



## **Procedural History**

Pursuant to Act 88 of 1992 (Act 88) and the Public Employee Relations Act, Act 195 of 1970 (PERA), notice was received by the Pennsylvania Labor Relations Board (PLRB) from the Bureau of Mediation that no agreement had been reached between the Methacton Education Association, PSEA-NEA (hereinafter Association) and the Methacton School District (hereinafter District). By letter dated December 18, 2020, the PLRB appointed the undersigned to act as a fact finder, vested with the authority set forth above. Subsequent to such notice, the parties were duly notified and a hearing was held virtually on the Zoom platform on January 15, 2021, at which time both parties were afforded a full opportunity to present testimony, examine and cross-examine witnesses, and introduce documentary evidence in support of their respective positions. The matter is now ready for issuance of the subject Report.

The instant impasse involves unresolved issues with various sub-issues. This Report contains "recommendations" for these issues which constitute the settlement proposal upon which the parties are now required to act, as directed by statute and PLRB regulations. Pursuant to statutory authority, this Report will be released to the public if not accepted. A vote to accept the Report does not constitute agreement with or endorsement of the rationales, but rather represents only an agreement to resolve the issues by adopting the recommendations. The parties are directed to review the Report and, within ten days of its issuance, notify the PLRB of their decision to accept or reject the recommendations.

## RECOMMENDATIONS

### ARTICLE 52, TERM

Current Language:

Article 52 - Duration of Agreement

1. This Agreement shall be in effect from July 1, 2017 through June 30, 2020.

### Recommendation:

To achieve the salary schedules explained below, a four-year term is necessary. As such, the recommendation for the term of the collective bargaining agreement is as follows:

Amend Article 52, Duration of Agreement, Section 1 of the collective bargaining agreement to read as follows:

1. This Agreement shall be in effect from July 1, 2020 through June 30, 2024.

### ADDENDUM 1, SALARY

The parties have been at impasse for some time without a mutually agreeable solution. The current fiscal environment is unprecedented. The COVID-19 pandemic has hammered state budgets. The far-reaching effects of the pandemic on the economy have left no school district unharmed. In this unique time and under these exceptional circumstances, to achieve what I believe to be an equitable solution, I found it necessary to add a fourth year to the contract term.

Due to the significant cost of the salary step increment in the existing salary schedule, in order to provide what I believe to be a balanced and fair increase for *each* of the four years, I am recommending that the step increase be cut in half so that the employees will move one-half step *each* of the four years of the contract. I believe this is a better solution than a freeze for one or two years. This solution also allows for an increase to be made to the salary schedule as a whole for each of the four years. However, nothing in the recommendation should be construed as precedential. It is limited to this contract. The use of half-steps should be jettisoned for the successor contract, allowing the parties to return to normal step

movement. Please note that the salary schedules contained in Addendum 1 are retroactive to the start of this contract, July 1, 2020.

**Recommendation:**

It is recommended that the salary schedules contained in Addendum 1, *supra*, be implemented.

**ARTICLE 12, COMPREHENSIVE HOSPITALIZATION, SECTION 2:**

Current Language:

Effective July 1, 2017 through June 30, 2020, the District shall pay the following percentages of the appropriate premium for each full-time, active employee, who may elect to participate in the above program, subject to the procedures and operating guidelines of the carrier:

<b><u>PLAN</u></b>	<b><u>20/21</u></b>
Open Choice 1	17%
POS	16%
Open Choice 2	16%
Open Choice 3	7%

**Recommendation:**

Amend Article 12, Comprehensive Hospitalization, Section 2, of the collective bargaining agreement to read, in pertinent part as follows:

Coverage shall be through the programs as outlined below or comparable or better than the plans referenced in this Article:

<b><u>PLAN</u></b>	<b><u>20/21</u></b>	<b><u>21/22</u></b>	<b><u>22/23</u></b>	<b><u>23/24</u></b>
Open Choice 1	17%	18%	19%	20%
POS	16%	17%	18%	19%
Open Choice 2	16%	17%	18%	19%
Open Choice 3	7%	7.5%	8%	8.5%

**ARTICLE 12, COMPREHENSIVE HOSPITALIZATION, SECTION 10:**

Employees who retire with eligibility for superannuation may remain in the Methacton group at their own expense, subject to the provisions in this Agreement relating to retiree eligibility to participate in the District's healthcare benefit plans.

