

The purpose of this document is to make clear HEA's proposal following the Board's proposal on May 29, 2024. This document replaces any proposals that were offered prior to this date.

Health care proposal:

- PPO premium share increases to 11% in January 2025 and remains constant throughout contract
- QHDHP deductibles set to IRS minimum with 46% funding from District
- Accept Spousal increase at 51% in January 2025
- Accept District's change from first business date to first payroll date for District HSA contributions

Cover Page/Article 2: Terms of Agreement—Change dates to reflect a 5 year deal from 2024 through 2029 as necessary and in line with current language

Article 4: The School Year

- Ready to TA 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
- Change dates to reflect new CBA years
- MS Team Leaders, Mentor teacher pay, Peer Advisor pay, and other stipends will increase annually by 1.5%. This does not affect the B1 rate for curriculum rate (because it goes up naturally with the salary schedule).
- Add language that contemplates how to pay staff providing extra services to cover unassigned work during an extended temporary vacancy or vacancy.

Article 7: Student Services Professionals

- Add Exceptional Student Specialists 10 per diem days-max—*reflects current practice* -verbal TA

Athletic Trainers—Maintain MOU

Article 8: Secondary Summer School Employment and Compensation

- Rate of Pay increases by 1.5% per year
- Accept District's proposal to pay elementary/ESY at per diem rate

ADD: Article #: Hempfield Virtual Academy Compensation and Expectations—Adds MOU language to CBA—with changes suggested by HSD (except for keeping pay aligned with Open Campus)

ADD: Department Coordinators Pay starts at \$4060 in 24-25 and goes up 1.5% per year

Article 9: TA

Article 12: Vision and Hearing Appliance Benefits—Retract proposal for PSEA H&W—keep status quo funding

Article 13: Safety and Security Committee—TA in appendix

Article 14: Health Care Oversight Committee—TA in appendix

Article 15: Secondary Class Coverage and Elementary Preparation

- **ACCEPT:** District proposal of removing comp time as an option for prep coverage
- Add 15 minute minimum intervals to Elementary Prep time language
- Remove ability for missed time to be “rescheduled” within a week of missed Elementary Prep

Article 17: Term Life Insurance—WITHDRAWN

Article 20: Personal/Emergency/Conference Leave

- Increase Personal Days from THREE to FOUR
- Payout for personal days will be anything in excess of four days
- Total accumulation of personal days in any given year increases from SIX to EIGHT

Article 22: Leave for Family Bereavement—TA

Article 29: Involuntary Transfer

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

Article 30: Extracurricular: -1.5% increase per year

Article 39: Salary Matrix—Reflect 3.631 (4 year) or 3.591 (5 year) schedules provided in May

Appendix C-TA

Appendix D -TA

Appendix E-verbal TA in May

Hempfield EA
Salary Schedules
Year 1 24-25

| Step | B | B+30 | M | M+15 | M+30 | M+45 | M+60 | PhD |
|------|--------|--------|--------|--------|--------|--------|---------|---------|
| 1 | 64,788 | 68,413 | 71,013 | 73,588 | 76,163 | 78,738 | 81,313 | 83,888 |
| 2 | 66,088 | 69,713 | 72,313 | 74,888 | 77,463 | 80,038 | 82,613 | 85,188 |
| 3 | 67,588 | 71,213 | 73,813 | 76,388 | 78,963 | 81,538 | 84,113 | 86,688 |
| 4 | 69,088 | 72,713 | 75,313 | 77,888 | 80,463 | 83,038 | 85,613 | 88,188 |
| 5 | 70,588 | 74,213 | 76,813 | 79,388 | 81,963 | 84,538 | 87,113 | 89,688 |
| 6 | 72,088 | 75,713 | 78,313 | 80,888 | 83,463 | 86,038 | 88,613 | 91,188 |
| 7 | 73,588 | 77,213 | 79,813 | 82,388 | 84,963 | 87,538 | 90,113 | 92,688 |
| 8 | 75,088 | 78,713 | 81,313 | 83,888 | 86,463 | 89,038 | 91,613 | 94,188 |
| 9 | 75,088 | 80,213 | 82,813 | 85,388 | 87,963 | 90,538 | 93,113 | 95,688 |
| 10 | 75,088 | 81,713 | 84,313 | 86,888 | 89,463 | 92,038 | 94,613 | 97,188 |
| 11 | 75,088 | 83,113 | 85,713 | 88,288 | 90,863 | 93,438 | 96,013 | 98,588 |
| 12 | 75,088 | 84,513 | 87,113 | 89,688 | 92,263 | 94,838 | 97,413 | 99,988 |
| 13 | 75,088 | 85,913 | 88,513 | 91,088 | 93,663 | 96,238 | 98,813 | 101,388 |
| 14 | 75,088 | 87,313 | 89,913 | 92,488 | 95,063 | 97,638 | 100,213 | 102,788 |

