

Board Proposal #3 Summary

The Board received a proposal from HEA in August. After review and consideration, the Board took additional concessions and granted several HEA requests in their proposal #3 which was presented to HEA in September.

4-year contract - teachers will see an average salary increase of 13.66% over the course of the contract.

The average annual salary increases are as follows:

- 3.5% for the 2024-25 school year
- 3.4% for the 2025-26 school year
- 3.1% for the 2026-27 school year
- 3.0% for the 2027-28 school year

Starting Salary in the 2024-25 school year for new district teachers with a bachelor's degree will be \$64,500, a 3.98% increase from the prior school year. The average starting salary for the rest of the county is \$62,193.

In the final year of the 4-year contract, the starting salary will increase to \$72,000 and Hempfield's highest-paid teachers will be earning \$108,988.

All stipend positions (coaches, club advisors, team leaders, mentors, etc.) pay rates will increase by 1.5% annually.

Due to the rising cost of healthcare, the proposal increases the employee's share of the PPO premium to 12% in 2024-25 and by an additional 1% annually thereafter.

For employees in the Qualified High Deductible Health Plan (QHDHP), where there is no employee premium contribution, the district contributions into the employee's Health Savings Account (HSA) effective 1/1/25 are \$500 annually for those with single coverage and \$1000 annually for those with family coverage. The HSA contributions would decrease by \$100 for single coverage and \$200 for family coverage annually thereafter.

Teacher preparation time at the high school level would decrease from approximately 80 minutes daily to a minimum of 45 minutes daily, to be in line with teachers at the middle school level.

Sabbatical leaves for educational purposes would change to follow PA school code.

Hempfield School District

Proposal #3 – September 13, 2024

The Hempfield School District hereby submits the following package proposal for a successor collective bargaining agreement with the Hempfield Education Association. As has been shared throughout the process and most recently at the August 29, 2024, session, the Board's goal is to reach an agreement with HEA that is fair and competitive, while balancing the many other considerations of this Board and future Boards. As shared, those other considerations include maintenance and upkeep of our facilities, support staff and other employee compensation and benefits, utilities, supplies, and many other items vital to district operations in both the short term and long term.

Article 2. Terms of Agreement

Due to the variability of the economy and Act 1 index in combination with upcoming facility projects, we are proposing a 4-year agreement.

- July 1, 2024 – June 30, 2028

Article 4. The School Year

- TA pending with additional language moved from Article 35 (early dismissals)

Article 5. Additional Professional Responsibilities

- Adjust High School requirement for TWO back to school nights to ONE with a chaperoning duty so that the requirements are the same across the District. **(accepts HEA proposal)**
- MS Team Leaders, Mentors, Peer Advisors and other stipends will increase annually by 1.5%. This does not affect the B1 rate for curriculum rate. **(accepts HEA proposal)**
- Add language that contemplates how to pay staff providing extra services to cover unassigned work during an extended temporary vacancy or vacancy. **(accepts HEA proposal)**

Article 7: Student Services Professionals

- Add Exceptional Student Specialist 10 per diem days max. **(accepts HEA proposal)**

Article 8: Secondary Summer School Employment and Compensation

- Rate of pay increases by 1.5% per year. **(accepts HEA proposal)**
- Elementary summer school and ESY at per diem rate for the school year that has ended in accordance with previous MOU.

Article 9: Credit Reimbursement – TA signed

Article 10. Health Care

In order to increase the salary scale and various wages, we are proposing the following concessions to the healthcare offerings. The current employee share on plan 1 (PPO) at 8.5% is significantly lower than what our research revealed for districts in the county. There is currently no employee share on plan 2 (QHDHP), with a district deposit into an HSA account. To offset the lack of employee share, we propose reducing the HSA contribution.

- Plan1: PPO - Effective January 1, 2025, Employees shall contribute 12% of the annual premium share. Employee contributions shall increase by 1% annually thereafter.
- Plan 2: QHDHP – Deductibles will be set to IRS minimum. HSA contributions will be \$500 single and \$1000 multi-party effective 1/1/25 and will reduce by \$100 single and \$200 multi-party annually thereafter.
- Opt out credit – effective 1/1/26, \$100/mo
- Eligible Spouse Rule – spouse eligible if paying 51% or more of premium.