**Recommendation:**

No change

**ARTICLE 12, DENTAL INSURANCE, SECTION 1:**

Current Language:

Effective July 1, 2017 through June 30, 2020, the District shall pay the following percentages of the appropriate premium for each full-time, active employee, who may elect to participate in the above program, subject to the procedures and operating guidelines of the carrier:

<b><u>Plan</u></b>	<b><u>20/21</u></b>
As of 6/29/2020	83%

**Recommendation:**

Amend Article 12, Dental Insurance, Section 1, of the collective bargaining agreement to read, in pertinent part as follows:

The District shall pay the following percentages of the appropriate premium for each full-time,

<b><u>Plan</u></b>	<b><u>20/21</u></b>	<b><u>21/22</u></b>	<b><u>22/23</u></b>	<b><u>23/24</u></b>
Dental	83%	82%	81%	80.5%

**ARTICLE 12 VISION CARE PROGRAM, SECTION 1**

Current Language:

Effective July 1, 2017 through June 30, 2020, the District shall pay the following percentages of the appropriate premium for each full-time, active employee, who may elect to participate in the above program, subject to the procedures and operating guidelines of the carrier:

<u>Plan</u>	<u>20/21</u>
Vision	83%

**Recommendation:**

The District shall pay the following percentages of the appropriate premium for each full-time, active employee, who may elect to participate in the above program, subject to the procedures and operating guidelines of the carrier:

<u>Plan</u>	<u>20/21</u>	<u>21/22</u>	<u>22/23</u>	<u>23/24</u>
Vision	83%	82%	81%	80.5%

**ARTICLE 12, PRESCRIPTION DRUG PROGRAM, SECTION 1**

Article 12, Section 1 of the current collective bargaining agreement reads in pertinent part, as follows:

ARTICLE 12, Prescription Drug Program, Section 1 of the collective bargaining agreement to read, in pertinent part as follows:

Effective July 1, 2017 through June 30, 2020, the District shall pay the following percentages of the appropriate premium for each full-time, active employee, who may elect to participate in the above program, subject to the procedures and operating guidelines of the carrier:

<b>Plan 20/21</b> As of 6/29/2020	83%
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**Recommendation:**

Amend Article 12, Prescription Drug Program, Section 1 of the collective bargaining agreement to read, in pertinent part as follows:

The District shall pay the following percentages of the appropriate premium for each full-time, active employee, who may elect to participate in the above program, subject to the procedures and operating guidelines of the carrier:

<u>PLAN</u>	<u>20/21</u>	<u>21/22</u>	<u>22/23</u>	<u>23/24</u>
10/20	Buy up	-----	Eliminated	-----
10/20/35	83%	Buy up	Buy up	Buy up
15/25/40 Select Formulary	N/A	82%	81%	80.5%

## **ARTICLE 12, PRESCRIPTION DRUG PROGRAM, SECTION 2**

Current language of Article 12, Prescription Drug Program, Section 2 of the collective bargaining agreement reads, in pertinent part as follows:

The coverage July 1, 2017 - June 30, 2020 shall be the 10-20-35 Select Formulary plan (ten dollars (\$10.00) for generic, twenty dollars (\$20.00) for brand name and thirty five dollars (\$35.00) for drugs off of the formulary list) or a comparable or better plan. The 10/20 RX plan, or comparable or better plan, will be available only to those employed and eligible to receive the 10/20 RX plan as of July 1, 2013, with the understanding that any eligible bargaining unit members (including retirees) who remain on the 10/20 RX plan shall pay the difference between the District's payment for the 10/20/35 plan and the premium cost of the 10/20 plan. No bargaining unit members (including retirees) eligible for the above benefits who select the 10/20/35 RX plan can return to the 10/20 plan. Also provided in the 10/20 RX shall be a "mail order" provision, which requires its use for "maintenance" doses (as defined by the insurance carrier) and provides the employee with the generic level of co-pay. In the event a generic alternative to a "brand name" product is not available, the "brand name" product shall be provided at the reduced co-pay, as if it were the generic product.

### **Recommendation:**

Amend Article 12, Prescription Drug Program, Section 2 of the collective bargaining agreement to read, in pertinent part as follows:

The coverage July 1, 2020 - June 30, 2021 shall be the 10-20-35 Select Formulary plan (ten dollars (\$10.00) for generic, twenty dollars (\$20.00) for brand name and thirty- five dollars (\$35.00) for drugs off of the formulary list) or a comparable or better plan. The 10/20 RX plan, or comparable or better plan, will be available only to those employed and eligible to receive the 10/20 RX plan as of July 1, 2013, with the understanding that any eligible bargaining unit members (including retirees) who remain on the 10/20 RX plan shall pay the difference

between the District's payment for the 10/20/35 RX plan and the premium cost of the 10/20 RX plan. No bargaining unit members (including retirees) eligible for the above benefits who select the 10/20/35 RX plan can return to the 10/20 RX plan. The 10/20 RX plan shall provide for a "mail order" provision, which requires its use for "maintenance" doses (as defined by the insurance carrier) and provides the employee with the generic level of co-pay. In the event a generic alternative to a "brand name" product is not available, the "brand name" product shall be provided at the reduced co-pay, as if it were the generic product.

