

## Wilkes-Barre Area School District - Proposal #4

### 2017-2018

- Salaries
  - No Step Movement (Vertical)
  - Incentive Pay Raises for Credits (horizontal) will be paid retroactively to the first possible submission date after the completion of the course
- Health Care
  - No Change
  - Health Care Buyout (See Below)
- Article VIII Modification
  - Maximum number of bargaining unit member days will be reduced from 184 to 181

### 2018-2019

- Salaries
  - No Step Movement (Vertical)
  - Incentive Pay Raises for Credits (horizontal) will continue with modified submission dates.
  - \$500 Stipend to each member
- Health Care
  - Increase Deductible to 250/750
  - Increase ER copay to \$150
  - Health Care Buyout (See Below)
- Article VIII Modification
  - Maximum number of bargaining unit member days will be reduced from 184 to 180  
\*All obligations must be met by the last day of school, which will be a full day
- Article IX, Section 13 Modification
  - Incentive Pay Raise - Incentive pay raise applications will be approved twice per year. Once approved, increases will be paid retroactive to the first employee day of the semester.
  - Applications must be submitted prior to September 30 (first semester)
  - Applications must be submitted prior to January 31 (second semester)

### 2019-2020

- Salaries
  - Step Movement (Vertical) will occur.
  - Incentive Pay Raises for Credits (horizontal) will continue
  - Healthcare Buyout Stipend- Healthcare savings from the buyout greater than \$150,000 from the WBAEA members will be split 50% district/50% association. The savings amounts will be determined by current year cost of the healthcare
    - Example-individual coverage \$9,500 moves off of district plan and is paid \$6,000  
 $\$9,500 - \$6,000 = \$3,500$  in savings

- Example - Family coverage \$29,000 moves to individual coverage \$9,500 and is paid \$5,500

$$\$29,000 - \$9,500 - \$5,500 = \$14,000 \text{ in savings}$$

Procedure for implementation-

July 1, 2018 – Cost of plans for current year agreed upon as determined by the Health-Trust

June 20, 2019 – Savings determined by a meeting between the association and administration to confirm cost savings

July 2019- August 2019 any monies owed to the association would be paid

\*If the payout is less than \$5 per person, the district can hold the savings to disperse the following year

- Health Care
  - Deductible 250/750
  - ER copay \$150
  - Health Care Buyout (See Below)
- Article VIII Modification
  - Maximum number of bargaining unit member days will be reduced from 184 to 181

#### **2020-2021**

- Salaries
  - All steps will receive \$250
  - Step Movement (Vertical) will occur
  - Incentive Pay Raises for Credits (horizontal) will continue
- Health Care
  - Deductible 250/750
  - ER copay \$150
  - Health Care Buyout (See Below)
  - Healthcare Buyout Stipend will continue (Dates adjusted to current year)
- Article VIII Modification
  - Maximum number of bargaining unit member days will be reduced from 184 to 181

#### **2021-2022**

- Salaries
  - All steps will receive \$500
  - Step Movement (Vertical) will occur.
- Incentive Pay Raises for Credits (horizontal) will continue
- Health Care
  - Deductible 250/750
  - ER copay \$150
  - Health Care Buyout (See Below)

- Healthcare Buyout Stipend will continue (Dates adjusted to current year)
- Article VIII Modification
  - Maximum number of bargaining unit member days will be a maximum of 184

## **2022-2023**

- Salaries
  - Step Movement (Vertical) will occur
  - Credit Incentive (Horizontal) will continue
- Health Care
  - Deductible 250/750
  - ER copay \$150
  - Health Care Buyout (See Below)
  - Healthcare Buyout Stipend will continue (Dates adjusted to current year)
- Meeting Language
  - No fewer than 12 meetings will be held between the district and the association to discuss a successor agreement starting as early as July 2022
- Article VIII Modification
  - Maximum number of bargaining unit member days will be a maximum of 184

## **Health Care Buyout**

- Family Plan – changing to a parent and Child \$4000 Buyout (Spouse leaves plan, but employee and children remain on the WBASD plan)
- Family Plan – Changing to a Single Plan \$5500 Buyout (Only Employee is covered)
- Employee and Spouse – Change to a Single Plan \$4000
- Parent and Child – Change to Single Plan \$2500
- Any Employee who opts out of coverage completely will receive \$6000

\* All employees who elect to opt out of coverage must meet the criteria set forth in the IRS Defined Conditional and Eligible Opt-Out Arrangement attached

## **Language Changes**

- Section 10 - Extra-Curricular Activities Beyond Regular Work Day- increase wage to \$35/ hour
- Whenever possible the splitting of classes will not occur
  - If splitting does occur teachers will be entitled to minute to minute compensatory time for the time in which they are responsible for extra students
  - More than 90 minutes with split classes will constitute at least ½ Day of compensatory time
- A committee will be formed to address parent teacher conferences
- Summer School and Curriculum Work will be at \$35 / hour
- Incentive Pay - Twice per year, submitted to district by September 30 and January 31, for incentive payment to begin October 10 and February 10, respectively regardless of board approval date.
  - September 30 submission paid October 10
  - January 31 submission paid February 10