

COMMONWEALTH OF PENNSYLVANIA
PENNSYLVANIA LABOR RELATIONS BOARD

IN THE MATTER OF FACT-FINDING

BETWEEN

CAMERON COUNTY
EDUCATION ASSOCIATION
PSEA/NEA

AND

CAMERON COUNTY
SCHOOL DISTRICT

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(FACT-FINDING REPORT
(CASE NO. ACT 88-21-1-W
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HEARING: FEBRUARY 16, 2021
HELD VIRTUALLY - ZOOM

FACT-FINDER:

MARC A. WINTERS

FOR THE DISTRICT

JULIA M. HERZING,
ESQUIRE
KNOX MCLAULGIN GORNALL
& SENNETT

FOR THE ASSOCIATION

TERRA BEGOLLY,
UNI-SERV REPRESENTATIVE
PSEA

FACT-FINDING REPORT ISSUED:

MARCH 3, 2021

FACT-FINDER'S REPORT AND RECOMMENDATIONS

BACKGROUND & DISCUSSION

Pursuant to Act 88 of 1992 and the Public Employee Relations Act, 195 of 1970, by letter dated January 22, 2021, the PLRB appointed the undersigned to act as the Fact-Finder and to issue a Report in the matter of the Cameron County Education Association and the Cameron County School District.

The parties to this Fact-Finding have had an ongoing bargaining relationship since November 6, 1970. The most recent Collective Bargaining agreement between the parties, a five (5) year agreement expired on June 30, 2020. The parties began bargaining January 2020, to negotiate a successor agreement. The 2020-2021 school year began without a successor Collective Bargaining Agreement in place. The bargaining unit employees have continued to work under the terms and conditions of the expired Collective Bargaining Agreement.

Unable to reach an Agreement, impasse was declared, and the parties proceeded to Fact-Finding based on a request by the District on January 13, 2021. The request was granted. Fact-Finding was so ordered by the Pennsylvania Labor Relations Board on January 22, 2021.

The Cameron County School District is a small rural school district encompassing the entirety of Cameron County, Pennsylvania.

The Cameron County School District is the only school district in Cameron County. The Cameron County School District is part of the Seneca Highlands Intermediate Unit #9. Intermediate Unit #9 is comprised of Cameron, Elk, McKean, and Potter Counties.

This bargaining unit is comprised of approximately 46 professional employees. The School District is located in Cameron County, Pennsylvania. The District provides education for K-12 and services, normally, approximately 525 students. This last year, due to the pandemic, saw a drop in students to approximately 515 students. While in 2019/2020 there were about 15 students attending charter schools, the 2020/2021 school year showed a rise to 34 students attending charter schools.

A Fact-Finding Hearing was conducted, virtually using the web-based service Zoom, on February 16, 2021, at which time both parties were afforded a full opportunity to present testimony, examine and cross-examine witnesses and introduce evidence in support of their respective positions.

This Fact-Finder would like to convey his appreciation not only for the courtesy and cooperation given to the Fact-Finder by both parties, but to each other as well.

The Hearing was conducted in accordance with the Pennsylvania Labor Relations Act.

To arrive at the following recommendations, this Fact-Finder relied on, among other things, the following criteria:

The testimony given, and the evidence presented at the Fact-Finding Hearing.

Past collectively bargained agreements.

Comparisons of the unresolved issues relative to the employees in this bargaining unit with those issues related to other school districts and other public and private Employees doing comparable work, given consideration to factors peculiar to the area and classifications involved, also known as internal and external parity.

The interest and welfare of the taxpayers, and the ability of the School District to finance and administer the issues proposed.

In writing this report, this Fact-Finder considered comparable data and like issues from the following school districts, which operate within the parameters of the Seneca Highlands Intermediate Unit #9:

Johnsonburg Area SD, Ridgway Area SD, Saint Marys Area SD, Bradford Area SD, Kane Area SD, Otto-Eldred Area SD, Port Allegheny Area SD, Smethport Area SD, Austin Area SD, Galeton Area SD, Coudersport Area SD, Northern Potter SD, Oswayo Valley SD, Seneca Highlands IU 9, & Seneca Highlands Career and Technical Center.

Any and all items and/or proposals not previously agreed to or specifically addressed within this Report are considered to be withdrawn.

Any and all items and/or proposals agreed to and any tentative agreements made prior to the date of this Report that are not specifically addressed in this Report are recommended to be incorporated into the new Agreement.

There was one (1) agreed to tentative agreement submitted into evidence at the Fact-Finding Executive Session regarding personal leave day language.

Except as recommended and/or modified below or mentioned above, the provisions of the predecessor agreement are to be incorporated into the new Agreement without modification.

Where this Fact-Finder recommends changes, it may be sufficient to indicate the change only without quoting the exact language of the proposals itself.

ISSUES

The Association and the School District have identified approximately seven (7) outstanding issues remaining in dispute at the time of the Fact-Finding Hearing.

Issue No. 1: Appendix A, Salary Schedule

- Issue No. 2: Appendix C, Extracurricular Schedule
- Issue No. 3: Appendix E, Section B, Healthcare
- Issue No. 4: Appendix E, Section C, Retirement and Severance Allowance
- Issue No. 5: Appendix E, Section E, Emergency Leave
- Issue No. 6: Appendix E, Section I, Payment for Credits
- Issue No. 7: Appendix E, Section K, Voluntary Retirement Incentive Provision

FACT-FINDER’S RECOMMENDATIONS

Fact-Finder’s General Discussion

Since the positions of the District and the Association are so very close on most outstanding issues the amount of discussion or narrative normally written may be somewhat abbreviated. However, this Fact-Finder can assure the Association and the District that each and every issue, all supportive data, all financials and all comparisons with like issues in similarly situated school districts were read, considered and given the full and appropriate time necessary to formulate the following recommendations.

