

COMMONWEALTH OF PENNSYLVANIA  
PENNSYLVANIA LABOR RELATIONS BOARD

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IN THE MATTER OF THE FACT FINDING BETWEEN

POTTSGROVE EDUCATION :  
ASSOCIATION, PSEA/NEA :  
and : FACT FINDING REPORT  
POTTSGROVE SCHOOL DISTRICT : CASE NO. ACT 88-12-14-E

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May 10, 2012  
Pottstown, PA

John M. Skonier, Esq.

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**FOR THE DISTRICT:**

Jeffrey T. Sultanik, Esq.  
District Labor Counsel

**FOR THE ASSOCIATION:**

Ms. Kelley Clouser.  
PSEA UniServ Representative

**Procedural History**

Pursuant to Act 88 of 1992 (Act 88) and the Public Employee Relations Act, Act 195 of 1970 (PERA), notice was received by the Pennsylvania Labor Relations Board (PLRB) from the Bureau of Mediation that no agreement had been reached between the Pottsgrove Education Association, PSEA/NEA (hereinafter Association) and the Pottsgrove School District (hereinafter District). By letter dated April 10, 2012, the PLRB appointed the undersigned to act as a fact finder, vested with the authority set forth above. Subsequent to such notice, the parties were duly notified and a hearing was held on May 10, 2012, in Pottstown, Pennsylvania; at which time both parties were afforded a full opportunity to present testimony, examine and cross-examine witnesses, and introduce documentary evidence in support of their respective positions. The matter is now ready for issuance of the subject Report.

The instant impasse involves unresolved issues with various sub-issues. This Report contains "recommendations" for these issues which constitute 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, but rather represents only an

agreement to resolve the issues by adopting the recommendations. 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.

### RECOMMENDATIONS

#### **TERM:**

Recommendation:

The Association seeks to include language that the collective bargaining agreement shall be in effect from July 1, 2012 to July 31, 2015.

#### **LABOR AND MANAGEMENT:**

Currently there is no "Labor and Management" provision in the parties' collective bargaining agreement.

The Association seeks to include such language.

The District opposes such language.

Recommendation:

No Change.

#### **ASSOCIATION INFORMATION:**

Recommendation:

No Change.

#### **BEREAVEMENT:**

Article VII, Leaves of Absence, D. Death in the Family, 1., currently reads as follows:

Whenever a professional or temporary professional employee shall be

absent from duty because of death in the immediate family of said employee, there shall be no deduction in salary of said employee for an absence not in excess of three (3) school days. The Board of School Directors may, in its discretion, extend the period of absence, with pay, as the exigencies of the case may warrant.

The Association proposes that the 3 days in this provision be increased to 5 days.

The District opposes any change to the language.

Recommendation:

That the reference to 3 days in the provision be increased to 4 days.

Article VII, Leaves of Absence, D. Death in the Family, 3., currently reads as follows:

1. Whenever a professional employee or temporary professional employee is absent because of the death of a near relative, there shall be no deduction in the salary of said employee for absence on the day of the funeral. The Board of School Directors, in its discretion, may extend the period of absence with pay, as the exigencies of the case may warrant. A near relative shall be defined as first cousin, grandfather, grandmother, aunt, uncle, niece, nephew, brother-in-law or sister-in-law.

The Association proposes that the relevant language read as follows:

1. Whenever a professional or temporary professional employee shall be absent from duty because of death of a loved one, other than those mentioned previously, of said employee, there shall be no deduction in salary of said employee for an absence not in excess of one (1) school day. The Board of School Directors may, in its discretion, extend the period of absence, with pay, as the exigencies of the case may warrant.

The Association verbally proposed the potential of using an emergency day for bereavement leave purposes, which the District rejected.

The District rejects the Association proposal and points out that no school district in Montgomery County has this language. Bargaining unit members could request unpaid leave for this purpose if personal, emergency, and optional days are exhausted.

Recommendation:

An emergency day may be used for the day of a funeral of a loved one not otherwise provided for herein.

