

### Board Proposal #2A - 2C Summary

After exchanging proposals in December of 2023, the Board and HEA engaged in discussions regarding various articles of the contract. In May of 2024, the Board made concessions from their initial proposal and offered HEA 3 additional proposals for their consideration.

The changes to the current collective bargaining agreement are as follows:

<b>Proposal</b>	<b>2A</b>	<b>2B</b>	<b>2C</b>
<b>Length of contract</b>	4 years	4 years	3 years
<b>Medical - PPO plan</b>	Effective 1/1/25, employee contribution shall be 10% of premium and increases 1% annually thereafter	Effective 1/1/25, employee contribution shall be 10% of premium and increase to 11%, 13% and 15% for subsequent contract years.	Effective 1/1/25, employee contribution shall be 10% of premium and increase to 12% and 15% for subsequent contract years.
<b>Medical - Qualified High Deductible Health Plan (QHDHP)</b>	Plan deductibles would increase to \$1600 for single coverage and \$3200 for family coverage.. District Health Savings Account (HSA) contributions would decrease by 5% annually beginning on 1/1/25.	Plan deductibles would increase to \$1600 for single coverage and \$3200 for family coverage.. District Health Savings Account (HSA) contributions would be 40% beginning 1/1/25 and decrease by 5% annually.	Plan deductibles would increase to \$1600 for single coverage and \$3200 for family coverage.. District Health Savings Account (HSA) contributions would be 40% beginning 1/1/25 and decrease by 5% annually.
<b>Salary Matrix</b>	Teachers will see an average salary increase of 12.55% over the course of the contract.	Teachers will see an average salary increase of 13% over the course of the contract.	Teachers will see an average salary increase of 9.9% over the course of the contract.
<b>Extracurricular Stipends</b>	Stipends would increase by 1.5% annually.	Stipends would increase by 1% annually.	Stipends would increase by 1% annually.
<b>Preparation Time</b>		All teachers will be scheduled for 45 minutes of prep time.	All teachers will be scheduled for 45 minutes of prep time.

All 3 proposals (2A, 2B, and 2C) included:

- Moving members from a reimbursement plan for vision to a fully insured plan through NVA. District administrators and support staff participate in the NVA plan. This change was also included in HEA's initial proposal to the Board.
- Changing the Eligible Spouse Rule to spouses being 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.

Hempfield School District

Financial Proposal #2A

May 2024

Proposed changes:

Article 10. Health Care

- Plan 1: PPO – Effective January 1, 2025, Employees shall contribute 10% of the annual premium share. The annual premium share shall increase by 1% for every year of the contract.
- Plan 2: QHDHP – Deductibles will be \$1600 for single coverage and \$3200 for family coverage (to reflect IRS change eff 1/1/24). HSA employer contributions will decrease by 5% annually beginning on January 1, 2025, and continuing through the end of the contract.
- D. Eligible Spouse Rule – spouse eligible if paying 51% or more of premium.

Article 12. Vision Benefits

- HEA will participate in the fully insured NVA plan offered to district admin through PSEA H&W.

Article 39. Salary Matrix

- Average salary increases will average 3% annually over the course of a 4-year contract.
- The salary matrix will consist of 15 steps.

Appendix B. Extracurricular Positions and Salaries

- Extracurricular stipends will increase by 1.5% annually over the course of the contract.

**Proposal 2A - May 30, 2024**

<b>24-25</b>	<b>B</b>	<b>B+30</b>	<b>M</b>	<b>M+15</b>	<b>M+30</b>	<b>M+45</b>	<b>M+60</b>	<b>DOC</b>
1	65,000	67,700	69,700	72,200	74,700	77,200	79,700	82,200
2	66,438	69,138	71,138	73,638	76,138	78,638	81,138	83,638
3	67,876	70,576	72,576	75,076	77,576	80,076	82,576	85,076
4	69,314	72,014	74,014	76,514	79,014	81,514	84,014	86,514
5	70,814	73,514	75,514	78,014	80,514	83,014	85,514	88,014
6	72,314	75,014	77,014	79,514	82,014	84,514	87,014	89,514
7	73,814	76,514	78,514	81,014	83,514	86,014	88,514	91,014
8	75,314	78,014	80,014	82,514	85,014	87,514	90,014	92,514
9	-	79,514	81,514	84,014	86,514	89,014	91,514	94,014
10	-	81,014	83,014	85,514	88,014	90,514	93,014	95,514
11	-	82,514	84,514	87,014	89,514	92,014	94,514	97,014
12	-	84,014	86,014	88,514	91,014	93,514	96,014	98,514
13	-	85,514	87,514	90,014	92,514	95,014	97,514	100,014
14	-	87,014	89,014	91,514	94,014	96,514	99,014	101,514
15	-	88,514	90,514	93,014	95,514	98,014	100,514	103,014

