

South Butler County School District  
Negotiations Update  
October 20, 2017

To provide the public with accurate information regarding the status and progress of the negotiations with the South Butler County Education Association (PSEA/NEA), the Board is posting this Negotiations Update, which summarizes the Board's efforts to reach a new Collective Bargaining Agreement ("CBA" or "Agreement") with the District's teachers.

- The parties held a bargaining session on Thursday, October 19, 2017. The bargaining session began at 6:00 p.m. and concluded shortly after 8:00 p.m.
- The bargaining session began with the teachers providing the Board members with a revised School Day proposal. A copy of the teachers' proposal is included below. Pursuant to their proposal, if the Board wants to add one (1) hour of additional in-service time to the in-service days, the Board would be required to eliminate one (1) in-service day. For each additional hour, the Board would be required to eliminate another in-service day.
- The Board members rejected the teachers' School Day proposal and provided the teachers with a 4-issue proposal. A copy of the Board's 4-issue proposal is included below. Under the Board's 4-issue proposal, the Board offered to increase both instructional and non-instructional supplemental wages by 3.0%, each year, if the teachers agreed to the School Day and Compensation for Postgraduate Work (tuition reimbursement) proposals. The teachers rejected the Board's proposal.
- There was no progress made regarding the term of the agreement, wages, health care and post-employment health care benefits. The teachers are still seeking:
  - A seven (7) year contract with wages increases fully retroactive back to July 1, 2014.
  - Wage increases in excess of:

2.5% in 2014-2015	4.0% in 2018-2019
3.75% in 2015-2016	3.9% in 2019-2020; and,
3.85% in 2016-2017	3.85% in 2020-2021.
4.0% in 2017-2018	
  - Guaranteed post-employment health and dental benefits for eight (8) year of husband and wife coverage, or twelve (12) years of individual coverage.

- No changes to the current health care plan through June 30, 2018. The current health care plan has been in place since July 1, 2010. Elimination of the current monthly premiums of \$40/month for individual and \$50/month for family health care which have not increased since July 1, 2013. Elimination of all co-pays. HSA accounts that will allow employees to use district funding first for health care expenses before employees incur any out of pocket expenses for their health care (up to \$650 for individual and \$1300 for family coverage).
- Continued restrictions on the district's administrative ability to schedule the 7 hours and 30-minute work day for instructional time
- Continued tuition reimbursement at the current levels.
- The next bargaining session is scheduled for Thursday, October 26, 2017 at 6:00 p.m.

**SBCEA Proposal**  
**October 19, 2017**

Section 11  
**SCHOOL DAY**

~~Effective July 1, 2010, t~~The school day shall consist of seven (7) hours and thirty (30) minutes which time shall be consecutive and shall commence with the time a professional employee is required to first report to work and shall include a duty-free lunch of not less than thirty (30) minutes. **The number of class periods shall not exceed eight (8), however the and length of class periods during the school day shall be as determined by the Board.** ~~The additional ten minutes added to the 2008-2014 contract will only be used for supervision of students before the first period and/or after the last period of the day and the number and length of class periods will not be changed by using the additional 10 minutes.~~

An in-service day shall consist of five (5) hours excluding one hour for lunch.

**\* Increase of time on In-Service Days shall be exchanged for a reduction in School Year (Section 10) - For example, if the District wants to increase the In-Service day by one hour, the number of In-Service days will be reduced to 6 for 186 total days, if two hours are added, then the Days shall be reduced 185.**

~~Early dismissals to the school day, as noted in Section 74 - Open House - of this agreement, shall occur on the last instructional day before the Christmas holiday and on the last instructional day of the school year in exchange for the professional employee's participation in an open house program.~~

# South Butler County School District

## Board 4-issue Proposal October 19, 2017

This Board 4-issue Proposal is a limited Proposal intended to address all outstanding issues, except for issues related to salary schedules, health care and post-employment health care coverage.

If the teachers agree to the Board's proposals regarding Section 66 – Compensation for Postgraduate Work; and, Section 11 – School Day; as detailed below, the Board agrees to 3.0% increases to the instruction and non-instruction related supplemental wages, as indicated below. As part of the 4-issue Proposal, the Board is proposing to implement these changes, effective October 19, 2017, along with all other signed tentative agreements while the parties continue to negotiate the remaining issues related to salary schedules, health care and post-employment health care coverage.

### 1. **Section 11 – School Day:**

Effective July 1, 2010, the school day shall consist of seven (7) hours and thirty (30) minutes which time shall be consecutive and shall commence with the time a professional employee is required to first report to work and shall include a duty-free lunch of not less than thirty (30) minutes. The number and length of class periods during the school day shall be as determined by the Board. ~~The additional ten minutes added to the 2008-2014 contract will only be used for supervision of students before the first period and/or after the last period of the day and the number and length of class periods will not be changed by using the additional 10 minutes.~~ All Act 80 and in-service days shall consist of seven hours and thirty (30) minutes, excluding a thirty (30) minutes for lunch.