**MATERNITY LEAVE:**

Article VII, Leaves of Absence, G., Maternity Leave of Absence / Child Rearing Leave, 1., currently reads as follows:

The Pottsgrove School District shall follow the guidelines for the granting of maternity leaves of absence as outlined in the School Code of Pennsylvania, the Pennsylvania Human Relations Commission Guidelines and memoranda issued by the Secretary of Education.

The District proposes the following language:

At the conclusion of a child rearing leave, Bargaining Unit Employees will return at the end of a marking period based upon the Bargaining Unit Employee's building of primary assignment. This would technically involve the end of the trimester for elementary (K-5) and at the end of the quarter for secondary (6-12).

The Association proposes the following language:

The Pottsgrove School District shall follow the guidelines for the granting of maternity leaves of absence as outlined in the School Code of Pennsylvania, the Pennsylvania Human Relations Commission Guidelines and memoranda issued by the Secretary of Education. All Bargaining Unit Employees shall be treated equally with leave/return time calculation to be determined by the quarter/semester breaks.

Recommendation:

That Article VII, G., (new number) 3., shall read as follows:

At the conclusion of a child rearing leave, bargaining unit employees will return at the end of a marking period based upon the bargaining unit employee's building of primary assignment. This would technically involve the end of the trimester for elementary (K-5) and at the end of the quarter for secondary (6-12).

**SICK LEAVE:**

The Association is proposing new language to be placed in the contract that would mirror the statutorily provided 10 sick days.

The District notes that it applies the School Code in this area. The District points out that its consistent practice has been to credit employees with 10 paid sick leave days at the beginning of each school year.

Recommendation:

No Change.

**PERSONAL DAYS:**

The District proposes language that would eliminate the accumulation of sick days.

The Association opposes such language.

Recommendation:

No Change.

**HOURLY RATE - HOMEBOUND, ETC.:**

The Association proposes that the hourly rate for the additional work bargaining unit members do beyond the contractual day be increased.

The District opposes any change to existing language.

Recommendation:

Increase the hourly rate by 50¢ per hour.

**FURLOUGHS AND DEMOTIONS:**

The Association proposes new language regarding Furloughs and Demotions.

The District opposes such language.

Recommendation:

In light of the protections afforded in the School Code, no change is recommended.

**TEACHERS ON SPECIAL ASSIGNMENT:**

The Association has proposed new language regarding teachers on special assignment.

The District opposes such language.

Recommendation:

While no change is recommended to the contract, it recommended that the parties establish a bi-partisan joint committee to discuss the issues raised by the Association in this regard.

**TEACHER DAY:**

The Association proposes language to clarify the length of the normal teacher work day.

The District seeks to redefine “professional duties.”

Recommendation:

Maintain existing contract language with the understanding that the

parties are bound by established past practices.

#### **TEACHING PERIODS AND PREPARATION:**

The Association seeks to establish equitable allocation of preparation periods for all members of the bargaining unit along with equitable class schedules.

The District proposes to eliminate preparation periods at the elementary levels, create tutoring periods at the middle school, and specify that high school teachers who teach in core subjects should not have more than 3 different subject preparations.

#### **Recommendation:**

Aside from those areas in which the parties have reached tentative agreements, no change is recommended, however, it is also recommended that the parties establish a bi-partisan joint committee of 3 members from each side to meet and discuss, on a mutually agreeable schedule, recommendations to address the perceived inequities and additional costs, if any, with regard to preparation period allocation within the District. The recommendations for action shall be given to the Board and the Association by February 1, 2013.

#### **PART-TIME:**

The Association seeks to define how part-time employees are compensated.

The District opposes any language.

#### **Recommendation:**

No new contract language is recommended, however it is recommended that the parties continue to follow the practice as outlined in the Board's proposal.

Part-time employees are to be compensated in accordance with an exhibit to be attached to the collective bargaining agreement which is consistent with current practice.