Effective July 1, 2021, and forward, the coverage shall be the 15-25-40 Select Formulary plan (fifteen dollars (\$15.00) for generic, twenty five dollars (\$25.00) for brand name and forty dollars (\$40.00) for drugs off of the formulary list, or a comparable or better plan will be introduced. There shall be a "buy up" available to the 10/20/35 RX plan and the 10/20 RX plan will be eliminated.

#### **ARTICLE 27, WORK WEEK, WORK DAY, SECTION 4.**

The Current language of Article 27, Section 4, Work Week, Work Day, of the collective bargaining agreement reads in pertinent part, as follows:

##### 4. High School - Six Instructional Period Program

- a. Effective July 1, 2018, the standard High School day shall consist of five instructional periods, a duty, and a preparation period per day, or six instructional periods per day and a preparation period per day.
- b. During the 2018-2019 school year, the Administration will seek volunteers from the classroom teaching staff who would be qualified to teach certain courses/programs as determined by the District for a sixth period per day. Up to twelve (12) of the then current high school classroom teachers may be assigned to teach six instructional periods per day if twelve (12) volunteers that the District deems qualified to teach the courses/programs for a sixth period are not achieved. In the event said twelve (12) teachers with the required qualifications to teach the classes identified by the District (classes and qualifications to be identified by the District no later than the close-of-business on March 15, 2018) volunteer to teach such a six-class day, the District shall not involuntarily furlough any high school 951 teacher during the 2018-2019 school year. The then current high school teachers will have until the close-of-business on April 1, 2018 to evidence to the District Administration their intent to volunteer in writing.
- c. Effective for the 2019-2020 school year, and each year thereafter, the Administration will seek volunteers from the classroom teaching staff



- who would be qualified to teach certain courses/programs as determined by the District for a sixth period per day. Up to eighteen (18) of the then current high school classroom teachers may be assigned to teach six instructional periods per day if eighteen (18) 959 volunteers that the District deems qualified to teach the courses/programs for a sixth period are not achieved. Classes and qualifications for said sixth periods shall be identified by the District no later than March 1 of the school year immediately preceding each subject school year. Then current high school teachers will have until close-of-business on April 1 of each school year to evidence to the District Administration their intent to volunteer in writing for the next school year. (In the event said eighteen (18) teachers with the required qualifications to teach the classes identified by the District volunteer to teach such a six-class day by the April 1, 2019 notice deadline, the District shall not involuntarily furlough any high school teacher until June 29 of the 2019-2020 school year.)
- d. In the event fewer than the above-identified school year minimums of Qualified Teachers volunteer to teach six daily class periods, the District shall have the right to compel a number of teachers that, in combination with volunteers, amount to 12 qualified teachers for school year 2018-2019 and 18 qualified teachers for school year 2019-2020 and each school year thereafter to teach six class periods per day. In the event the Administration is permitted under the terms of this Article to compel teachers as described above, the District shall compel the least senior qualified teacher(s) in their current department to teach the sixth period per day.
  - e. Notwithstanding the foregoing, further, classroom teachers at the High School who may not be the least senior Bargaining Unit Member may be compelled to teach the six periods, after the least, or less, senior Bargaining Unit Member has done it for two years.
  - f. Employees in lieu of duty may teach a sixth class.

**Recommendation:**

Amend Article 27, Section 4, Work Week, Work Day, of the collective bargaining agreement to read in pertinent part, as follows:

4. High School – Six Instructional Period Program

- a. Effective July 1, 2018, the standard High School day shall consist of five instructional periods, a duty, and a preparation period per day, or six instructional periods per day and a preparation period per day.
- b. Every year, the Administration will seek volunteers from the classroom teaching staff who would be qualified to teach certain courses/programs as determined by the District for a sixth period per day. Up to eighteen (18) of the then current high school classroom teachers may be assigned to teach six instructional periods per day if eighteen (18) 959 volunteers that the District deems qualified to teach the courses/programs for a sixth period are not achieved. Classes and qualifications for said sixth periods shall be identified by the District no later than May 1<sup>st</sup> of the school year immediately preceding each subject school year. Then current high school teachers will have until close-of-business on June 1<sup>st</sup> of each school year to evidence to the District Administration their intent to volunteer in writing for the next school year.
- c. In the event fewer than the above-identified school year minimums of Qualified Teachers volunteer to teach six daily class periods, the District shall have the right to compel a number of teachers that, in combination with volunteers, 18 qualified teachers to teach six class periods per day. In the event the Administration is permitted under the terms of this Article to compel teachers as described above, the District shall compel the least senior qualified teacher(s) in their current department to teach the sixth period per day.
- d. Notwithstanding the foregoing, further, classroom teachers at the High School who may not be the least senior Bargaining Unit Member may be compelled to teach the six periods, after the least, or less, senior Bargaining Unit Member has done it for two years.
- e. Employees in lieu of duty may teach a sixth class.
- f. The workday for Curriculum and Program Coordinators shall consist of five instructional periods, a duty, and a preparation period per day, or six instructional periods per day and a preparation period per day

## **ARTICLE 43, DUTY COVERAGE ISSUES**

### **Recommendation:**

Defer to arbitration

## **ARTICLE 47, HEALTH AND SAFETY COMMITTEE**

Current language of Article 47, Health and Safety Committee,

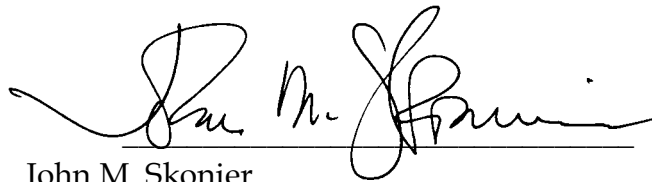
1. The District agrees to the establishment of a "Health and Safety Committee" and further agrees to cooperate with said Committee to investigate health and safety-related concerns of common interest. The Committee will have a representative appointed by the MEA who will communicate the work of the Committee to the President of the MEA.
2. Reports from this Committee shall be presented to the Superintendent for review and may then be presented to the Board of School Directors upon appropriate request through the office of the Superintendent.

### **Recommendation:**

1. The District agrees to the establishment of a "Health and Safety Committee" and further agrees to cooperate with said Committee to investigate health and safety-related concerns of common interest. The Committee will have a representative appointed by the MEA who will communicate the work of the Committee to the President of the MEA.
2. Reports from this Committee shall be presented to the Superintendent for review and may then be presented to the Board of School Directors upon appropriate request through the office of the Superintendent.
3. The parties agree to cooperate in maintaining a safe, healthy and sanitary workplace.

Aside from editorial changes regarding the updating of relevant dates and corresponding contractual language that may have been mutually agreed to by the parties, all provisions of the contract and all issues in dispute for which no recommendation for change has been made in the subject Report should remain as is.

Having conducted a Fact Finding hearing pursuant to Act 88 and Act 195, having taken testimony under oath, and having considered the evidence to better understand the respective positions of the parties, I respectfully submit this Report.

A handwritten signature in black ink, appearing to read "John M. Skonier", written over a horizontal line.

