

**Susquehanna Community School District “Early Bird” Contract Proposal
to the Susquehanna Community Education Association
for the Contract Period July 1, 2020 to June 30, 2025**

Presented to Mr. Lawrence Tompkins, SCEA President, on September 19, 2019

The proposals set forth herein are exclusively offered for the sole purpose of forming an “Early Bird” contract with the SCEA. The said proposals shall neither serve as the basis for nor be binding upon formal collective bargaining negotiations between the parties.

The Susquehanna Community School District shall make this “Early Bird” Contract Proposal public via the SCSD website on October 4, 2019, fifteen (15) calendar days after receipt of the proposal by the Susquehanna Community Education Association.

The Board of Education requests a statement of acceptance or rejection within fourteen (14) calendar days after receipt of the proposal by the Susquehanna Community Education Association.

In the event that the Susquehanna Community Education Association rejects the “Early Bird” Contract Proposal, the Susquehanna Community School District proposes that the start of formal negotiations begin in October 2019.

Bronson Stone, SCSD

Date

Lawrence Tompkins, SCEA

Date

SCSD Early Bird Contract Proposal to SCEA
9/19/19

Whereas the Susquehanna Community School District (SCSD) desires to propose an “Early Bird” Agreement to the Susquehanna Community Education Association (SCEA) and to reach an agreement on a new Collective Bargaining Agreement (CBA) prior to the start of formal negotiations; and

Whereas the Susquehanna Community School District has the highest aggregate poverty level and the highest aide ratios of any other school district in Susquehanna County; and

Whereas the Susquehanna Community School District’s Basic Education Subsidy increase percentage has been negatively impacted by the implementation of the Fair Funding Formula; and

Whereas the US Inflation Index five year average is under 2%:

Year	Inflation Rate
2015	.7
2016	2.1
2017	2.1
2018	1.9
2019	1.7 (current); and

Whereas the Susquehanna Community School District has reduced staff and deficit spent annually to produce balanced budgets three of the last four fiscal years; and

Whereas between 2015/2016 and 2017/2018 PSERS **unreimbursed** costs to the Susquehanna Community School District have increased by \$139,579.00 (total increase was \$451,379); and

Whereas at the September 18, 2019 meeting of the Board of Education, the Susquehanna Community School District Board of Education allocated approximately \$2,000,000.00 of the district’s fund balance to capital improvement projects that will begin in June of 2020; and

Whereas the current CBA with the Susquehanna Community Education Association contains a number of steps that is not comparable to the number of steps in other CBAs in school districts in Susquehanna County:

District	Contract Steps
District A	15
District B	15
District C	13
District D	17
District E	19
Susquehanna Comm.	11
County Average:	15; and

Whereas the 2019/2020 starting salaries in the CBA with the Susquehanna Community Education Association are significantly higher than in any other Susquehanna County school district:

2019/2020 SUSQ. COUNTY CBA Starting Salary	
District	Salary
District A	\$43,260
District B	\$45,132
District C	\$45,428
District D	\$47,000
District E	\$50,541
Susquehanna Comm.	\$56,059
County Average:	\$47,903; and

*Whereas for the 2020/2021 school year, 53 of the 66 Susquehanna Community Education Association members will be at "TOP STEP" and starting salaries **do not** impact any current Susquehanna Community Education Association member; and

Whereas for the 2019/2020 school year, Susquehanna Community School District average CBA salaries are the highest in Susquehanna County by 9% and exceed the county average by 16%:

DISTRICT	Average Salary 2019/2020
District A	\$60,465.78 (87 CBA members / \$5,260,522.86)
District B	\$66,706 (85 CBA members / \$5,670,080)
District C	\$70,146 (125 CBA members / \$8,768,250)
District D	\$70,598.66 (117 CBA members/ \$8,260,043)
District E	\$65,694 (74.8 CBA members/ \$4,913,964);
Susq. Comm.	\$77,116.74 (66 CBA members / \$5,089,704.84)
County Average:	\$68,454.53; and

Whereas the salary schedules in the CBA with the Susquehanna Community Education Association resulted in raises that averaged 33% per member during the Contract Period of 2009/2010 - 2014/2015; and

Whereas the current salary schedules in the CBA with the Susquehanna Community Education Association continue to result in excessive raises, as evidenced by 39% of Susquehanna Community Education Association members who were employees during the 2014/2015 school year and are still currently employed (82% of all SCEA members) received raises over 20% during the current five-year contract;

The Susquehanna Community S.D. Board of Education proposes the following:

STARTING SALARY: District starting salary for a new employee with a Bachelor's Degree will be as follows:

2020/2021:	\$52,300
2021/2022:	\$52,600
2022/2023:	\$52,900
2023/2024:	\$53,200
2024/2025:	\$53,500

-If the new employee possesses a Master's Degree when hired, he/she will receive \$3,000 more than the Bachelor's Starting Salary.

