

Teacher's contract summary:

**This document is intended to provide a summary of changes – full contract should be referenced for details

1. Raises:
 - a. 17/18: 2.6% (paid forward starting 4/1/18)
 - b. 18/19: 2.6%
 - c. 19/20: 2.8%
 - d. 20/21: 3.0%
2. Healthcare:
 - a. Plan Choices:
 - i. Geisinger HMO HRA or Highmark HMO HRA w/ \$250/500/750 deductible for single, employee + 1, family or Highmark HRA PPO with same deductible structure (employee pays difference between this plan and the higher of the Geisinger or Highmark plans. After current May '18 open enrollment, no additional employees allowed into this plan)
 - b. Premium Share:
 - i. 18/19 – no change in cost share – 1% of salary or 4% of premium whichever is lower
 - ii. 19/20 = 4% cost share
 - iii. 20/21 = 4% cost share with cap of 12% increase cap over previous year
 - c. Retirees over the term of this contract have same choice of plans
3. Other:
 - a. Tied tuition reimbursement going forward to the PASSHE rates for graduate in-state credits (will then change yearly as PA public school rates change) – currently \$500 per credit up from \$450 per credit
 - b. Column movement: up to three movements per year and clarified course type for column movement to those accepted as part of a graduate program (obtaining a graduate degree not required)
 - c. Open positions language clarified to allow positions to be filled by Superintendent with criteria including certification and seniority
 - d. Raised the number of personal days an employee can take a year from 4 to 5 a year and raised total number of personal days per building with grade realignment starting in 18/19 school year
 - e. Raised after school tutoring pay to \$28 and after school supervision to \$14 / hr (starting 4/1)
 - f. Raised sick day payout to \$100 per day on retirement from \$80 per day
 - g. Raised superannuation payout to \$100 per year on retirement
 - h. Raised extracurricular salaries to same as professional staff (starting 7/1/18)
 - i. Coverage prep language clarified per 6/7/17 MOU
 - j. Sick bank – language changes to remove administration involvement in the decisions and all maintained by Association going forward
4. Offer is contingent on ratification of the Association by Thursday, May 17th to allow movement of employees from current healthcare to the new plans starting 7/1/18.

