

**COMMONWEALTH OF PENNSYLVANIA
PENNSYLVANIA LABOR RELATIONS BOARD**

In the Matter of Impasse Between the

ABINGTON HEIGHTS SCHOOL DISTRICT,

"Public Employer,"

-and-

**REPORT
AND
RECOMMENDATIONS**

ABINGTON HEIGHTS EDUCATION ASSOCIATION,

"Association."

Case No. ACT 88-14-13-E

**Before
Robert C. Gifford, Esq.
Fact Finder**

Appearances:

For the Employer:

John G. Audi, Esq.
Sweet Stevens Katz & Williams

For the Association:

William A. Lydick, UniServ Representative
Pennsylvania State Education Association

Pursuant to Act 88 of 1992 ["Act 88"] and the Public Employee Relations Act ["PERA"], I was appointed by the Pennsylvania Labor Relations Board ["PLRB" or "Board"] on April 10, 2014, as the Fact Finder in the impasse between the Abington Heights School District [the "Employer" or "District"] and the Abington Heights Education Association [the "Association"], a unit comprised of 264.38 professional employees as of the 2010-2011 school year, 253.38 in 2011-2012, 247.38 in 2012-2013, and 243.38 in 2013-2014. The District is located within Intermediate Unit 19 ["I.U. 19"].

The parties' impasse has a long history. Their collective bargaining agreement expired on August 31, 2011. The parties commenced negotiations for a successor agreement. Their bargaining included the assistance of a mediator. The issues in dispute remained unresolved, and the Association initiated a request for fact finding. On February 21, 2012, I was appointed as the Fact-Finder. On April 2, 2012, I issued a fact-finding report that included recommendations for settlement. The report did not produce a settlement. The parties continued to negotiate after the issuance of the report. Their impasse continued and led to this proceeding.

On May 5, 2014, a fact-finding hearing was held in Clarks Summit at which time the parties were afforded the opportunity to present testimony, examine and cross-examine witnesses, introduce documentary evidence, and argue orally in support of their respective positions on the unresolved issues.

ISSUES

Based upon the statement of the issues submitted by the parties in accordance with my request, the following issues have been presented for Fact Finding:

1. Article II – Definitions
2. Article III – Association Use of District Building and Facilities
3. Article VIII – Sit-In or Cover
4. Article IX – Extra Activities
5. Article XI – School Calendar
7. Article XIII – Teacher Day
8. Article XXI – Sick Leave
9. Article XXIV – Personal Leave
10. Article XXIX – Insurance
11. Article XXXI – Salary
12. Article XXXII – Extra Pay – Extra Duty
13. Article XXXIII – Miscellaneous Salary Provisions
14. Article XXXIV – Payroll Deduction and Tax-Sheltered Annuities
15. Article XXXV – Severance Pay
16. Article XXXVI – Reimbursement for Graduate Credit
17. Article XXXIX – Meet and Discuss
18. Article XLIII – Maintenance of Working Conditions
19. Article XLVII – Notes to Exhibit “A”
20. Article XLIX – Duration
21. Letter of Understanding – Assignment of Teaching Periods
22. Letter of Understanding – Planning Time

DISCUSSION

I have carefully reviewed all of the relevant factors. Similar to the fact-finding report that I issued on April 2, 2012, this report includes recommendations that reflect the current economic climate and recent trends. The parties are familiar with the outstanding issues. I will focus on the areas in which I recommend changes. **Therefore, to the extent an issue is not specifically addressed or incorporated by reference herein I recommend the status quo.**

1. Tentative Agreements

Recommendation – To the extent the parties may have executed tentative agreements during their bargaining the TAs shall be made part of the final package and incorporated by reference herein.

2. Term of Agreement

The term of the parties' most recent agreement expired on August 31, 2011. Both parties propose terms that would run through August 31, 2017.

Recommendation – I recommend a term of six (6) years – September 1, 2011 through August 31, 2017. This term will provide stability for three (3) school years beyond 2013-2014.

3. Salary

The Current Provision

The salary schedule for the 2010-2011 school year is attached hereto. There are fifteen (15) steps in the salary schedule. Placement on the guide is based upon years of service and education level. For example, an employee in his/her first year of service and has earned a Bachelors Degree is placed at Step 1 of the schedule and advances one (1) step per school year until the employee reaches the top step. Employees advance across the columns in the guide (Bachelors + 24, B+36/ME/M, M+18, M+36, M+48, M+60, and M+72/Doctorate) after attaining additional college credits. Base salary in the 2010-2011 school year ranges from \$46,059 (Bachelors Step 1) to \$72,500 (M+72/Doctorate, Step 15). The top step Masters degree ("career rate") was \$64,500. The total base payroll for the 264.38 professional employees in the bargaining unit in 2010-2011 was approximately \$15,835,854. The job classifications of Behavioral Specialist and Behavioral Therapist are not included in the total base payroll.

