

CCEA Contract Changes 2017

Front Cover

Effective Date will be: **August 29, 2017**

Expiration Date will be: **August 29, 2022**

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ARTICLE II

DURATION OF THE AGREEMENT AND NEGOTIATION OF A SUCCESSOR AGREEMENT

A. The Agreement shall continue in full force and effect from year to year hereafter, unless written notice is given on or before **January 1, 2022**, requesting that the Agreement or Sections thereof be renegotiated.

B. Deadline Date

The parties agree to enter into collective bargaining over a successor Agreement no later than **January 10, 2022**. Any Agreement so negotiated shall be reduced to writing after ratification by the parties.

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ARTICLE VI

TEACHING HOURS AND TEACHING LOAD

A. Work Year/Day

4. Compensation Time on Last Teacher Day

Compensation time of the last teacher workday of any school year for the employees of the Crawford Central School district will based on the following conditions:

1. One (1) hour for completion of any district required survey.

2. Two (2) hours for participating or attending the graduation ceremony of Meadville or Cochranon High School or for attending the Night at the Museum, or any school related function that is after or before the contract day and has at least the majority of the said building participating with prior principal approval.

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A. Salary Schedule – 186-Day Contract

The basic salaries of the employees covered by this Agreement are as follows:

Will revise the ~~compensation matrixes~~ salary schedules to reflect the following:

2017-2018 – 2.5% increase

2018-2019 – 2.5% increase

2019-2020 – 2.5% increase

2020-2021 – 2.5% increase

2021-2022 – 3.0% increase

Add Nurse Tech ~~compensation matrixes~~ salary schedules

Nurse Techs will be added to the Bargaining Unit. Once they secure their CSN, they will need to secure the job in order to be added to the Bachelors Column.

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B. Extra-Curricular Positions

2. Extra-Curricular Salaries

Will revise the ~~compensation matrixes~~ salary schedules to reflect the following:

2017-2018 – 2.5% increase

2018-2019 – 2.5% increase

2019-2020 – 2.5% increase

2020-2021 – 2.5% increase

2021-2022 – 3.0% increase

Will delete Audio Visual position and add Building Liaison for Technology position to matrix.

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E. Sick Day Compensation Reimbursement

Payment for unused days will be as follows:

\$90 per unused sick day for the 2017-2018 school year

\$95 per unused sick day for the 2018-2019 school year

\$95 per unused sick day for the 2019-2020 school year

\$100 per unused sick day for the 2020-2021 school year

\$100 per unused sick day for the 2021-2022 school year

I. Professional Compensation

If employees are requested by an Administrator and voluntarily agrees to perform work beyond the workday or work year set forth in this agreement, they shall be paid as follows:

- twenty-six dollars (\$26) for each hour for the 2017-2018 school year
- twenty-six dollars (\$26) for each hour for the 2018-2019 school year
- twenty-six dollars (\$26) for each hour for the 2019-2020 school year
- twenty-seven dollars (\$27) for each hour for the 2020-2021 school year
- twenty-seven dollars (\$27) for each hour for the 2021-2022 school year

These rates are effective with the parties' ratification of the Agreement.

B. Vacancies

The Board declares its policy of filling vacancies from within its own teaching staff. Whenever a vacancy arises or is anticipated, the Superintendent shall promptly post notice of same at all schools for not less than five (5) school days before filling the job. The notices shall include grade level or subject and building. All new positions shall be posted with accompanying job description, qualifications and salary. ~~Qualified applicants will be determined by the basis of seniority. If two or more applicants are tied by seniority, then all ties will be broken in the order in which they appeared on the Board Agenda when approved. The number assigned to each applicant will appear on the seniority list each year. Qualified applicants will be determined by the following point system. If two or more applicants have the same points, all ties will be broken by seniority.~~

Completed Years in the District

<u>1-5 years</u>	<u>6-10 years</u>	<u>11-15 years</u>	<u>16+ years</u>
1 pt.	2 pts.	3 pts.	4 pts.

Educational Attainment

<u>BS</u>	<u>BS+15</u>	<u>Masters</u>	<u>Masters+15</u>
1 pt.	2 pts.	3 pts.	4 pts.

Completed Years Teaching in Subject Area *see below

<u>1-10 years</u>	<u>11+ years</u>
1 pt.	2 pts.

ADMINISTRATIVE EVALUATION

~~The Administration shall have the discretion to award all Candidates 0-4 pts.~~

~~*Employees will receive full point credit if bidding for a job within the same subject area (i.e. elementary teacher bidding for an elementary vacancy or an English teacher bidding for an~~

~~English vacancy). Employees will receive 1/2 credit for all teaching experience when bidding for a job not presently within their current job assignment (i.e. Special Education/Reading teacher bidding for an elementary job or a Science teacher bidding for a Math vacancy assuming that the person bidding is certified in that area).~~

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F. New Employees

~~All new employees to the district will remain in the hired position for three (3) school years. If there is a mutual agreement between the Association and District, the three (3) year bar could be lifted. The three (3) years does not start over if a position is eliminated, bid upon by an existing employee or a change has been mutually agreed to by the Association and District. Under no circumstances will any new employee be required to be in any position for more than three years.~~