Article 13. Safety and Security Committee – TA signed

Article 14. Health Care Oversight Committee – TA signed

Article 15. Secondary Class Coverage and Elementary Preparation

Currently, high school teachers receive 82 minutes of planning time daily. In order to level out the amount of planning at all levels (elementary, middle school and high school), we are proposing the following changes. Additionally, for teachers who cover classes, we are proposing payment as a change from additional time off to ensure our teachers have more time with students throughout the year.

- All employees assigned to the high school will be scheduled for a minimum of 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 (teacher of record) beyond their schedule will be compensated at their hourly rate for periods they teach.

Article 22. Leave for Family Bereavement – TA- signed

Article 28. Sabbatical

Educational sabbaticals are currently allowed for 3 employees per year at full pay for a half year. In researching other districts in the county, the majority follow Pennsylvania school code for educational sabbaticals.

- Beginning with the 25-26 school year, sabbaticals shall follow PA school code Section 1166:
 - Must have 10 years satisfactory employment in PA public schools with 5 of those years completed at Hempfield SD.
 - Limited to no more than 10% of all eligible district employees.
 - Professional development sabbatical shall be for one half year at one half pay or for one full year at one half pay.
 - A minimum of 9 graduate credits or 12 undergraduate credits for each half year sabbatical (full year would be 18 graduate credits and 24 undergraduate credits).

Article 29. Involuntary Transfer

- Allow 7.5 hours at B1 rate for teachers who are transferred between buildings **(accepts HEA proposal)**
- Allow 3.75 hours at B1 rate for K-6 teachers who are transferred between grades (or special subjects) in an elementary school. **(accepts HEA proposal)**
- Allow 3.75 hours at B1 rate for 7-12 teachers who are transferred between certification areas in a secondary building. **(accepts HEA proposal)**

Article 30. Extracurricular

Per HEA request, stipends for extracurricular activities will continue to increase at a rate of 1.5% annually.

- 1.5% increase annually. **(accepts HEA proposal)**

Article 39. Salary Matrix

In review and comparison with other districts in the county, a 4-year average increase of 3.25% maintains HEA's position to be highly competitive across the entire salary schedule. This places the salary matrix well above the county average.

- Average salary increases will average 3.25% annually over the course of a 4-year contract. (3.5% for 24-25; 3.4% for 25-26; 3.1% for 26-27; 3% for 27-28)
- The salary matrix will consist of 15 steps (attached)

ADD. Department Coordinators

- Pay starts at \$4060 in 24-25 and increases by 1.5% annually. **(accepts HEA proposal)**

ADD. Hempfield Virtual Academy

- Incorporate HVA MOU into agreement. Pay rates to be included in the CBA and will increase by the same percentage as the salary matrix annually.

<u>24-25</u>	B	B+30	M	M+15	M+30	M+45	M+60	DOC
1	64,500	67,025	69,550	72,075	74,600	77,125	79,650	82,175
2	66,000	68,525	71,050	73,575	76,100	78,625	81,150	83,675
3	67,500	70,025	72,550	75,075	77,600	80,125	82,650	85,175
4	69,000	71,525	74,050	76,575	79,100	81,625	84,150	86,675
5	70,500	73,025	75,550	78,075	80,600	83,125	85,650	88,175
6	72,000	74,525	77,050	79,575	82,100	84,625	87,150	89,675
7	73,500	76,025	78,550	81,075	83,600	86,125	88,650	91,175
8	75,000	77,525	80,050	82,575	85,100	87,625	90,150	92,675
9		79,025	81,550	84,075	86,600	89,125	91,650	94,175
10		80,525	83,050	85,575	88,100	90,625	93,150	95,675
11		82,025	84,550	87,075	89,600	92,125	94,650	97,175
12		83,525	86,050	88,575	91,100	93,625	96,150	98,675
13		85,025	87,550	90,075	92,600	95,125	97,650	100,175
14		86,525	89,050	91,575	94,100	96,625	99,150	101,675
15		88,025	90,550	93,075	95,600	98,125	100,650	103,175

