

**COMMONWEALTH OF PENNSYLVANIA  
PENNSYLVANIA LABOR RELATIONS BOARD**

In the Matter of Impasse Between the

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**BELLWOOD-ANTIS SCHOOL DISTRICT,**

"Public Employer,"

-and-

**BELLWOOD-ANTIS EDUCATION ASSOCIATION,**

"Association."

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**REPORT  
AND  
RECOMMENDATIONS**

Case No. ACT 88-15-6-W

Before  
Robert C. Gifford, Esq.  
Fact Finder

Appearances:

**For the Employer:**

Carl P. Beard, Esq.  
Andrews & Beard

**For the Association:**

Michael Lehmier, Ed.D, Regional Field Director  
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 February 17, 2015, as the Fact Finder in the impasse between the Bellwood-Antis School District [the "Employer" or "District"] and the Bellwood-Antis Education Association [the "Association"], a unit comprised of approximately 95.375 professional employees. The parties commenced negotiations for a successor agreement in April 2014. They met on their own and then with the assistance of a mediator. A number of issues remain unresolved. On February 13, 2015, the District requested fact finding.

On March 11, 2015, a hearing was held in Bellwood, Pennsylvania 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 remaining, unresolved issues.

**ISSUES**

Based upon the statement of issues the parties submitted to the fact-finder at the hearing, there are six (6) issues at impasse, some of which may have sub-issues: salary/salary schedule, extracurricular activities (annual increases only), health insurance, retirement year salary increment – unused sick leave, health reimbursement arrangement, and working conditions (school term). Although each issue may be discussed separately or with similar issues as a package, the impact of the issues in their entirety was given careful consideration.

## DISCUSSION AND RECOMMENDATIONS

I have thoroughly analyzed all of the evidence the parties presented at the hearing, including the supporting rationale for each issue. The recommendations below are amply supported by the record evidence, they will provide a level of stability through the 2016-2017 school year, and, when taken together, represent a reasonable compromise to the parties' competing interests.

The parties are familiar with the outstanding issues. ***To the extent an issue is not specifically addressed or incorporated by reference herein I recommend the status quo.***

The parties' issues are primarily monetary in nature. Each party presented an analysis of the District's finances and ability to pay. The evidence shows that the District is facing the same issues that are being encountered by many other school districts around the Commonwealth – flat or reduced state subsidies, increased pension and health insurance costs, and the limitations of the Act 1 Index. Besides those issues, the District indicates that it needs to replace (1) the roof on the middle and high schools, (2) the phone/intercom/clock system, and (3) textbooks for various grades. It also emphasizes that over the last eight (8) years it “has spent approximately \$3,574,804 more on special education than it took in from state and federal revenues.” Further, “from 2009-2010 to 2013-2014 the District has spent \$626,870 (13.93 mills)” on cyber schools without any state reimbursement. The Association does not dispute that the District's budget must take the issues above into consideration. However, the Association emphasizes that the District has: (1) underestimated its revenues in four (4) of the last five (5) years by an average of \$167,617; (2) overestimated its expenses in each of the last five (5) years by an average of \$623,383; and (3) “ended the year with more funds available in its appropriable ending general fund balances than it anticipated in its budget” in each of the past five (5) years by an average of \$963,432. In addition, the Association's analysis of the parties' salary proposals indicates that either proposal, if implemented, would have a negligible impact on the median household. The Association emphasizes that the District is currently experiencing attritional savings due to the personnel changes that occurred between the 2013-2014 and 2014-2015 school years. The Association also expects future attritional savings in the District given that there are currently 23 bargaining unit members with at least 25 years of service (including six (6) with 30 or more).

The parties also presented comparisons of the salary and benefits packages received by professional units in other school districts. In sum, the evidence shows that this bargaining unit receives a competitive salary and benefits package.

### **Tentative Agreements**

The parties reached tentative agreements concerning the Length of Contract, Article VII – Employee Benefits – N. Credit Reimbursement, Article VIII – Professional Compensation (Direct Deposit), Article X – Responsibilities – C. Strikes during the Agreement and H. Entry Step, and Appendix B – Extracurricular Activities (all but the annual increases). All of the tentative agreements shall be incorporated into this report by reference herein.

### **Term of Agreement**

The parties extended their July 1, 2010 through June 30, 2013 Agreement pursuant to a Memorandum of Agreement for July 1, 2013 through June 30, 2014. The parties tentatively agreed to a term of three (3) years – July 1, 2014 through June 30, 2017.