<b>25-26</b>	<b>B</b>	<b>B+30</b>	<b>M</b>	<b>M+15</b>	<b>M+30</b>	<b>M+45</b>	<b>M+60</b>	<b>DOC</b>
1	68,000	70,700	72,700	75,200	77,700	80,200	82,700	85,200
2	69,200	71,900	73,900	76,400	78,900	81,400	83,900	86,400
3	70,400	73,100	75,100	77,600	80,100	82,600	85,100	87,600
4	71,600	74,300	76,300	78,800	81,300	83,800	86,300	88,800
5	73,015	75,715	77,715	80,215	82,715	85,215	87,715	90,215
6	74,430	77,130	79,130	81,630	84,130	86,630	89,130	91,630
7	75,845	78,545	80,545	83,045	85,545	88,045	90,545	93,045
8	77,260	79,960	81,960	84,460	86,960	89,460	91,960	94,460
9	-	81,375	83,375	85,875	88,375	90,875	93,375	95,875
10	-	82,790	84,790	87,290	89,790	92,290	94,790	97,290
11	-	84,205	86,205	88,705	91,205	93,705	96,205	98,705
12	-	85,620	87,620	90,120	92,620	95,120	97,620	100,120
13	-	87,035	89,035	91,535	94,035	96,535	99,035	101,535
14	-	88,450	90,450	92,950	95,450	97,950	100,450	102,950
15	-	89,865	91,865	94,365	96,865	99,365	101,865	104,365

<b>26-27</b>	<b>B</b>	<b>B+30</b>	<b>M</b>	<b>M+15</b>	<b>M+30</b>	<b>M+45</b>	<b>M+60</b>	<b>DOC</b>
1	71,000	73,700	75,700	78,200	80,700	83,200	85,700	88,200
2	72,200	74,900	76,900	79,400	81,900	84,400	86,900	89,400
3	73,400	76,100	78,100	80,600	83,100	85,600	88,100	90,600
4	74,600	77,300	79,300	81,800	84,300	86,800	89,300	91,800
5	75,875	78,575	80,575	83,075	85,575	88,075	90,575	93,075
6	77,150	79,850	81,850	84,350	86,850	89,350	91,850	94,350
7	78,425	81,125	83,125	85,625	88,125	90,625	93,125	95,625
8	79,700	82,400	84,400	86,900	89,400	91,900	94,400	96,900
9	-	83,675	85,675	88,175	90,675	93,175	95,675	98,175
10	-	84,950	86,950	89,450	91,950	94,450	96,950	99,450
11	-	86,225	88,225	90,725	93,225	95,725	98,225	100,725
12	-	87,500	89,500	92,000	94,500	97,000	99,500	102,000
13	-	88,775	90,775	93,275	95,775	98,275	100,775	103,275
14	-	90,050	92,050	94,550	97,050	99,550	102,050	104,550
15	-	91,325	93,325	95,825	98,325	100,825	103,325	105,825

27-28	B	B+30	M	M+15	M+30	M+45	M+60	DOC
1	73,000	75,700	77,700	80,200	82,700	85,200	87,700	90,200
2	74,200	76,900	78,900	81,400	83,900	86,400	88,900	91,400
3	75,400	78,100	80,100	82,600	85,100	87,600	90,100	92,600
4	76,600	79,300	81,300	83,800	86,300	88,800	91,300	93,800
5	77,880	80,580	82,580	85,080	87,580	90,080	92,580	95,080
6	79,160	81,860	83,860	86,360	88,860	91,360	93,860	96,360
7	80,440	83,140	85,140	87,640	90,140	92,640	95,140	97,640
8	81,720	84,420	86,420	88,920	91,420	93,920	96,420	98,920
9	-	85,700	87,700	90,200	92,700	95,200	97,700	100,200
10	-	86,980	88,980	91,480	93,980	96,480	98,980	101,480
11	-	88,260	90,260	92,760	95,260	97,760	100,260	102,760
12	-	89,540	91,540	94,040	96,540	99,040	101,540	104,040
13	-	90,820	92,820	95,320	97,820	100,320	102,820	105,320
14	-	92,100	94,100	96,600	99,100	101,600	104,100	106,600
15	-	93,380	95,380	97,880	100,380	102,880	105,380	107,880