This fact-finding, the hearing process, and the recommendations that follow, all come during difficult times for School Districts and their employees.

School Districts in Pennsylvania have been faced with extremely tough times. The economic climate in Pennsylvania, previous State budget cuts, uncertainty in state and federal funding, escalating healthcare costs along with increases in PSERS and for now decreased enrollments are all having a genuine effect on school districts and their employees. The concerns over future wages, benefits, possible layoffs, demotions, contracting out, cutting programs and closing schools are justifiable issues School District’s, their Boards and their various Unions/Associations have been and still are faced with.

Now, even more so, with the COVID-19 Pandemic.

The COVID-19 pandemic has put the economic climate, for everyone, in a state of uncertainty. Although, it does appear we may be headed out of this uncertainty, there is still no guarantees as to when.

The District generally enjoys stable revenues, however, due to the COVID-19 pandemic the District, like other public sector employers had to brace for the economic impact that would and could occur.

Under normal circumstances and in normal times, when bargaining for a contract, an issue of an inability to pay, for this District, has usually not been a concern.

However, due to the overall economic uncertainty of the Covid-19 pandemic and how long it may last, these are not normal times, and we are not under normal circumstances. The District, in this case, has to be cognizant of their revenues or lack there-of due to the pandemic and budget the best they can.

The District and the Association need to be cautious, prudent, and responsible, with respect to wage and benefit items, until there is a definite end in sight for this pandemic.

The recommendations below will take in to account these uncertainties caused by the pandemic.

While many of the funding problems have not gone away, this District and its employees must share the burden, or the solution so student programs and teacher/support staff jobs are not compromised or lost.

The issues, here, for Fact-Finding, as sensed during the Hearing, the Executive Session and from reading each proposal book, are more of a control and maintain position for both the District and the Association. The Association and the District are not that far apart with their respective positions.

On one hand, you have the District who wants to have some fiscal control and constraints on their spending and future liabilities.

On the other hand, you have the Association who, with respect to wages and benefits, willing to stay at or near their current levels while trying to improve in the hierarchy within their external comparables.

When forming the recommendations below, this Fact-Finder looks at criteria such as internal and external comparables, the District's ability to fund the recommendations without, if possible, raising taxes all while taking into consideration the interest and welfare of the public taxpayers.

The recommendations that follow which are both fair and reasonable are designed to help the District maintain fiscal responsibility while still being as fair as possible to the needs of the Association as employees, and the District as well.

These recommendations will take in account the District's and the Association's proposals and positions together.

RECOMMENDATIONS

The District and the Association have both agreed on a five (5) year Agreement. Therefore, this Fact-Finder's recommendation is:

The Agreement will be effective as of July 1, 2020 and will continue in full force and effect up to and including June 30, 2025.

Issue No. 1: Appendix A, Salary Schedule

The Association proposal is for a 3.2% wage increase, inclusive of step movement for each year of the five (5) year Agreement, including full retroactivity back to July 1, 2020.

The District's proposal is for a 2.3% wage increase, inclusive of step movement for each year of the five (5) year Agreement, excluding retroactivity.

The Association argues that their proposal for salary increases is not unrealistic or unreasonable, especially when compared to the average of negotiated increases in the surrounding areas and across the state. The Association's proposal is simply that required to maintain some degree of integrity between the salaries earned by this staff and their colleagues in similar districts in the labor market.

The District argues that their proposal is a fair settlement, well ahead of CPI in 2020, and in line with the average settlements from across the region. Despite being one of the smallest Districts in IU9, Cameron County's average salary aligns very closely with the overall average salary throughout the IU.

Issue No. 2: Appendix C, Extracurricular Schedule

The Association proposal is for a 3.2% increase in each year of the Agreement for Extracurricular and Flat Rate salaries.

The District proposal is for current language.

The Association argues that the Extracurricular/Supplemental Salaries and the Flat Rates have not increased since the 2014/2015 school term. Prior to the current contract, the rates increased regularly with the contracted professional salary schedules.

The Association seeks competitive increases in supplemental areas. By realizing that District employees have a vested interest in the children and the auxiliary programs, the Association believes that a competitive salary will attract and keep more Cameron County School District employees to better service the needs and concerns of the district.

Issue No. 3: Appendix E, Section B, Healthcare

The District is proposing to increase the monthly premium contribution and annual deductible as follows:

For employees receiving District-provided PPO health insurance, the employee monthly premium contributions shall be:

- 2020-21: \$70.00

- 2021-22: \$80.00
- 2022-23: \$90.00
- 2023-24: \$100.00
- 2024-25: \$110.00

Establish annual deductibles as follows:

	<u>In-network</u>	<u>Out-of-network</u>
2020-21:	\$300/\$600	\$500/\$1,000
2021-22:	\$400/\$800	\$800/\$1,600
2022-23:	\$500/\$1,000	\$1,000/\$2,000
2023-24:	\$600/\$1,200	\$1,200/\$2,400
2024-25:	\$700/\$1,400	\$1,400/\$2,800

The District also proposed the addition of telemedicine service to the services offered under the existing insurance plan. For purposes of this proposal, telemedicine service refers to Swift MD, through which health care is delivered directly to patients in need via phone or videoconference, 24 hours a day, seven days a week. The District proposed the addition of this service at a cost of an **additional \$5 per month** for employees who opt to have access to that service.

