

COMMONWEALTH OF PENNSYLVANIA  
PENNSYLVANIA LABOR RELATIONS BOARD

IN THE MATTER OF THE FACT FINDING BETWEEN

Octorara Area School District :  
and : CASE # ACT 88-15-13-E  
Octorara Area Educational :  
Association :

**FACT FINDING REPORT AND RECOMMENDATION**

APPOINTMENT: April 10, 2015  
REPORT DATE: May 20, 2015  
FACT FINDER: Timothy J Brown, Esquire  
FOR THE DISTRICT: Benjamin L Pratt, Esquire  
CGA Law Firm  
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York, PA 17401  
FOR THE ASSOCIATION: Wendy Leary  
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West Chester, PA 19380

**Introduction**

On April 10, 2015, the Pennsylvania Labor Relations Board (PLRB), pursuant to Act 88 of 1992 (Act 88) and the Public Employer Relations Act (PERA), appointed the undersigned as Fact Finder in the impasse between the Octorara Area School District (the District or the Employer) and the Octorara Area Educational Association, PSEA/NEA (the Union or the Association).

**Bargaining and Fact Finding History**

The Union represents a unit of professionals and support staff in the District. The District and Union are party to a July 1, 2011 through June 30, 2014 Collective Bargaining Agreement. (Referred to herein as the Agreement) The parties met for purposes of negotiating a successor agreement 13 times and were assisted in their efforts by a state mediator on three of those occasions. The parties reached tentative agreements on a number of issues and were unable to reach agreement on approximately 14 remaining outstanding issues. The District thereafter initiated the instant Fact Finding.

On May 8, 2015 a formal fact finding hearing was held before the undersigned in Atglen, Pennsylvania, at which time the parties were given the opportunity to present the Fact Finder testimony, documentary evidence and oral argument relating to their outstanding issues.

This Report contains "recommendations" for resolution of all outstanding issues and constitutes the settlement proposal upon which the parties are now required to act as directed by statute and PLRB regulations. Pursuant to statutory authority, this Report will be released to the public if not accepted. A vote to accept the Report does not constitute agreement with, or endorsement of, the rationales contained herein, but rather, represent only an agreement to resolve the issues by adopting the recommendations contained herein.

**The parties are directed to review the Report and within ten days of its issuance, notify the PLRB of their decision to accept or reject the recommendations.**

## Introduction and Issues

Based upon representations made by the parties to the Fact Finder, the following issues are unresolved between the parties:

1. Planning Time
2. Workday - Hours
3. Workday - Help Classes
4. Work year – 5 Hour In-service Day
5. Healthcare – Insurance Plan
6. Healthcare – Spousal Rule
7. Healthcare - Cadillac Tax
8. Insurance – Part-time Employees
9. Support Staff – Hours
10. Support Staff – Management Rights
11. Salaries – Professional Employees
12. Wages – Support Staff
13. Supplemental Pay
14. Duration of Agreement

After full consideration of the arguments and careful study of the extensive submissions on the issues by the parties, the follow recommendations are offered:

### 1) Planning Time, Workday Hours, Help Classes & Five-Hour In-Service Day

**Planning Time** – The Agreement currently provides that teachers in the Intermediate, Elementary and Primary Learning Center receive a minimum of 275 minutes per week of preparation time and teachers in the High School receive 1 preparation period per day and one additional preparation period for one day during every eight-day cycle. **The District proposes** changing the language of the Agreement to provide that secondary school bargaining unit members shall be provided 275 minutes per week for preparation time. The District explains that it wants the change to give the District more flexibility in scheduling classes at the secondary level. The Union asserts that the District’s proposal reduces the amount of time for secondary school preparation and would require that much of the preparation time the teachers do receive will be administrative, rather than self-directed. Considering the growing list of the tasks and responsibilities of teachers, and the fact that studies have shown that productivity increases when teachers have self-directed preparation time, the Association opposes the reduction in such time proposed by the District.

**Workday Hours** - In the current Agreement the length of the work-day for professional employees is 7 hours and 20 minutes. **The District proposes** to increase the work-day to 7 hours and 40 minutes.