## Salary/Salary Schedule

### The Current Provision

The salary schedule for base year 2013-2014 was as follows:

To Max	Step	B	B+30	M/ME	M+15	M+30
14	1	\$41,000	\$41,300	\$41,900	\$42,200	\$42,500
13	2	\$42,069	\$42,369	\$42,969	\$43,269	\$43,569
12	3	\$42,830	\$43,130	\$43,730	\$44,030	\$44,330
11	4	\$43,491	\$43,791	\$44,391	\$44,691	\$44,991
10	5	\$44,252	\$44,552	\$45,152	\$45,452	\$45,752
9	6	\$45,017	\$45,317	\$45,917	\$46,217	\$46,517
8	7	\$46,986	\$47,286	\$47,886	\$48,186	\$48,486
7	8	\$48,955	\$49,255	\$49,855	\$50,155	\$50,455
6	9	\$50,924	\$51,224	\$51,824	\$52,124	\$52,424
5	10	\$53,978	\$54,278	\$54,878	\$55,178	\$55,478
4	11	\$57,032	\$57,332	\$57,932	\$58,232	\$58,532
3	12	\$59,684	\$59,984	\$60,584	\$60,884	\$61,184
2	13	\$62,143	\$62,443	\$63,043	\$63,343	\$63,643
1	14	\$63,605	\$63,905	\$64,505	\$64,805	\$65,105
Max	15	\$65,742	\$66,042	\$66,642	\$66,942	\$67,242

### The School District's Proposal

The District proposes the following:

- 2014-2015: 1.2%; no step movement.
- 2015-2016: Step movement only (approximately 1.85%).
- 2016-2017: 2.0% inclusive of step.

The District seeks the authority to develop the salary guides. The District indicates that it will "agree to retroactivity to the extent it can secure an agreement through the Fact Finding process that is within the parameters it has proposed."

### The Association's Proposal

The Association opposes the District's proposal. The Association proposes the following:

- 2014-2015: 3.2% inclusive of the increment.
- 2015-2016: 3.1% (freeze on step).
- 2016-2017: 3.0% inclusive of the increment.

The Association also seeks the authority to develop the salary schedules.

**Recommendation**

The following recommendation recognizes the financial challenges of the District but also maintains a competitive salary schedule for the bargaining unit. I recommend the following increases that are within a reasonable range of the increases received by other professional units in school districts within Blair County and/or contiguous to the District:

- 2014-2015: No step movement – increase of \$1,190 to each step – average increase of \$1,190;
- 2015-2016: Step movement – increase of \$400 to each step – average increase of \$1,452;
- 2016-2017: Step movement – increase of \$400 to each step – average increase of \$1,492.

The recommended guides are attached hereto.

**Extracurricular Activities**

Payment for extracurricular activities is provided pursuant to Appendix B, Article XII. The Association seeks to (1) increase the stipends, the weekly rates and hourly rates; (2) add and establish compensation for a group of advisor titles for new clubs; and (3) rename certain titles to accurately reflect the duties being performed. The District opposes the Association’s proposal.

**Recommendation**

I recommend that the rates/stipends for the extracurricular activities increase as follows: no change for 2014-2015; 2.5% for 2015-2016, and 2.5% for 2016-2017.

**Retirement Year Salary Increment - Unused Sick Leave**

**The Current Provision**

Article VII. Employee Benefits, Paragraph J provides:

**RETIREMENT YEAR SALARY INCREMENT - UNUSED SICK LEAVE**

If after ten (10) or more years of service within the Bellwood-Antis School District, any employee covered by this contract shall submit a letter of resignation no later than May 1 indicating his/her plans to enter into the Public School Employees Retirement System, said employee shall be eligible for a salary increment for the final period equivalent to an amount based upon the number of days accumulated sick leave at the rate of Seventy-Five (\$75.00) Dollars per day. This payment for unused sick leave shall be placed in a Section 403(b) account under the provisions of the Internal Revenue Code. The amount of the increment initially calculated shall be adjusted to reflect any sick days taken after the initial calculation, which adjustments shall be made on the final check due to the employee. In the event of death of the employee, the deceased’s beneficiary will receive the salary increment for all unused sick leave.

**The Association’s Proposal**

The Association seeks to increase the rate to \$100 per unused day for Days 100-199, and to \$125 for Days 200 on.