Hempfield School District

Financial Proposal #2B

May 2024

Proposed changes:

Article 10. Health Care

- Plan 1: PPO – Effective January 1, 2025, Employees shall contribute 10% of the annual premium share. The annual premium share shall increase to 11%, 13% and 15% for the subsequent contract years.
- Plan 2: QHDHP – Deductibles will be \$1600 for single coverage and \$3200 for family coverage (to reflect IRS change eff 1/1/24). HSA employer contributions will decrease to 40% beginning on January 1, 2025, and decrease by 5% annually through the end of the contract.
- D. Eligible Spouse Rule – spouse eligible if paying 51% or more of premium.

Article 12. Vision Benefits

- HEA will participate in the fully insured NVA plan offered to district admin through PSEA H&W.

Article 15. Secondary Class Coverage and Elementary Preparation

- All professional employees will be scheduled for 45 minutes of preparation time.

Article 39. Salary Matrix

- Average salary increases will average 3.1% annually over the course of a 4-year contract.
- The salary matrix will consist of 15 steps.

Appendix B. Extracurricular Positions and Salaries

- Extracurricular stipends will increase by 1% annually over the course of the contract.

**Proposal 2B- May 30, 2024**

<b>24-25</b>	<b>B</b>	<b>B+30</b>	<b>M</b>	<b>M+15</b>	<b>M+30</b>	<b>M+45</b>	<b>M+60</b>	<b>DOC</b>
1	65,000	67,700	69,700	72,200	74,700	77,200	79,700	82,200
2	66,438	69,138	71,138	73,638	76,138	78,638	81,138	83,638
3	67,876	70,576	72,576	75,076	77,576	80,076	82,576	85,076
4	69,314	72,014	74,014	76,514	79,014	81,514	84,014	86,514
5	70,814	73,514	75,514	78,014	80,514	83,014	85,514	88,014
6	72,314	75,014	77,014	79,514	82,014	84,514	87,014	89,514
7	73,814	76,514	78,514	81,014	83,514	86,014	88,514	91,014
8	75,314	78,014	80,014	82,514	85,014	87,514	90,014	92,514
9	-	79,514	81,514	84,014	86,514	89,014	91,514	94,014
10	-	81,014	83,014	85,514	88,014	90,514	93,014	95,514
11	-	82,514	84,514	87,014	89,514	92,014	94,514	97,014
12	-	84,014	86,014	88,514	91,014	93,514	96,014	98,514
13	-	85,514	87,514	90,014	92,514	95,014	97,514	100,014
14	-	87,014	89,014	91,514	94,014	96,514	99,014	101,514
15	-	88,514	90,514	93,014	95,514	98,014	100,514	103,014

<b>25-26</b>	<b>B</b>	<b>B+30</b>	<b>M</b>	<b>M+15</b>	<b>M+30</b>	<b>M+45</b>	<b>M+60</b>	<b>DOC</b>
1	68,000	70,700	72,700	75,200	77,700	80,200	82,700	85,200
2	69,225	71,925	73,925	76,425	78,925	81,425	83,925	86,425
3	70,450	73,150	75,150	77,650	80,150	82,650	85,150	87,650
4	71,675	74,375	76,375	78,875	81,375	83,875	86,375	88,875
5	73,115	75,815	77,815	80,315	82,815	85,315	87,815	90,315
6	74,555	77,255	79,255	81,755	84,255	86,755	89,255	91,755
7	75,995	78,695	80,695	83,195	85,695	88,195	90,695	93,195
8	77,435	80,135	82,135	84,635	87,135	89,635	92,135	94,635
9	-	81,575	83,575	86,075	88,575	91,075	93,575	96,075
10	-	83,015	85,015	87,515	90,015	92,515	95,015	97,515
11	-	84,455	86,455	88,955	91,455	93,955	96,455	98,955
12	-	85,895	87,895	90,395	92,895	95,395	97,895	100,395
13	-	87,335	89,335	91,835	94,335	96,835	99,335	101,835
14	-	88,775	90,775	93,275	95,775	98,275	100,775	103,275
15	-	90,215	92,215	94,715	97,215	99,715	102,215	104,715