The Association's Proposal

The Association seeks to increase the total base payroll in 2010-2011 by 4.00% each year. Assuming the bargaining unit will continue to comprise of 264.38 professional employees, the Association indicates that the total base payroll would increase from \$15,835,854 in 2010-2011 to \$16,469,753 in 2011-2012, \$17,128,513 in 2012-2013, \$17,813,618 in 2013-2014, \$18,525,728 in 2014-2015, \$19,266,964 in 2015-2016 and \$20,037,328 in 2016-2017.

The Association supports its proposal with such factors as: (1) a comparison of starting salaries, top step Masters, and maximum, non-PhD salaries in the I.U. and contiguous school districts, (2) a comparison of costs between the proposals for bargaining unit salaries, social security, Medicare, and PSERS, an historical review of projected versus actual average salary increases, (3) demographic comparisons, and (4) a financial analysis of the District. The Association indicates that the District continues to maintain fund balance levels above the recommended levels. It also emphasizes that the District has only changed the millage rate once in the past seven (7) years.

The School District's Response

The District proposes a salary freeze for 2011-2012, 2012-2013, and 2013-2014, and step movement only for 2014-2015, 2015-2016, and 2016-2017. Assuming the bargaining unit will continue to comprise of 264.38 professional employees, the total base payroll would remain at \$15,835,854 in 2011-2012, 2012-2013, 2013-2014, and 2014-2015. Total base payroll would then increase to \$16,014,226 in 2014-2015, \$16,202,390 in 2015-2016, and \$16,386,495 in 2016-2017.

The District supports its position with such factors as: (1) the continuing need to control rising costs such as energy, health insurance and PSERS contributions; (2) a slow economic recovery in the area; (3) stagnant local revenues; (4) the second highest tax millage rate in Lackawanna County; (5) a plateau in the amount of state subsidies received by the District; and (6) a comparison of salaries and benefits for teachers in surrounding school districts and within the County. The District emphasizes that it continues to receive hundreds of resumes for a little more than a handful of job openings.

Recommendation – I have carefully reviewed the salary schedules and the evidentiary support submitted by each party. The District continues to manage its finances well as evidenced by the fact that it has maintained healthy fund balances with relatively flat state subsidy levels since 2009 and without the need to increase the millage rate. However, as I indicated in the previous proceeding, the District's ability to manage itself does not require it to provide salary increases that do not reflect the current status of the economy or recent trends. Based upon the record evidence, I recommend a modest increase of \$500 to each step of the salary guide for each year of the 2011-2017 contract. There shall be step movement in each year. I have considered the fact that the Traditional Plan has remained in place without any employee contribution towards the cost of premiums. In light of this, payment for salary increases shall only be retroactive to September 1, 2013, and shall only be paid to bargaining unit members employed with the District as of the date of this Report. The District shall make retroactive payment no later than 60 days after the mutual acceptance of this Report.

The proposed salary guides are attached hereto. Based upon the assumption that the bargaining unit will continue to comprise of 264.38 professional employees for the duration of the contract, the total base payroll would increase to \$16,783,065 in 2013-2014, \$17,106,536 in 2014-2015, \$17,435,339 in 2015-2016, and \$17,764,189 in 2016-2017. Recommendations for the Behavioral Specialist and the Behavioral Therapist are provided below. Retroactive payment for these positions shall apply as described above.

4. Insurance

The Current Provision

The District is self-insured. It provides bargaining unit members with a Traditional Indemnity Plan offered through Blue Cross Blue Shield, dental insurance, a \$50,000 life insurance policy, vision insurance, and a prescription drug plan that has a \$0.00 co-pay for generic drugs, and a \$15.00 co-pay for a 30 day supply for each brand name drugs. As stated above, bargaining unit members do not contribute towards the cost of the premiums. All of the benefits above are referenced in Article XXIX of the parties' Agreement.

The Association's Proposal

In the prior proceeding in 2012, the Association sought to improve the level of insurance benefits provided by the District. For instance, with respect to health insurance, the Association proposed to increase the Major Medical Lifetime Maximum from \$1,000,000 to an unlimited amount, to increase the Lifetime Maximum for Mental/Nervous Disorders from \$25,000 to an unlimited amount, and to add two (2) District-paid wellness visits each year for every bargaining unit member and dependents. The Association also sought an insurance plan for orthodontics, braces, and bridge work up to a yearly maximum of \$2,000. The Association has significantly modified its proposal since the last proceeding. The Association is now amenable to the Blue Care PPO outlined in the exhibits attached hereto. The Association proposes to implement the plan effective January 1, 2015 with some modifications to take effect as of January 1, 2016.

The District's Proposal

In the prior proceeding, the District sought to eliminate the Traditional Indemnity Plan and to replace it with a BlueCare PPO. The District now proposes to replace the plan with the Blue Care PPO attached hereto. In addition, the District proposes that employees contribute \$500 per month towards the cost of premiums if they are covered by spouse/family plans and \$300 per month if they are covered by individual plans.

Recommendation – Given the restrictions on retroactivity for salary recommended above, I recommend the Association's proposal attached hereto. The PPO Plan will be implemented as of January 1, 2015. The

modifications listed in the Association's proposal will then take effect as of January 1, 2016. Article XXIX shall include the following provisions:

Effective January 1, 2015, the medical benefits of the medical and hospitalization plan shall be the same benefits as provided by the First Priority Life Insurance Company's BlueCare PPO as described in the attached 2015 benefit outline.