The Association proposal is to maintain the current PPO 300/600 Plan with the current premium contribution of \$70/month.

The District argues that they are not immune to the significant increases in health care costs over time that all employers have experienced. Health care inflation has far out-paced the rate of inflation experienced by the general economy.

In an attempt to at least slow the increase in costs in this volatile area, the District's proposal seeks modest and very conventional adjustments to the health insurance plan in the form of annual increases to the deductibles and monthly insurance premium contributions paid by employees.

The Association argues that the proposal of the District is not in proportion to the level of benefits that are enjoyed in the districts of comparison.

The Association's position to maintain the current 300/600 PPO with the current \$70/month contribution rate is more than what most other districts charge for a similar plan benefit.

Fact-Finder Discussion for Issues 1, 2 & 3:

In these types of Fact-Findings, discussing wages and healthcare proposals and costs go hand in hand.

The Fact-Finder must balance a fair wage increase for the teachers while assisting the District with help in defraying escalating healthcare cost by increasing premium contributions and annual deductibles where and when necessary.

Unless there is an inability to pay issue, for the District, the increase in healthcare contributions should not be so high whereby any wage increase is completely lost.

Overall compensation presently received by the Association members, as demonstrated by the evidence in the parties exhibits shows that the overall compensation received is competitive with that of other similarly situated IU #9 School Districts.

The salary proposal submitted by the Association is a little too high and is not supported by the evidence submitted into the record nor when applying the criteria as listed above.

The salary proposal submitted by the District, on the other hand, is slightly low and a little out of line with the same criteria used.

The Association members are not the highest within the comparables used, nor are they the lowest.

Currently out of the 14 School Districts used for comparison purposes, the Association members come in around 9th or in the lower middle.

The salary award below will provide the Association members a very competitive salary in comparison to similarly situated Districts within the IU #9 area.

The salary award below will also permit the District to maintain its fiscal responsibility to their taxpayers while providing the Association members with a fair and reasonable wage/salary increase which comports to be in the best interest of the public as it aligns with other external comparables.

Also, by increasing the extracurricular salaries, it will continue to help attract and keep more Association members to better serve the needs and concerns of the District.

Fact-Finder's Recommendation:

Effective July 1, 2020 a 2.6% wage increase inclusive of step movement.

Effective July 1, 2021 a 2.6% wage increase inclusive of step movement.

Effective July 1, 2022 a 2.6% wage increase inclusive of step movement.

Effective July 1, 2023 a 2.6% wage increase inclusive of step movement.

Effective July 1, 2024 a 2.6% wage increase inclusive of step movement.

(Salary Schedules are attached.)

Extracurricular Salaries will be increased by 2.3% in each year of this five (5) year Agreement.

As to the Healthcare proposals: This Fact-Finder is not convinced that the District has met its burden to demonstrate that their proposal is necessary and advisable at this time.

The District's financials and the external comparability evidence, provided by the parties is overwhelming and outweighs, in this Fact-Finder's mind, any arguments made by the District to the contrary. However, that same evidence does justify a slight increase, by the Association members, is warranted.

Fact-Finder's Recommendation:

	Premium Contribution	Annual Deductible
20/21 School Year:	\$70	300/600
21/22 School Year	\$75	300/600
22/23 School Year	\$75	300/600
23/24 School Year	\$75	300/600
24/25 School Year	\$80	400/800

Issue No. 4: Appendix E, Section C, Retirement and Severance Allowance

The Association proposes raising the amount of paid sick leave days upon retirement and also removing the cap for employees who fall in a certain category.

The District propose the current language or status quo/

The Association argues that while this provision is titled Retirement and or Severance Allowance, it is an Unused Sick Leave Allowance. Unused sick leave is a provision which guarantees that the employee will receive a bonus payment for the value of unused sick leave days when employment is severed. It is customary to provide employees whose employment is severed a sum of money in recognition of their past service. Buyout of unused leave days is a way for the employee to leave with a small sum of money to offset unforeseen costs in retirement.

Because the value of a sick leave day is greater if the employee calls off and requires a substitute, the Association believes that increasing the unused sick leave day values is reasonable.

The norm for the comparison districts is to value unused sick leave in a range from Twenty-five (\$25.00) to One hundred (\$100.00) for each unused sick leave day.

Fact-Finder's Recommendation:

Considering this Fact-Finder's General comments above and the fact that the Association members are not substandard in this benefit area when compared to other IU#9 School Districts, this Fact-Finder's recommendation is for the status quo/current language.

Issue No. 5: Appendix E, Section E, Emergency Leave

The District has proposed language which would require employees to produce a medical excuse confirming the date and time of the appointment.

The Association has opposed this proposal and wishes to maintain the current contract language.

The District argues that emergency days are to be used sparingly and only in emergency situations. The District proposal simply asks employees to confirm that these days are being used for their intended purposes.

The Association argues that the current language has not been problematic as to incur this type of medical documentation.

Fact-Finder's Recommendation:

There has not been any evidence to suggest that such a restriction, by the District, is warranted or justified. As such, the District's proposal is not recommended.