## The School District's Proposal

The District opposes the Association's proposal.

### **Recommendation**

I recommend the status quo on this issue given the other recommended modifications.

### **Health Insurance**

#### **The Current Provision**

Article VII. Employee Benefits, Paragraph P.2 provides:

#### **Health Insurance**

Each bargaining unit member shall be given the option of two health care plans for himself/herself and his/her family.

#### **OPTION I**

The Board agrees to purchase for the Employee and his/her family a traditional indemnity plan at the commencement of this Agreement under Blue Cross and Blue Shield, with limits of five hundred thousand (\$500,000) dollars coverage, provided the Employee pays twenty (\$20.00) dollars per month toward the premium cost of such coverage. Employees covered under this hospitalization plan shall have an Inpatient Hospital Calendar Year Deductible of \$200 per person; Outpatient Calendar Year Deductible of \$200 per person; Outpatient Diagnostic Service payment cap of \$100 per visit. This Plan shall also contain a Blue Shield Calendar Year Deductible of \$200 per person. This Plan will have a Major Medical Calendar Year Deductible of \$500 per person, with a three (3) person maximum, and the Major Medical Plan shall not contain a terminal liability provision or a calendar year deductible carryover provisions. The Drug Plan under this Option shall contain co-payments of Five (\$5.00) dollars for generic and Thirty-five (\$35.00) dollars for brand named drugs. The Drug Plan will contain a formulary, with an incentive formulary with soft mandatory generic and co-payments of Five (\$5.00) dollars for generic, Thirty-five (\$35.00) for brand name formulary and Fifty (\$50.00) dollars for brand name non-formulary. This Drug Plan shall have a calendar year deductible of \$100 per person with a two (2) person maximum.

#### **OPTION II**

The Board agrees to purchase for the Employee and covered dependents Select Blue coverage. This Plan shall contain a Coordinated Care Office vice Co-payment of \$20 per visit. This Plan will also contain an Emergency Room Co-payment of \$50 per visit, and a Coordinated Care out Patient Mental Health Co-payment of \$20 per visit. Effective January 1, 2008, the Plan will also contain an in-network deductible of \$100 per individual and \$200 maximum per family, an out-of-network deductible of \$350 per individual and \$700 maximum per family, an in-network diagnostic service co-payment of Thirty (\$30.00) dollars per date of service, and a spinal manipulation services visit limit of 20 visits per calendar year. This Plan will provide prescription coverage, with co-payments of Five (\$5.00) dollars for generic and Thirty-five (\$35.00) dollars for brand name drugs. The Drug Plan will have a Formulary, which shall contain an incentive formulary with soft mandatory generic and co-payments of Five (\$5.00) dollars for generic, Thirty-five (\$35.00) for brand name formulary, and Fifty (\$50.00) dollars for brand name non-formulary.

Only those employees participating as of January 1, 2007 may continue to opt out of any health insurance coverage by providing proof of coverage of a spouse's

coverage, by submitting such proof to the Business Manager of the District, Employees whose spouse has health insurance with a school district that is a member of the same Health Care Consortium with Bellwood-Antis may not elect to opt out of health insurance provided under this Agreement. Employees who opt out under this Section will be paid Twenty-five (25%) percent of the premium for the coverage that he/she held prior to electing to opt out of coverage. The payment of this twenty-five (25%) percent will be paid over twenty-four (24) pay periods. An employee may elect to opt out or opt back into coverage only one (1) time in a calendar year, unless the employee has experienced a spouse's loss of employment, divorce with the spouse, the death of a spouse, or retirement.

Employees with less than full-time status will be permitted to share insurance costs based upon the same ratio as employment, in either Options I or II.

It shall be the responsibility of the employee to provide written notification to the Business Office within thirty (30) calendar days of any change in marital or dependency status. The employee shall receive a written acknowledgment as proof of providing said notification. Any employee who fails to provide notification shall be liable for all premiums paid beyond the proper level of employee entitlement.

The District shall have the right to change health insurance carriers during the term of this Agreement after discussing with the Association such a proposed change, provided the new Plan provides equivalent coverage.