Effective January 1, 2016, the medical benefits of the medical and hospitalization plan shall be the same benefits as provided by the First Priority Life Insurance Company's BlueCare PPO as described in the attached 2016 benefit outline.

5. Article II – Definitions

I recommend that Article II, Section 4 be amended as follows:

§4. For the purpose of this contract, a long term substitute is a teacher who replaces another teacher for one (1) complete semester or one (1) complete school year and the teacher he/she replaces is off from work on Board approval for an authorized leave of absence. On the occasion that a day to day substitute becomes a long term substitute and is entitled to retroactive pay, the district is not responsible for providing retroactive health care benefits.

6. Article XXIV – Personal Leave

I recommend that Article XXIV, Section 3 be replaced as follows:

§3. Use of personal leave on consecutive days shall be granted provided a request for consecutive personal leave days is submitted in writing to the supervisor at least two (2) weeks prior to the exercise of such leave. The Superintendent can waive said notice and grant consecutive personal days at his or her discretion.

7. Article XXXIII – Miscellaneous Salary Provisions

I recommend that Article XXXIII, Section 1 be amended to read as follows:

§1. The basic salary of a guidance counselor shall be the same as for a teacher with the exception that they shall be paid on a per diem basis for each additional day worked after the conclusion of the school term and this per diem shall be based upon the salary established for the next school year. The Behavioral Specialist shall work ten additional days per school year and shall be paid on a per diem basis for each additional day worked after the conclusion of the school term. This per diem shall be based upon the salary established for the next school year.

8. Article XXXVI – Reimbursement for Graduate Credit

I recommend that Article XXXIII, Section 1 be amended to read as follows:

§1. The District shall pay the total tuition cost per credit up to the amount listed below for each college or graduate credit at an accredited college or university upon satisfactory completion of such courses: (costs shall not include books, transportation or supplies).

Tuition Reimbursement per credit:
2002-03 - \$200
2003-04 - \$200
2004-05 - \$250

Effective September 1, 2005 the District will pay the total tuition cost per credit up to an amount equal to the average tuition rate between East Stroudsburg University and Penn State University (Main Campus – all other programs). The rate will be calculated each year using the Fall Semester graduate tuition rate from each university.

Effective for the 2014 - 2015 school year and subsequent years covered by this contract, the reimbursement rate for approved credits will increase two percent (2%) per year over the rate calculated in the prior year. On August 31, 2017, the reimbursement rate will revert to an amount equal to the average tuition rate between East Stroudsburg University and Penn State University (Main Campus – all other programs). The rate will be calculated using the 2016 Fall Semester graduate tuition rate from each university and be in effect while this contract remains in effect.

In order to qualify for the above reimbursement, the following shall first be met:

- A. Maximum reimbursement for each individual teacher will be limited to twelve (12) credits in any one (1) year and will also be limited to thirty-six (36) credits total lifetime reimbursement by the Abington Heights School District. In addition to the above lifetime reimbursement cap, the Abington Heights School District shall reimburse each individual teacher for a maximum of six (6) graduate credits at the above rate in any one contract year providing such credits are pre-approved by the Superintendent (or his/her designee) and are reasonably related to the teacher's area of certification or related to courses which would assist the teacher in the general understanding of current trends in methodology, in understanding of student behavior or be a required elective in an approved graduate degree program. Such approval shall not be unreasonably withheld. Excess credits in any one year may not be carried over to a subsequent year for reimbursement.
- B. If the course is in the teacher's subject area, pre-approval by the Superintendent is not necessary but the teacher must notify the Superintendent on forms to be supplied before the course is begun.
- C. If the course is not in the teacher's subject area, pre-approval by the Superintendent is necessary before the course is begun. If the Association proves to an arbitrator that the Superintendent or his designee acted in an arbitrary or capricious manner, then the arbitrator shall have the authority to reverse the decision.
- D. Reimbursement for credits cannot be duplicated.
- E. Reimbursement shall be made after submission of an official transcript or any reasonable documentary evidence and continuity of service is assured to the end of the school year.
- F. No reimbursement shall be made for pre-employment credits.
- G. No reimbursement will be made for video, TV or correspondence courses or for any course which travel is a component except for educational travel such as total immersion foreign language coursework.
- H. This benefit shall not be available for teachers who are in their first year of employment in the Abington Heights School District.
- I. Effective 2004-05 school year, a maximum of six (6) credits may be from on-line courses, provided they are part of a Master's program. If the Master's program is completed, six (6) additional on-line credits may be taken as part of another Master's program.

- J. Additional online credits shall qualify for reimbursement at the discretion of the superintendent.
- K. Effective September 1, 2014, up to six (6) Intermediate Unit (I.U.) credits will be eligible for reimbursement and count toward movement on the salary schedule.