John M. Skonier  
Fact Finder

Date: January 25, 2021

## Addendum 1

<b>2020-2021 Salary Schedule</b>							
<b>STEP</b>	<b>B</b>	<b>B+15</b>	<b>M/ME</b>	<b>M+15</b>	<b>ME+21</b>	<b>M+30</b>	<b>ME+42</b>
1.0							
1.5							
2.0	\$48,059.00	\$48,659.00	\$53,203.00	\$54,098.00	\$54,098.00	\$55,242.00	\$55,242.00
2.5	\$48,730.00	\$49,354.00	\$54,055.00	\$54,982.00	\$54,982.00	\$56,197.00	\$56,197.00
3.0	\$49,401.00	\$50,049.00	\$54,906.00	\$55,866.00	\$55,866.00	\$57,152.00	\$57,152.00
3.5	\$50,081.00	\$50,752.00	\$55,769.00	\$56,762.00	\$56,762.00	\$58,120.00	\$58,120.00
4.0	\$50,760.00	\$51,456.00	\$56,632.00	\$57,658.00	\$57,658.00	\$59,089.00	\$59,089.00
4.5	\$51,448.00	\$52,168.00	\$57,507.00	\$58,567.00	\$58,567.00	\$60,072.00	\$60,072.00
5.0	\$52,136.00	\$52,880.00	\$58,383.00	\$59,475.00	\$59,475.00	\$61,055.00	\$61,055.00
5.5	\$52,832.00	\$53,602.00	\$59,271.00	\$60,398.00	\$60,398.00	\$62,053.00	\$62,053.00
6.0	\$53,529.00	\$54,323.00	\$60,159.00	\$61,320.00	\$61,320.00	\$63,052.00	\$63,052.00
6.5	\$54,234.00	\$55,055.00	\$61,060.00	\$62,256.00	\$62,256.00	\$64,066.00	\$64,066.00
7.0	\$54,940.00	\$55,786.00	\$61,962.00	\$63,193.00	\$63,193.00	\$65,080.00	\$65,080.00
7.5	\$55,655.00	\$56,527.00	\$62,877.00	\$64,144.00	\$64,144.00	\$66,111.00	\$66,111.00
8.0	\$56,370.00	\$57,268.00	\$63,792.00	\$65,094.00	\$65,094.00	\$67,141.00	\$67,141.00
8.5	\$57,095.00	\$58,020.00	\$64,722.00	\$66,060.00	\$66,060.00	\$68,189.00	\$68,189.00
9.0	\$57,820.00	\$58,772.00	\$65,651.00	\$67,026.00	\$67,026.00	\$69,237.00	\$69,237.00
9.5	\$58,555.00	\$59,534.00	\$66,596.00	\$68,008.00	\$68,008.00	\$70,303.00	\$70,303.00
10.0	\$59,289.00	\$60,296.00	\$67,541.00	\$68,990.00	\$68,990.00	\$71,369.00	\$71,369.00
10.5	\$60,035.00	\$61,070.00	\$68,501.00	\$69,988.00	\$69,988.00	\$72,454.00	\$72,454.00
11.0	\$60,780.00	\$61,843.00	\$69,462.00	\$70,987.00	\$70,987.00	\$73,538.00	\$73,538.00
11.5	\$62,343.00	\$63,326.00	\$72,315.00	\$74,616.00	\$74,616.00	\$77,633.00	\$77,633.00
12.0	\$63,906.00	\$64,809.00	\$75,168.00	\$78,245.00	\$78,245.00	\$81,727.00	\$81,727.00
12.5	\$65,159.00	\$66,274.00	\$77,169.00	\$80,033.00	\$80,033.00	\$84,382.00	\$84,382.00
13.0	\$66,412.00	\$67,740.00	\$79,171.00	\$81,821.00	\$81,821.00	\$87,037.00	\$87,037.00
13.5	\$69,416.00	\$70,921.00	\$81,979.00	\$84,843.00	\$84,843.00	\$90,103.00	\$90,103.00
14.0	\$72,419.00	\$74,102.00	\$84,787.00	\$87,865.00	\$87,865.00	\$93,170.00	\$93,170.00
14.5	\$75,551.00	\$77,266.00	\$88,712.00	\$91,500.00	\$91,500.00	\$96,502.00	\$96,502.00
15.0	\$78,682.00	\$80,431.00	\$92,637.00	\$95,135.00	\$95,135.00	\$99,835.00	\$99,835.00
15.5	\$80,447.00	\$82,212.00	\$94,525.00	\$97,042.00	\$97,042.00	\$101,792.00	\$101,792.00
16.0	\$82,463.00	\$84,244.00	\$96,663.00	\$99,199.00	\$99,199.00	\$104,000.00	\$104,000.00
<b>*DOCTORATE ATTAINMENT - \$2,000 ADDED TO LAST COLUMN</b>							
One time non-reoccurring bonus of \$750 for full-time Bargaining Unit Members employed on the date of contract ratification who are on the Maximum Step.							

