

### **HEA Proposal #3 Summary**

HEA presented the Board with their 3rd formal proposal on October 9, 2024. The proposal is effectively the same as HEA's 2nd proposal from August.

The only economic change presented in proposal #3 was a concession to the employee's PPO contribution, which amounted to a reduction of approximately \$22,000.

The salary matrices presented in this proposal are the same matrices that have been presented by HEA since May.

The following is a proposal from HEA. It is predicated on full retroactivity for the 24-25 school year.

**Health care proposal:**

- PPO premium share increases to 11.5% 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 SEVEN

**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) with a hold in year 1

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