Hempfield EA
Salary Schedules
Year 2 25-26

| Step | B | B+30 | M | M+15 | M+30 | M+45 | M+60 | PhD |
|------|--------|--------|--------|--------|--------|---------|---------|---------|
| 1 | 67,900 | 71,800 | 74,400 | 77,100 | 79,800 | 82,500 | 85,200 | 87,900 |
| 2 | 69,100 | 73,000 | 75,600 | 78,300 | 81,000 | 83,700 | 86,400 | 89,100 |
| 3 | 70,300 | 74,200 | 76,800 | 79,500 | 82,200 | 84,900 | 87,600 | 90,300 |
| 4 | 71,675 | 75,575 | 78,175 | 80,875 | 83,575 | 86,275 | 88,975 | 91,675 |
| 5 | 73,050 | 76,950 | 79,550 | 82,250 | 84,950 | 87,650 | 90,350 | 93,050 |
| 6 | 74,425 | 78,325 | 80,925 | 83,625 | 86,325 | 89,025 | 91,725 | 94,425 |
| 7 | 75,800 | 79,700 | 82,300 | 85,000 | 87,700 | 90,400 | 93,100 | 95,800 |
| 8 | 77,175 | 81,075 | 83,675 | 86,375 | 89,075 | 91,775 | 94,475 | 97,175 |
| 9 | 77,175 | 82,450 | 85,050 | 87,750 | 90,450 | 93,150 | 95,850 | 98,550 |
| 10 | 77,175 | 83,825 | 86,425 | 89,125 | 91,825 | 94,525 | 97,225 | 99,925 |
| 11 | 77,175 | 85,200 | 87,800 | 90,500 | 93,200 | 95,900 | 98,600 | 101,300 |
| 12 | 77,175 | 86,600 | 89,200 | 91,900 | 94,600 | 97,300 | 100,000 | 102,700 |
| 13 | 77,175 | 88,000 | 90,600 | 93,300 | 96,000 | 98,700 | 101,400 | 104,100 |
| 14 | 77,175 | 89,400 | 92,000 | 94,700 | 97,400 | 100,100 | 102,800 | 105,500 |