According to the District, the additional time is needed so that staff may address emergent educational issues at the end of the instructional day rather than the current practice of removing staff from the classroom to discuss such matters during instructional time. The Association counters that the District’s work-day is already one of the longest in Chester County while the salaries are the second lowest in the county at the Masters-maximum level. Moreover, the Association maintains, teachers already voluntarily come in early and stay late and, as a result, there is no need for the proposed change.

**Help Classes** – The Agreement currently provides:

...Each Bargaining Unit member will also schedule, on days of his/her choice, at least two (2) classes per month for students, extending for (30) minutes before and after the regular teacher work day...

**Both parties propose** retaining the above-quoted language but increasing the current two planning days to three; with the Union conditioning its agreement to such an increase on the Employer accepting its last “package” offer.

**Five-Hour In-Service Day** – The current Agreement provides for 187 work-days for professional employee per school year. **The District proposes** to add an additional five-hour in-service workday per school year. In the view of the District, such time is needed for professional development, webinars, meetings with Administration, IEP meetings and educational collaboration. The Association acknowledges that the District’s work year is shorter than most area school districts, but explains that such is the case because in prior negotiations the Union accepted a reduction in work days in lieu of receiving salary increases. In any event, the Association continues, it would accept the additional 5-hour in-service day as part of its package offer.

### **Discussion and Recommendation**

Based upon the various positions of the parties on these four issues, I recommend the Agreement language relating to the work-year be modified to add an additional five-hour preparation day and that the language of the Agreement discussing help classes be modified to add one additional help class per month; however, I am not persuaded that that the students of the District would benefit from changing the provisions relating to secondary school planning time, or that it is reasonable to expect teachers to increase their work day for no corresponding increase in pay when many bargaining unit members already perform the work because of their professionalism on a voluntary basis. Consequently, I recommend that the language of the Agreement relating to secondary preparation time and length of the work-day for professional employees remain as is.

### **Healthcare**

The District currently provides both full-time professional and full-time support staff a Personal Choice 15/25/70 plan with premium share of 8% for single coverage, 10% for couple coverage and 11% for family coverage with no deductibles.

For professional employees, **the District proposes** a Qualified High Deductible Plan (Personal Choice HDHP HD1-HC1) with employer contributions to employee health savings plans (HSAs). Under the District’s proposal, deductibles under the plan would be \$1,300/\$2,600 for individual/family per year; for the 2015-16 School year the District would deposit a dollar amount equivalent to 40% of the applicable yearly deductible plus \$450 into the employee’s HSA. Additionally, employee would be responsible for premium shares of 7% for Single coverage, 9% for parent/child coverage and 10% for couple or family coverage. For the 2016-17 School year the District would deposit a dollar amount equivalent to 35% of the applicable yearly deductible into the employee’s HSA, and employees would be responsible for premium shares of 6% for Single coverage, 8% for parent/child coverage and 9% for couple or family coverage. For the 2017-18 School year the District would deposit a dollar amount equivalent to 30% of the applicable yearly deductible into the employee’s HSA. Additionally, employees would be responsible for premium shares of 5% for Single coverage, 7% for parent/child coverage and 8% for couple or family coverage.

For eligible support staff employees, **the District also proposes** a Qualified High Deductible Plan (Personal Choice HDHP HD1-HC1) with employer contributions to employee health savings plans (HSAs). Under the District’s proposal, deductibles under the plan would be \$1,300/\$2,600 for individual/family per year; for the 2015-16 School year the District would deposit a dollar amount equivalent to 40% of the applicable yearly deductible plus \$450 into the employee’s HSA. Additionally, employees would be responsible for premium shares of 6% for Single coverage, 8% for parent/child coverage and 9% for couple or family coverage. For the 2016-17 School year the District would deposit a dollar amount equivalent to 35% of the applicable yearly deductible into the employee’s HSA, and employees would be responsible for premium shares of 5% for single coverage, 7% for parent/child coverage and 8% for couple or family coverage. For the 2017-18 School year the District would deposit a dollar amount equivalent to 30% of the applicable yearly deductible into the employee’s HSA. Additionally, employee would be responsible for premium shares of 4% for Single coverage, 6% for parent/child coverage and 7% for couple or family coverage.