~~An in-service day shall consist of five (5) hours, excluding one hour for lunch.~~

Early dismissals to the school day, as noted in Section 74 – Open House - of this agreement, shall occur on the last instructional day before the Christmas holiday and on the last instructional day of the school year in exchange for the professional employee's participation in an open house program.

### 2. **Section 66 – Compensation for Postgraduate Work:**

A. The School Board will provide compensation for postgraduate credits earned prior to June 30, 1984, as follows:

1. A salary adjustment of \$10.00 per year shall be made for each graduate degree credit, or credit toward certification earned by a member of the professional staff of the South Butler County School District, provided prior approval had been given by the Superintendent of the nature and source of the credits and their relevance to the needs of the School District.
2. Adjustments will be made annually in September of each year for approved credits earned during the previous year. Exception: Fifteen (15) months prior to September 1978, but annual thereafter. This payment will be made up to a maximum of thirty (30) credits for holders of the Bachelor's Degree and up to thirty (30) credits for holders of the Master's Degree. Generally, six (6) credits per school term (September-June) shall be considered maximum in the best interest of classroom performance.

B. The School Board will provide compensation for post-graduate credits earned after June 30, 1984, as follows:

1. For each approved credit so earned by a member of the professional staff of the South Butler County School District, the District shall reimburse the professional employee for ~~the~~ a maximum of six (6) credits obtained each school year at the lesser of (i) the cost of the credits as evidenced by a receipt from the educational institution; or (ii) the then prevailing credit rate charged by the University of Pittsburgh Pennsylvania State System of Higher Education for its State Universities.
2. Payments to professional employees will be made upon completion of the course following presentation of the transcript and receipt for the credits to the Superintendent.
3. "Approved credits" shall refer to graduate degree credits or credits toward certification which have been approved by the Superintendent to the nature and source of the credits and their relevance to the needs of the South Butler County School District. "Approved credits" means those courses for which an employee has received a grade of "B" or better for traditionally graded courses and a grade of "Passing" for pass/fail graded courses. This term shall also mean only those courses which are completed at an accredited institution of the Pennsylvania Department of Education or offered directly by the Pennsylvania Department of Education for credit.
4. Upon recommendation of the Superintendent, the Board will give consideration to reimbursement for the successful completion of those pre-approved courses taken for the purpose of enrichment and not necessarily in pursuit of a degree. The amount and extent of reimbursement in these instances shall be contingent on the nature of the course taken and their significance to the educational preparation of the professional employee.
5. During any one school semester (September-January) (January-June), a limitation of ~~six (6)~~ three (3) credits shall be considered the maximum in the best interests of classroom performance. The Superintendent shall have the discretion to allow more than three (3) credits during any school semester and/or six (6) credits to be taken during any school year.
6. An employee who receives reimbursement credit costs for graduate level courses taken beyond the earned Master's Degree will be expected to remain in the South Butler County School District for ~~three (3)~~ five (5) years following the receipt of reimbursement. If an employee voluntarily terminates his/her employment with the District, he/she will return to the District the all monies paid for tuition reimbursement within sixty (60) months of the employee's last day of employment with the District according to the following schedule: 1<sup>st</sup> Year - 75%; 2<sup>nd</sup> Year - 50%; 3<sup>rd</sup> Year - 25%.

The District will waive the reimbursement requirement set forth in ~~article six (6)~~ Paragraph 6, above for any employee who ~~terminates employment from the District to become an annuitant under the Pennsylvania School Employees Retirement System, or who~~ terminates employment as a result of death or disability.

**3. Section 10.5 – Mentor Teachers; Section 64 – Department Chairperson and Elementary Grade Level Facilitator; Section 67 – Compensation for After School Instructional Duties; Section 72 – Department Chairpersons' and Grade Level Facilitators' Salaries; and, Appendix E – After School Instructional Duties:**

School Year	Increase
2014-2015	Status Quo – No increase.
2015-2016	Status Quo – No increase.
2016-2017	Status Quo – No increase.
2017-2018	3.0% *Effective October 19, 2017.
2018-2019	3.0%

**4. Section 13 – After School Assigned Co-Curricular Duties and Intramural Activities; Section 71 – Co-curricular Salaries; Appendix A – After School Assigned Co-curricular Duties; and, Appendix F – Co-Curricular Salaries:**

School Year	Increase
2014-2015	Status Quo – No increase.
2015-2016	Status Quo – No increase.
2016-2017	Status Quo – No increase.
2017-2018	3.0% *Effective October 19, 2017
2018-2019	3.0%