

Board Proposal #1 Summary

Prior to the first negotiation session, HEA and the Board agreed to keep proposals to only a few items in order to settle the contract expeditiously. The Board honored that agreement and presented their initial proposal to HEA on December 20, 2023.

The Board included in this proposal a number of language changes aimed at clarifying existing contract language. All current Memorandums of Understanding (MOUs) were also identified as language that should be incorporated into a successor agreement.

There were 4 articles where the Board proposed changes from the current contract (all other articles remain unchanged):

1. Credit Reimbursement - The number of credits teachers could take in any given school year changed to 9 for new teachers working towards their required Instructional II certificate and 6 for all other teachers. Additionally, an annual maximum of \$300,000 was added.
2. Health Care
 - a. Employee contributions for the PPO plan would increase to 12% of the premium.
 - b. Deductibles for the Qualified High Deductible Health Plan would increase to \$1600 for single coverage and \$3200 for family coverage in accordance with IRS requirements.
 - c. Teachers' spouses would be eligible to participate in district medical coverage if they are paying 51% or more of the premium for another plan for which they are eligible.
3. Secondary Class Coverage and Elementary Preparation
 - a. All teachers would be scheduled for 45 minutes of preparation time daily.
 - b. Teachers who miss their planning time would be compensated for time worked at the hourly rate of Bachelor's step 1.
4. Salary Matrix - The average salary increase would be 2.8% annually for each year of the contract.

Hempfield School District

Initial Bargaining Proposal

December 20, 2023

The Hempfield School District hereby submits the following initial proposal for a successor collective bargaining agreement with the Hempfield Education Association. All agreements reached on individual items shall be tentative, subject to a final tentative agreement on the contract. Absent a final agreement modifying the contract, the existing contract language shall remain in full effect.

The Hempfield School District reserves the right to create, add to, delete from, amend, and modify its proposals and/or open articles of the contract during the negotiations process.

Proposed changes:

Article 8. Secondary Summer School Employment and Compensation

- ESY and Elementary Summer School – paid at hourly rate for the school year that has ended.

Article 9. Credit Reimbursement

- The district will reimburse up to 9 credits per year for Instructional II certification and an employee's first master's degree.
- All others will be limited to reimbursement of up to 6 credits per year.
- The aggregate maximum amount to be paid by the district in any one school year is \$300,000. Of this amount, \$150,000 will be reserved for those professional employees pursuing Instructional II certification or a first master's degree. The remaining \$150,000 will be available for reimbursement to all other professional employees.

Article 10. Health Care

- Plan 1: PPO – Effective July 1, 2024, Employees shall contribute 12% of the annual premium share.
- Plan 2: QHDHP – Deductibles will be \$1600 for single coverage and \$3200 for family coverage (to reflect IRS change eff 1/1/24)
- D. Eligible Spouse Rule – spouse eligible if paying 51% or more of premium.

Article 15. Secondary Class Coverage and Elementary Preparation

- All professional employees will be scheduled for 45 minutes of preparation time daily.
- At the request of an administrator, if a teacher missed his/her planning time due to covering another teacher's class, attendance at an IEP/GIEP/504 meeting or any other reason approved by the building administrator, they will be compensated at the hourly rate of B Step 1 for each period missed.
- Secondary teachers who teach a class beyond their schedule will be compensated at their hourly rate for periods they cover.

Article 39. Salary Matrix

- Average salary increases will average 2.8% each year during the life of the contract.
- The salary matrix will consist of 15 steps.

MOUs:

- ESY pay rates – incorporated into proposal for Article 8
- HVA – incorporate into contract under Article 5
- Part-time employees – incorporate into Articles 9, 10, 11, 12, 15, 16, 17, 19, and 20
- Athletic Trainer – do not incorporate – remove position from bargaining unit.

Language only updates:

- Article 4 – Under AIS – PD committee – remove June from 4th bullet point
- Article 5 – remove online from “online presentation rate”
- Article 7 – Change March 15th to last student day; remove HEA president from paragraph 7
- Article 8 – Remove “The HEA President and Superintendent will annually review the hiring practices for the summer school program”.
- Article 10 – Change HSA contribution to “first payroll date” in Jan and July in place of “first business day” in Jan & July
- Article 20 – Remove emergency day from “One personal or emergency day can be allowed within the blackout period for taking a child to college”. It is inconsistent with language under emergency leave.
- Article 21 – remove as there is a board policy covering this
- Article 35 – Remove “(minimum of 9 days); e. - change to “2 early dismissal days will be scheduled as self-directed time”