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F. Bereavement Days

~~An employee shall be granted up to two (2) work days in the event of the death of said employee's grandparent.~~

~~An employee shall be granted the day of the funeral in the event of death of said employee's near relative, defined as: first cousin, **grandparent**, aunt, uncle, niece, nephew, son-in-law, daughter-in-law, brother-in-law or sister-in-law.~~

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~~8. Individual employees may elect to choose the Qualified High Deductible Health Plan and Health Savings Account with the district contributing \$500 individual and \$1,000 family for the first of each three years (2018, 2019, 2020) towards the Health Savings Account. (Grid Attached)~~

8. Health Insurance Plan – Qualified High Deductible Health Plan

~~During the term of this agreement, the district will provide to all eligible employees and their eligible dependents a Qualified High Deductible Health Plan (QHDHP) option. The deductible during the first year of the contract shall be individual -\$1,350, family \$2,700 and thereafter shall be adjusted to reflect the IRS minimum deductibles. The Qualified High Deductible Health Plan will be administered in accordance with the regulations and guidelines as established and/or amended by the Internal Revenue Service.~~

~~There will be no premium share for those employees who choose to participate in the voluntary QHDHP plan.~~

Health Savings Account

In order to be eligible for a district contribution to the employee's Health Savings Account (HSA), the employee must be enrolled in the district sponsored Qualified High Deductible Health Plan (QHDHP) and meet the eligibility requirements as set forth by the Internal Revenue Service.

Employees who elect the QHDHP shall receive the district contribution, full for existing employees and prorated for new employees that starts after the beginning of the new school year into their HSA account within 30 days of the new account opening, or by the 30th of January of each calendar year. The District will make contributions per IRS regulations in the following amounts:

2018 Plan Year: \$500 for individual plan \$1,000 for family plan

2019 Plan Year: \$500 for individual plan \$1,000 for family plan

2020 Plan Year: \$500 for individual plan \$1,000 for family plan

Eligible employees may contribute an additional amount to their HSA by voluntary payroll deduction up to the annual limit as established by the Internal Revenue Service.

The Health Savings Accounts will be administered in accordance with the regulations and guidelines as established and/or amended by the Internal Revenue Service.

~~8.~~ 9. The Association and the District agree to establish a committee to meet during the life of this Agreement to review any statewide health insurance plan that may be enacted by the Commonwealth of Pennsylvania and in which the District is eligible to participate prior to the expiration of this Agreement.

The Committee will be comprised of five Association representatives and five District representatives. The Association will appoint its representatives to the committee.

Both parties agree that any contract language, policies or procedures will be mutually agreed to, and that said agreement will include language that will become part of Article XVIII, Section A.

After both parties agree, the contract language for Article XVIII will be signed by the District and the Association and will then become part of the Collective Bargaining Agreement.

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C. Dental Insurance

1. Program Description

The Board agrees to provide a family-dependent and single dental insurance program at no cost to the professional employee. The maximum benefit per calendar year shall be one thousand dollars (\$1,000.00) per person. The program shall include the following services at 100% coverage:

Diagnostic Oral Surgery
 Preventive Endodontic
 Restorative Periodontic
 Orthodontic (\$750 Lifetime Maximum per person)
 Dental Implants

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D. Vision Program

The Board agrees to provide ~~the following~~ vision coverage for employee, ~~their spouse, and dependants and spouse~~ at no cost as outlined in the attached grid. ~~Coverage shall be as specified below:~~

Examination	\$ 25.00
Eyeglasses *	
Lenses (Pair, other than contact lenses)	
Single Vision	25.00
Bifocal	50.00
Trifocal	70.00
Lenticular	90.00
Contact Lenses, Pair	
If, following surgery, or when visual acuity cannot be corrected to 20/70 in the better eye by conventional lenses	120.00
Contact Lenses, Pair (Other)	50.00

~~* per 12-month period~~

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E. Section 125 Account

5. Employees, at their option, may choose to participate in said plan in accordance with the following provisions:

- ~~e. — Employees must use the money designated for allowable expenses within the plan year or forfeit unused amounts. Employees shall have ninety (90) days following the conclusion of the plan year to submit any expenses within the plan year. Any forfeited balances shall be used by the employer to offset administrative costs of operating the plan.~~
- c. Employees must use the money designated for allowable expenses within the plan year or forfeit unused amounts in excess of \$500 or the IRS limit. Employees shall be able to carry over up to \$500 or the IRS limit of unused health flexible spending arrangement (FSA) money at the end of the plan year to apply to the next year's plan or for subsequent years. Any forfeited balances shall be contributed to a charity designated by the Association.

F. Voluntary Life Insurance and SAGE Program

The parties agree to offer the PSEA Voluntary Life Insurance and SAGE (College Tuition Benefit) Programs to members and to provide program informational flyers to current and new employees.

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E. Payroll Deductions

2. The Board agrees to provide payroll deductions for the following:
- U.S. Savings Bonds
 - Annuity Plan Protection
 - United Way of Western Pennsylvania, Inc.
 - PSEA Health and Welfare Fund**

A limit of four (4) carriers for Annuity Plan Protection prevails.