The recommendation therefore is the status quo/current language.

Issue No. 6: Appendix E, Section I, Payment for Credits

The District proposes to reduce the maximum number of credits for which a bargaining unit member may be reimbursed from the current limit of 100 credits to a more reasonable 24 credits.

The Association proposes to maintain the current contract language.

The District argues that while it certainly respects any employee who wishes to further their own education beyond that point the District should not be spending thousands of dollars to pay for those endeavors.

The Association argues that tuition reimbursement is a provision which guarantees employees full reimbursement of costs incurred in pursuit of all career training. Rapid and constant societal change mandates that employees be updated on curriculum content, teaching methods and materials, educational philosophy and goals, social change, and other topics related to education. Because the employer and the students are the ultimate beneficiaries of continued training, the Association believes that the current contract provision should remain the same, if not improved.

The Association argues that the District has failed to make one argument or provide one example of how the maximum number of credits is proving to be a problem. It has never shown any numbers or statistics of gross abuse.

Fact-Finder's Recommendation:

The District's proposal is not recommended in absence of sufficient evidence justifying the District's request.

The recommendation therefore is the status quo/current language.

Issue No. 7: Appendix E, Section K, Voluntary Retirement Incentive Provision

The District proposes the elimination of the guaranteed retirement incentive to be offered at the sole discretion of the District.

The Association proposes reinstatement of the retirement incentive in the same biennial manner as in the past Agreements while also increasing the benefit amounts.

The District argues that a retirement incentive is, by definition, an offer of extra payments to incentivize employees to consider retiring before they might otherwise have done so and, in the process, obtain savings to the District. It has a specific targeted objective related to saving money for the District and, from the Association's point of view, reducing the likelihood of involuntary furloughs.

By guaranteeing a retirement "incentive" every other year, employees have no reason to change their retirement plans at all. Rather than incentivizing a change in behavior, the "retirement incentive" under the existing CBA is seen as a foregone conclusion. The routine and scheduled occurrence of the retirement incentive guts the efficacy of the entire program. Employees have little motivation to take the incentive and retire early when they know that they can simply wait another year or two until it has been guaranteed to them again. As a result, rather than benefiting the District, the retirement incentive has actually become a negative for the District, leading to increased costs for retirements across the board.

The Association argues that the current language reflects the exact same offer that the district provided to employees since the early 2000's. It was initially offered as an incentive to save the district money during difficult financial times. Since its initial offer, which was a Memorandum of Understanding, this language has been in the contract and offered multiple times for the contractual duration.

The District benefits from the professional expertise of long-serviced educators. A healthy retirement incentive seems to be an appropriate thank you for the years of dedicated service, especially since their tenured service proves to be longer in duration and effort than all districts in the scope of comparison.

Fact-Finder's Recommendation:

The District, based on the evidence presented, at the Hearing and in its exhibits, has justified a change in the current way the retirement incentive is offered. However, their proposal is too aggressive for this round of negotiations. Although such a retirement incentive should not be taken for granted, it should not be completely dissolved either only then to be offered at the sole discretion of the District.

Additionally, based on this Fact-Finder's general comments, now is not the time to increase any benefit amounts offered through the retirement incentive.

The Fact-Finder's recommendation is that the language in the previous CBA be continued as written with the incentive being offered only in the 21/22 and the 24/25 school years.

DATED: March 3, 2021



Marc A. Winters

2.80%

CAMERON COUNTY
2019-2020
Salary Schedule

Steps		Bachelors	Masters	M	M+15	M+30	PhD
From Top	In-Contract						
17	1	44,844	45,694	46,544	47,694	48,694	50,694
16	2	46,044	46,894	47,744	48,894	49,894	51,894
15	3	47,244	48,094	48,944	50,094	51,094	53,094
14	4	48,444	49,294	50,144	51,294	52,294	54,294
13	5	49,644	50,494	51,344	52,494	53,494	55,494
12	6	50,844	51,694	52,544	53,694	54,694	56,694
11	7	52,044	52,894	53,744	54,894	55,894	57,894
10	8	53,244	54,094	54,944	56,094	57,094	59,094
9	9	54,444	55,294	56,144	57,294	58,294	60,294
8	10	55,644	56,494	57,344	58,494	59,494	61,494
7	11	56,844	57,694	58,544	59,694	60,694	62,694
6	12	58,044	58,894	59,744	60,894	61,894	63,894
5	13	59,244	60,094	60,944	62,094	63,094	65,094
4	14	60,444	61,294	62,144	63,294	64,294	66,294
3	15	61,644	62,494	63,344	64,494	65,494	67,494
2	16	62,844	63,694	64,544	65,694	66,694	68,694
1	17	64,044	64,894	65,744	66,894	67,894	69,894
Top	18	66,329	67,179	68,029	69,179	70,179	72,179

CCEA Matrix
2019-2020

Steps		Bachelors	Masters	M	M+15	M+30	PhD	Total
From Top	In-Contract							
17	1	2	0	1	0	0	0	3
16	2	1	0	0	0	0	0	1
15	3	0	0	0	0	0	0	0
14	4	1	0	0	0	0	0	1
13	5	1	0	0	0	0	0	1
12	6	0	0	0	0	0	0	0
11	7	1	0	3	0	0	0	4
10	8	1	0	0	0	0	0	1
9	9	1	1	0	0	1	0	3
8	10	0	0	1	0	0	0	1
7	11	2	0	0	0	0	0	2
6	12	1	0	0	0	0	0	1
5	13	2	0	1	0	1	0	4
4	14	1	0	1	1	0	0	3
3	15	1	0	0	0	0	0	1
2	16	1	0	0	0	0	0	1
1	17	1	0	1	0	0	0	2
Top	18	10	0	4	1	2	0	17
Total		27	1	12	2	4	0	46