As an example:

Time	Doing What	Minutes Working (Based on a 5 day workweek)
11:42-12:30	Study Hall Duty	29 (avg. for 3 days/week)
11:42-12:30	Planning (pro-rated)	19 (avg. for 2 days/week)
12:30-12:34	Passing - Hall Duty	4
12:34-1:22	Course X	48
1:22-1:26	Passing - Hall Duty	4
1:26-2:14	Course X	48
<b>Total Work Time</b>		<b>152 minutes (out of 450)</b>
<b>Total FTE</b>		<b>.33 FTE</b>

**PROFESSIONALISM:**

The Association proposes new language dealing with professionalism and public criticism.

The District opposes any such language.

Recommendation:

No Change.

**ADDENDUM INCLUSION:**

The Association seeks to include the parties' addendum into the collective

bargaining agreement.

The District opposes.

Recommendation:

No Change.

**VACANCIES:**

Recommendation:

Follow the tentative agreement reached by the parties on this issue.

**PERSONAL DAYS:**

The District proposes to eliminate the accumulation of personal days.

The Association opposes this change.

Recommendation:

No Change.

**SPECIAL PAYMENTS - DEPARTMENT CHAIRPERSONS, ETC.:**

Both sides have proposed modifications in this provision.

Recommendation:

Implement those areas where there is agreement and establish a bi-partisan joint committee of 3 members from each side to meet and discuss, on a mutually agreeable schedule, to address the perceived inequities and additional costs, if any, regarding this issue.

**TUITION REIMBURSEMENT:**

The District proposes to reduce tuition reimbursement and eliminate

post-Master's course reimbursement.

The Association opposes any change in this provision.

Recommendation:

Maintain current language with the addition of the last two sentences as follows:

2. Each teacher must apply in writing to the Superintendent (using the prescribed form) for permission to enter the tuition reimbursement program, not later than the week prior to the first day of actual classes. Each letter must first be approved by the administrator directly responsible for that teachers' work, subject to final approval by the Superintendent. Approval may be granted provided the course is in the field of study in which the teacher is currently teaching or will be assigned to teach in the following school term. Credits in administration will be approved by the Superintendent whenever the individual can show officially that a particular course is required or encouraged by his college or university for the purpose of strengthening his program of studies. The District Administration is not to unreasonably withhold tuition reimbursement. However, the District does have the right to strictly enforce the language in the collective bargaining agreement, so long as the interpretation is within the parameters of the existing contract language.

**SUPPLEMENTALS:**

Without increasing the cost, the Association proposes to revamp the point system to provide for equality and objectivity.

The District seeks to add points to some positions and reduce points for other positions.

Recommendation:

It is recommended that the parties establish a bi-partisan joint committee of 3 members from each side to meet and discuss, on a mutually agreeable schedule, to address the perceived inequities and potential solutions in the

current system of supplemental payments.

## **SCHOOL CALENDAR:**

Article XIV, School Calendar, B. Categories of Days, 2., currently reads as follows:

2. Each building principal will annually identify a time range or specific dates during the month of August where Bargaining Unit Employees can schedule themselves for a setup day, with no direct student contact. This time can differ from building to building, and the schedule of available days for setup can vary from year to year, depending upon construction, reconstruction, building configuration, and the like.

The District has proposed the following language for this provision:

2. Each building principal will annually identify a time range or specific dates preceding the first student day where Bargaining Unit Employees can schedule themselves for a setup day, with no direct student contact. This time can differ from building to building, and the schedule of available days for setup can vary from year to year, depending upon construction, reconstruction, building configuration, and the like.

The Association has tentatively agreed to this language.

### Recommendation:

That the parties tentative agreement on this provision be adopted.

Article XIV, School Calendar, B. Categories of Days, 6., currently reads as follows:

6. Notwithstanding the provisions set forth in the Agreement or the Agreement's Addendum, in the event the District determines it needs a staff development day at the beginning of the year, the District agrees to schedule a staff development day either: (1) the work day immediately preceding the first student day, if that work day is not a Friday; or (2) the Thursday before the Monday of the first student day. The staff

development day shall not be scheduled earlier than the two weeks prior to Labor Day. Nothing in this Agreement shall prevent the District from scheduling a staff development day during the school year when students are attending school.

