

**PROPOSAL OF THE
NESHAMINY FEDERATION OF TEACHERS
SUBMITTED TO THE
NESHAMINY SCHOOL DISTRICT**

The Neshaminy Federation of Teachers hereby submits the following Proposal to the Neshaminy School District for modification of the parties' collective bargaining agreement as of July 1, 2008 unless otherwise specifically indicated.

1. TERM

The terms of the successor collective bargaining agreement shall be for a period of six years, commencing on July 1, 2008 and terminating on June 30, 2014.

2. COMPENSATION

(A). The base wage rate of the bargaining unit shall be modified, in addition to increments and other adjustments otherwise provided in the agreement, shall be increased as follows:

July 1, 2008	0.0%
July 1, 2009	0.0%
July 1, 2010	1.0%
July 1, 2011	3.0%
July 1, 2012	3.5%

July 1, 2013 3.5%

(B). Steps and Credits contained in the currently-effective collective bargaining agreement shall be adjusted by the same percentage and as of the same date as the base wages set forth above.

(C). All bargaining unit members shall be placed on the step and credit level appropriate to their actual service as of July 1, 2011.

(D). Accrued back pay from base wage increases and missed steps or credit adjustments in 2008, 2009 and 2010 shall be paid to any bargaining unit member on payroll as of the date on which this agreement is mutually ratified in twelve (12) equal payments commencing with June 30, 2011 payment and thereafter payable in the last pay period in each calendar quarter.

(C). Co-curricular and ancillary services contained in the currently-effective collective bargaining agreement shall be adjusted by the same percentage and at the same date as the base wage set forth above. The Federation's proposals regarding High School faculty officials (No. 2(b)(ii)) and Music festivals (No. 2(b)(iii)) shall be implemented with appropriate adjustment for newly-negotiated increases.

(D). Effective July 1, 2011, ten month and ten and one-half month Employees shall receive an increase in the increments in Section 6-6.2 paid to them from the existing level of \$385 to \$500.

3. EARLY RETIREMENT BENEFITS

The existing Early Retirement Benefit shall be continued for the duration of the successor collective bargaining agreement except that, with respect to Retirements occurring on the day following the mutual ratification of the successor collective bargaining agreement:

- (a) Eligibility for the benefit shall be increased from 10 years to 15 years; and
- (b) Health benefit coverage shall be reduced to include only the employee and spouse; however, a participant may purchase coverage for a dependent at the then-prevailing premium charge.
- (c) Current and future retirees shall be provided with the same health plan as is or may be provided to active bargaining unit members and shall be subject to the same eligibility requirements, including contributions (if any).
- (d) Any bargaining unit member who retires after the mutual ratification of this agreement shall receive a retirement incentive as follows:
 - 1. Twenty years of service - \$20,000
 - 2. An additional \$1,000 for each additional year of service to a maximum of \$25,000

4. GRIEVANCE PROCEDURE

The prior collective bargaining proposal of the Federation on this issue is WITHDRAWN as stated in the Federation's Proposal of May 31, 2011.

5. TEACHERS' SCHEDULES

The prior collective bargaining proposal of the Federation on this issue is WITHDRAWN as stated in the Federation's Proposal of May 31, 2011.

6. EXCUSED ABSENCE

The prior collective bargaining proposal of the Federation on this issue is WITHDRAWN as stated in the Federation's Proposal of May 31, 2011.

7. SISTER SCHOOLING

The prior collective bargaining proposal of the Federation on this issue is WITHDRAWN as stated in the Federation's Proposal of May 31, 2011.

8. SCHOOL IMPROVEMENT PLANNING

The prior proposal of the Federation on this issue is reaffirmed as proposed.

9. EMBEDDED PROFESSIONAL DEVELOPMENT

The prior collective bargaining proposal of the Federation on this issue is WITHDRAWN as stated in the Federation's Proposal of May 31, 2011.

10. PREP TIME

The prior collective bargaining proposal of the Federation on this issue is WITHDRAWN as stated in the Federation's Proposal of May 31, 2011.