<u>25-26</u>	B	B+30	M	M+15	M+30	M+45	M+60	DOC
1	67,000	69,550	72,100	74,650	77,200	79,750	82,300	84,850
2	68,460	71,010	73,560	76,110	78,660	81,210	83,760	86,310
3	69,920	72,470	75,020	77,570	80,120	82,670	85,220	87,770
4	71,380	73,930	76,480	79,030	81,580	84,130	86,680	89,230
5	72,840	75,390	77,940	80,490	83,040	85,590	88,140	90,690
6	74,300	76,850	79,400	81,950	84,500	87,050	89,600	92,150
7	75,760	78,310	80,860	83,410	85,960	88,510	91,060	93,610
8	77,220	79,770	82,320	84,870	87,420	89,970	92,520	95,070
9		81,230	83,780	86,330	88,880	91,430	93,980	96,530
10		82,690	85,240	87,790	90,340	92,890	95,440	97,990
11		84,150	86,700	89,250	91,800	94,350	96,900	99,450
12		85,610	88,160	90,710	93,260	95,810	98,360	100,910
13		87,070	89,620	92,170	94,720	97,270	99,820	102,370
14		88,530	91,080	93,630	96,180	98,730	101,280	103,830
15		89,990	92,540	95,090	97,640	100,190	102,740	105,290

<u>26-27</u>	B	B+30	M	M+15	M+30	M+45	M+60	DOC
1	69,500	72,000	74,500	77,000	79,500	82,000	84,500	87,000
2	70,934	73,434	75,934	78,434	80,934	83,434	85,934	88,434
3	72,368	74,868	77,368	79,868	82,368	84,868	87,368	89,868
4	73,802	76,302	78,802	81,302	83,802	86,302	88,802	91,302
5	75,236	77,736	80,236	82,736	85,236	87,736	90,236	92,736
6	76,670	79,170	81,670	84,170	86,670	89,170	91,670	94,170
7	78,104	80,604	83,104	85,604	88,104	90,604	93,104	95,604
8	79,538	82,038	84,538	87,038	89,538	92,038	94,538	97,038
9		83,472	85,972	88,472	90,972	93,472	95,972	98,472
10		84,906	87,406	89,906	92,406	94,906	97,406	99,906
11		86,340	88,840	91,340	93,840	96,340	98,840	101,340
12		87,774	90,274	92,774	95,274	97,774	100,274	102,774
13		89,208	91,708	94,208	96,708	99,208	101,708	104,208
14		90,642	93,142	95,642	98,142	100,642	103,142	105,642
15		92,076	94,576	97,076	99,576	102,076	104,576	107,076

<u>27-28</u>	B	B+30	M	M+15	M+30	M+45	M+60	DOC
1	72,000	74,450	76,900	79,350	81,800	84,250	86,700	89,150
2	73,417	75,867	78,317	80,767	83,217	85,667	88,117	90,567
3	74,834	77,284	79,734	82,184	84,634	87,084	89,534	91,984
4	76,251	78,701	81,151	83,601	86,051	88,501	90,951	93,401
5	77,668	80,118	82,568	85,018	87,468	89,918	92,368	94,818
6	79,085	81,535	83,985	86,435	88,885	91,335	93,785	96,235
7	80,502	82,952	85,402	87,852	90,302	92,752	95,202	97,652
8	81,919	84,369	86,819	89,269	91,719	94,169	96,619	99,069
9		85,786	88,236	90,686	93,136	95,586	98,036	100,486
10		87,203	89,653	92,103	94,553	97,003	99,453	101,903
11		88,620	91,070	93,520	95,970	98,420	100,870	103,320
12		90,037	92,487	94,937	97,387	99,837	102,287	104,737
13		91,454	93,904	96,354	98,804	101,254	103,704	106,154
14		92,871	95,321	97,771	100,221	102,671	105,121	107,571
15		94,288	96,738	99,188	101,638	104,088	106,538	108,988