According to the District, its healthcare plan is self funded and amounts to a significant liability; a liability over which the District has only limited means to control. Healthcare represents a significant ongoing cost to The District and the District is seeking ways to save money on those costs. The plans proposed, the District asserts, would reduce the District’s financial exposure while providing employees

with good healthcare coverage, encourage employees to make efficient choices and help the District avoid the possibility of paying the Affordable Healthcare Act Cadillac tax. Moreover, the District maintains, the lower cost of the plan would allow for more money to be realized in employee paychecks.

As for the Cadillac Fee/tax issue, **the District proposes** that language be added to the Agreement providing:

If at any time during the term of this contract or before a successor contract is reached, it becomes known to the Board that any of the healthcare plans provided by the Board to bargaining unit members will incur the excise tax imposed on employers by the federal government through the Affordable Care Act, then the Board and the Association agree to the following:

a. To meet six months prior to plan implementation to select a new health care plan for bargaining unit employees that will not be subject to the excise tax and to eliminate healthcare plans for bargaining unit members that will incur the excise tax.

If the Board and the Association cannot mutually agree upon a new plan within 30 days, both parties agree to expedited arbitration and both parties agree to accept the plan recommended by the arbiter, that does not incur the excise tax. The cost of the arbiter will be shared equally between the Board and the Association.

To further save dollars and/or avoid costs associated with claims under its healthcare plan, **the District proposes** adding language to the Agreement providing that if an employee's spouse is eligible for insurance under his or her employer's plan, the employee's spouse will not be eligible to be placed on the District's health insurance plan.

In regard to the Association's proposal that part-time support staff be permitted to purchase insurance under a District plan, the District opposes such, arguing that the potential exposure to the District from claims from these additional employees is a financial risk the District should not taken on.

**The Association** recognizes the continuing challenges facing the District in paying for healthcare but strongly objects to any high deductible plan, noting that bargaining unit employees have never had to pay deductibles of any kind. Instead of high deductible plans, **the Association proposes** to meet the District's need to save dollars and provide healthcare to its employees by proposing a less expensive Personal Choice 20/30/70 plan with increasing premium shares and, for the first time, individual and family deductibles. Under the Association's proposal deductibles for professional employees would be \$150 per year for single coverage and \$500 per year for family coverage, and deductibles for eligible support staff employees would be \$100 per year for single coverage and \$300 per year for family coverage. In addition, premium co share for professional employees would be 8% single/ 10% parent & child and 11% family or couple for the first year of the Agreement, 8.5% / 10.5% / 11.5% respectively for the second year of the Agreement and 9% / 11% / 12% respectively for the third year of the Agreement. Premium co share for eligible support staff employees would be 7% single/ 9% parent & child and 10% family or couple for the first year of the Agreement, 7.5% / 9.5% / 10.5% respectively for the second year of the Agreement and 8% / 10% / 11% respectively for the third year of the Agreement.

As for the District's proposed spousal rule, **the Association strongly opposes** the rule on grounds of basic fairness. In this regard, the Association argues, even if a spouse's employer has a health plan that includes high costs to the employee and poor coverage, the District's plan would bar the employee from participating in the District's plan. Such is unfair and no other District in Chester County has such a rule.

On the issue of the potential Cadillac tax, again the Association is sympathetic to the District's concerns. However, **the Association proposes** that instead of the District's proposal, a better way of addressing the issue is to add language to the Agreement providing that the parties will meet six months prior to any plan hitting the excise tax to discuss increasing copayments and deductibles until the plan will no longer exceed the levels triggering the excise tax. In the event no plan can be agreed upon, the District may impose the plan with the lowest possible increased deductible, evenly on both family and individual plans, to avoid said excise tax.

In addition to its positions expressed above, **the Association Proposes** that language be added to the Agreement providing that part-time support staff employees may enroll in the District’s healthcare plan and pay 100% of the premium paid by the District.

**Discussion and Recommendation**

Health insurance is important to all concerned. It represents enormous numbers of dollars to the District, members of the bargaining unit and the taxpayers and affects the very wellbeing of the employees of the District and their families. Both parties here seem to appreciate the value of health care benefits and recognize it is an important and substantial part of the compensation paid by the District and received by bargaining unit members. Although there is some movement toward the use of High Deductible plans in school districts, they are still the exception to the standard health care plans found in area school districts. Notwithstanding that the realities of healthcare economics require that parties “think outside of the box” when it comes to controlling health care expense, under the circumstances I am persuaded by the Association’s argument that a high deductible plan would be too much of a shock to a bargaining unit that has not had to pay deductibles of any kind in the past. Consequently, I recommend the 20/30/70 plan proposed by the Association with the following premium copayments and deductibles:

**Professionals**

**2014-2015 School Year**

As is.