-When an employee hired after July 1, 2020 earns a Master's Degree, his/her salary will be increased by \$3,000.

-If a current employee is between the Bachelor's Level and the Master's Level at the start of the contract, the new employee will receive an increase of \$1,500 when he/she receives his/her Master's Degree.

SALARIES: Raises during the contract shall be per employee per year based upon the following schedule:

CBA Member's 19/20 Salary + 1.5% =	20/21 Salary
CBA Member's 20/21 Salary + 1.5% =	21/22 Salary
CBA Member's 21/22 Salary + 1.5% =	22/23 Salary
CBA Member's 22/23 Salary + 1.5% =	23/24 Salary
CBA Member's 23/24 Salary + 1.5% =	24/25 Salary

SCHEDULE B STIPENDS: Stipends for Schedule B positions will increase by 1% per year for each year of the contract.

Whereas the cost of employee health care plans has increased by 18.64% since the 2015/2016 school year;

The Susquehanna Community S.D. Board of Education proposes the following:

Health Care: No Increase in Co-Pays

No Increase in Deductibles

No Increase in Premium Share until 2022/2023. In 2022/2023, the increase would be \$250 for a single plan and \$500 for all other plans. Premium shares would be a total of \$750 for a single plan and \$1,700 for all other plans beginning July 1, 2022.

*If at any time the cost of the health care plans exceeds the ACA maximum limits, the district shall have the right to change the plans by increasing the employee deductible level and/or co-pays to bring the cost of the plan to the closest level below the ACA maximum limit to avoid the ACA excise tax. Any change to the health care plan will be presented to the SCEA prior to its implementation.

Whereas the average CBA member who retires under the current CBA costs the school district approximately \$100,000.00 in post retirement 403B contributions and health care insurance costs; and

Whereas retiree health care utilization rates have a negative impact on district health care rates; and

Whereas excessive employee utilization of sick and personal days is not conducive to an effective educational program for students;

The Susquehanna Community S.D. Board of Education proposes the following:

Retirement Benefit:

District will **not** provide a percentage of salary retirement incentive, direct payment for unused sick or personal days or post-retirement health care insurance. The district will provide a retirement benefit for those individuals who officially retire through PSERS and have:

- at least 15 years of service **with the school district** and reach min. age 55;
- at least 21 years of service **with the school district** and reach min. age 53; or
- at least 26 years of service **with the school district** and reach min. age 50.

The district will place a fixed amount, one-fifth per year over a five year period, into a 403B for the retiree, who officially retires through PSERS, to use, if he/she so chooses, to purchase health insurance according to the following schedule:

Years of District Service (15-25)	_____	X 2.00 =	_____	% of final year's salary
Years of District Service (26-30)	_____	X 2.20 =	_____	% of final year's salary
Years of District Service (31+)	_____	X 1.95 =	_____	% of final year's salary
+ Unused Sick Day % addition			_____	% using chart
=Total % of final "professional" salary put into 403B			_____	%

26-45 Unused Sick Days = 4.0%	126-145	=14%
46-65 = 6.0%	146-165	=16%
66-85 = 8.0%	166+	=18%
86-105 = 10.0%		
106-125 = 12.0%		

Attendance:

After an employee uses 10 (ten) total sick days in a school year, every future sick day taken in the school year will require a medical excuse submitted **the day** the employee returns to work. Any sick leave longer than two consecutive work days shall also require a medical excuse. Failure to provide the medical excuse, under the above circumstances, will result in the employee not receiving compensation for the "sick day."

Class Coverage:

Teachers shall be paid \$20 to cover a class if the class or portion of the class required to be covered does not allow the teacher to have **200 total minutes of duty free planning time** during a regular five day school week. Planning time shall include all time between 8:00 AM and 3:25 PM when a teacher is not teaching, assigned to the supervision of students or on their duty free lunch period.

Compensation time will not be issued for class coverages.

All Other Contract Elements Remain the Same

***Error Correction - 52 of 66 (10/15/19)**