

SETTLEMENT PROPOSAL TO
THE LINE MOUNTAIN EDUCATION ASSOCIATION
FROM
THE LINE MOUNTAIN SCHOOL DISTRICT
FOR CONTRACT ENDING JUNE 30, 2012
July 28, 2014

Incorporated below is the Line Mountain School District's settlement offer to the Line Mountain Education Association. The absence of a counter proposal to any of the Associations' initial proposal indicates that the Associations proposal is rejected. All terms and conditions of the 2006-2011 Collective Bargaining Agreement, shall continue in effect and shall be incorporated into the party's successor agreement except as otherwise expressly provided and set forth herein below.

ARTICLE II TERM OF AGREEMENT

The effective term of this Agreement shall begin on July 1, 2012, and continue in full force and effect until June 30, 2019, or until such later date as the two parties may hereafter agree is to be the extended ending date. Any such extended date shall be evidenced by an amendment to this Agreement, to which amendment both parties shall signify their approval by affixing their signatures thereto.

ARTICLE VII RETIREMENT BONUS – UNUSED SICK LEAVE

Professional employees retiring after a minimum of ten (10) years of service in the Line Mountain School District due to:

- (1) Normal retirement superannuation;
- (2) Disability retirement;
- (3) Early retirement withdrawals allowance for three (3%) per cent formula as defined by the Pennsylvania Public School Employee Retirement System;

shall be entitled to compensation for one hundred fifty (150) unused sick leave days or less at the rate of **Thirty-Five (\$35) Dollars per day**, and for any unused sick leave days in excess of one hundred fifty (150) at the rate of **Forty-Five (\$45.00) Dollars per day**. The payment provided in this section will be through a non-elective employer contribution to the employee's 403(b) retirement plan. The employee will receive no cash option. The professional employee must submit written notice of his or her retirement to the Superintendent by March 1st of the school year for which his or her retirement is to be effective to be eligible for this bonus.

In the event of the death of a professional employee with a minimum of ten (10) years of service in the Line Mountain School District, the unused sick leave bonus will be payable to the employee's beneficiary as designated for term life insurance with the District.

Line Mountain School District Policy 434 – Sick Leave, shall govern the annual sick leave entitlement and accumulation in accordance with the provisions of the Pennsylvania School Code of 1949, as amended.

**ARTICLE X
SCHOOL YEAR**

Beginning with the 2015-16 school year, the school year shall consist of one-hundred eight-five (185) days. There shall be at least one (1) in-service day immediately preceding the pupil term not inclusive of outside training. First year teachers will work an extra day beyond that required for experienced teachers. This day will be used for orientation of such new staff members.

**ARTICLE XIV
EARLY RETIREMENT INCENTIVE**

The District proposes to remove this provision from the Contract.

**ARTICLE XVII
COMPENSATION FOR WORK BEYOND THE WORK DAY AND SCHOOL
YEAR**

EMPLOYER may request any member of the BARGAINING UNIT to work more than the minimum number of work days and/or hours provided in this Agreement. Compensation for this work shall be at the rate of **twenty-five (\$25.00) dollars** per hour during the term of this Agreement.

No work beyond the school day for which compensation will be made shall be scheduled or worked without the prior approval of EMPLOYER'S Administration.

Work which the professional staff may be requested to perform under this provision without limiting the generality hereof, would include:

Detention supervision; homebound instruction; curriculum developmental; adult education.

Professional staff members may be required to participate in a maximum of three (3) evening meeting within the school year as defined herein as directed by EMPLOYER'S Administration, without additional compensation. Employees will be given not less than thirty (30) days notification of the dates of such meetings. Such meetings shall fall within the following categories:

- (a) orientation programs/open houses;
- (b) graduation/class night;
- (c) parent-teacher meetings and functions;

- (d) school board meetings for presentations only;
- (e) grade level meetings; and
- (f) curriculum writing meetings.

Members of the professional staff, with the permission of the building principal, may be excused from attending a meeting for **illness or bereavement leave**. One-half (½) day of personal leave or sick leave shall, however, be subtracted for each such absence.