Employees will contribute the following amounts monthly during the term of this agreement toward their health insurance premiums:

Single	\$21.25
Parent/Child	\$49.72
Husband/Wife	\$54.81
Family	\$60.73

The District will make coverage available to spouses of employees in limited circumstances:

- 1) Spouses who work in any school district in Pennsylvania will not be eligible for coverage on the Bellwood-Antis School District Plan.
- 2) Spouses who do not have healthcare coverage available to them through an employer will be eligible for the District's Plan, without any premium sharing.
- 3) Spouses who have coverage available, but still want to be covered on the District's Plan, will be eligible for coverage and the employee will be responsible to contribute \$400.00 each year.
- 4) Any employee participating in the opt-out provisions of this Agreement as of January 1, 2007, may continue to receive that benefit.

The employee and the employee's spouse must certify their employment status and healthcare eligibility to the District through use of a form provided by the Business Office.

## The School District's Proposal

The District's proposal is as follows:

The District, as part of a comprehensive settlement offer, agreed to modify its proposal from the \$1500/\$3000 QHDP to the **\$1300/\$2600 QHDP**. The District is willing to contribute 40% into an HSA. The District agrees to prorate the HSA contributions for the first year given the fact that the QHDP cannot be retroactively applied to January 1 and would have to move forward prospectively, the beginning date would probably be no earlier than June 1, 2015. The District proposes to split the cost of the Administrative fee of the HSA with the employee.

In addition, the District would take the current premium share and change as follows:

	<b>Current</b>	<b>Proposed</b>	<b>Monthly/Annual back to employee</b>
Single (30)	\$21.25	\$25.00	N/A
Parent/child (10)	\$49.72	\$25.00	\$24.72/\$296.64
Husband/wife (11)	\$54.81	\$25.00	\$29.81/\$357.72
Family (39)	\$60.73	\$25.00	\$35.00/\$420.00

The District is proposing that the decrease in premium share take effect when the QHDP goes into effect, given the fact that the District has already lost approximately \$13,626 per month as a result of failing to arrive at any changes in insurance coverage.

**NOTE:** The District proposal means all members who qualify for coverage would be on one (1) plan.

The District is also recommending incorporating new Spousal Language:

1. Spouses who work **for, and receive coverage from, any of the following entities** will not be eligible for coverage on the Bellwood Antis School District Plan:
  - a. Federal Government (to include courts and military)**
  - b. Commonwealth of PA**
  - c. County and Local Government**
  - d. Public school districts, charter and cyber schools and other public entities such as career centers and Intermediate Units.**
  - e. State System of Higher Education Universities or state owned Universities funded by the State of Pa; and**
  - f. State-related Universities of PA (Penn State Univ, Univ. of Pitt, Lincoln Univ, Temple Univ, etc).**
2. RPL –Spouses who do not have healthcare coverage available to them through an employer will be eligible for the District's Plan, without any premium sharing.
3. Spouses with coverage available and still want District plan must contribute ~~\$400~~ **\$3,000** each year (Or eliminate the language altogether).

NOTE: The District is proposing only one plan be available. Reschini has indicated the District cannot operate two Options with the QHDP.

## The Association's Proposal

The Association's proposal is as follows:

The Association is proposing two (2) options for employees. The first option is a continuation of the current plan; however, the following changes are proposed:

Option 1:

- This Plan shall contain a Coordinated Care Office Visit Co-payment of ~~\$20~~ **\$30** per visit;
- This Plan will also contain an Emergency Room Co-payment of ~~\$50~~ **\$100** per visit;
- Effective January 1, ~~2008~~ **2015**, the Plan will also contain an in-network deductible of ~~\$100~~ **\$200** per individual and ~~\$200~~ **\$400** per family;
- A spinal manipulation services visit limit of 20 visits per calendar year with a \$10 co-pay per visit;
- The Drug Plan will have a Formulary, which shall contain an incentive formulary with a soft mandatory generic and co-payments of Five (\$5.00) dollars for generic, ~~Thirty-five (\$35.00) dollars~~ **Forty (\$40.00) dollars** for brand formulary, and ~~Fifty (\$50.00)~~ **Fifty-five (\$55.00)** dollars for brand name non-formulary.
- An optional mail order program shall be offered with 1x co-payments and up to a 90 day supply.

The second option is a voluntary Qualified High Deductible Health Plan (QHDHP) similar to the one proposed by the District; however, the Plan will have the following elements:

Option 2:

- Qualified HDHP at the IRS Minimum (currently \$1,300 for individuals and \$2,600 for families)
- Health Savings Account (HSA) with the District contributing 67% upfront
- District covers all fees associated with the account
- District will establish a Health Reimbursement Account (HRA) for any employee who is not eligible to establish the HSA. The contribution by the District will be 67% of the deductible.
- No premium share

The Association opposes the District's proposal to broaden the spousal exclusions.