The District proposes the following language for Section 6.:

6. Staff development days shall not be scheduled earlier than the two weeks prior to Labor Day. Nothing in this Agreement shall prevent the District from scheduling a staff development during the school year when students are attending school.

The Association asks that no change be made to existing language.

During the hearing in this matter, the Association expressed their concern that the District not be permitted to place a staff development day several days away from the start of the teacher work year. The Superintendent made it clear that this was not the intention of the administration and that any scheduling of such a staff development day would be “contiguous” with the start of the teachers’ work year.

Recommendation:

That Section 6 shall be revised to read as follows:

6. Staff development days shall not be scheduled earlier than the two weeks prior to Labor Day, so long as those days are contiguous with the regular teacher work year. Nothing in this Agreement shall prevent the District from scheduling a staff development during the school year when students are attending school.

**MEET AND DISCUSS:**

The District seeks to alter the meet and discuss language.

The Association opposes any change in this area.

Recommendation:

No change.

**BLOCK SCHEDULING:**

The District seeks to eliminate block scheduling and how it must be implemented through approval of the bargaining unit.

The Association opposes any change.

Recommendation:

No change.

**HEALTHCARE:**

Article VIII, Fringe Benefits, B. Medical Care Insurance, 1. Health Benefit Plan, currently reads as follows:

The Pottsgrove School District agrees to contract with the following insurance providers, or their substantial equivalent, subject to approval by the Bargaining Unit, so long as the insurance providers agree to make available their coverage to the District and predicated upon the District fulfilling any of the underwriting requirements imposed by such providers:

(a) Until September 30, 2008, Independence Blue Cross/Pennsylvania Blue Shield to make available the medical care insurance program as set forth in the Blue Cross/Blue Shield Personal Choice Option-5, without the prescription plan option (hereinafter referred to as "Personal Choice 5").

(b) Independence Blue Cross/Pennsylvania Blue Shield to make available the medical insurance program as set forth in the Personal Choice 10/20/70 Plan (herein "Personal Choice 10/20/70 Plan").

(c) Effective October 1, 2008, Independence Blue Cross/Pennsylvania Blue Shield to make available the medical care insurance program as set forth in the Keystone Flex Direct Point of Service

C1-F2-01 Plan (herein "C1-F2-01 Plan").

(d) Until September 30, 2008, Pennsylvania State Education Association Plans for the purposes of providing Blue Shield dental coverage with Riders A, B, C and D, to include vision care provisions and a paid prescription plan calling for a \$10.00 generic and \$20.00 brand name deductible for each full-time employee covered by the Agreement (herein "PSEA Plan").

(e) Effective October 1, 2008, a formulary prescription program that will provide coverage for each eligible Bargaining Unit Member and for each family plan subscriber subject to a \$15.00 generic copay /\$25.00 preferred brand name copay/\$40.00 nonpreferred brand name copay, along with mail order drugs at ninety (90) days for one (1) copay.

(f) Effective October 1, 2008, a dental plan substantially equivalent to the dental plan provided by the Pennsylvania State Education Association during the 2005-2008 Contract between the District and the Federation will be provided.

(g) Effective October 1, 2008, a vision program substantially equivalent to the vision program provided by the Pennsylvania State Education Association during the 2005-2008 Contract between the District and the Federation will be provided.

District:

The District seeks to offer three health care plans with varying levels of premium sharing by the bargaining unit.

Association:

The Association opposes any change in the existing health care benefit.

Recommendation:

The District shall offer the following three health plans.

The increase to the premium share shall be effective the 14<sup>th</sup> pay of each of the school years indicated:

**Personal Choice 10/20/70:**

For the September 1, 2012 - August 31, 2013 school year, bargaining unit members who have chosen this plan shall pay 15% of the premium through mandatory payroll deductions.

For the September 1, 2013 - August 31, 2014 school year, bargaining unit members who have chosen this plan shall pay 16% of the premium through mandatory payroll deductions..