CCEA Schedule Cost
2019-2020

Steps		Bachelors	Masters	M	M+15	M+30	PhD	Total
From Top	In-Contract							
17	1	89,688	0	46,544	0	0	0	136,232
16	2	46,044	0	0	0	0	0	46,044
15	3	0	0	0	0	0	0	0
14	4	48,444	0	0	0	0	0	48,444
13	5	49,644	0	0	0	0	0	49,644
12	6	0	0	0	0	0	0	0
11	7	52,044	0	161,232	0	0	0	213,276
10	8	53,244	0	0	0	0	0	53,244
9	9	54,444	55,294	0	0	58,294	0	168,032
8	10	0	0	57,344	0	0	0	57,344
7	11	113,688	0	0	0	0	0	113,688
6	12	58,044	0	0	0	0	0	58,044
5	13	118,488	0	60,944	0	63,094	0	242,526
4	14	60,444	0	62,144	63,294	0	0	185,882
3	15	61,644	0	0	0	0	0	61,644
2	16	62,844	0	0	0	0	0	62,844
1	17	64,044	0	65,744	0	0	0	129,788
Top	18	663,290	0	272,116	69,179	140,388	0	1,144,943

Total Payroll \$ 2,771,619
Average Payroll \$ 60,253

Average Increase \$ 1,569
 Average Increase % 2.60%
 Incremental Increase \$ 804
 Incremental Increase % 1.33%
 Raise on Scale per column 765
 Column Spreader 0

CAMERON COUNTY
2020-2021

Steps		765	765	765	765	765	765
From Top	In-Contract	Bachelors	Masters	M	M+15	M+30	PhD
17	4	45,609	46,459	47,309	48,459	49,459	51,459
16	2	46,809	47,659	48,509	49,659	50,659	52,659
15	3	48,009	48,859	49,709	50,859	51,859	53,859
14	4	49,209	50,059	50,909	52,059	53,059	55,059
13	5	50,409	51,259	52,109	53,259	54,259	56,259
12	6	51,609	52,459	53,309	54,459	55,459	57,459
11	7	52,809	53,659	54,509	55,659	56,659	58,659
10	8	54,009	54,859	55,709	56,859	57,859	59,859
9	9	55,209	56,059	56,909	58,059	59,059	61,059
8	10	56,409	57,259	58,109	59,259	60,259	62,259
7	11	57,609	58,459	59,309	60,459	61,459	63,459
6	12	58,809	59,659	60,509	61,659	62,659	64,659
5	13	60,009	60,859	61,709	62,859	63,859	65,859
4	14	61,209	62,059	62,909	64,059	65,059	67,059
3	15	62,409	63,259	64,109	65,259	66,259	68,259
2	16	63,609	64,459	65,309	66,459	67,459	69,459
1	17	64,809	65,659	66,509	67,659	68,659	70,659
Top	18	67,094	67,944	68,794	69,944	70,944	72,944

CCEA Matrix
2020-2021

Steps		Bachelors	Masters	M	M+15	M+30	PhD	Total
From Top	In-Contract							
17	4	0	0	0	0	0	0	0
16	2	2	0	1	0	0	0	3
15	3	1	0	0	0	0	0	1
14	4	0	0	0	0	0	0	0
13	5	1	0	0	0	0	0	1
12	6	1	0	0	0	0	0	1
11	7	0	0	0	0	0	0	0
10	8	1	0	3	0	0	0	4
9	9	1	0	0	0	0	0	1
8	10	1	1	0	0	1	0	3
7	11	0	0	1	0	0	0	1
6	12	2	0	0	0	0	0	2
5	13	1	0	0	0	0	0	1
4	14	2	0	1	0	1	0	4
3	15	1	0	1	1	0	0	3
2	16	1	0	0	0	0	0	1
1	17	1	0	0	0	0	0	1
Top	18	11	0	5	1	2	0	19
Total		27	1	12	2	4	0	46

CCEA Schedule Cost
2020-2021

Steps		Bachelors	Masters	M	M+15	M+30	PhD	Total
From Top	In-Contract							
17	4	0	0	0	0	0	0	0
16	2	93,618	0	48,509	0	0	0	142,127
15	3	48,009	0	0	0	0	0	48,009
14	4	0	0	0	0	0	0	0
13	5	50,409	0	0	0	0	0	50,409
12	6	51,609	0	0	0	0	0	51,609
11	7	0	0	0	0	0	0	0
10	8	54,009	0	167,127	0	0	0	221,136
9	9	55,209	0	0	0	0	0	55,209
8	10	56,409	57,259	0	0	60,259	0	173,927
7	11	0	0	59,309	0	0	0	59,309
6	12	117,618	0	0	0	0	0	117,618
5	13	60,009	0	0	0	0	0	60,009
4	14	122,418	0	62,909	0	65,059	0	250,388
3	15	62,409	0	64,109	65,259	0	0	191,777
2	16	63,609	0	0	0	0	0	63,609
1	17	64,809	0	0	0	0	0	64,809
Top	18	738,034	0	343,970	69,944	141,888	0	1,293,836