### **Recommendation**

I recommend that the current plans (Options I and II) be replaced in the following manner:

The District shall provide a \$1300/\$2600 QHDP as soon as practicable, but no earlier than June 1, 2015. The District will contribute 40% into an HSA. The District's HSA contributions shall be prorated for 2014-2015 given the fact that the QHDP cannot be retroactively applied to January 1, 2015. The District shall be responsible for the cost of the Administrative fee of the HSA.

Once the QHDP is in place, the premium share for employees, regardless of whether their coverage is single, parent/child, husband/wife, or family, shall be \$20 per month.

Effective July 1, 2015, the section addressing spousal coverage shall be modified as follows:

The District will make coverage available to spouses of employees in limited circumstances:

- 1) Spouses who work for, and receive coverage from, any of the following entities will be not eligible for coverage on the Bellwood Antis School District Plan:
  - a) Any school district in Pennsylvania will not be eligible for coverage on the Bellwood-Antis School District Plan;
  - b) Commonwealth of Pennsylvania;
  - c) State System of Higher Education Universities or state owned Universities funded by the State of Pennsylvania;
  - d) State related Universities of Pennsylvania (Pennsylvania State University, University of Pittsburgh, Lincoln University, and Temple University).
- 2) Spouses who do not have healthcare coverage available to them through an employer will be eligible for the District's Plan, without any premium sharing.
- 3) Spouses who have coverage available, but still want to be covered on the District's Plan, will be eligible for coverage and the employee will be responsible to contribute \$1,000.00 each year.
- 4) Employees may participate in the opt-out provisions of this Agreement. The only exception is that employees whose spouse has health insurance with a school district that is a member of the same Health Care Consortium with Bellwood-Antis may not elect to opt out of health insurance provided under this Agreement.

The employee and the employee's spouse must certify their employment status and healthcare eligibility to the District through use of a form provided by the Business Office.

## **Health Reimbursement Arrangement**

### **The Current Provision**

Article VII. Employee Benefits, Paragraph K provides:

A retiree will be eligible to participate in a Health Reimbursement Arrangement under Section 509(C) (A) of the Internal Revenue Code under the following provisions:

- a. For 30 through 36 years of service, as of June 30 of the year the employee retires, the sum of \$28,000 shall be placed by the District in a Health Reimbursement Arrangement under Section 509(C) (A) of the Internal Revenue Code.
- b. At the end of 37 years of service, as of June 30 of the year the employee retires, the sum of \$22,000 shall be placed by the District in a Health Reimbursement Arrangement under Section 509(C) (A) of the Internal Revenue Code.
- c. At the end of 38 years of service, as of June 30 of the year the employee retires, the sum of \$18,000 shall be placed by the District in a Health Reimbursement Arrangement under Section 509(C) (A) of the Internal Revenue Code.
- d. At the end of 39 years of service, as of June 30 of the year the employee retires, the sum of \$14,000 shall be placed by the District in a Health Reimbursement Arrangement under Section 509(C) (A) of the Internal Revenue Code.

- e. At the end of 40 years of service, as of June 30 of the year the employee retires, the sum of \$9,000 shall be placed by the District in a Health Reimbursement Arrangement under Section 509(C) (A) of the Internal Revenue Code.
- f. At the end of 41 or more years of service, as of June 30 of the year the employee retires, the sum of \$5,000 shall be placed by the District in a Health Reimbursement Arrangement under Section 509(C) (A) of the Internal Revenue Code.

In order to be eligible for such retirement benefit, the employee must meet all of the following requirements:

- 1. Not have taken a sabbatical leave except for medical reasons in the previous fiscal year, or unless given a waiver by the district.
- 2. Submit his or her retirement notification to the Board at least one (1) semester prior to the effective date of retirement.
- 3. Such retirement shall only be a retirement from the Bellwood-Antis School System, but would still have the opportunity to substitute.
- 4. Is not subject to Permanent Disability Retirement.
- 5. Have at least ten (10) years of service in the Bellwood-Antis School District.

**The School District's Proposal**

The District proposes to amend Paragraph K to read as follows:

Year 1 \$16,000 paid out over 4 years  
 Year 2 \$12,000 paid out over 4 years  
 Year 3 \$8000 payment paid out over 4 years  
 Sunset/expire June 30, 2017  
 30 years of service, 10 years in District, not eligible for disability retirement, not taken a sabbatical leave in the last year except for medical sabbatical.

