	\$2,300	\$2,700	\$4,600	

9. Section 12 G - Extra Duties Activities - Salary Schedule

In addition to the base rates described herein, each employee holding an activity or athletic extra duty position shall also receive the rate established by the Experience Factor as described in the Extra Duty Pay Method. The Experience Factor shall be \$20 \$25.

All extra-duty positions including activities, resource positions, athletics, and elementary will receive a 3% increase each year from the previous year.

10. Appendix B - Extended Season Compensation Plan for Interscholastic **Athletics**

2015-2016 - 5% week 1, week 2 & week 3

2016-2017 - 5% week 1, week 2 & week 3

2017-2018 - 5% week 1, week 2 & week 3

2018-2019 - 5% week 1, week 2 & week 3

2019-2020 - 5% week 1, week 2 & week 3

2014-2015 Salary Schedule

(The last salary schedule of the 2010-2015 contract)

STEP	CL B	CL B + 15	CL M	CL M + 20	CL M + 55	CL D
1	\$45,900	\$46,600	\$48,350	\$48,800	\$49,350	\$49,700
2	\$47,000	\$47,700	\$49,450	\$49,900	\$50,450	\$50,800
3	\$48,065	\$48,765	\$50,515	\$50,965	\$51,515	\$51,865
4	\$48,925	\$49,625	\$51,375	\$51,825	\$52,375	\$52,725
5	\$49,695	\$50,395	\$52,145	\$52,595	\$53,145	\$53,495
6	\$50,430	\$51,130	\$52,880	\$53,330	\$53,880	\$54,230
7	\$51,830	\$52,530	\$54,280	\$54,730	\$55,280	\$55,630
8	\$52,630	\$53,330	\$55,080	\$55,530	\$56,080	\$56,430
9	\$53,430	\$54,130	\$55,880	\$56,330	\$56,880	\$57,230
10	\$54,730	\$55,430	\$57,180	\$57,630	\$58,180	\$58,530
11	\$55,930	\$56,630	\$58,380	\$58,830	\$59,380	\$59,730
12	\$56,930	\$57,630	\$59,380	\$59,830	\$60,380	\$60,730
13	\$57,930	\$58,630	\$60,380	\$60,830	\$61,380	\$61,730
14	\$58,930	\$59,630	\$61,380	\$61,830	\$62,380	\$62,730
15	\$59,830	\$60,530	\$62,280	\$62,730	\$63,180	\$63,630
16	\$60,630	\$61,330	\$63,080	\$63,530	\$63,980	\$64,430
17	\$100,274	\$100,979	\$102,683	\$103,381	\$104,078	\$104,864

2015-2016 Salary Schedule

Step 1 increases by	\$1,200
Inside Raise	\$1,900
Top Step	\$1,900

STEP	CL B	CLB+	15	CL M		CL M +20		CL M +55		CL D
1	\$47,100	\$47,80	0	\$49,550	Ī	\$50,000	i i	\$50,550		\$50,900
2	\$47,800	\$48,50	0	\$50,250	Г	\$50,700		\$51,250		\$51,600
3	\$48,900	\$49,60	0	\$51,350		\$51,800		\$52,350		\$52,700
4	\$49,965	\$50,66	5	\$52,415		\$52,865		\$53,415		\$53,765
5	\$50,825	\$51,52	5	\$53,275		\$53,725		\$54,275		\$54,625
6	\$51,595	\$52,29	5	\$54,045		\$54,495		\$55,045		\$55,395
7	\$52,330	\$53,03	0	\$54,780		\$55,230		\$55,780		\$56,130
8	\$53,730	\$54,43	0	\$56,180		\$56,630		\$57,180	1	\$57,530
9	\$54,530	\$55,23	0	\$56,980		\$57,430		\$57,980	\exists	\$58,330
10	\$55,330	\$56,03	0	\$57,780		\$58,230		\$58,780		\$59,130
11	\$56,630	\$57,33	0	\$59,080		\$59,530		\$60,080		\$60,430
12	\$57,830	\$58,53	0	\$60,280		\$60,730		\$61,280	-	\$61,630
13	\$58,830	\$59,53)	\$61,280		\$61,730		62,280	\dashv	\$62,630
_14	\$59,830	\$60,53)	\$62,280		\$62,730		63,280	\dashv	\$63,630
15	\$60,830	\$61,53)	\$63,280		\$63,730		64,280	_	\$64,630
16	\$61,730	\$62,43		\$64,180		\$64,630		65,080	+	\$65,530
17	\$102,174	\$102,87	9	\$104,583		\$105,281		105,978	7	\$106,764