<b>26-27</b>	<b>B</b>	<b>B+30</b>	<b>M</b>	<b>M+15</b>	<b>M+30</b>	<b>M+45</b>	<b>M+60</b>	<b>DOC</b>
1	71,000	73,700	75,700	78,200	80,700	83,200	85,700	88,200
2	72,225	74,925	76,925	79,425	81,925	84,425	86,925	89,425
3	73,450	76,150	78,150	80,650	83,150	85,650	88,150	90,650
4	74,675	77,375	79,375	81,875	84,375	86,875	89,375	91,875
5	75,975	78,675	80,675	83,175	85,675	88,175	90,675	93,175
6	77,275	79,975	81,975	84,475	86,975	89,475	91,975	94,475
7	78,575	81,275	83,275	85,775	88,275	90,775	93,275	95,775
8	79,875	82,575	84,575	87,075	89,575	92,075	94,575	97,075
9	-	83,875	85,875	88,375	90,875	93,375	95,875	98,375
10	-	85,175	87,175	89,675	92,175	94,675	97,175	99,675
11	-	86,475	88,475	90,975	93,475	95,975	98,475	100,975
12	-	87,775	89,775	92,275	94,775	97,275	99,775	102,275
13	-	89,075	91,075	93,575	96,075	98,575	101,075	103,575
14	-	90,375	92,375	94,875	97,375	99,875	102,375	104,875
15	-	91,675	93,675	96,175	98,675	101,175	103,675	106,175

27-28	B	B+30	M	M+15	M+30	M+45	M+60	DOC
1	73,000	75,700	77,700	80,200	82,700	85,200	87,700	90,200
2	74,225	76,925	78,925	81,425	83,925	86,425	88,925	91,425
3	75,450	78,150	80,150	82,650	85,150	87,650	90,150	92,650
4	76,675	79,375	81,375	83,875	86,375	88,875	91,375	93,875
5	77,990	80,690	82,690	85,190	87,690	90,190	92,690	95,190
6	79,305	82,005	84,005	86,505	89,005	91,505	94,005	96,505
7	80,620	83,320	85,320	87,820	90,320	92,820	95,320	97,820
8	81,935	84,635	86,635	89,135	91,635	94,135	96,635	99,135
9	-	85,950	87,950	90,450	92,950	95,450	97,950	100,450
10	-	87,265	89,265	91,765	94,265	96,765	99,265	101,765
11	-	88,580	90,580	93,080	95,580	98,080	100,580	103,080
12	-	89,895	91,895	94,395	96,895	99,395	101,895	104,395
13	-	91,210	93,210	95,710	98,210	100,710	103,210	105,710
14	-	92,525	94,525	97,025	99,525	102,025	104,525	107,025
15	-	93,840	95,840	98,340	100,840	103,340	105,840	108,340



Hempfield School District

Financial Proposal #2C

May 2024

Proposed changes:

Article 10. Health Care

- Plan 1: PPO – Effective January 1, 2025, Employees shall contribute 10% of the annual premium share. The annual premium share shall increase to 12%, and 15% for the subsequent contract years.
- Plan 2: QHDHP – Deductibles will be \$1600 for single coverage and \$3200 for family coverage (to reflect IRS change eff 1/1/24). HSA employer contributions will decrease to 40% beginning on January 1, 2025, and decrease by 5% annually through the end of the contract.
- D. Eligible Spouse Rule – spouse eligible if paying 51% or more of premium.

Article 12. Vision Benefits

- HEA will participate in the fully insured NVA plan offered to district admin through PSEA H&W.

Article 15. Secondary Class Coverage and Elementary Preparation

- All professional employees will be scheduled for 45 minutes of preparation time.

Article 39. Salary Matrix

- Average salary increases will average 3.2% annually over the course of a 3-year contract.
- The salary matrix will consist of 15 steps.

Appendix B. Extracurricular Positions and Salaries

- Extracurricular stipends will increase by 1% annually over the course of the contract.