**2015-2016 School Year**

	<b>Premium Co-Share</b>	<b>Deductible</b>
Individual	8%	\$200
Parent & Child	10%	\$350
Family	11%	\$500

**2016-2017 School Year**

	<b>Premium Co-Share</b>	<b>Deductible</b>
Individual	8.5%	\$250
Parent & Child	10.5%	\$400
Family	11.5%	\$550

**2016-2017 School Year**

	<b>Premium Co-Share</b>	<b>Deductible</b>
Individual	9%	\$300
Parent & Child	11%	\$450
Family	12%	\$600

**Support Staff**

**2014-2015 School Year**

As is.

**2015-2016 School Year**

	<b>Premium Co-Share</b>	<b>Deductible</b>
Individual	7%	\$150
Parent & Child	9%	\$225
Family	10%	\$350

### 2016-2017 School Year

	Premium Co-Share	Deductible
Individual	7.5%	\$200
Parent & Child	9.5%	\$275
Family	10.5%	\$400

### 2016-2017 School Year

	Premium Co-Share	Deductible
Individual	8%	\$250
Parent & Child	10%	\$325
Family	11%	\$450

### Spousal Rule

I believe the District has an interest in having family members of its employees covered by reasonably good health insurance. It would not be a positive circumstance for District students to have their teachers preoccupied with concerns about the health insurance benefits of their spouses. I do not recommend the spousal rule proposed by the District; it is harsh. However, spousal rules that offer incentives to move individuals from coverage of the District's plan, where such individuals have access to reasonably good healthcare at reasonable cost, can meet the District's interest in reducing enrollment in its plan and the Association's interest in assuring that its members do not have to worry about their loved-ones losing quality insurance coverage. To meet such goals, I recommend the District offer employees who are eligible to enroll a spouse in the District's plan an opt-out incentive of \$1,500 per year where the employee can show that the spouse is enrolled in a plan of his or her employer that is comparable or better than the District's plan.

In regard to the Cadillac Tax language offered by the parties, I am sympathetic to the concern expressed by the Association over having an out-side party determine the terms of the parties' agreement. Consequently, I recommend the Association's proposed language on the issue.

In regard to the Association's proposal to allow part-time support staff to purchase health insurance from the District, I am persuaded by the District's argument that considering its self-insured status, such would expose it to unnecessary financial risk. I do not recommend the Association's proposal.

### Salaries – Professional, Support Staff, Supplemental

In regard to professional employees, **the Association proposes** that for the 2014-2015 school year each wage cell on the 2014-2014 salary schedule be increased by \$525, (a retroactive increase), and that on June 30, 2015 those employees eligible for column movement would receive such movement effective on the first day of the 2015-2016 school year. **The Association proposes** a 2.9% increase on the previous year's payroll for the 2015-2016 school year, and a 2.9% increase on the previous year's payroll for the 2016-2017 school year. (The "increase on payroll" would include approximately a 1.45% increment for step movement in the 15-16 school year and step and column movement in the 16-17 school year, and increase in on-scale salary of about 1.45%.) The Association asserts that although the District may be above average in area starting salaries, such increases would be fair as the District is conversely ranked second to the lowest of the 13 school districts in Chester County at the Master's Maximum salary level. Additionally, the Association maintains, the increases it proposes are in line with increases realized in recent contract settlements in other school districts in Chester County.

For 12 Month support staff, **the Association proposes** a retroactive increase of 3.0% for the 2014-2015 school year; and 3% increase for each of the 2015-16 and 2016-17 school years, and a by-member \$200 base salary increase for every five years of employment. For 10-month support staff, **the Association proposes** a retroactive \$0.25 an hour increase for 2014-15 and \$0.25 an hour increase for each of the 2015-16 and 2016-17 school years. The Association also seeks increase in starting salaries of support staff. In the view of the Association, the District needs to be more competitive with other area school district in starting salaries, the secretarial staff did not receive an increase in the last contract and the District's secretaries and paraprofessionals are among the lowest paid in the county.