**XVIII
EXTRACURRICULAR SALARY SCHEDULE, APPENDIX C EXTRA
CURRICULAR SALARY UNITS**

The District is proposing to remove all reference to Coaches from this language in the Collective Bargaining Agreement and to be dealt with outside of the Contract. The District proposes to keep all references to Advisors

APPENDIX A – SALARY

The District proposes the following increases for those employees who are employed at time of ratification:

| | |
|-----------|---|
| 2012-2013 | Step + \$500 or Complete Wage Freeze if no Agreement by 9/1/14 |
| 2013-2014 | Step + \$500 or Complete Wage Freeze if no Agreement by 11/1/14 |
| 2014-2015 | Step + \$500 |
| 2015-2016 | Step + \$500 |
| 2016-2017 | Step + \$500 |
| 2017-2018 | Step + \$500 |
| 2018-2019 | Step + \$500 |

I. MEDICAL INSURANCE.

The District is offering the following:

Beginning January 1, 2015 all employees shall be enrolled in the Highmark Health Savings Account \$1750/\$3500 Deductible Option. The District agrees to supply \$1750 for single and \$3500 for family into a Health Savings Account (HSA) for each enrolled employee. In the 2015-16 and 16-17, 17-18 and 18-19 school year the District will deposit \$1000 into the employees HSA for single coverage and \$2000 into the HSA for family coverage. New hires shall be eligible for the level of contribution as indicated in the year in which they are hired. Employees may obtain an additional \$500 into their accounts for participating in the Wellness program. Spouses of employees who also participate in the Wellness program and the employee has Family coverage may be eligible for an additional \$500 to be added to the employees HSA. The employees Prescription plan will be based on co pays on prescriptions as follows: Generic - \$8, Brand - \$35 and Brand non Form - \$50. These co pays will begin once the total deductible stated above has been met by the employee.

F. During the term of this Agreement, members of the bargaining unit who are considered to be the insured on the Health Plan shall pay monthly contributions as follows:

| Indemnity Plan | 2012-2013 | 2013-2014 | July 1, 2014 – Dec. 31, 2014 |
|--------------------------|-----------|-----------|------------------------------|
| Individual Coverage | \$50 | \$50 | \$50 |
| Parent/Child Coverage | \$100 | \$100 | \$100 |
| Parent/Children Coverage | \$115 | \$115 | \$115 |
| Two Person Coverage | \$115 | \$115 | \$115 |
| Family Coverage | \$125 | \$125 | \$125 |

| PPO | 2012-2013 | 2013-2014 | July 1, 2014 – Dec. 31, 2014 |
|---------------------|-----------|-----------|------------------------------|
| Individual Coverage | \$40 | \$40 | \$40 |

| | | | |
|--------------------------|------|------|------|
| Parent/Child Coverage | \$80 | \$80 | \$80 |
| Parent/Children Coverage | \$85 | \$85 | \$85 |
| Two Person Coverage | \$85 | \$85 | \$85 |
| Family Coverage | \$90 | \$90 | \$90 |

Beginning January 1, 2015, all employees shall pay 10% of the premium spread out equally over the employees pay.

- H. Full-Time professional employees who waive coverage in the LINE MOUNTAIN SCHOOL DISTRICT Health Plan for an entire fiscal year (July 1 – June 30) can participate in a Cash Exchange Program. The participant will be compensated \$2,500 each year with one payment to be made in the July following the year waived. The District shall establish this provision in a manner consistent with and to meet all requirements of a Section 125 plan. **Full-time professional employees who begin the fiscal year waiving coverage but ultimately need to be put back on to the coverage, will be compensated at a pro-rata rate.**

IV. UNRESTRICTED PERSONAL LEAVE DAYS.

Professional employees of THE LINE MOUNTAIN SCHOOL DISTRICT shall be allowed three (3) unrestricted personal leave days during the school terms covered by this Agreement. These personal leave days shall be cumulative to a **maximum of eight (8) days** with credit only for personal leave days accruing since July 1, 1980. All accumulated days above **five (5) days** shall be accredited at the end of the school year to the employee's sick leave total. Application for personal leave during the school terms covered by this Agreement will be provided on the basis of:

- A. Building seniority.
- B. Administrative approval.
- C. No more than 10 (10%) percent of the faculty at each organizational level (elementary and junior-senior high school) and no more than two (2) staff members from any elementary building will be approved for personal leave on any given day. The ten (10%) percent figure may be exceeded at the discretion of the Principal, if any of the applicants do not require a substitute teacher.
- D. Applications should be submitted to the Principal two (2) weeks in advance of a planned personal leave. Emergency requests for a personal leave should be arranged with the Principal.