9. Article XLVII – Notes to Exhibits “A”

I recommend that the following section be added to Article XLVII:

§12. Effective September 1, 2011, new bargaining unit members assigned to the bargaining unit through unit clarification shall be placed on the salary schedule and move in the same manner as all other bargaining unit members. They will be placed on the salary schedule in the following manner:

- A. The Behavioral Specialist will be placed on the 2011-2012 salary schedule at the step and column that most closely approximates his current salary and level of education.
- B. The Behavior Support Therapist will be placed on the 2011-2012 salary schedule on the step that reflects his years of service and education level.

10. Other Provisions

Recommendations for the Following Provisions –

Article VIII – Sit-In or Cover. Effective September 1, 2015, increase the rate from \$15 to \$20.

Article XIII – Teacher Day. Effective September 1, 2015, increase the rate in Section 2 from \$25 to \$30.

Article XXXI – Salary. Effective September 1, 2015, increase the payment for mentor teachers in Section 3 from \$1,200 to \$1,500.

Article XXXII – Extra Pay – Extra Duty. Effective September 1, 2015, increase the compensation for coaching and non-coaching activities in Section 1 by six percent (6%). Effective September 1, 2015, increase the compensation in Section 2 for coaches and athletic trainers from \$250 to \$300, and assistant coaches and category B from \$150 to \$200.

Article XXXIII – Miscellaneous Salary Provisions. Effective September 1, 2015, increase the compensation for department chairpersons by six percent (6%).

SUMMARY

The parties have been at impasse for an extended period of time. Their conduct during the fact-finding hearing, though professional, persuades me that they need to put an end to their dispute for the benefit of their students and the community. I believe the recommendations above represent a reasonable, acceptable compromise to the outstanding issues. I direct the parties' attention to my cover letter which outlines their responsibilities to notify the PLRB of their acceptance or rejection of this Recommendation.

Dated: May 20, 2014
State College, Pennsylvania



Robert C. Gifford

2010-2011 (BASE)

<u>STE</u>			<u>B+36/ME/</u>					
<u>P</u>	<u>BA</u>	<u>BA+24</u>	<u>M</u>	<u>M+18</u>	<u>M+36</u>	<u>M+48</u>	<u>M+60</u>	<u>M+72/PhD</u>
1	46,059	47,359	48,684	51,084	53,384	54,484	55,584	56,684
2	46,659	47,959	49,284	51,684	53,984	55,084	56,184	57,284
3	47,259	48,559	49,884	52,284	54,584	55,684	56,784	57,884
4	47,859	49,159	50,484	52,884	55,184	56,284	57,384	58,484
5	48,459	49,759	51,084	53,484	55,784	56,884	57,984	59,084
6	49,059	50,359	51,684	54,084	56,384	57,484	58,584	59,684
7	50,234	51,534	52,859	55,259	57,559	58,659	59,759	60,859
8	51,484	52,784	54,109	56,509	58,809	59,909	61,009	62,109
9	52,709	54,009	55,334	57,734	60,034	61,134	62,234	63,334
10	53,924	55,224	56,549	58,949	61,249	62,349	63,449	64,549
11	55,169	56,469	57,794	60,194	62,494	63,594	64,694	65,794
12	56,394	57,694	59,019	61,419	63,719	64,819	65,919	67,019
13	58,244	59,544	60,869	63,269	65,569	66,669	67,769	68,869
14	60,044	61,344	62,669	65,069	67,369	68,469	69,569	70,669
15	61,875	63,175	64,500	66,900	69,200	70,300	71,400	72,500

2011-2012

<u>STE</u>			<u>B+36/ME/</u>					
<u>P</u>	<u>BA</u>	<u>BA+24</u>	<u>M</u>	<u>M+18</u>	<u>M+36</u>	<u>M+48</u>	<u>M+60</u>	<u>M+72/PhD</u>
1	46,559	47,859	49,184	51,584	53,884	54,984	56,084	57,184
2	47,159	48,459	49,784	52,184	54,484	55,584	56,684	57,784
3	47,759	49,059	50,384	52,784	55,084	56,184	57,284	58,384
4	48,359	49,659	50,984	53,384	55,684	56,784	57,884	58,984
5	48,959	50,259	51,584	53,984	56,284	57,384	58,484	59,584
6	49,559	50,859	52,184	54,584	56,884	57,984	59,084	60,184
7	50,734	52,034	53,359	55,759	58,059	59,159	60,259	61,359
8	51,984	53,284	54,609	57,009	59,309	60,409	61,509	62,609
9	53,209	54,509	55,834	58,234	60,534	61,634	62,734	63,834
10	54,424	55,724	57,049	59,449	61,749	62,849	63,949	65,049
11	55,669	56,969	58,294	60,694	62,994	64,094	65,194	66,294
12	56,894	58,194	59,519	61,919	64,219	65,319	66,419	67,519
13	58,744	60,044	61,369	63,769	66,069	67,169	68,269	69,369
14	60,544	61,844	63,169	65,569	67,869	68,969	70,069	71,169
15	62,375	63,675	65,000	67,400	69,700	70,800	71,900	73,000

