

## Hempfield School District

### Proposal #4 – October 11, 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 October 9, 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.

There are 2 amended sections to this proposal that were verbally offered to the association at the October 1, 2024, meeting. Those sections are highlighted in green.

#### 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.

- Each teacher at the high school will provide coverage 3 times per semester without compensation. Coverage will be for half of the current planning period. If a member covers beyond this, they will be paid at B1 rate. Members who are new (1<sup>st</sup> year) and members teaching subjects they have not previously taught at the HS (1<sup>st</sup> year) will be exempt. However, if they choose to cover for compensation, the 3 coverages per semester apply.
- At the request of an administrator, if a teacher misses 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 26-27 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. (3.6% for 24-25; 3.4% for 25-26; 3% 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.

<b><u>24-25</u></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	64,500	67,050	69,600	72,150	74,700	77,250	79,800	82,350
2	66,001	68,551	71,101	73,651	76,201	78,751	81,301	83,851
3	67,502	70,052	72,602	75,152	77,702	80,252	82,802	85,352
4	69,003	71,553	74,103	76,653	79,203	81,753	84,303	86,853
5	70,504	73,054	75,604	78,154	80,704	83,254	85,804	88,354
6	72,005	74,555	77,105	79,655	82,205	84,755	87,305	89,855
7	73,506	76,056	78,606	81,156	83,706	86,256	88,806	91,356
8	75,007	77,557	80,107	82,657	85,207	87,757	90,307	92,857
9		79,058	81,608	84,158	86,708	89,258	91,808	94,358
10		80,559	83,109	85,659	88,209	90,759	93,309	95,859
11		82,060	84,610	87,160	89,710	92,260	94,810	97,360
12		83,561	86,111	88,661	91,211	93,761	96,311	98,861
13		85,062	87,612	90,162	92,712	95,262	97,812	100,362
14		86,563	89,113	91,663	94,213	96,763	99,313	101,863
15		88,064	90,614	93,164	95,714	98,264	100,814	103,364

<b><u>25-26</u></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	67,000	69,550	72,100	74,650	77,200	79,750	82,300	84,850
2	68,468	71,018	73,568	76,118	78,668	81,218	83,768	86,318
3	69,936	72,486	75,036	77,586	80,136	82,686	85,236	87,786
4	71,404	73,954	76,504	79,054	81,604	84,154	86,704	89,254
5	72,872	75,422	77,972	80,522	83,072	85,622	88,172	90,722
6	74,340	76,890	79,440	81,990	84,540	87,090	89,640	92,190
7	75,808	78,358	80,908	83,458	86,008	88,558	91,108	93,658
8	77,276	79,826	82,376	84,926	87,476	90,026	92,576	95,126
9		81,294	83,844	86,394	88,944	91,494	94,044	96,594
10		82,762	85,312	87,862	90,412	92,962	95,512	98,062
11		84,230	86,780	89,330	91,880	94,430	96,980	99,530
12		85,698	88,248	90,798	93,348	95,898	98,448	100,998
13		87,166	89,716	92,266	94,816	97,366	99,916	102,466
14		88,634	91,184	93,734	96,284	98,834	101,384	103,934
15		90,102	92,652	95,202	97,752	100,302	102,852	105,402

<b><u>26-27</u></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	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

<b><u>27-28</u></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	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