**Proposal 2C- May 30, 2024**

<b>24-25</b>	<b>B</b>	<b>B+30</b>	<b>M</b>	<b>M+15</b>	<b>M+30</b>	<b>M+45</b>	<b>M+60</b>	<b>DOC</b>
1	65,000	67,700	69,700	72,200	74,700	77,200	79,700	82,200
2	66,438	69,138	71,138	73,638	76,138	78,638	81,138	83,638
3	67,876	70,576	72,576	75,076	77,576	80,076	82,576	85,076
4	69,314	72,014	74,014	76,514	79,014	81,514	84,014	86,514
5	70,814	73,514	75,514	78,014	80,514	83,014	85,514	88,014
6	72,314	75,014	77,014	79,514	82,014	84,514	87,014	89,514
7	73,814	76,514	78,514	81,014	83,514	86,014	88,514	91,014
8	75,314	78,014	80,014	82,514	85,014	87,514	90,014	92,514
9	-	79,514	81,514	84,014	86,514	89,014	91,514	94,014
10	-	81,014	83,014	85,514	88,014	90,514	93,014	95,514
11	-	82,514	84,514	87,014	89,514	92,014	94,514	97,014
12	-	84,014	86,014	88,514	91,014	93,514	96,014	98,514
13	-	85,514	87,514	90,014	92,514	95,014	97,514	100,014
14	-	87,014	89,014	91,514	94,014	96,514	99,014	101,514
15	-	88,514	90,514	93,014	95,514	98,014	100,514	103,014

<b>25-26</b>	<b>B</b>	<b>B+30</b>	<b>M</b>	<b>M+15</b>	<b>M+30</b>	<b>M+45</b>	<b>M+60</b>	<b>DOC</b>
1	68,000	70,700	72,700	75,200	77,700	80,200	82,700	85,200
2	69,225	71,925	73,925	76,425	78,925	81,425	83,925	86,425
3	70,450	73,150	75,150	77,650	80,150	82,650	85,150	87,650
4	71,675	74,375	76,375	78,875	81,375	83,875	86,375	88,875
5	73,115	75,815	77,815	80,315	82,815	85,315	87,815	90,315
6	74,555	77,255	79,255	81,755	84,255	86,755	89,255	91,755
7	75,995	78,695	80,695	83,195	85,695	88,195	90,695	93,195
8	77,435	80,135	82,135	84,635	87,135	89,635	92,135	94,635
9	-	81,575	83,575	86,075	88,575	91,075	93,575	96,075
10	-	83,015	85,015	87,515	90,015	92,515	95,015	97,515
11	-	84,455	86,455	88,955	91,455	93,955	96,455	98,955
12	-	85,895	87,895	90,395	92,895	95,395	97,895	100,395
13	-	87,335	89,335	91,835	94,335	96,835	99,335	101,835
14	-	88,775	90,775	93,275	95,775	98,275	100,775	103,275
15	-	90,215	92,215	94,715	97,215	99,715	102,215	104,715

<b>26-27</b>	<b>B</b>	<b>B+30</b>	<b>M</b>	<b>M+15</b>	<b>M+30</b>	<b>M+45</b>	<b>M+60</b>	<b>DOC</b>
1	71,000	73,700	75,700	78,200	80,700	83,200	85,700	88,200
2	72,225	74,925	76,925	79,425	81,925	84,425	86,925	89,425
3	73,450	76,150	78,150	80,650	83,150	85,650	88,150	90,650
4	74,675	77,375	79,375	81,875	84,375	86,875	89,375	91,875
5	75,986	78,686	80,686	83,186	85,686	88,186	90,686	93,186
6	77,297	79,997	81,997	84,497	86,997	89,497	91,997	94,497
7	78,608	81,308	83,308	85,808	88,308	90,808	93,308	95,808
8	79,919	82,619	84,619	87,119	89,619	92,119	94,619	97,119
9	-	83,930	85,930	88,430	90,930	93,430	95,930	98,430
10	-	85,241	87,241	89,741	92,241	94,741	97,241	99,741
11	-	86,552	88,552	91,052	93,552	96,052	98,552	101,052
12	-	87,863	89,863	92,363	94,863	97,363	99,863	102,363
13	-	89,174	91,174	93,674	96,174	98,674	101,174	103,674
14	-	90,485	92,485	94,985	97,485	99,985	102,485	104,985
15	-	91,796	93,796	96,296	98,796	101,296	103,796	106,296