2012-2013

<u>STE</u>			<u>B+36/ME/</u>					
<u>P</u>	<u>BA</u>	<u>BA+24</u>	<u>M</u>	<u>M+18</u>	<u>M+36</u>	<u>M+48</u>	<u>M+60</u>	<u>M+72/PhD</u>
1	47,059	48,359	49,684	52,084	54,384	55,484	56,584	57,684
2	47,659	48,959	50,284	52,684	54,984	56,084	57,184	58,284
3	48,259	49,559	50,884	53,284	55,584	56,684	57,784	58,884
4	48,859	50,159	51,484	53,884	56,184	57,284	58,384	59,484
5	49,459	50,759	52,084	54,484	56,784	57,884	58,984	60,084
6	50,059	51,359	52,684	55,084	57,384	58,484	59,584	60,684
7	51,234	52,534	53,859	56,259	58,559	59,659	60,759	61,859
8	52,484	53,784	55,109	57,509	59,809	60,909	62,009	63,109
9	53,709	55,009	56,334	58,734	61,034	62,134	63,234	64,334
10	54,924	56,224	57,549	59,949	62,249	63,349	64,449	65,549
11	56,169	57,469	58,794	61,194	63,494	64,594	65,694	66,794
12	57,394	58,694	60,019	62,419	64,719	65,819	66,919	68,019
13	59,244	60,544	61,869	64,269	66,569	67,669	68,769	69,869
14	61,044	62,344	63,669	66,069	68,369	69,469	70,569	71,669
15	62,875	64,175	65,500	67,900	70,200	71,300	72,400	73,500

2013-2014

<u>STE</u>			<u>B+36/ME/</u>					
<u>P</u>	<u>BA</u>	<u>BA+24</u>	<u>M</u>	<u>M+18</u>	<u>M+36</u>	<u>M+48</u>	<u>M+60</u>	<u>M+72/PhD</u>
1	47,559	48,859	50,184	52,584	54,884	55,984	57,084	58,184
2	48,159	49,459	50,784	53,184	55,484	56,584	57,684	58,784
3	48,759	50,059	51,384	53,784	56,084	57,184	58,284	59,384
4	49,359	50,659	51,984	54,384	56,684	57,784	58,884	59,984
5	49,959	51,259	52,584	54,984	57,284	58,384	59,484	60,584
6	50,559	51,859	53,184	55,584	57,884	58,984	60,084	61,184
7	51,734	53,034	54,359	56,759	59,059	60,159	61,259	62,359
8	52,984	54,284	55,609	58,009	60,309	61,409	62,509	63,609
9	54,209	55,509	56,834	59,234	61,534	62,634	63,734	64,834
10	55,424	56,724	58,049	60,449	62,749	63,849	64,949	66,049
11	56,669	57,969	59,294	61,694	63,994	65,094	66,194	67,294
12	57,894	59,194	60,519	62,919	65,219	66,319	67,419	68,519
13	59,744	61,044	62,369	64,769	67,069	68,169	69,269	70,369
14	61,544	62,844	64,169	66,569	68,869	69,969	71,069	72,169
15	63,375	64,675	66,000	68,400	70,700	71,800	72,900	74,000

2014-2015

<u>STEP</u>	<u>BA</u>	<u>BA+24</u>	<u>B+36/ME/M</u>	<u>M+18</u>	<u>M+36</u>	<u>M+48</u>	<u>M+60</u>	<u>M+72/PhD</u>
1	48,059	49,359	50,684	53,084	55,384	56,484	57,584	58,684
2	48,659	49,959	51,284	53,684	55,984	57,084	58,184	59,284
3	49,259	50,559	51,884	54,284	56,584	57,684	58,784	59,884
4	49,859	51,159	52,484	54,884	57,184	58,284	59,384	60,484
5	50,459	51,759	53,084	55,484	57,784	58,884	59,984	61,084
6	51,059	52,359	53,684	56,084	58,384	59,484	60,584	61,684
7	52,234	53,534	54,859	57,259	59,559	60,659	61,759	62,859
8	53,484	54,784	56,109	58,509	60,809	61,909	63,009	64,109
9	54,709	56,009	57,334	59,734	62,034	63,134	64,234	65,334
10	55,924	57,224	58,549	60,949	63,249	64,349	65,449	66,549
11	57,169	58,469	59,794	62,194	64,494	65,594	66,694	67,794
12	58,394	59,694	61,019	63,419	65,719	66,819	67,919	69,019
13	60,244	61,544	62,869	65,269	67,569	68,669	69,769	70,869
14	62,044	63,344	64,669	67,069	69,369	70,469	71,569	72,669
15	63,875	65,175	66,500	68,900	71,200	72,300	73,400	74,500