2016-2017 Salary Schedule

Step 1 increases by	\$1,200
Inside Raise	\$1,900
Top Step	\$1,900

STEP	CL B	CL B + 15	CL M	CL M +20	CL M + 55		CL D
1	\$48,300	\$49,000	\$50,750	\$51,200	\$51,750		\$52,100
2	\$49,000	\$49,700	\$51,450	\$51,900	\$52,450	\vdash	\$52,800
_ 3	\$49,700	\$50,400	\$52,150	\$52,600	\$53,150		\$53,500
4	\$50,800	\$51,500	\$53,250	\$53,700	\$54,250		\$54,600
5_	\$51,865	\$52,565	\$54,315	\$54,765	\$55,315		\$55,665
6	\$52,725	\$53,425	\$55,175	\$55,625	\$56,175		\$56,525
7	\$53,495	\$54,195	 \$55,945	\$56,395	\$56,945		\$57,295
8	\$54,230	\$54,930	\$56,680	\$57,130	\$57,680		\$58,030
9	\$55,630	\$56,330	\$58,080	\$58,530	\$59,080		\$59,430
10	\$56,430	 \$57,130	\$58,880	\$59,330	\$59,880	_	\$60,230
11_	\$57,230	\$57,930	\$59,680	\$60,130	\$60,680		\$61,030
12_	\$58,530	\$59,230	\$60,980	\$61,430	\$61,980		\$62,330
13	\$59,730	\$60,430	\$62,180	\$62,630	\$63,180		\$63,530
14	\$60,730	\$61,430	 \$63,180	\$63,630	\$64,180		\$64,530
15	\$61,730	\$62,430	\$64,180	\$64,630	\$65,180		\$65,530
16	\$62,730	\$63,430	\$65,180	\$65,630	\$66,180		\$66,530
17	\$104,074	\$104,779	\$106,483	\$107,181	\$107,878		\$108,664

2017-2018 Salary Schedule

Step 1 increases by	\$1,200
Inside Raise	\$1,900
Top Step	\$1,900

	1					
STEP	CL B	CL B + 15	CL M	CL M + 20	CL M + 55	CL D
1	\$49,500	\$50,200	\$51,950	\$52,400	\$52,950	\$53,300
2	\$50,200	\$50,900	\$52,650	\$53,100	\$53,650	\$54,000
3	\$50,900	\$51,600	\$53,350	\$53,800	\$54,350	\$54,700
4	\$51,600	\$52,300	\$54,050	\$54,500	\$55,050	\$55,400
5	\$52,700	\$53,400	\$55,150	\$55,600	\$56,150	\$56,500
6	\$53,765	\$54,465	\$56,215	\$56,665	\$57,215	\$57,565
7_	\$54,625	\$55,325	\$57,075	\$57,525	\$58,075	\$58,425
8_	\$55,395	\$56,095	\$57,845	\$58,295	\$58,845	\$59,195
9	\$56,130	\$56,830	\$58,580	\$59,030	\$59,580	\$59,930
10	\$57,530	\$58,230	\$59,980	\$60,430	\$60,980	\$61,330
11	\$58,330	\$59,030	\$60,780	\$61,230	\$61,780	\$62,130
_12	\$59,130	\$59,830	\$61,580	\$62,030	\$62,580	\$62,930
_13	\$60,430	\$61,130	\$62,880	\$63,330	\$63,880	\$64,230
14	\$61,630	\$62,330	\$64,080	\$64,530	\$65,080	\$65,430
15	\$62,630	\$63,330	\$65,080	\$65,530	\$66,080	\$66,430
16	\$63,630	\$64,330	\$66,080	\$66,530	\$67,080	\$67,430
17	\$105,974	\$106,679	\$108,383	\$109,081	\$109,778	\$110,564