**The Association's Proposal**

The Association opposes the District's proposal. The Association proposes to eliminate Sections (a) through (f) and to replace them with the following:

For 30 through 36 years of service, as of June 30 of the year the employee retires, the sum of \$23,000 shall be placed by the District in a Health Reimbursement Arrangement under Section 509(C) (A) of the Internal Revenue Code.

**Recommendation**

I recommend the status quo for the 2014-2015 and 2015-2016 school years. I recommend the following modifications. First, eligible retirees who effectively retire after June 30, 2016 shall have their sum paid into an HRA in two (2) equal payments over a period of two (2) consecutive years. Second, effective June 30, 2017, Sections (a) through (f) shall be replaced as follows:

- a. For 30 through 36 years of service, as of June 30 of the year the employee retires, the sum of \$23,000 shall be placed by the District in a Health Reimbursement Arrangement under Section 509(C) (A) of the Internal Revenue Code. Any employee who timely submitted his/her retirement notification for a retirement effective on or before June 30, 2017 will receive an HRA contribution in

accordance with Sections (a) through (f) as provided by the Board previous to June 30, 2017.

- b. Deleted.
- c. Deleted
- d. Deleted
- e. Deleted
- f. Deleted

### **Working Conditions (School Term)**

#### **The Current Provision**

Article VI. Working Conditions, Paragraph A provides:

The school term for teachers shall consist of 186 days with 180 student days and six teacher days. Teachers will also be scheduled two additional hours at the end of the school day for professional development that will be level specific on one occasion in each marking period of the school year.

#### **The Association's Proposal**

The Association seeks to designate one (1) of the six (6) teacher days "as classroom preparation time prior to or the day of Open House."

#### **The School District's Proposal**

The District proposes to add the following to Article VI.A:

In addition to the foregoing, each year of the agreement (beginning in 2014-2015) teachers shall commit up to 120 minutes per month for purposes of faculty meetings or a need for an exchange of information. Absent exigent circumstances, the District shall provide teachers with at least 14 days of advance notice of the meetings.

### **Recommendation**

I recommend the status quo on this issue.

#### **SUMMARY**

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: March 30, 2015  
State College, Pennsylvania

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Robert C. Gifford

**Bellwood-Antis EA  
Salary Schedule  
2013-2014 (Base Year)**

To Max	Step	B	B+30	M/ME	M+15	M+30
14	1	\$41,000	\$41,300	\$41,900	\$42,200	\$42,500
13	2	\$42,069	\$42,369	\$42,969	\$43,269	\$43,569
12	3	\$42,830	\$43,130	\$43,730	\$44,030	\$44,330
11	4	\$43,491	\$43,791	\$44,391	\$44,691	\$44,991
10	5	\$44,252	\$44,552	\$45,152	\$45,452	\$45,752
9	6	\$45,017	\$45,317	\$45,917	\$46,217	\$46,517
8	7	\$46,986	\$47,286	\$47,886	\$48,186	\$48,486
7	8	\$48,955	\$49,255	\$49,855	\$50,155	\$50,455
6	9	\$50,924	\$51,224	\$51,824	\$52,124	\$52,424
5	10	\$53,978	\$54,278	\$54,878	\$55,178	\$55,478
4	11	\$57,032	\$57,332	\$57,932	\$58,232	\$58,532
3	12	\$59,684	\$59,984	\$60,584	\$60,884	\$61,184
2	13	\$62,143	\$62,443	\$63,043	\$63,343	\$63,643
1	14	\$63,605	\$63,905	\$64,505	\$64,805	\$65,105
Max	15	\$65,742	\$66,042	\$66,642	\$66,942	\$67,242

**Bellwood-Antis EA  
Matrix  
2013-2014 (Base Year)**

To Max	Step	B	B+30	M/ME	M+15	M+30	Totals
14	1	8		2	0	0	10
13	2	0.5		1	0	0	1.5
12	3	3		0	1	0	4
11	4	2		0	0	0	2
10	5	5.2		1.5	0	0	6.7
9	6	3.5		2.5	0.5	0	6.5
8	7	4.7		1	0.5	1	7.2
7	8	0		1.5	0	1	2.5
6	9	3		4.5	0.5	0	8
5	10	1		1	0.5	0	2.5
4	11	1		0	0	1	2
3	12	0		1	0	1	2
2	13	1		1	0	0	2
1	14	0		1	0	0	1
Max	15	9.5	10.875	10.1	5	2	37.475
		<b>42.4</b>	<b>10.875</b>	<b>28.1</b>	<b>8</b>	<b>6</b>	<b>95.375</b>