Hempfield EA
Salary Schedules
Year 3 26-27

| Step | B | B+30 | M | M+15 | M+30 | M+45 | M+60 | PhD |
|------|--------|--------|--------|--------|--------|---------|---------|---------|
| 1 | 71,457 | 76,482 | 79,082 | 81,932 | 84,782 | 87,632 | 90,482 | 93,332 |
| 2 | 72,457 | 77,482 | 80,082 | 82,932 | 85,782 | 88,632 | 91,482 | 94,332 |
| 3 | 73,457 | 78,482 | 81,082 | 83,932 | 86,782 | 89,632 | 92,482 | 95,332 |
| 4 | 74,457 | 79,482 | 82,082 | 84,932 | 87,782 | 90,632 | 93,482 | 96,332 |
| 5 | 75,657 | 80,682 | 83,282 | 86,132 | 88,982 | 91,832 | 94,682 | 97,532 |
| 6 | 76,857 | 81,882 | 84,482 | 87,332 | 90,182 | 93,032 | 95,882 | 98,732 |
| 7 | 78,057 | 83,082 | 85,682 | 88,532 | 91,382 | 94,232 | 97,082 | 99,932 |
| 8 | 79,257 | 84,282 | 86,882 | 89,732 | 92,582 | 95,432 | 98,282 | 101,132 |
| 9 | 79,257 | 85,482 | 88,082 | 90,932 | 93,782 | 96,632 | 99,482 | 102,332 |
| 10 | 79,257 | 86,682 | 89,282 | 92,132 | 94,982 | 97,832 | 100,682 | 103,532 |
| 11 | 79,257 | 87,882 | 90,482 | 93,332 | 96,182 | 99,032 | 101,882 | 104,732 |
| 12 | 79,257 | 89,082 | 91,682 | 94,532 | 97,382 | 100,232 | 103,082 | 105,932 |
| 13 | 79,257 | 90,282 | 92,882 | 95,732 | 98,582 | 101,432 | 104,282 | 107,132 |
| 14 | 79,257 | 91,482 | 94,082 | 96,932 | 99,782 | 102,632 | 105,482 | 108,332 |

Hempfield EA
Salary Schedules
Year 4 27-28

| Step | B | B+30 | M | M+15 | M+30 | M+45 | M+60 | PhD |
|------|--------|--------|--------|--------|---------|---------|---------|---------|
| 1 | 75,340 | 81,595 | 84,195 | 87,295 | 90,395 | 93,495 | 96,595 | 99,695 |
| 2 | 76,140 | 82,395 | 84,995 | 88,095 | 91,195 | 94,295 | 97,395 | 100,495 |
| 3 | 76,940 | 83,195 | 85,795 | 88,895 | 91,995 | 95,095 | 98,195 | 101,295 |
| 4 | 77,740 | 83,995 | 86,595 | 89,695 | 92,795 | 95,895 | 98,995 | 102,095 |
| 5 | 78,540 | 84,795 | 87,395 | 90,495 | 93,595 | 96,695 | 99,795 | 102,895 |
| 6 | 79,535 | 85,790 | 88,390 | 91,490 | 94,590 | 97,690 | 100,790 | 103,890 |
| 7 | 80,530 | 86,785 | 89,385 | 92,485 | 95,585 | 98,685 | 101,785 | 104,885 |
| 8 | 81,525 | 87,780 | 90,380 | 93,480 | 96,580 | 99,680 | 102,780 | 105,880 |
| 9 | 81,525 | 88,775 | 91,375 | 94,475 | 97,575 | 100,675 | 103,775 | 106,875 |
| 10 | 81,525 | 89,770 | 92,370 | 95,470 | 98,570 | 101,670 | 104,770 | 107,870 |
| 11 | 81,525 | 90,765 | 93,365 | 96,465 | 99,565 | 102,665 | 105,765 | 108,865 |
| 12 | 81,525 | 91,760 | 94,360 | 97,460 | 100,560 | 103,660 | 106,760 | 109,860 |
| 13 | 81,525 | 92,755 | 95,355 | 98,455 | 101,555 | 104,655 | 107,755 | 110,855 |
| 14 | 81,525 | 93,750 | 96,350 | 99,450 | 102,550 | 105,650 | 108,750 | 111,850 |