2015-2016

<u>STEP</u>	<u>BA</u>	<u>BA+24</u>	<u>B+36/ME/M</u>	<u>M+18</u>	<u>M+36</u>	<u>M+48</u>	<u>M+60</u>	<u>M+72/PhD</u>
1	48,559	49,859	51,184	53,584	55,884	56,984	58,084	59,184
2	49,159	50,459	51,784	54,184	56,484	57,584	58,684	59,784
3	49,759	51,059	52,384	54,784	57,084	58,184	59,284	60,384
4	50,359	51,659	52,984	55,384	57,684	58,784	59,884	60,984
5	50,959	52,259	53,584	55,984	58,284	59,384	60,484	61,584
6	51,559	52,859	54,184	56,584	58,884	59,984	61,084	62,184
7	52,734	54,034	55,359	57,759	60,059	61,159	62,259	63,359
8	53,984	55,284	56,609	59,009	61,309	62,409	63,509	64,609
9	55,209	56,509	57,834	60,234	62,534	63,634	64,734	65,834
10	56,424	57,724	59,049	61,449	63,749	64,849	65,949	67,049
11	57,669	58,969	60,294	62,694	64,994	66,094	67,194	68,294
12	58,894	60,194	61,519	63,919	66,219	67,319	68,419	69,519
13	60,744	62,044	63,369	65,769	68,069	69,169	70,269	71,369
14	62,544	63,844	65,169	67,569	69,869	70,969	72,069	73,169
15	64,375	65,675	67,000	69,400	71,700	72,800	73,900	75,000

STEP	2016-2017							
	BA	BA+24	B+36/ME/M	M+18	M+36	M+48	M+60	M+72/PhD
1	49,059	50,359	51,684	54,084	56,384	57,484	58,584	59,684
2	49,659	50,959	52,284	54,684	56,984	58,084	59,184	60,284
3	50,259	51,559	52,884	55,284	57,584	58,684	59,784	60,884
4	50,859	52,159	53,484	55,884	58,184	59,284	60,384	61,484
5	51,459	52,759	54,084	56,484	58,784	59,884	60,984	62,084
6	52,059	53,359	54,684	57,084	59,384	60,484	61,584	62,684
7	53,234	54,534	55,859	58,259	60,559	61,659	62,759	63,859
8	54,484	55,784	57,109	59,509	61,809	62,909	64,009	65,109
9	55,709	57,009	58,334	60,734	63,034	64,134	65,234	66,334
10	56,924	58,224	59,549	61,949	64,249	65,349	66,449	67,549
11	58,169	59,469	60,794	63,194	65,494	66,594	67,694	68,794
12	59,394	60,694	62,019	64,419	66,719	67,819	68,919	70,019
13	61,244	62,544	63,869	66,269	68,569	69,669	70,769	71,869
14	63,044	64,344	65,669	68,069	70,369	71,469	72,569	73,669
15	64,875	66,175	67,500	69,900	72,200	73,300	74,400	75,500

STEP ADVANCEMENT						
(BASE YEAR)						
2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17
						1
					1	2
				1	2	3
			1	2	3	4
		1	2	3	4	5
	1	2	3	4	5	6
1	2	3	4	5	6	7
2	3	4	5	6	7	8
3	4	5	6	7	8	9
4	5	6	7	8	9	10
5	6	7	8	9	10	11
6	7	8	9	10	11	12
7	8	9	10	11	12	13
8	9	10	11	12	13	14
9	10	11	12	13	14	15
10	11	12	13	14	15	15
11	12	13	14	15	15	15
12	13	14	15	15	15	15
13	14	15	15	15	15	15
14	15	15	15	15	15	15
15	15	15	15	15	15	15

BlueCare PPO

Group Name:

Effective Date: 1/1/2015

Renewal Date: 1/1/2016

Benefits

- Benefit period
- Deductible (2 per family) \$450 max per family
- Coinsurance
- Coinsurance Maximum (2 per family)
- Credit (initial benefit period only)
- Precertification penalty (facility)

Preventive Services (not subject to deductible)

- Childhood Immunizations
- Routine gynecological exam and pap smear
- Routine mammography
- Routine colorectal cancer and prostate cancer screening

Emergency Services

- Ambulance, emergency transport (not subject to deductible)
- Ambulance, non-emergency transport
- Outpatient emergency room visit (not subject to deductible; copay waived if admitted to hospital)
- Retail clinic care
- Urgent care

Inpatient Services

- Inpatient hospital services (unlimited days per benefit period)
- Skilled nursing care (60 days per benefit period)

Outpatient Services

- Chemotherapy, dialysis or radiation
- High-tech imaging (MRI, MRA, CT scans, pet scans, nuclear cardiology)
- Diagnostic testing (lab tests, x-rays, etc)
- Physical (20 visits per benefit period), speech (12 visits per benefit period), or occupational therapy (12 visits per benefit period)
- Cardiac rehabilitation (36 visits/benefit period)
- Pulmonary/Respiratory therapy (18 visits per therapy per benefit period)

Other Services

- Chiropractic manipulative benefit (12 visits per benefit period ages 13 and up)
- Durable medical equipment/orthotics/prosthetics (unlimited maximum)
- Home health services/Home infusion (nurse visits)
- Hospice care (180-day lifetime maximum)
- Surgery
- Maternity services (physician office visits)(preferred not subject to deductible)
- Primary Care Physician office visits (preferred not subject to deductible; unlimited)
- Specialty Care Physician office visits (preferred not subject to deductible; unlimited visits)

Mental Health and Substance Abuse Services

- Outpatient mental health services (unlimited)
- Inpatient mental health services (unlimited days)
- Outpatient substance abuse services (unlimited)
- Detoxification (unlimited days)
- Inpatient non-hospital residential substance abuse treatment (unlimited days)

Prescription Drugs

- Deductible (per benefit period)
- Retail, 30-day supply
- Mail order program, up to a 90-day supply
- Contraceptives
- Step Therapy: Grandfathered in if currently on drug, need to start step therapy for it if off for 130 days.