Total Payroll \$ 2,843,779
 Average Payroll \$ 61,821
 Average Increase \$ 1,569
 Average Increase % 2.60%
 Incremental Increase \$ 804
 Incremental Increase % 1.33%

Average Increase \$ 1,608
 Average Increase % 2.60%
 Incremental Increase \$ 728
 Incremental Increase % 1.18%
 Raise on Scale per column 880
 Column Spreader 0

CAMERON COUNTY
2021-2022

Steps		880	880	880	880	880	880
From Top	In-Contract	Bachelors	Masters	M	M+15	M+30	PhD
17	1	46,489	47,339	48,189	49,339	50,339	52,339
16	2	47,689	48,539	49,389	50,539	51,539	53,539
15	3	48,889	49,739	50,589	51,739	52,739	54,739
14	4	50,089	50,939	51,789	52,939	53,939	55,939
13	5	51,289	52,139	52,989	54,139	55,139	57,139
12	6	52,489	53,339	54,189	55,339	56,339	58,339
11	7	53,689	54,539	55,389	56,539	57,539	59,539
10	8	54,889	55,739	56,589	57,739	58,739	60,739
9	9	56,089	56,939	57,789	58,939	59,939	61,939
8	10	57,289	58,139	58,989	60,139	61,139	63,139
7	11	58,489	59,339	60,189	61,339	62,339	64,339
6	12	59,689	60,539	61,389	62,539	63,539	65,539
5	13	60,889	61,739	62,589	63,739	64,739	66,739
4	14	62,089	62,939	63,789	64,939	65,939	67,939
3	15	63,289	64,139	64,989	66,139	67,139	69,139
2	16	64,489	65,339	66,189	67,339	68,339	70,339
1	17	65,689	66,539	67,389	68,539	69,539	71,539
Top	18	67,974	68,824	69,674	70,824	71,824	73,824

CCEA Matrix
2021-2022

Steps		Bachelors	Masters	M	M+15	M+30	PhD	Total
From Top	In-Contract							
17	1	0	0	0	0	0	0	0
16	2	0	0	0	0	0	0	0
15	3	2	0	1	0	0	0	3
14	4	1	0	0	0	0	0	1
13	5	0	0	0	0	0	0	0
12	6	1	0	0	0	0	0	1
11	7	1	0	0	0	0	0	1
10	8	0	0	0	0	0	0	0
9	9	1	0	3	0	0	0	4
8	10	1	0	0	0	0	0	1
7	11	1	1	0	0	1	0	3
6	12	0	0	1	0	0	0	1
5	13	2	0	0	0	0	0	2
4	14	1	0	0	0	0	0	1
3	15	2	0	1	0	1	0	4
2	16	1	0	1	1	0	0	3
1	17	1	0	0	0	0	0	1
Top	18	12	0	5	1	2	0	20
Total		27	1	12	2	4	0	46

CCEA Schedule Cost
2021-2022

Steps		Bachelors	Masters	M	M+15	M+30	PhD	Total
From Top	In-Contract							
17	1	0	0	0	0	0	0	0
16	2	0	0	0	0	0	0	0
15	3	97,778	0	50,589	0	0	0	148,367
14	4	50,089	0	0	0	0	0	50,089
13	5	0	0	0	0	0	0	0
12	6	52,489	0	0	0	0	0	52,489
11	7	53,689	0	0	0	0	0	53,689
10	8	0	0	0	0	0	0	0
9	9	56,089	0	173,367	0	0	0	229,456
8	10	57,289	0	0	0	0	0	57,289
7	11	58,489	59,339	0	0	62,339	0	180,167
6	12	0	0	61,389	0	0	0	61,389
5	13	121,778	0	0	0	0	0	121,778
4	14	62,089	0	0	0	0	0	62,089
3	15	126,578	0	64,989	0	67,139	0	258,706
2	16	64,489	0	66,189	67,339	0	0	198,017
1	17	65,689	0	0	0	0	0	65,689
Top	18	815,688	0	348,370	70,824	143,648	0	1,378,530

Total Payroll \$ 2,917,744
 Average Payroll \$ 63,429
 Average Increase \$ 1,608
 Average Increase % 2.60%
 Incremental Increase \$ 728
 Incremental Increase % 1.18%

Average Increase \$ 1,652
 Average Increase % 2.60%
 Incremental Increase \$ 702
 Incremental Increase % 1.11%
 Raise on Scale per column 950
 Column Spreader 0

CAMERON COUNTY
2022-2023

Steps		950	950	950	950	950	950
From Top	In-Contract	Bachelors	Masters	M	M+15	M+30	PhD
17	4	47,439	48,289	49,139	50,289	51,289	53,289
16	2	48,639	49,489	50,339	51,489	52,489	54,489
15	3	49,839	50,689	51,539	52,689	53,689	55,689
14	4	51,039	51,889	52,739	53,889	54,889	56,889
13	5	52,239	53,089	53,939	55,089	56,089	58,089
12	6	53,439	54,289	55,139	56,289	57,289	59,289
11	7	54,639	55,489	56,339	57,489	58,489	60,489
10	8	55,839	56,689	57,539	58,689	59,689	61,689
9	9	57,039	57,889	58,739	59,889	60,889	62,889
8	10	58,239	59,089	59,939	61,089	62,089	64,089
7	11	59,439	60,289	61,139	62,289	63,289	65,289
6	12	60,639	61,489	62,339	63,489	64,489	66,489
5	13	61,839	62,689	63,539	64,689	65,689	67,689
4	14	63,039	63,889	64,739	65,889	66,889	68,889
3	15	64,239	65,089	65,939	67,089	68,089	70,089
2	16	65,439	66,289	67,139	68,289	69,289	71,289
1	17	66,639	67,489	68,339	69,489	70,489	72,489
Top	18	68,924	69,774	70,624	71,774	72,774	74,774