For the September 1, 2014 - August 31, 2015 school year, bargaining unit members who have chosen this plan shall pay 17% of the premium through mandatory payroll deductions.

**Personal Choice 310:**

For the September 1, 2012 - August 31, 2013 school year, bargaining unit members who have chosen this plan shall pay 11% of the premium through mandatory payroll deductions.

For the September 1, 2013 - August 31, 2014 school year, bargaining unit members who have chosen this plan shall pay 13% of the premium through mandatory payroll deductions.

For the September 1, 2014 - August 31, 2015 school year, bargaining unit members who have chosen this plan shall pay 15% of the premium through mandatory payroll deductions.

**520/80/50 Plan:**

For the September 1, 2012 - August 31, 2013 school year, bargaining unit members who have chosen this plan shall pay 2% of the premium through mandatory payroll deductions.

For the September 1, 2013 - August 31, 2014 school year, bargaining unit members who have chosen this plan shall pay 3% of the premium through mandatory payroll deductions.

For the September 1, 2014 - August 31, 2015 school year, bargaining unit members who have chosen this plan shall pay 5% of the premium through mandatory payroll deductions.

**Prescription:**

Prescription plan shall remain as is but for the requirement that bargaining unit employees shall pay 3% of the premium share for the prescription plan through mandatory payroll deductions.

**WAIVER PAYMENT:**

Article VIII, Fringe Benefits, B. Medical Care, Insurance, 4. Conditions with Respect to the Selection of Plans currently reads as follows:

(a) Each married Bargaining Unit Employee whose spouse is also employed by the District may elect one coverage for the Employee, his/her spouse and/or other eligible dependents under one of the plans available for selection (i.e., one health benefit plan per family). Only until September 30, 2008, all Bargaining Unit Employees are entitled to receive coverage as provided by the PSEA plan. An employee must maintain coverage while under the PSEA plan, while at the same time waiving coverages under the Personal Choice plans, in order to receive the cash bonuses provided in this section.

(b) Until September 30, 2008, in the event that there is a duplication of benefits between the PSEA plan and the selected plan, the PSEA plan shall be obligated to provide the coverage, at the discretion of the Board, and the selected plan shall not be obligated to provide such coverage unless the Board so desires.

(c) Effective October 1, 2008, under this agreement, a married Bargaining Unit Employee whose spouse is also employed by the District may only elect one (1) prescription coverage, dental coverage, and vision coverage for the married Bargaining Unit Employee, and the spouse will not be entitled to receive duplicate coverage.

Article VIII, Fringe Benefits, B. Medical Care Insurance, 4. Conditions with Respect to the

Selection of Plans OLD subparagraph (e) currently reads as follows:

Under the Cafeteria Plan, each Bargaining Unit Employee shall, prior to the period of time designated by the Board as the "Plan Year", as required by IRS Treasury Regulations, in addition to the option of selecting coverage under a plan for the upcoming Plan Year, also have the option to elect not to be covered under any Board sponsored Health Benefit Plan (including prescription, dental, and vision) for the Plan Year. Any such Employee who waives all Health Benefit Plans (including prescription, dental, and vision) coverage available to the Bargaining Unit Employee, the Bargaining Unit Employee's spouse, and all dependent(s), or if the Bargaining Unit Employee does not have a spouse and dependent(s), then the Bargaining Unit Employee, for a Plan Year, shall be eligible to receive a cash bonus for that Plan Year equal to the percentage assigned below to the type of coverage in existence for the Bargaining Unit Employee before the waiver times the annual premium of the Health Benefit Plan (including prescription, dental, and vision). The percentages are as follows:

Employee Only 20% per year

Head of Household & Dependents 15% per year

Husband and Wife 15% per year

Family 18% per year

An employee who never had coverage under a plan shall be deemed to have had the following coverages for purpose of determining the amount of his bonus:

"Employee Only" coverage under the C1- F2-01 Plan

"Employee Only" coverage under the dental, vision, or prescription plan offered by the District.