**The Association also proposes** that Supplemental salaries remain at the \$600-per-point level contained in the current Agreement for the 2014-15 school year and thereafter increase to \$625-per-point for the 2015-16 school year and to \$650-per-point for the 2016-17 school year. In support of its position, the Association asserts that coaches and advisors are seriously underpaid compared to their counterparts in other area school district and the increases sought are consistent with the approximately 2.7% three-year average increase sought by the association for other bargaining unit members.

**The District proposes** paying each professional staff member an off-schedule \$750 payment for the 2014-15 school year, and increase overall professional payroll by 2% for each of the remaining three years of the Agreement. (The District's 2% would be distributed to pay for step and column movement – the latter occurring every two years – and cell increases, if any). For support staff, **the District proposes** a 2.85% salary increase for 12-month staff for each of the four years of the agreement and a \$0.25 an hour per year increase for 10-month staff. In regard to Supplemental salaries, **the District proposes** to continue to pay \$600-per-point for the term of the Agreement, noting that employees in such positions would continue to be eligible of the longevity increase already existing in the Agreement.

The District notes that the cost of wage increases compound each year and increase the District's PSERS costs, and argues that its wage proposals are fair and equitable, will not place a substantial burden on the District and is in line with other area contract settlements.

### **Discussion**

Based upon the substantial data presented by both parties on financial issues, including comparisons of area school-districts, and recognizing that the District must be a prudent steward of the public resources to which it is entrusted, I believe it is a sensible and good investment for the District to recognize the valuable contribution of its employees to the mission of the District by granting realistic wage increases. I also appreciate that the District is required to make hard choices relative to its economic realities and limitations. But even recognizing such limitations as well as the expected increases in costs associated with medical insurance and PSERS, I am of the view that the District not only has the financial resources, but also has the dedication to the educational interests of its students to provide bargaining unit employees the following reasonable wage increases:

#### **Professional**

(See Appendix A)

2014-15 - \$750 to each bargaining unit employee not-on-scale. No step of column movement

2015-16 – Step and column movement, plus 1% on scale.

2016-17 – Step movement, no column movement, plus 0.75% on scale.

2017-18 – Step and Column movement, plus 1.5% on scale.

#### **Twelve-Month Support Staff**

(Yearly Increases)

2014-15 – 2.85%

2015-16 – 3%

2016-17 – 2.85%

2017-18 – 3%

#### **Ten-Month Support Staff**

(Yearly Increases)

2014-15 – 0.25 cents per hour

2015-16 – 0.25 cents per hour

2016-17 – 0.25 cents per hour

2017-18 – 0.25 cents per hour

## **Supplemental Pay Scale**

(Per Point Pay by Year)

2014-15 – \$600 per point

2015-16 – \$600 per point

2016-17 – \$615 per point

2017-18 – \$630 per point

## **Support Staff Definition of Full-Time, Support Staff Assignments, 10-Month Support Staff Hours, Support Staff Management Rights**

**The Association proposes** that hours for 10-month support staff (all Classroom, Reading Math and Clerical Assistants and Library Assistants) be increase to a guaranteed 6.5 hours per day. The District currently schedules such employees for 5.75 hours per day. By increasing the hours of these part-time employees, the Association argues, these employees may realize an increase in income while further supporting the educational goals of the District by having needed assistants in the classroom for more hours of the teaching day.

**The District proposes** new language that would define full-time employment (and consequently eligibility for healthcare coverage) as employees “regularly scheduled to work thirty (30) hours per week,” and opposes a guarantee of daily hours for 10-month employees. Again, the District asserts, the cost of medical care needs to be addressed and the District is unwilling to push-the-envelope and risk being required to provide healthcare benefits to part-time employees because of the “look-back” provisions of the ACA.

## **Discussion and Recommendation**

Based upon the record as a whole, including the arguments of the parties, I am not convinced that changes in the language relating to the hours of these employees is in the best interest of the public. With the exception of recommending that the parties meet and reconcile the management-rights-related language of the two agreements (Professional and Support Staff) they are combining here, I recommend that the language of the Agreement remain as is.

