

Neshaminy School District

Summary of Fact-Finding Report – Recommendations

Approved by both NFT and Neshaminy Board of School Directors

A. Wages

2016-17	+ 0.25% plus step movement;
2017-18	+0.50% plus step movement;
2018-19	step movement only.

B. Step Movement

Appendix A. The following language replaces the language in Appendix A. “Vertical step and horizontal step movement for those eligible will be permitted for each year of the CBA. Members must submit proof of earned appropriate graduate credits for purposes of horizontal movement no later than October 15 of each year of the CBA. Compensation in accordance with the adjustment will be paid retroactively.”

C. Insurance Benefits

Premium contributions increase to 17% in second year of the CBA and to 18% in the third year of the CBA.

D. Stipends/Hourly Rates

Co-curricular stipends; high school intramurals; middle school intramurals; homebound instructors’ hourly rate; department head/lead teacher stipends; hourly rate for curriculum workshops; hourly rate for elementary summer school academy, secondary summary school, and other summer academic camps; nurses’ hourly rate for additional time:

2016-17	+ 1.7%
2017-18	0.0%
2018-19	+ 1.7%

E. Tuition Reimbursement

The rate will increase \$10 each year, so that the maximum reimbursement for 2016-17 will be \$300, in 2017-18 it will be \$310 and in 2018-19 it will be \$320.

F. Language Changes

5-1.2. Change the time for filing a grievance from a twenty (20) working day period to thirty (30) calendar days.

6-1.2. Clarifying language. “There will be a twelve (12) step salary schedule for all employees during the course of the Agreement.”

6-4. Add. “Courses offered by third party vendors for others including, but not limited to, David Hall, Bob Randall Associates, Regional Training Center, Thom Stecher and Associates, and Canter and Associates, will not be approved, beginning in the second year of the CBA.”

8-1.2. Replace “Blue Cross Personal Choice 20/30/70 plan” with “plans offered by the Consortium” and delete the “base medical plan.”

8-1.2(a). Add new language protecting the district in the event of an excise tax related to health benefit plan costs.

8-1.3. Delete this section – obsolete language because the identified health plans do not exist.

8-1.4. Replace first two sentences with “The Open Choice 2 Plan or its equivalent will be designated as the base plan. Open Choice 1 or its equivalent is designates as the buy-up plan.” Replace in third sentence “a buy-up plan” with “the buy-up plan.”

8-5. “The Plan shall include mandatory maintenance drugs mail order at ninety (90) day copay of \$20/\$50/\$60.”

8-6. Add. “Employees will contribute the same percentage of the monthly premium towards their vision coverage by payroll deduction as they contribute towards the health insurance plan by payroll deduction.”

10-10.4. This section is deleted effective the third year of the CBA. (requirement for the district to inform affected Employees about changes in state laws and certification requirements.)

10-11.1. Add “grandchild” to the definition of immediate family in section.

10-11.2. Personal days will increase to three (3) days beginning in the 2018-19 CBA.

10-28.4. Add: “On the third and all subsequent occurrences during the same school year – one-half (1/2) day credit to accrued sick leave of affected teacher, beginning in the third year of the CBA.”

10-28.4. Add: “Adjustments to sick leave bank will be reflected in the Employee Access Center and will be credited to accrued sick leave in the first paycheck of the following school year.”

14-1. The term of this Agreement shall be deemed to have commenced as of July 1, 2016, and shall be continue in full force and effect up to and including June 30, 2019.

Appendix B. In the second bullet point under “Approved Activities,” change “Special Education Teachers” to “Certified Staff” and add “and GIEPs.” On the intervals, change the grid to these ratios (deleting the separate grid for GIEP):

3 IEP/10 GIEP drafts	Half-Day (1/2)
6 IEP/26 GIEP drafts	One Day (1)
9 IEP/44 GIEP drafts	One and One-Half-Day (1 1/2)
12+ IEP/56 GIEP drafts	Two Days (2)

And, under “Other Qualifying Activities” remove the word “Elementary” form the kinds of school conferences and add the activity “moving within a building due to construction/renovation.”

Appendix D. Delete the category of Pre-First.

NOTE: “Unless changes are agreed upon, the provisions of the just expired CBA remain.”