District Position:

The District proposes the following language:

(a) Each married Bargaining Unit Employee whose spouse is also employed by the District may elect one coverage for the Employee, his/her spouse and/or other eligible dependents under one of the plans available for selection (i.e., one health benefit plan per family).

(b) A married Bargaining Unit Employee whose spouse is also employed by the District may only elect one (1) prescription coverage, dental coverage, and vision coverage for the married Bargaining Unit Employee, and the spouse will not be entitled to receive duplicate coverage.

(c) Under the Cafeteria Plan, each Bargaining Unit Employee shall, prior to the period of time designated by the Board as the "Plan Year", as required by IRS Treasury Regulations, in addition to the option of selecting coverage under a plan for the upcoming Plan Year, also have the option to elect not to be covered under any Board sponsored Health Benefit Plan (including prescription, dental, and vision) for the Plan Year. Any such Employee who waives all Health Benefit Plans (including prescription, dental, and vision) coverage available to the Bargaining Unit Employee, the Bargaining Unit Employee's spouse, and all dependent(s), or if the Bargaining Unit Employee does not have a spouse and dependent(s), then the Bargaining Unit Employee, for a Plan Year, shall be eligible to receive a cash bonus for that Plan Year equal to \$1,600.00.

Association Position:

The Association opposes any change.

Recommendation:

That the District's language should be adopted, however, the cash bonus for the Plan Year shall be \$1,850.00 and not \$1,600.00.

**FLEXIBLE SPENDING ACCOUNT:**

The Association seeks new language establishing a flexible spending account consistent with Section 125 of the Internal Revenue Code.

The District opposes the Association's proposal on the grounds that language already exists in the collective bargaining agreement regarding

this matter.

Recommendation:

Effective with the ratification of the collective bargaining agreement, the District and the Association shall jointly establish and maintain for the duration of this Agreement a plan consistent with Section 125 of the Internal Revenue Code to provide for pre-tax contributions for healthcare.



**2012-2013 SALARY SCHEDULE**

<b>STEP</b>	<b>B</b>	<b>B + 24</b>	<b>M</b>	<b>M +15</b>	<b>M +30</b>
<b>1</b>	\$41.929	\$42.827	\$44.186	\$44.628	\$45.071
<b>2</b>	\$42.710	\$44.117	\$46.108	\$46.571	\$47.032
<b>3</b>	\$43.677	\$45.408	\$48.032	\$48.510	\$48.991
<b>4</b>	\$44.644	\$46.697	\$49.953	\$50.453	\$50.952
<b>5</b>	\$45.612	\$47.988	\$52.129	\$52.650	\$53.172
<b>6</b>	\$46.581	\$49.278	\$54.331	\$54.875	\$55.418
<b>7</b>	\$47.547	\$50.567	\$56.471	\$57.036	\$57.601
<b>8</b>	\$48.515	\$51.857	\$58.395	\$58.978	\$59.562
<b>9</b>	\$49.482	\$53.149	\$60.442	\$61.045	\$61.650
<b>10</b>	\$50.450	\$54.440	\$62.426	\$63.050	\$63.674
<b>11</b>	\$51.419	\$55.922	\$64.472	\$65.117	\$65.761
<b>12</b>	\$55.289	\$60.115	\$68.314	\$68.998	\$69.680
<b>13</b>	\$65.557	\$70.451	\$78.909	\$79.772	\$80.528
<b>14A<sup>1</sup></b>	\$79.587	\$81.579	\$88.818	\$89.705	\$90.594
<b>14B<sup>2</sup></b>	\$80.087	\$82.079	\$89.318	\$90.205	\$91.094

Bargaining Unit Employees who are on Step 14 as of August 31, 2012, will be entitled to receive a base pay increase of \$500.00 on the 14th pay of the school year, less legally required withholdings. This is reflected in Step 14B above. The \$500.00 will not be in excess of what is shown on Step 14B. A full step movement will be made on the 14th pay date for all other cells.

