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Neshaminy School District

Administrative Offices • 2250 Langhorne-Yardley Road • Langhorne, PA 19047

PRESS RELEASE

Neshaminy School Board to Consider Support Staff Agreement

January 12, 2023

FOR IMMEDIATE RELEASE

The Neshaminy School Board will consider a tentative five-year agreement with the Neshaminy Educational Support Professional Association (NESPA) at their January 24, 2023 Board Public Meeting. The agreement was approved by the NESPA membership at a meeting on Friday, January 6, 2023.

The previous contract expired on June 30, 2022. If approved, the new contract would become retroactively effective from July 1, 2022, and expire on June 30, 2027.

The agreement covers roughly 500 Neshaminy positions such as instructional, hallway, playground and cafeteria aides; bus drivers; food service workers; custodians; maintenance and grounds; technology services and clerical staff.

A summary of contract details and costs can be found attached to this press release.

Neshaminy School District / NESPA

TENTATIVE 2022-2027 CONTRACT SUMMARY

- This five-year agreement begins retroactively from July 1, 2022, through June 30 2027.
- The District reserves the right to outsource 140 positions (as compared to 98 in the previous agreement). There are no restrictions as to what the positions can be outsourced.
- All full-time employees are eligible for medical, prescription and dental insurance upon being hired.
- There is no longer a four-year waiting period for 100% of benefits, including sick days, personal days, holidays, and vacation days.
- Health insurance plans offered under this agreement are as follows:

Medical Plans	Employee Medical	Dependent Medical	Prescription Plan (Must take with Medical)	Employee Prescription	Dependent Prescription
2022-2025 Effective retroactively to July 1, 2022					
KPOS 15/25/250	14%	20%	15/25/40/100	18%	20%
PC 20/40/350	Buy-up	Buy-up	15/25/40/100	18%	20%
PPO - annual employer contribution to HSA \$500/\$1000	Buy-down	Buy-down	15/25/40/100	18%	20%
2025-2027					
KPOS 15/25/250	15%	21%	15/25/40/100	19%	21%
PC 20/40/350	Buy-up	Buy-up	15/25/40/100	19%	21%
PPO - annual employer contribution to HSA \$500/\$1000	Buy-down	Buy-down	15/25/40/100	19%	21%

Spousal coverage will be provided only to a spouse who shows certification annually that he or she is not entitled to coverage elsewhere. If a spouse is not eligible to be on the District's plans but wishes to remain on the plan, they may do so for an additional \$50 charge per month.

Additional features of the new agreement:

- During any period when disability payments are paid under either short-term or long-term disability plans, no sick leave, workers comp, or other forms of paid leave or paid benefits shall be due.

The following are wage increases under the new agreement:

- Year 1 – All employees get a 4% salary increase. The minimum Food Service wage will be raised to \$14.50 per hour.
- Year 2 – Grandfathered employees, 3.4% increase; new employees 3.6% increase. Ten employees will move from “new” to “grandfathered” (higher pay scale) status. The minimum Food Service wage will be raised to \$15.10 per hour.
- Year 3 - Grandfathered employees, 3.4% wage increase; new employees, 3.6% increase. Ten additional employees will move from “new” to “grandfathered” status.
- Year 4 - Grandfathered employees 3.5% wage increase; new employees 3.7% increase. Ten additional employees will move from “new” to “grandfathered” status.
- Year 5 - Grandfathered 3.15% wage increase; new employees 3.3% increase. Twenty additional employees move from “new” to “grandfathered” status.

In addition, approximately 250 employees will receive additional paid holiday and/or vacation time.

The estimated yearly cost increase of the new agreement to the District is as follows:

YEAR 1: \$791,000

YEAR 2: \$700,000

YEAR 3: \$761,000

YEAR 4: \$795,000

YEAR 5: \$841,000

The yearly increases represent \$3.9 million over the five-year agreement.