**Bellwood-Antis EA  
Salary Schedule  
2014-2015**

To Max	Step	B	B+30	M/ME	M+15	M+30
14	1	\$42,190	\$42,490	\$43,090	\$43,390	\$43,690
13	2	\$43,259	\$43,559	\$44,159	\$44,459	\$44,759
12	3	\$44,020	\$44,320	\$44,920	\$45,220	\$45,520
11	4	\$44,681	\$44,981	\$45,581	\$45,881	\$46,181
10	5	\$45,442	\$45,742	\$46,342	\$46,642	\$46,942
9	6	\$46,207	\$46,507	\$47,107	\$47,407	\$47,707
8	7	\$48,176	\$48,476	\$49,076	\$49,376	\$49,676
7	8	\$50,145	\$50,445	\$51,045	\$51,345	\$51,645
6	9	\$52,114	\$52,414	\$53,014	\$53,314	\$53,614
5	10	\$55,168	\$55,468	\$56,068	\$56,368	\$56,668
4	11	\$58,222	\$58,522	\$59,122	\$59,422	\$59,722
3	12	\$60,874	\$61,174	\$61,774	\$62,074	\$62,374
2	13	\$63,333	\$63,633	\$64,233	\$64,533	\$64,833
1	14	\$64,795	\$65,095	\$65,695	\$65,995	\$66,295
Max	15	\$66,932	\$67,232	\$67,832	\$68,132	\$68,432

**Bellwood-Antis EA  
Matrix  
2014-2015**

To Max	Step	B	B+30	M/ME	M+15	M+30	Totals
14	1	8		2	0	0	10
13	2	0.5		1	0	0	1.5
12	3	3		0	1	0	4
11	4	2		0	0	0	2
10	5	5.2		1.5	0	0	6.7
9	6	3.5		2.5	0.5	0	6.5
8	7	4.7		1	0.5	1	7.2
7	8	0		1.5	0	1	2.5
6	9	3		4.5	0.5	0	8
5	10	1		1	0.5	0	2.5
4	11	1		0	0	1	2
3	12	0		1	0	1	2
2	13	1		1	0	0	2
1	14	0		1	0	0	1
Max	15	9.5	10.875	10.1	5	2	37.475
		<b>42.4</b>	<b>10.875</b>	<b>28.1</b>	<b>8</b>	<b>6</b>	<b>95.375</b>

**Bellwood-Antis EA**

**Salary Schedule**

**2015-2016**

<b>To Max</b>	<b>Step</b>	<b>B</b>	<b>B+30</b>	<b>M/ME</b>	<b>M+15</b>	<b>M+30</b>
<b>14</b>	<b>1</b>	\$42,590	\$42,890	\$43,490	\$43,790	\$44,090
<b>13</b>	<b>2</b>	\$43,659	\$43,959	\$44,559	\$44,859	\$45,159
<b>12</b>	<b>3</b>	\$44,420	\$44,720	\$45,320	\$45,620	\$45,920
<b>11</b>	<b>4</b>	\$45,081	\$45,381	\$45,981	\$46,281	\$46,581
<b>10</b>	<b>5</b>	\$45,842	\$46,142	\$46,742	\$47,042	\$47,342
<b>9</b>	<b>6</b>	\$46,607	\$46,907	\$47,507	\$47,807	\$48,107
<b>8</b>	<b>7</b>	\$48,576	\$48,876	\$49,476	\$49,776	\$50,076
<b>7</b>	<b>8</b>	\$50,545	\$50,845	\$51,445	\$51,745	\$52,045
<b>6</b>	<b>9</b>	\$52,514	\$52,814	\$53,414	\$53,714	\$54,014
<b>5</b>	<b>10</b>	\$55,568	\$55,868	\$56,468	\$56,768	\$57,068
<b>4</b>	<b>11</b>	\$58,622	\$58,922	\$59,522	\$59,822	\$60,122
<b>3</b>	<b>12</b>	\$61,274	\$61,574	\$62,174	\$62,474	\$62,774
<b>2</b>	<b>13</b>	\$63,733	\$64,033	\$64,633	\$64,933	\$65,233
<b>1</b>	<b>14</b>	\$65,195	\$65,495	\$66,095	\$66,395	\$66,695
<b>Max</b>	<b>15</b>	\$67,332	\$67,632	\$68,232	\$68,532	\$68,832