<sup>1</sup> Through the 13th pay of the school year.

<sup>2</sup> As of the 14th pay of the school year.

**2013-2014 SALARY SCHEDULE**

<b>STE</b>	<b>B</b>	<b>B + 24</b>	<b>M</b>	<b>M +15</b>	<b>M +30</b>
<b>1</b>	\$41,929	\$42,827	\$44,186	\$44,628	\$45,071
<b>2</b>	\$42,710	\$44,117	\$46,108	\$46,571	\$47,032
<b>3</b>	\$43,677	\$45,408	\$48,032	\$48,510	\$48,991
<b>4</b>	\$44,644	\$46,697	\$49,953	\$50,453	\$50,952
<b>5</b>	\$45,612	\$47,988	\$52,129	\$52,650	\$53,172
<b>6</b>	\$46,581	\$49,278	\$54,331	\$54,875	\$55,418
<b>7</b>	\$47,547	\$50,567	\$56,471	\$57,036	\$57,601
<b>8</b>	\$48,515	\$51,857	\$58,395	\$58,978	\$59,562
<b>9</b>	\$49,482	\$53,149	\$60,442	\$61,045	\$61,650
<b>10</b>	\$50,450	\$54,440	\$62,426	\$63,050	\$63,674
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<b>12</b>	\$55,289	\$60,115	\$68,314	\$68,998	\$69,680
<b>13</b>	\$65,557	\$70,451	\$78,909	\$79,772	\$80,528
<b>14</b>	\$80,087	\$82,079	\$89,318	\$90,205	\$91,094

No horizontal or vertical movement (complete salary freeze).

**2014-2015 SALARY SCHEDULE**

STEP	B	B + 24	M	M +15	M +30
1	\$41,929	\$42,827	\$44,186	\$44,628	\$45,071
2	\$42,710	\$44,117	\$46,108	\$46,571	\$47,032
3	\$43,677	\$45,408	\$48,032	\$48,510	\$48,991
4	\$44,644	\$46,697	\$49,953	\$50,453	\$50,952
5	\$45,612	\$47,988	\$52,129	\$52,650	\$53,172
6	\$46,581	\$49,278	\$54,331	\$54,875	\$55,418
7	\$47,547	\$50,567	\$56,471	\$57,036	\$57,601
8	\$48,515	\$51,857	\$58,395	\$58,978	\$59,562
9	\$49,482	\$53,149	\$60,442	\$61,045	\$61,650
10	\$50,450	\$54,440	\$62,426	\$63,050	\$63,674
11	\$51,419	\$55,922	\$64,472	\$65,117	\$65,761
12	\$55,289	\$60,115	\$68,314	\$68,998	\$69,680
13	\$65,557	\$70,451	\$78,909	\$79,772	\$80,528
14A <sup>1</sup>	\$80,087	\$82,079	\$89,318	\$90,205	\$91,094
14B <sup>2</sup>	\$80,587	\$82,579	\$89,818	\$90,705	\$91,594

Bargaining Unit Employees who are on Step 14 as of August 31, 2014, will be entitled to receive a base pay increase of \$500.00 on the 14th pay of the school year, less legally required withholdings. This is reflected in Step 14B above. The \$500.00 will not be in excess of what is shown on Step 14B. A full step movement will be made on the 14th pay date for all other cells.

Step 14A will disappear as of the conclusion of the 2014-2015 school year and Step 14B will become Step 14 for all other purposes.

<sup>1</sup> Through the 13th pay of the school year.

<sup>2</sup> As of the 14th pay of the school year.

Aside from editorial changes regarding the updating of relevant dates and

corresponding contractual language that may have been mutually agreed to by the parties, all provisions of the contract and all issues in dispute for which no recommendation for change has been made in the subject Report should remain as is.

Having conducted a Fact Finding hearing pursuant to Act 88 and Act 195, having taken testimony under oath, and having considered the evidence to better understand the respective positions of the parties, I respectfully submit this Report.

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John M. Skonier  
Fact Finder

DATE: 08 21, 2012