## **Duration of the Agreement**

The Association proposes a three year term and the District proposes a four year term. Considering the first year of the Agreement is already about to come to a close, I recommend a four year agreement effective July 1, 2014 through June 30, 2018.

## **Other Matters**

Besides matters already subject to agreement by the parties, I recommend that as to all other proposed changes to the Agreement not the subject of recommendations for change herein the applicable contract language remain as is.

## ***Please note***

***that the cover letter to this Report and Recommendation summarizes the responsibilities of the parties to notify the PLRB of their acceptance or rejections of this Recommendation and should be given careful attention.***

-S-

Dated: May 20, 2015

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Timothy J Brown, Esquire  
P.O. Box 332

**OCTORARA EA  
Professional Salary Schedule Base Year  
2014-2015 School Year**

<b>Step</b>	<b>B</b>	<b>B+15</b>	<b>M</b>	<b>M+15</b>	<b>M+30</b>	<b>M+45</b>	<b>M+60</b>	<b>PhD</b>
<b>1</b>	\$49,191	\$51,469	\$53,392	\$58,457	\$60,669	\$63,370	\$66,412	\$73,933
<b>2</b>	\$49,441	\$51,719	\$53,642	\$58,707	\$60,919	\$63,620	\$66,662	\$74,183
<b>3</b>	\$50,207	\$52,623	\$54,518	\$59,531	\$61,679	\$64,433	\$67,492	\$75,001
<b>4</b>	\$50,973	\$53,527	\$55,394	\$60,354	\$62,440	\$65,246	\$68,322	\$75,819
<b>5</b>	\$51,739	\$54,431	\$56,271	\$61,177	\$63,200	\$66,060	\$69,152	\$76,636
<b>6</b>	\$52,505	\$55,335	\$57,147	\$62,000	\$63,961	\$66,873	\$69,982	\$77,454
<b>7</b>	\$53,271	\$56,240	\$58,024	\$62,824	\$64,721	\$67,687	\$70,812	\$78,272
<b>8</b>	\$54,037	\$57,144	\$58,900	\$63,647	\$65,481	\$68,500	\$71,642	\$79,090
<b>9</b>	\$55,759	\$58,722	\$60,731	\$65,253	\$67,127	\$70,078	\$73,110	\$80,118
<b>10</b>	\$57,482	\$60,300	\$62,562	\$66,859	\$68,773	\$71,656	\$74,578	\$81,146
<b>11</b>	\$59,205	\$61,877	\$64,394	\$68,465	\$70,418	\$73,233	\$76,046	\$82,174
<b>12</b>	\$60,927	\$63,455	\$66,225	\$70,071	\$72,064	\$74,811	\$77,514	\$83,202
<b>13</b>	\$62,650	\$65,033	\$68,056	\$71,678	\$73,710	\$76,389	\$78,982	\$84,230
<b>14</b>	\$64,372	\$66,611	\$69,887	\$73,284	\$75,356	\$77,967	\$80,451	\$85,259
<b>15</b>	\$66,095	\$68,189	\$71,719	\$74,890	\$77,001	\$79,545	\$81,919	\$86,287
<b>16</b>	\$67,818	\$69,767	\$73,550	\$76,496	\$78,647	\$81,123	\$83,387	\$87,315
<b>17</b>	\$69,540	\$71,345	\$75,381	\$78,102	\$80,293	\$82,701	\$84,967	\$88,343
<b>18</b>	\$71,263	\$72,922	\$77,212	\$79,708	\$81,938	\$84,278	\$86,547	\$89,371
<b>max</b>	\$72,986	\$74,500	\$79,043	\$81,314	\$83,584	\$85,856	\$88,127	\$90,399