Hempfield EA
Salary Schedules
Year 5 28-29

| Step | B | B+30 | M | M+15 | M+30 | M+45 | M+60 | PhD |
|------|--------|--------|--------|---------|---------|---------|---------|---------|
| 1 | 78,575 | 86,000 | 88,600 | 91,700 | 94,800 | 98,100 | 101,450 | 104,550 |
| 2 | 79,375 | 86,800 | 89,400 | 92,500 | 95,600 | 98,900 | 102,250 | 105,350 |
| 3 | 80,175 | 87,600 | 90,200 | 93,300 | 96,400 | 99,700 | 103,050 | 106,150 |
| 4 | 80,975 | 88,400 | 91,000 | 94,100 | 97,200 | 100,500 | 103,850 | 106,950 |
| 5 | 81,775 | 89,200 | 91,800 | 94,900 | 98,000 | 101,300 | 104,650 | 107,750 |
| 6 | 82,575 | 90,000 | 92,600 | 95,700 | 98,800 | 102,100 | 105,450 | 108,550 |
| 7 | 83,375 | 90,800 | 93,400 | 96,500 | 99,600 | 102,900 | 106,250 | 109,350 |
| 8 | 84,175 | 91,600 | 94,200 | 97,300 | 100,400 | 103,700 | 107,050 | 110,150 |
| 9 | 84,175 | 92,400 | 95,000 | 98,100 | 101,200 | 104,500 | 107,850 | 110,950 |
| 10 | 84,175 | 93,200 | 95,800 | 98,900 | 102,000 | 105,300 | 108,650 | 111,750 |
| 11 | 84,175 | 94,000 | 96,600 | 99,700 | 102,800 | 106,100 | 109,450 | 112,550 |
| 12 | 84,175 | 94,800 | 97,400 | 100,500 | 103,600 | 106,900 | 110,250 | 113,350 |
| 13 | 84,175 | 95,600 | 98,200 | 101,300 | 104,400 | 107,700 | 111,050 | 114,150 |
| 14 | 84,175 | 96,400 | 99,000 | 102,100 | 105,200 | 108,500 | 111,850 | 114,950 |

OR

Hempfield EA
Salary Schedules
Year 5 28-29

| Step | B | B+30 | M | M+15 | M+30 | M+45 | M+60 | PhD |
|------|--------|--------|--------|---------|---------|---------|---------|---------|
| 1 | 77,980 | 86,000 | 88,600 | 91,700 | 94,800 | 98,100 | 101,450 | 104,550 |
| 2 | 78,865 | 86,800 | 89,400 | 92,500 | 95,600 | 98,900 | 102,250 | 105,350 |
| 3 | 79,750 | 87,600 | 90,200 | 93,300 | 96,400 | 99,700 | 103,050 | 106,150 |
| 4 | 80,635 | 88,400 | 91,000 | 94,100 | 97,200 | 100,500 | 103,850 | 106,950 |
| 5 | 81,520 | 89,200 | 91,800 | 94,900 | 98,000 | 101,300 | 104,650 | 107,750 |
| 6 | 82,405 | 90,000 | 92,600 | 95,700 | 98,800 | 102,100 | 105,450 | 108,550 |
| 7 | 83,290 | 90,800 | 93,400 | 96,500 | 99,600 | 102,900 | 106,250 | 109,350 |
| 8 | 84,175 | 91,600 | 94,200 | 97,300 | 100,400 | 103,700 | 107,050 | 110,150 |
| 9 | 84,175 | 92,400 | 95,000 | 98,100 | 101,200 | 104,500 | 107,850 | 110,950 |
| 10 | 84,175 | 93,200 | 95,800 | 98,900 | 102,000 | 105,300 | 108,650 | 111,750 |
| 11 | 84,175 | 94,000 | 96,600 | 99,700 | 102,800 | 106,100 | 109,450 | 112,550 |
| 12 | 84,175 | 94,800 | 97,400 | 100,500 | 103,600 | 106,900 | 110,250 | 113,350 |
| 13 | 84,175 | 95,600 | 98,200 | 101,300 | 104,400 | 107,700 | 111,050 | 114,150 |
| 14 | 84,175 | 96,400 | 99,000 | 102,100 | 105,200 | 108,500 | 111,850 | 114,950 |