The deductible applies to all services unless otherwise noted above.

Emergency ambulance services: when utilizing non-preferred providers, the insured will be responsible for amounts in excess of the allowable charge.

The allowable charge is established by a provider agreement or is the billed amount, whichever is less, and will be accepted by the preferred provider as payment in full for covered services less any deductibles, coinsurance, copayments, and amounts exceeding any benefit maximums. For a non-preferred provider, the allowable charge is the same amount First Priority Life would pay to a preferred provider.

Family out-of-pocket: No individual will pay more than the individual out-of-pocket maximum amount. The family out-of-pocket maximum can be met by any combination of family members.

This is an abridged overview of the benefits covered by BlueCare® PPO. This highlights general features and is not intended to be a substitute for the terms, provisions, limitations and conditions imposed by the controlling policies. Since benefits are reviewed annually and are often modified, if there is a condition that you are treated for on a regular basis, be sure to inquire about your specific coverage needs. ABO 7/13

Insured Responsibility		
Preferred	Non-Preferred	
	Calendar Year	
\$225		\$500
None	20% of allowable charge	
None		\$2,000
	Not applicable	
None		\$500
No charge		20%
No charge		20%
No charge		20%
No charge		20%
No charge		Amounts in excess of allowable charge
No charge after deductible		20% after deductible
\$75		\$75
\$10		20% after deductible
\$20		20% after deductible
No charge after deductible		20% after deductible
No charge after deductible		20% after deductible
No charge after deductible		20% after deductible
\$75 per test after deductible/ \$0 for self standing facility		20% after deductible
No charge after deductible		20% after deductible
\$20 copay after deductible		20% after deductible
No charge after deductible		20% after deductible
No charge after deductible		20% after deductible
\$15		20% after deductible
No charge after deductible		20% after deductible
\$20 after deductible		20% after deductible
No charge after deductible		20% after deductible
No charge after deductible		20% after deductible
No charge		20% after deductible
\$10		20% after deductible
\$20		20% after deductible
No charge after deductible		20% after deductible
No charge after deductible		20% after deductible
No charge after deductible		20% after deductible
No charge after deductible		20% after deductible
No charge after deductible		20% after deductible
None		Not Covered
\$0/\$5/\$15/\$20		Special Circumstances
\$0/\$10/\$30/\$40		Not Covered
Covered		Not Covered

Association Proposal, Page 1

BlueCare PPO

Group Name:

Effective Date: 1/1/2016

Renewal Date: 1/1/2017

Benefits

- Benefit period
- Deductible (2 per family) \$500 max per family
- Coinsurance
- Coinsurance Maximum (2 per family)
- Credit (initial benefit period only)
- Precertification penalty (facility)

Preventive Services (not subject to deductible)

- Childhood Immunizations
- Routine gynecological exam and pap smear
- Routine mammography
- Routine colorectal cancer and prostate cancer screening

Emergency Services

- Ambulance, emergency transport (not subject to deductible)

- Ambulance, non-emergency transport
- Outpatient emergency room visit (not subject to deductible; copay waived if admitted to hospital)
- Retail clinic care
- Urgent care

Inpatient Services

- Inpatient hospital services (unlimited days per benefit period)
- Skilled nursing care (60 days per benefit period)

Outpatient Services

- Chemotherapy, dialysis or radiation
- High-tech imaging (MRI, MRA, CT scans, pet scans, nuclear cardiology)

- Diagnostic testing (lab tests, x-rays, etc)
- Physical (20 visits per benefit period), speech (12 visits per benefit period), or occupational therapy (12 visits per benefit period)
- Cardiac rehabilitation (36 visits/benefit period)
- Pulmonary/Respiratory therapy (18 visits per therapy per benefit period)

Other Services

- Chiropractic manipulative benefit (12 visits per benefit period ages 13 and up)
- Durable medical equipment/orthotics/prosthetics (unlimited maximum)
- Home health services/Home infusion (nurse visits)
- Hospice care (180-day lifetime maximum)
- Surgery
- Maternity services (physician office visits)(preferred not subject to deductible)
- Primary Care Physician office visits (preferred not subject to deductible; unlimited)
- Specialty Care Physician office visits (preferred not subject to deductible; unlimited visits)

Mental Health and Substance Abuse Services

- Outpatient mental health services (unlimited)
- Inpatient mental health services (unlimited days)
- Outpatient substance abuse services (unlimited)
- Detoxification (unlimited days)
- Inpatient non-hospital residential substance abuse treatment (unlimited days)

Prescription Drugs

- Deductible (per benefit period)
- Retail, 30-day supply
- Mail order program, up to a 90-day supply
- Contraceptives
- Step Therapy: Grandfathered in if currently on drug, need to start step therapy for it if off for 130 days.