<b>2021-2022 Salary Schedule</b>							
<b>STEP</b>	<b>B</b>	<b>B+15</b>	<b>M/ME</b>	<b>M+15</b>	<b>ME+21</b>	<b>M+30</b>	<b>ME+42</b>
1.0							
1.5							
2.0	\$48,706.00	\$49,273.00	\$53,635.00	\$54,565.00	\$54,565.00	\$55,661.00	\$55,661.00
2.5	\$49,455.00	\$50,047.00	\$54,581.00	\$55,544.00	\$55,544.00	\$56,716.00	\$56,716.00
3.0	\$50,203.00	\$50,822.00	\$55,526.00	\$56,524.00	\$56,524.00	\$57,770.00	\$57,770.00
3.5	\$50,969.00	\$51,614.00	\$56,495.00	\$57,528.00	\$57,528.00	\$58,852.00	\$58,852.00
4.0	\$51,734.00	\$52,406.00	\$57,464.00	\$58,532.00	\$58,532.00	\$59,934.00	\$59,934.00
4.5	\$52,516.00	\$53,216.00	\$58,457.00	\$59,561.00	\$59,561.00	\$61,045.00	\$61,045.00
5.0	\$53,298.00	\$54,026.00	\$59,451.00	\$60,590.00	\$60,590.00	\$62,156.00	\$62,156.00
5.5	\$54,097.00	\$54,854.00	\$60,469.00	\$61,647.00	\$61,647.00	\$63,298.00	\$63,298.00
6.0	\$54,897.00	\$55,683.00	\$61,488.00	\$62,703.00	\$62,703.00	\$64,439.00	\$64,439.00
6.5	\$55,715.00	\$56,530.00	\$62,534.00	\$63,788.00	\$63,788.00	\$65,612.00	\$65,612.00
7.0	\$56,532.00	\$57,378.00	\$63,580.00	\$64,872.00	\$64,872.00	\$66,785.00	\$66,785.00
7.5	\$57,369.00	\$58,246.00	\$64,653.00	\$65,985.00	\$65,985.00	\$67,992.00	\$67,992.00
8.0	\$58,205.00	\$59,113.00	\$65,726.00	\$67,099.00	\$67,099.00	\$69,198.00	\$69,198.00
8.5	\$59,062.00	\$60,002.00	\$66,828.00	\$68,242.00	\$68,242.00	\$70,438.00	\$70,438.00
9.0	\$59,918.00	\$60,891.00	\$67,930.00	\$69,386.00	\$69,386.00	\$71,679.00	\$71,679.00
9.5	\$60,794.00	\$61,800.00	\$69,062.00	\$70,562.00	\$70,562.00	\$72,956.00	\$72,956.00
10.0	\$61,670.00	\$62,710.00	\$70,195.00	\$71,737.00	\$71,737.00	\$74,232.00	\$74,232.00
10.5	\$62,568.00	\$63,643.00	\$71,358.00	\$72,945.00	\$72,945.00	\$75,547.00	\$75,547.00
11.0	\$63,465.00	\$64,575.00	\$72,522.00	\$74,154.00	\$74,154.00	\$76,861.00	\$76,861.00
11.5	\$64,922.00	\$65,996.00	\$74,969.00	\$77,139.00	\$77,139.00	\$80,208.00	\$80,208.00
12.0	\$66,379.00	\$67,416.00	\$77,416.00	\$80,124.00	\$80,124.00	\$83,556.00	\$83,556.00
12.5	\$67,644.00	\$68,841.00	\$79,318.00	\$81,905.00	\$81,905.00	\$85,970.00	\$85,970.00
13.0	\$68,909.00	\$70,266.00	\$81,221.00	\$83,686.00	\$83,686.00	\$88,385.00	\$88,385.00
13.5	\$71,357.00	\$72,851.00	\$83,684.00	\$86,315.00	\$86,315.00	\$91,103.00	\$91,103.00
14.0	\$73,805.00	\$75,436.00	\$86,147.00	\$88,945.00	\$88,945.00	\$93,821.00	\$93,821.00
14.5	\$76,354.00	\$78,028.00	\$89,380.00	\$92,008.00	\$92,008.00	\$96,746.00	\$96,746.00
15.0	\$78,903.00	\$80,620.00	\$92,613.00	\$95,072.00	\$95,072.00	\$99,671.00	\$99,671.00
15.5	\$80,558.00	\$82,307.00	\$94,513.00	\$97,010.00	\$97,010.00	\$101,710.00	\$101,710.00
16.0	\$82,963.00	\$84,744.00	\$97,163.00	\$99,699.00	\$99,699.00	\$104,500.00	\$104,500.00
*DOCTORATE ATTAINMENT - \$2,000 ADDED TO LAST COLUMN							
One time non-reoccurring bonus of \$500 for full-time Bargaining Unit Members who are on the Maximum Step and were on the Maximum Step for all of the prior school year.							