**OCTORARA EA  
Professional Salary Schedule  
2015-2016 School Year (1%)**

<b>Step</b>	<b>B</b>	<b>B+15</b>	<b>M</b>	<b>M+15</b>	<b>M+30</b>	<b>M+45</b>	<b>M+60</b>	<b>PhD</b>
<b>1</b>	\$49,683	\$51,984	\$53,926	\$59,024	\$61,276	\$64,003	\$67,076	\$74,672
<b>2</b>	\$49,935	\$52,236	\$54,178	\$59,294	\$61,528	\$64,256	\$67,329	\$74,925
<b>3</b>	\$50,709	\$53,149	\$55,063	\$60,126	\$62,296	\$65,077	\$68,167	\$75,751
<b>4</b>	\$51,483	\$54,062	\$55,948	\$60,958	\$63,064	\$65,898	\$69,005	\$76,577
<b>5</b>	\$52,256	\$54,975	\$56,834	\$61,789	\$63,832	\$66,720	\$69,844	\$77,402
<b>6</b>	\$53,030	\$55,888	\$57,718	\$62,620	\$64,601	\$67,542	\$70,682	\$78,229
<b>7</b>	\$53,804	\$56,802	\$58,604	\$63,452	\$65,368	\$68,364	\$71,520	\$79,055
<b>8</b>	\$54,577	\$57,715	\$59,489	\$64,283	\$66,136	\$69,185	\$72,358	\$79,881
<b>9</b>	\$56,317	\$59,309	\$61,338	\$65,906	\$67,798	\$70,779	\$73,841	\$80,919
<b>10</b>	\$58,057	\$60,903	\$63,188	\$67,528	\$69,461	\$72,373	\$75,324	\$81,957
<b>11</b>	\$59,797	\$62,496	\$65,038	\$69,150	\$71,122	\$73,965	\$76,806	\$82,996
<b>12</b>	\$61,536	\$64,090	\$66,887	\$70,772	\$72,785	\$75,559	\$78,289	\$84,034
<b>13</b>	\$63,227	\$65,683	\$68,732	\$72,395	\$74,447	\$77,153	\$79,772	\$85,072
<b>14</b>	\$65,016	\$67,277	\$70,586	\$74,017	\$76,110	\$78,747	\$81,256	\$86,112
<b>15</b>	\$66,756	\$68,871	\$72,486	\$75,639	\$77,771	\$80,340	\$82,738	\$87,150
<b>16</b>	\$68,496	\$70,465	\$74,286	\$77,261	\$79,433	\$81,934	\$84,221	\$88,188
<b>17</b>	\$70,235	\$72,058	\$76,135	\$78,883	\$81,096	\$83,528	\$85,817	\$89,226
<b>18</b>	\$71,976	\$73,651	\$77,984	\$80,505	\$82,757	\$85,121	\$87,412	\$90,265
<b>max</b>	\$73,716	\$75,245	\$79,833	\$82,127	\$84,420	\$86,715	\$89,008	\$91,303

**OCTORARA EA  
Professional Salary Schedule  
2016-2017 School Year (0.75%)**

<b>Step</b>	<b>B</b>	<b>B+15</b>	<b>M</b>	<b>M+15</b>	<b>M+30</b>	<b>M+45</b>	<b>M+60</b>	<b>PhD</b>
<b>1</b>	\$50,056	\$52,374	\$54,330	\$59,632	\$61,736	\$64,483	\$67,570	\$75,232
<b>2</b>	\$50,310	\$52,628	\$54,584	\$59,739	\$61,989	\$64,738	\$67,834	\$75,487
<b>3</b>	\$51,089	\$53,548	\$55,476	\$60,577	\$62,763	\$65,565	\$68,678	\$76,319
<b>4</b>	\$51,819	\$54,467	\$56,368	\$61,415	\$63,537	\$66,392	\$69,522	\$77,151
<b>5</b>	\$52,648	\$55,387	\$57,260	\$62,252	\$64,311	\$67,220	\$70,368	\$77,983
<b>6</b>	\$53,428	\$56,307	\$58,151	\$63,090	\$65,086	\$68,049	\$71,212	\$78,816
<b>7</b>	\$54,208	\$57,228	\$59,044	\$63,928	\$65,858	\$68,877	\$72,056	\$79,648
<b>8</b>	\$54,986	\$58,148	\$59,936	\$64,765	\$66,632	\$69,704	\$72,901	\$80,480
<b>9</b>	\$56,739	\$59,754	\$61,748	\$66,400	\$68,297	\$71,310	\$74,395	\$81,526
<b>10</b>	\$58,492	\$61,360	\$63,662	\$68,034	\$69,982	\$73,916	\$75,889	\$82,572
<b>11</b>	\$60,245	\$62,965	\$65,256	\$69,669	\$71,655	\$74,520	\$77,382	\$83,618
<b>12</b>	\$61,998	\$64,572	\$67,389	\$71,303	\$73,331	\$76,127	\$78,876	\$84,664
<b>13</b>	\$63,752	\$66,176	\$69,253	\$73,938	\$75,005	\$77,732	\$79,747	\$85,710
<b>14</b>	\$65,504	\$67,782	\$71,115	\$74,572	\$76,681	\$79,338	\$81,865	\$86,903
<b>15</b>	\$67,257	\$69,388	\$72,979	\$76,207	\$78,354	\$80,943	\$83,359	\$87,804
<b>16</b>	\$69,010	\$70,993	\$74,843	\$77,840	\$80,029	\$82,549	\$84,853	\$88,849
<b>17</b>	\$70,762	\$72,598	\$76,706	\$79,475	\$81,704	\$84,154	\$86,461	\$89,895
<b>18</b>	\$72,516	\$74,203	\$78,569	\$81,109	\$83,378	\$85,759	\$88,068	\$90,953
<b>max</b>	\$74,269	\$75,809	\$80,432	\$82,743	\$85,053	\$87,365	\$89,676	\$91,988