CCEA Matrix
2022-2023

Steps		Bachelors	Masters	M	M+15	M+30	PhD	Total
From Top	In-Contract							
17	4	0	0	0	0	0	0	0
16	2	0	0	0	0	0	0	0
15	3	0	0	0	0	0	0	0
14	4	2	0	1	0	0	0	3
13	5	1	0	0	0	0	0	1
12	6	0	0	0	0	0	0	0
11	7	1	0	0	0	0	0	1
10	8	1	0	0	0	0	0	1
9	9	0	0	0	0	0	0	0
8	10	1	0	3	0	0	0	4
7	11	1	0	0	0	0	0	1
6	12	1	1	0	0	1	0	3
5	13	0	0	1	0	0	0	1
4	14	2	0	0	0	0	0	2
3	15	1	0	0	0	0	0	1
2	16	2	0	1	0	1	0	4
1	17	1	0	1	1	0	0	3
Top	18	13	0	5	1	2	0	21
Total		27	1	12	2	4	0	46

CCEA Schedule Cost
2022-2023

Steps		Bachelors	Masters	M	M+15	M+30	PhD	Total
From Top	In-Contract							
17	4	0	0	0	0	0	0	0
16	2	0	0	0	0	0	0	0
15	3	0	0	0	0	0	0	0
14	4	102,078	0	52,739	0	0	0	154,817
13	5	52,239	0	0	0	0	0	52,239
12	6	0	0	0	0	0	0	0
11	7	54,639	0	0	0	0	0	54,639
10	8	55,839	0	0	0	0	0	55,839
9	9	0	0	0	0	0	0	0
8	10	58,239	0	179,817	0	0	0	238,056
7	11	59,439	0	0	0	0	0	59,439
6	12	60,639	61,489	0	0	64,489	0	186,617
5	13	0	0	63,539	0	0	0	63,539
4	14	126,078	0	0	0	0	0	126,078
3	15	64,239	0	0	0	0	0	64,239
2	16	130,878	0	67,139	0	69,289	0	267,306
1	17	66,639	0	68,339	69,489	0	0	204,467
Top	18	896,012	0	353,120	71,774	145,548	0	1,466,454

Total Payroll \$ 2,993,729
 Average Payroll \$ 65,081
 Average Increase \$ 1,652
 Average Increase % 2.60%
 Incremental Increase \$ 702
 Incremental Increase % 1.11%

Average Increase \$ 1,693
 Average Increase % 2.60%
 Incremental Increase \$ 723
 Incremental Increase % 1.11%
 Raise on Scale per column 970
 Column Spreader 0

CAMERON COUNTY
2023-2024

Steps		970	970	970	970	970	970
From Top	In-Contract	Bachelors	Masters	M	M+15	M+30	PhD
17	1	48,409	49,259	50,109	51,259	52,259	54,259
16	2	49,609	50,459	51,309	52,459	53,459	55,459
15	3	50,809	51,659	52,509	53,659	54,659	56,659
14	4	52,009	52,859	53,709	54,859	55,859	57,859
13	5	53,209	54,059	54,909	56,059	57,059	59,059
12	6	54,409	55,259	56,109	57,259	58,259	60,259
11	7	55,609	56,459	57,309	58,459	59,459	61,459
10	8	56,809	57,659	58,509	59,659	60,659	62,659
9	9	58,009	58,859	59,709	60,859	61,859	63,859
8	10	59,209	60,059	60,909	62,059	63,059	65,059
7	11	60,409	61,259	62,109	63,259	64,259	66,259
6	12	61,609	62,459	63,309	64,459	65,459	67,459
5	13	62,809	63,659	64,509	65,659	66,659	68,659
4	14	64,009	64,859	65,709	66,859	67,859	69,859
3	15	65,209	66,059	66,909	68,059	69,059	71,059
2	16	66,409	67,259	68,109	69,259	70,259	72,259
1	17	67,609	68,459	69,309	70,459	71,459	73,459
Top	18	69,894	70,744	71,594	72,744	73,744	75,744

CCEA Matrix
2023-2024

Steps		Bachelors	Masters	M	M+15	M+30	PhD	Total
From Top	In-Contract							
17	1	0	0	0	0	0	0	0
16	2	0	0	0	0	0	0	0
15	3	0	0	0	0	0	0	0
14	4	0	0	0	0	0	0	0
13	5	2	0	1	0	0	0	3
12	6	1	0	0	0	0	0	1
11	7	0	0	0	0	0	0	0
10	8	1	0	0	0	0	0	1
9	9	1	0	0	0	0	0	1
8	10	0	0	0	0	0	0	0
7	11	1	0	3	0	0	0	4
6	12	1	0	0	0	0	0	1
5	13	1	1	0	0	1	0	3
4	14	0	0	1	0	0	0	1
3	15	2	0	0	0	0	0	2
2	16	1	0	0	0	0	0	1
1	17	2	0	1	0	1	0	4
Top	18	14	0	6	2	2	0	24
Total		27	1	12	2	4	0	46