<b>2022-2023 Salary Schedule</b>							
<b>STEP</b>	<b>B</b>	<b>B+15</b>	<b>M/ME</b>	<b>M+15</b>	<b>ME+21</b>	<b>M+30</b>	<b>ME+42</b>
1.0							
1.5							
2.0	\$49,353.00	\$49,886.00	\$54,067.00	\$55,032.00	\$55,032.00	\$56,080.00	\$56,080.00
2.5	\$50,179.00	\$50,741.00	\$55,107.00	\$56,107.00	\$56,107.00	\$57,234.00	\$57,234.00
3.0	\$51,005.00	\$51,595.00	\$56,146.00	\$57,182.00	\$57,182.00	\$58,388.00	\$58,388.00
3.5	\$51,857.00	\$52,476.00	\$57,221.00	\$58,294.00	\$58,294.00	\$59,584.00	\$59,584.00
4.0	\$52,708.00	\$53,357.00	\$58,296.00	\$59,406.00	\$59,406.00	\$60,779.00	\$60,779.00
4.5	\$53,584.00	\$54,264.00	\$59,407.00	\$60,556.00	\$60,556.00	\$62,018.00	\$62,018.00
5.0	\$54,460.00	\$55,171.00	\$60,519.00	\$61,705.00	\$61,705.00	\$63,257.00	\$63,257.00
5.5	\$55,363.00	\$56,107.00	\$61,668.00	\$62,896.00	\$62,896.00	\$64,542.00	\$64,542.00
6.0	\$56,265.00	\$57,042.00	\$62,818.00	\$64,086.00	\$64,086.00	\$65,827.00	\$65,827.00
6.5	\$57,195.00	\$58,006.00	\$64,008.00	\$65,319.00	\$65,319.00	\$67,159.00	\$67,159.00
7.0	\$58,125.00	\$58,970.00	\$65,198.00	\$66,551.00	\$66,551.00	\$68,491.00	\$68,491.00
7.5	\$59,083.00	\$59,964.00	\$66,429.00	\$67,827.00	\$67,827.00	\$69,873.00	\$69,873.00
8.0	\$60,041.00	\$60,958.00	\$67,660.00	\$69,103.00	\$69,103.00	\$71,254.00	\$71,254.00
8.5	\$61,029.00	\$61,984.00	\$68,934.00	\$70,425.00	\$70,425.00	\$72,687.00	\$72,687.00
9.0	\$62,016.00	\$63,010.00	\$70,209.00	\$71,746.00	\$71,746.00	\$74,121.00	\$74,121.00
9.5	\$63,034.00	\$64,067.00	\$71,529.00	\$73,115.00	\$73,115.00	\$75,608.00	\$75,608.00
10.0	\$64,051.00	\$65,124.00	\$72,849.00	\$74,484.00	\$74,484.00	\$77,096.00	\$77,096.00
10.5	\$65,101.00	\$66,216.00	\$74,215.00	\$75,902.00	\$75,902.00	\$78,640.00	\$78,640.00
11.0	\$66,150.00	\$67,307.00	\$75,582.00	\$77,321.00	\$77,321.00	\$80,184.00	\$80,184.00
11.5	\$67,500.00	\$68,665.00	\$77,624.00	\$79,661.00	\$79,661.00	\$82,784.00	\$82,784.00
12.0	\$68,851.00	\$70,023.00	\$79,665.00	\$82,002.00	\$82,002.00	\$85,384.00	\$85,384.00
12.5	\$70,128.00	\$71,408.00	\$81,467.00	\$83,777.00	\$83,777.00	\$87,559.00	\$87,559.00
13.0	\$71,406.00	\$72,792.00	\$83,270.00	\$85,552.00	\$85,552.00	\$89,733.00	\$89,733.00
13.5	\$73,298.00	\$74,782.00	\$85,389.00	\$87,788.00	\$87,788.00	\$92,102.00	\$92,102.00
14.0	\$75,190.00	\$76,771.00	\$87,507.00	\$90,024.00	\$90,024.00	\$94,472.00	\$94,472.00
14.5	\$77,157.00	\$78,789.00	\$90,048.00	\$92,516.00	\$92,516.00	\$96,989.00	\$96,989.00
15.0	\$79,123.00	\$80,808.00	\$92,588.00	\$95,009.00	\$95,009.00	\$99,507.00	\$99,507.00
15.5	\$80,668.00	\$82,401.00	\$94,500.00	\$96,979.00	\$96,979.00	\$101,628.00	\$101,628.00
16.0	\$83,713.00	\$85,494.00	\$97,913.00	\$100,449.00	\$100,449.00	\$105,250.00	\$105,250.00
*DOCTORATE ATTAINMENT - \$2,000 ADDED TO LAST COLUMN							
One time non-reoccurring bonus of \$250 for full-time Bargaining Unit Members who are on the Maximum Step and were on the Maximum Step for all of the prior school year.							