**Bellwood-Antis EA**

**Matrix**

**2015-2016**

<b>To Max</b>	<b>Step</b>	<b>B</b>	<b>B+30</b>	<b>M/ME</b>	<b>M+15</b>	<b>M+30</b>	<b>Totals</b>
<b>14</b>	<b>1</b>	0		0	0	0	<b>0</b>
<b>13</b>	<b>2</b>	8		2	0	0	<b>10</b>
<b>12</b>	<b>3</b>	0.5		1	0	0	<b>1.5</b>
<b>11</b>	<b>4</b>	3		0	1	0	<b>4</b>
<b>10</b>	<b>5</b>	2		0	0	0	<b>2</b>
<b>9</b>	<b>6</b>	5.2		1.5	0	0	<b>6.7</b>
<b>8</b>	<b>7</b>	3.5		2.5	0.5	0	<b>6.5</b>
<b>7</b>	<b>8</b>	4.7		1	0.5	1	<b>7.2</b>
<b>6</b>	<b>9</b>	0		1.5	0	1	<b>2.5</b>
<b>5</b>	<b>10</b>	3		4.5	0.5	0	<b>8</b>
<b>4</b>	<b>11</b>	1		1	0.5	0	<b>2.5</b>
<b>3</b>	<b>12</b>	1		0	0	1	<b>2</b>
<b>2</b>	<b>13</b>	0		1	0	1	<b>2</b>
<b>1</b>	<b>14</b>	1		1	0	0	<b>2</b>
<b>Max</b>	<b>15</b>	9.5	10.875	11.1	5	2	<b>38.475</b>
		<b>42.4</b>	<b>10.875</b>	<b>28.1</b>	<b>8</b>	<b>6</b>	<b>95.375</b>

**Bellwood-Antis EA**

**Salary Schedule**

**2016-2017**

To Max	Step	B	B+30	M/ME	M+15	M+30
14	1	\$42,990	\$43,290	\$43,890	\$44,190	\$44,490
13	2	\$44,059	\$44,359	\$44,959	\$45,259	\$45,559
12	3	\$44,820	\$45,120	\$45,720	\$46,020	\$46,320
11	4	\$45,481	\$45,781	\$46,381	\$46,681	\$46,981
10	5	\$46,242	\$46,542	\$47,142	\$47,442	\$47,742
9	6	\$47,007	\$47,307	\$47,907	\$48,207	\$48,507
8	7	\$48,976	\$49,276	\$49,876	\$50,176	\$50,476
7	8	\$50,945	\$51,245	\$51,845	\$52,145	\$52,445
6	9	\$52,914	\$53,214	\$53,814	\$54,114	\$54,414
5	10	\$55,968	\$56,268	\$56,868	\$57,168	\$57,468
4	11	\$59,022	\$59,322	\$59,922	\$60,222	\$60,522
3	12	\$61,674	\$61,974	\$62,574	\$62,874	\$63,174
2	13	\$64,133	\$64,433	\$65,033	\$65,333	\$65,633
1	14	\$65,595	\$65,895	\$66,495	\$66,795	\$67,095
Max	15	\$67,732	\$68,032	\$68,632	\$68,932	\$69,232

**Bellwood-Antis EA**

**Matrix**

**2016-2017**

To Max	Step	B	B+30	M/ME	M+15	M+30	Totals
14	1	0		0	0	0	0
13	2	0		0	0	0	0
12	3	8		2	0	0	10
11	4	0.5		1	0	0	1.5
10	5	3		0	1	0	4
9	6	2		0	0	0	2
8	7	5.2		1.5	0	0	6.7
7	8	3.5		2.5	0.5	0	6.5
6	9	4.7		1	0.5	1	7.2
5	10	0		1.5	0	1	2.5
4	11	3		4.5	0.5	0	8
3	12	1		1	0.5	0	2.5
2	13	1		0	0	1	2
1	14	0		1	0	1	2
Max	15	10.5	10.875	12.1	5	2	40.475
		<b>42.4</b>	<b>10.875</b>	<b>28.1</b>	<b>8</b>	<b>6</b>	<b>95.375</b>