**OCTORARA EA  
Professional Salary Schedule  
2017-2018 School Year (1.5%)**

<b>Step</b>	<b>B</b>	<b>B+15</b>	<b>M</b>	<b>M+15</b>	<b>M+30</b>	<b>M+45</b>	<b>M+60</b>	<b>PhD</b>
<b>1</b>	\$50,807	\$53,160	\$55,145	\$60,526	\$62,662	\$65,450	\$68,584	\$76,360
<b>2</b>	\$51,065	\$53,417	\$55,403	\$60,635	\$62,919	\$65,709	\$68,851	\$76,619
<b>3</b>	\$51,831	\$54,381	\$56,308	\$61,486	\$63,704	\$66,548	\$69,708	\$77,464
<b>4</b>	\$52,596	\$55,284	\$57,214	\$62,336	\$64,490	\$67,388	\$70,565	\$78,308
<b>5</b>	\$53,438	\$56,218	\$58,119	\$63,186	\$65,276	\$68,228	\$71,424	\$79,153
<b>6</b>	\$54,229	\$57,152	\$59,023	\$64,036	\$66,062	\$69,070	\$72,280	\$79,998
<b>7</b>	\$55,021	\$58,086	\$59,930	\$64,887	\$66,846	\$69,910	\$73,137	\$80,843
<b>8</b>	\$55,811	\$59,020	\$60,835	\$65,736	\$67,631	\$70,750	\$73,995	\$81,687
<b>9</b>	\$57,590	\$60,650	\$62,674	\$67,396	\$69,321	\$72,380	\$75,511	\$82,749
<b>10</b>	\$59,369	\$62,280	\$64,617	\$69,055	\$71,032	\$75,025	\$77,027	\$83,811
<b>11</b>	\$61,149	\$63,909	\$66,235	\$70,744	\$72,730	\$75,638	\$78,543	\$84,872
<b>12</b>	\$62,928	\$65,541	\$68,400	\$72,373	\$74,431	\$77,269	\$80,059	\$85,934
<b>13</b>	\$64,708	\$67,169	\$70,292	\$75,047	\$76,130	\$78,898	\$80,943	\$86,996
<b>14</b>	\$66,487	\$68,799	\$72,182	\$75,691	\$77,831	\$80,528	\$83,093	\$84,339
<b>15</b>	\$68,266	\$70,429	\$74,074	\$77,350	\$79,529	\$82,157	\$84,609	\$89,121
<b>16</b>	\$70,045	\$72,058	\$75,966	\$79,008	\$81,229	\$83,789	\$86,126	\$90,182
<b>17</b>	\$71,823	\$75,687	\$77,851	\$80,667	\$82,930	\$85,416	\$87,758	\$91,243
<b>18</b>	\$73,604	\$75,316	\$79,748	\$82,329	\$84,629	\$87,045	\$89,381	\$92,317
<b>max</b>	\$75,383	\$76,446	\$81,638	\$83,984	\$86,329	\$88,675	\$91,021	\$93,368