<b>2023-2024 Salary Schedule</b>							
<b>STEP</b>	<b>B</b>	<b>B+15</b>	<b>M/ME</b>	<b>M+15</b>	<b>ME+21</b>	<b>M+30</b>	<b>ME+42</b>
1.0							
1.5							
2.0	\$50,000.00	\$50,500.00	\$54,500.00	\$55,500.00	\$55,500.00	\$56,500.00	\$56,500.00
2.5	\$50,904.00	\$51,434.00	\$55,633.00	\$56,670.00	\$56,670.00	\$57,753.00	\$57,753.00
3.0	\$51,808.00	\$52,369.00	\$56,767.00	\$57,841.00	\$57,841.00	\$59,007.00	\$59,007.00
3.5	\$52,745.00	\$53,338.00	\$57,947.00	\$59,060.00	\$59,060.00	\$60,316.00	\$60,316.00
4.0	\$53,682.00	\$54,308.00	\$59,128.00	\$60,280.00	\$60,280.00	\$61,625.00	\$61,625.00
4.5	\$54,652.00	\$55,312.00	\$60,357.00	\$61,550.00	\$61,550.00	\$62,992.00	\$62,992.00
5.0	\$55,623.00	\$56,317.00	\$61,587.00	\$62,821.00	\$62,821.00	\$64,359.00	\$64,359.00
5.5	\$56,628.00	\$57,359.00	\$62,867.00	\$64,145.00	\$64,145.00	\$65,787.00	\$65,787.00
6.0	\$57,634.00	\$58,402.00	\$64,148.00	\$65,470.00	\$65,470.00	\$67,215.00	\$67,215.00
6.5	\$58,676.00	\$59,482.00	\$65,482.00	\$66,850.00	\$66,850.00	\$68,706.00	\$68,706.00
7.0	\$59,718.00	\$60,563.00	\$66,816.00	\$68,231.00	\$68,231.00	\$70,197.00	\$70,197.00
7.5	\$60,797.00	\$61,683.00	\$68,205.00	\$69,669.00	\$69,669.00	\$71,754.00	\$71,754.00
8.0	\$61,877.00	\$62,804.00	\$69,594.00	\$71,108.00	\$71,108.00	\$73,311.00	\$73,311.00
8.5	\$62,996.00	\$63,966.00	\$71,041.00	\$72,607.00	\$72,607.00	\$74,937.00	\$74,937.00
9.0	\$64,115.00	\$65,129.00	\$72,488.00	\$74,106.00	\$74,106.00	\$76,563.00	\$76,563.00
9.5	\$65,274.00	\$66,334.00	\$73,995.00	\$75,668.00	\$75,668.00	\$78,261.00	\$78,261.00
10.0	\$66,433.00	\$67,539.00	\$75,503.00	\$77,231.00	\$77,231.00	\$79,960.00	\$79,960.00
10.5	\$67,634.00	\$68,789.00	\$77,073.00	\$78,859.00	\$78,859.00	\$81,734.00	\$81,734.00
11.0	\$68,835.00	\$70,039.00	\$78,643.00	\$80,488.00	\$80,488.00	\$83,508.00	\$83,508.00
11.5	\$70,079.00	\$71,335.00	\$80,278.00	\$82,184.00	\$82,184.00	\$85,360.00	\$85,360.00
12.0	\$71,324.00	\$72,631.00	\$81,914.00	\$83,881.00	\$83,881.00	\$87,213.00	\$87,213.00
12.5	\$72,613.00	\$73,975.00	\$83,617.00	\$85,649.00	\$85,649.00	\$89,147.00	\$89,147.00
13.0	\$73,903.00	\$75,319.00	\$85,320.00	\$87,418.00	\$87,418.00	\$91,082.00	\$91,082.00
13.5	\$75,239.00	\$76,712.00	\$87,094.00	\$89,261.00	\$89,261.00	\$93,102.00	\$93,102.00
14.0	\$76,576.00	\$78,106.00	\$88,868.00	\$91,104.00	\$91,104.00	\$95,123.00	\$95,123.00
14.5	\$77,960.00	\$79,551.00	\$90,716.00	\$93,025.00	\$93,025.00	\$97,233.00	\$97,233.00
15.0	\$79,344.00	\$80,997.00	\$92,564.00	\$94,946.00	\$94,946.00	\$99,343.00	\$99,343.00
15.5	\$80,778.00	\$82,495.00	\$94,488.00	\$96,947.00	\$96,947.00	\$101,546.00	\$101,546.00
16.0	\$84,713.00	\$86,494.00	\$98,913.00	\$101,449.00	\$101,449.00	\$106,250.00	\$106,250.00
*DOCTORATE ATTAINMENT - \$2,000 ADDED TO LAST COLUMN							