10. SPECIAL EDUCATION CAP

The prior proposal of the Federation on this issue is reaffirmed as proposed.

11. TECH ED IN ELEMENTARY SCHOOL

The prior collective bargaining proposal of the Federation on this issue is WITHDRAWN as stated in the Federation's Proposal of May 31, 2011 .

12. FULL DAY KINDERGARTEN

The prior collective bargaining proposal of the Federation on this issue is WITHDRAWN as stated in the Federation's Proposal of May 31, 2011 .

13. STUDENT TEACHER RATIO

The prior collective bargaining proposal of the Federation on this issue is WITHDRAWN as stated in the Federation's Proposal of May 31, 2011 .

13. DISABILITY BENEFITS

The disability benefits shall be modified as of July 1, 2011 as follows:

- (A). Short time benefits shall be increased from \$1300 to \$1400
- (B). Long term benefits shall be increased from \$1400 to \$1600

14. DENTAL

The existing dental benefit shall be modified as of July 1, 2011 as follows:

- (A). Increase the Basic Dental benefit from \$1500 to \$2000 per person per year

- (B). The Orthodontics benefit shall be increased from \$1,000 to \$2,000

15. VISION

The prior collective bargaining proposal of the Federation on this issue is WITHDRAWN as stated in the Federation's Proposal of May 31, 2011.

16. HEALTH BENEFITS

Effective as of the first day following first full calendar month next following the mutual ratification of the successor collective bargaining agreement:

- (A) Bargaining unit members who receive health care benefits pursuant to the agreement shall, for the duration of this agreement, annually pay, on a pre-tax basis in equal deductions from pay, a contribution equal to 8% of the premium paid by the District as of the first day following the first full calendar month next following the mutual ratification of the successor collective bargaining agreement for the bargaining unit's appropriate line of coverage as certified in writing by the carrier.

- (B). The existing PC 15 Program shall be modified as follows:

1. The Physician copayment shall be increased to \$20.
2. The Specialist copayment shall be increased to \$30

3. The Emergency Room copayment shall be increased to \$100, which shall be waived if admitted
4. The Outpatient X Ray copayment shall be increased to \$30.
5. The Physical Therapy / Speech copayment shall be increased to \$30 for the first 60 visits per calendar year
6. The Cardiac Pulmonary Respiratory copayment shall be increased to \$30 .
7. The Restorative Services, including Chiropractic Care, copayment shall be increased to \$30 (30 visits per year).
8. The DME copayment shall be increased to \$30.
9. The OP Serious Mental Illness outpatient copayment shall be increased to \$30 and the inpatient copayment shall be increased to \$150 per admission
10. Preventative shall be increased to \$20
11. OB/GYN copayment shall be increased to \$30 after the annual review
12. The Maternity benefit shall be modified to \$30 for the first visit and \$150 for each hospital visit.
13. Outpatient surgery shall be increased to \$100 copayment

14. Inpatient Hospital Service copayment shall be increased to \$150 per admission.
 15. Mental Health shall be increased to \$30 for outpatient and \$150 for each admission.
 16. Substance Abuse shall be modified as follows:
 - a. Outpatient shall be increased to \$30 copayment
 - b. Rehabilitation shall be increased from its current 100% coverage to \$150 per visit
 - c. Detoxification shall be increased from its current 100% coverage to \$150 per visit.
- (C) The Keystone 10 Plan shall be substituted for the existing Keystone 2 Plan
- (D). Drug copayments shall be modified to \$10/\$25/\$30
- (E). The District may self-insure the Rx benefit provided that the self-insured product provides the members of the bargaining unit with an RX benefit that is equal or better in both benefit and service to that currently in effect
- (F). The Single Source Rx delivery benefits shall be eliminated.

17. UNAFFECTED PROVISIONS

Except as otherwise specifically provided in this Proposal, all other terms and conditions of employment shall remain in full and effect for the duration of the successor collective bargaining agreement.