2018-2019 Salary Schedule

Step 1 increases by	\$1,200
Inside Raise	\$1,900
Top Step	\$1,900

STEP	CL B	CL B + 15	CL M	CL M + 20	CL M + 55	CL D
1	\$50,700	\$51,400	\$53,150	\$53,600	\$54,150	\$54,500
2	\$51,400	\$52,100	\$53,850	\$54,300	\$54,850	\$55,200
3	\$52,100	\$52,800	\$54,550	\$55,000	\$55,550	\$55,900
_ 4	\$52,800	\$53,500	\$55,250	\$55,700	\$56,250	\$56,600
_5	\$53,500	\$54,200	\$55,950	\$56,400	\$56,950	\$57,300
6_	\$54,600	\$55,300	\$57,050	\$57,500	\$58,050	\$58,400
7_	\$55,665	\$56,365	\$58,115	\$58,565	\$59,115	\$59,465
8	\$56,525	\$57,225	\$58,975	\$59,425	\$59,975	\$60,325
9	\$57,295	\$57,995	\$59,745	\$60,195	\$60,745	\$61,095
10	\$58,030	\$58,730	\$60,480	\$60,930	\$61,480	\$61,830
11_	\$59,430	\$60,130	\$61,880	\$62,330	\$62,880	\$63,230
12	\$60,230	\$60,930	\$62,680	\$63,130	\$63,680	\$64,030
13	\$61,030	\$61,730	\$63,480	\$63,930	\$64,480	\$64,830
14	\$62,330	\$63,030	\$64,780	\$65,230	\$65,780	\$66,130
15	\$63,530	\$64,230	\$65,980	\$66,430	\$66,980	\$67,330
16	\$64,530	\$65,230	\$66,980	\$67,430	\$67,980	\$68,330
17	\$107,874	\$108,579	\$110,283	\$110,981	\$111,678	\$112,464

2019-2020 Salary Schedule

Step 1 increases by	\$1,200
Inside Raise	\$1,900
Top Step	\$1,900

STEP	CL B	CL B + 15	CL M		CL M + 20	CL M + 55		CL D
1	\$51,900	\$52,600	\$54,350	Ì	\$54,800	\$55,350		\$55,700
2	\$52,600	\$53,300	\$55,050		\$55,500	\$56,050	_	\$56,400
3_	\$53,300	\$54,000	\$55,750	\top	\$56,200	\$56,750	_	\$57,100
4	\$54,000	\$54,700	\$56,450		\$56,900	\$57,450	_	\$57,800
5_	\$54,700	\$55,400	\$57,150		\$57,600	\$58,150	_	\$58,500
6	\$55,400	\$56,100	\$57,850		\$58,300	\$58,850		\$59,200
7	\$56,500	\$57,200	\$58,950		\$59,400	\$59,950	_	\$60,300
88	\$57,565	\$58,265	\$60,015		\$60,465	\$61,015		\$61,365
9	\$58,425	\$59,125	\$60,875		\$61,325	\$61,875		\$62,225
10_	\$59,195	\$59,895	\$61,645	Γ	\$62,095	\$62,645		\$62,995
_11	\$59,930	\$60,630	\$62,380		\$62,830	\$63,380		\$63,730
12	\$61,330	\$62,030	\$63,780		\$64,230	 \$64,780	_	\$65,130
13	\$62,130	\$62,830	\$64,580		\$65,030	\$65,580		\$65,930
14	\$62,930	\$63,630	\$65,380		\$65,830	\$66,380		\$66,730
15	\$64,230	\$64,930	\$66,680		\$67,130	\$67,680	\exists	\$68,030
16	\$65,430	\$66,130	\$67,880		\$68,330	\$68,880		\$69,230
17	\$109,774	\$110,479	\$112,183		\$112,881	\$113,578		\$114,364