CCEA Schedule Cost
2023-2024

Steps		Bachelors	Masters	M	M+15	M+30	PhD	Total
From Top	In-Contract							
17	1	0	0	0	0	0	0	0
16	2	0	0	0	0	0	0	0
15	3	0	0	0	0	0	0	0
14	4	0	0	0	0	0	0	0
13	5	106,418	0	54,909	0	0	0	161,327
12	6	54,409	0	0	0	0	0	54,409
11	7	0	0	0	0	0	0	0
10	8	56,809	0	0	0	0	0	56,809
9	9	58,009	0	0	0	0	0	58,009
8	10	0	0	0	0	0	0	0
7	11	60,409	0	186,327	0	0	0	246,736
6	12	61,609	0	0	0	0	0	61,609
5	13	62,809	63,659	0	0	66,659	0	193,127
4	14	0	0	65,709	0	0	0	65,709
3	15	130,418	0	0	0	0	0	130,418
2	16	66,409	0	0	0	0	0	66,409
1	17	135,218	0	69,309	0	71,459	0	275,986
Top	18	978,516	0	429,564	145,488	147,488	0	1,701,056

Total Payroll \$ 3,071,604
 Average Payroll \$ 66,774
 Average Increase \$ 1,693
 Average Increase % 2.60%
 Incremental Increase \$ 723
 Incremental Increase % 1.11%

Average Increase \$ 1,738
 Average Increase % 2.60%
 Incremental Increase \$ 668
 Incremental Increase % 1.00%
 Raise on Scale per column 1,070
 Column Spreader 0

CAMERON COUNTY
2024-2025

Steps		1,070	1,070	1,070	1,070	1,070	1,070
From Top	In-Contract	Bachelors	Masters	M	M+15	M+30	PhD
17	4	49,479	50,329	51,179	52,329	53,329	55,329
16	2	50,679	51,529	52,379	53,529	54,529	56,529
15	3	51,879	52,729	53,579	54,729	55,729	57,729
14	4	53,079	53,929	54,779	55,929	56,929	58,929
13	5	54,279	55,129	55,979	57,129	58,129	60,129
12	6	55,479	56,329	57,179	58,329	59,329	61,329
11	7	56,679	57,529	58,379	59,529	60,529	62,529
10	8	57,879	58,729	59,579	60,729	61,729	63,729
9	9	59,079	59,929	60,779	61,929	62,929	64,929
8	10	60,279	61,129	61,979	63,129	64,129	66,129
7	11	61,479	62,329	63,179	64,329	65,329	67,329
6	12	62,679	63,529	64,379	65,529	66,529	68,529
5	13	63,879	64,729	65,579	66,729	67,729	69,729
4	14	65,079	65,929	66,779	67,929	68,929	70,929
3	15	66,279	67,129	67,979	69,129	70,129	72,129
2	16	67,479	68,329	69,179	70,329	71,329	73,329
1	17	68,679	69,529	70,379	71,529	72,529	74,529
Top	18	70,964	71,814	72,664	73,814	74,814	76,814

CCEA Matrix
2024-2025

Steps		Bachelors	Masters	M	M+15	M+30	PhD	Total
From Top	In-Contract							
17	4	0	0	0	0	0	0	0
16	2	0	0	0	0	0	0	0
15	3	0	0	0	0	0	0	0
14	4	0	0	0	0	0	0	0
13	5	0	0	0	0	0	0	0
12	6	2	0	1	0	0	0	3
11	7	1	0	0	0	0	0	1
10	8	0	0	0	0	0	0	0
9	9	1	0	0	0	0	0	1
8	10	1	0	0	0	0	0	1
7	11	0	0	0	0	0	0	0
6	12	1	0	3	0	0	0	4
5	13	1	0	0	0	0	0	1
4	14	1	1	0	0	1	0	3
3	15	0	0	1	0	0	0	1
2	16	2	0	0	0	0	0	2
1	17	1	0	0	0	0	0	1
Top	18	16	0	7	2	3	0	28
Total		27	1	12	2	4	0	46

CCEA Schedule Cost
2024-2025

Steps		Bachelors	Masters	M	M+15	M+30	PhD	Total
From Top	In-Contract							
17	4	0	0	0	0	0	0	0
16	2	0	0	0	0	0	0	0
15	3	0	0	0	0	0	0	0
14	4	0	0	0	0	0	0	0
13	5	0	0	0	0	0	0	0
12	6	110,958	0	57,179	0	0	0	168,137
11	7	56,679	0	0	0	0	0	56,679
10	8	0	0	0	0	0	0	0
9	9	59,079	0	0	0	0	0	59,079
8	10	60,279	0	0	0	0	0	60,279
7	11	0	0	0	0	0	0	0
6	12	62,679	0	193,137	0	0	0	255,816
5	13	63,879	0	0	0	0	0	63,879
4	14	65,079	65,929	0	0	68,929	0	199,937
3	15	0	0	67,979	0	0	0	67,979
2	16	134,958	0	0	0	0	0	134,958
1	17	68,679	0	0	0	0	0	68,679
Top	18	1,135,424	0	508,648	147,628	224,442	0	2,016,142

Total Payroll \$ 3,151,584
 Average Payroll \$ 68,512
 Average Increase \$ 1,738
 Average Increase % 2.60%
 Incremental Increase \$ 668
 Incremental Increase % 1.00%