Insured Responsibility		
Preferred	Non-Preferred	
	Calendar Year	
\$250	\$500	
None	20% of allowable charge	
None	\$2,000	
	Not applicable	
None	\$500	
No charge	20%	
No charge	20%	
No charge	20%	
No charge	20%	
No charge	Amounts in excess of allowable charge	
No charge after deductible	20% after deductible	
\$75	\$75	
\$20	20% after deductible	
\$40	20% after deductible	
No charge after deductible	20% after deductible	
No charge after deductible	20% after deductible	
No charge after deductible	20% after deductible	
\$75 per test after deductible/ \$0 for self standing facility	20% after deductible	
No charge after deductible	20% after deductible	
\$40 copay after deductible	20% after deductible	
No charge after deductible	20% after deductible	
No charge after deductible	20% after deductible	
\$30	20% after deductible	
No charge after deductible	20% after deductible	
\$40 after deductible	20% after deductible	
No charge after deductible	20% after deductible	
No charge after deductible	20% after deductible	
No charge	20% after deductible	
\$20	20% after deductible	
\$40	20% after deductible	
No charge after deductible	20% after deductible	
No charge after deductible	20% after deductible	
No charge after deductible	20% after deductible	
No charge after deductible	20% after deductible	
No charge after deductible	20% after deductible	
None	Not Covered	
\$0/\$5/\$15/\$25	Special Circumstances	
\$0/\$10/\$30/\$50	Not Covered	
Covered	Not Covered	

The deductible applies to all services unless otherwise noted above.

Emergency ambulance services, when utilizing non-preferred providers, the Insured will be responsible for amounts in excess of the allowable charge.

The allowable charge is established by a provider agreement or is the billed amount, whichever is less, and will be accepted by the preferred provider as payment in full for covered services less any deductibles, coinsurance, copayments, and amounts exceeding any benefit maximums. For a non-preferred provider, the allowable charge is the same amount First Priority Life would pay to a preferred provider.

Family out-of-pocket: No individual will pay more than the individual out-of-pocket maximum amount. The family out-of-pocket maximum can be met by any combination of family members.

This is an abridged overview of the benefits covered by BlueCare® PPO. This highlights general features and is not intended to be a substitute for the terms, provisions, limitations and conditions imposed by the controlling policies. Since benefits are reviewed annually and are often modified, if there is a condition that you are treated for on a regular basis, be sure to inquire about your specific coverage needs. ASD 7-13

Association Proposal, Page 2

Group Name: Abington Heights SD
Effective Date: 7/1/2011
Renewal Date: 7/1/2012

- Benefit period
- Deductible (3 per family)
- Coinsurance (Insured responsibility)
- Coinsurance Maximum (maximum 3 separate per family)
- Lifetime maximum
- Credit (initial benefit period only)
- Precertification penalty (facility)

- Childhood immunizations
- Routine gynecological exam and pap smear
- Routine mammography
- Routine colorectal cancer and prostate cancer screening

- Ambulance, emergency transport (not subject to deductible)
- Ambulance, non-emergency transport
- Outpatient emergency room visit (not subject to deductible; copay waived if admitted to hospital)
- Retail clinic care

- Inpatient hospital services (unlimited days per benefit period)
- Skilled nursing care (60 days per benefit period)

- Chemotherapy, dialysis or radiation
- High-tech imaging (MRI, MRA, CT scans, pet scans, nuclear cardiology)
- Diagnostic testing (lab tests, x-rays, etc)
- Physical (20 visits per benefit period), speech (12 visits per benefit period), or occupational therapy (12 visits per benefit period)
- Cardiac rehabilitation (36 visits/benefit period)
- Pulmonary/Respiratory therapy (18 visits per therapy per benefit period)

- Chiropractic manipulative benefits (12 visits per benefit period ages 13 and up)
- Durable medical equipment/orthotics/prosthetics (unlimited maximum)
- Home health services/Home infusion (nurse visits)
- Hospice care (180-day lifetime maximum)
- Surgery
- Maternity services (physician office visits) (preferred not subject to deductible)
- Primary Care Physician office visits (preferred not subject to deductible; unlimited visits)
- Specialty Care Physician office visits (preferred not subject to deductible; unlimited visits)

- Outpatient mental health services (unlimited)
- Inpatient mental health services (unlimited days)
- Outpatient substance abuse services (unlimited)
- Detoxification (unlimited days)
- Inpatient non-hospital residential substance abuse treatment (unlimited days)

- Deductible (per benefit period)
- Retail, 30-day supply
- Mail order program, up to a 90-day supply
- Contraceptives
- Specialty drugs

[illegible]

The allowable charge is established by a provider agreement or is the billed amount, whichever is less, and will be accepted by the preferred provider as payment in full for covered services less any deductibles, coinsurance copayments, and amounts exceeding any benefit maximums. For a non-preferred provider, the allowable charge is the same amount First Priority Life would pay to a preferred provider.

This is an abridged overview of the benefits covered by BlueCare® PPO. This highlights general features and is not intended to be a substitute for the terms, provisions, limitations and conditions imposed by the controlling policies. Since benefits are reviewed annually and are often modified, if there is a condition that you are treated for on a regular basis, be sure to inquire about your specific coverage needs. ASO 791

Exhibit B
District Proposa