

TENTATIVE AGREEMENTS

between Reading Education Association and Reading School District

All current Collective Bargaining Agreement provisions will remain in effect except as outlined below:

TERM OF AGREEMENT (Article III)

7 years — September 1, 2012 – August 31, 2019

WAGES AND ECONOMIC BENEFITS (Article IV)

A. *Delete and replace with:*

Year	Compensation
2012-13	<u>Step and column movement as per arbitration award</u>
2013-14	<u>Salary freeze (no step and no column movement)</u>
2014-15	<u>One (1) step and one (1) column movement that will not be retroactive</u>
2015-16	<u>One (1) step and one (1) column movement with \$500.00 added to each salary cell on the maximum step of the salary schedule for those Bargaining Unit Members who were on the top step of the salary schedule for all of the 2014-2015 school year. These adjustments (step, column movement, and placement of \$500.00 on the maximum step of the salary schedule) will be retroactive for ninety-four (94) days of the school year. Similarly, the longevity payment and other compensation payments would be recognized retroactive to the 94th day of the 2015-2016 school year and will be payable within sixty (60) days of both parties ratifying the Collective Bargaining Agreement. Longevity, step, and column movement payments and salary payments will only be paid to active employees employed by the District as of the date of Contract ratification.</u>
2016-17	<u>One (1) step and one (1) column movement with \$500.00 added to each salary cell on maximum step of the salary schedule for those Bargaining Unit Members who are on the maximum step of the salary schedule for all of the 2015-2016 school year.</u>
2017-18	<u>One (1) step and one (1) column movement with \$500.00 added to each salary cell of the salary schedule.</u>
2018-19	<u>One (1) step and one (1) column movement with \$500.00 added to each salary cell of the salary schedule.</u>

B. Annual increments shall be as computed on the scale for the applicable salary level in those years when annual increments will be paid.

~~C. This schedule shall not decrease the salary of any Professional Employee whose present basic salary is now above the maximum under the term of this schedule.~~

~~D. All Effective July 1, 2016, all~~ degrees required for advancement in certification must be earned degrees from a college or university recognized by the ~~State Council of Education~~ National Council for Accreditation and Teacher Education or recognized by a list agreed to by the Superintendent within his or her discretion and the Association, as it may be modified from time to time. To become eligible for an increment ~~based on or~~ movement to a higher classification, the Professional Employee must register the necessary documents with the ~~Superintendent of Schools Department of Human Resources~~ on or before September 15 ~~and/or February 15~~ of the ~~semester school year~~ in which the increment becomes effective. ~~Payments made for additional credits and new degrees registered by February 15 shall be paid at one-half the existing annual rate for that semester only.~~

Effective with the 2016-2017 school year, notwithstanding the foregoing, only those online programs that are deemed by the District Administration to be of an appropriate level of rigor within their sole and exclusive discretion will be eligible for movement. Further, the District Administration will no longer approve credits earned through such organizations as Learners Edge, who have relationships with various universities to provide graduate level course credits in that the stated purpose of such organizations is to provide an avenue for salary schedule advancement versus truly enhancing the professional development of a Bargaining Unit Member. This provision will apply for those programs or credits that will be taken by Bargaining Unit Members on or after September 1, 2016.

~~E. Credit Increment (C.I.)~~

4. ~~Revise:~~ Effective for all courses taken on or after September 1, 2016 or during the 2016-2017 school year, Employer will ~~continue to not~~ recognize IU courses.

~~NL. Longevity Pay –~~ Effective within thirty (30) days of Contract ratification, Bargaining Unit Members who are actively employed as of when this Contract is ratified will be eligible for longevity pay commencing in the 2015-2016 school year. With the exception of the longevity pay authorized during the 2012-2013 school year, no longevity payments will be made to newly qualified individuals for the 2013-2014 and 2014-2015 school years. The retroactive longevity pay will be paid to those eligible Employees actively employed as of Contract ratification and the longevity pay will recognize the years of service that took place during the 2013-2014 and 2014-2015 school years, but the Employer will not be obligated to reimburse the Employees for any missing longevity payments that would have otherwise been due and owing during those school years. Subject to the foregoing, Employee will receive longevity pay starting the first day of their 25th year of service through their 29th year of service in the amount of \$1,350. (remainder the same)

~~OM.~~ Payment of Salaries: Employees shall be paid their contractual rate salary on a bi-weekly basis in twenty-six (26) equal pays beginning with the first pay ~~after the start of the school year~~ period in September and ending with the ~~last pay prior to the start of the next school year~~ second pay period in August.

LEAVES (Article V)

A. General Leave

Add: General leaves of absence must encompass a minimum of a full marking period to a maximum of one (1) school year. Return from such leave shall be at the beginning of a marking period.

D. Sick Leave

1. *Revise:* Employees shall be entitled to use up to ~~five (5)~~ ten (10) accumulated sick leave days each year to attend to the illness or injury of a spouse, child, parent or any person with whom the Employee makes his/her home.
9. *Add:* Effective with the 2016-17 school year, Employees who are planning to retire must: (1) notify the District Administration in writing on or before April 1 if retiring at the end of the school year or sixty (60) days prior to their retirement date if it is done midyear, and (2) retire pursuant to the procedures established by the Public School Employees' Retirement System, in order to be eligible to receive \$60.00 for each unused sick day that he/she has accumulated, provided that should the Employee retire prior to the end of the school year, any additional days accumulated for that school year would not be subject to this payment.

E. Child Rearing Leave

2. In the event of an early delivery, the beginning date ~~for of~~ the child rearing leave shall; ~~upon the request of the Employee,~~ automatically be revised ~~by Board action~~ to the date of delivery. In the event of a delivery between the end of school in June and the opening of school in September, the beginning date of the leave shall be subject to the same provisions as during the school year provided that the Employee or his/her delegate shall notify the District of the exact day of delivery within forty-eight (48) hours after that delivery. ~~Reasonable adjustments of child rearing leave dates may be made at the request of the Employee.~~ One extension of a child rearing leave of absence will only be considered and granted based on the medical needs of the child as documented by the child's physician and provided that the Employee gives the District at least one (1) month's notice of the need for such an extension unless there is documented evidence that the medical needs of the child developed within one (1) month of the Employee's original anticipated return date.
5. ~~Application for return to employment shall be made at least one (1) month prior to the end of the leave and in the case of a mother with a new born child shall be accompanied by a physician's certificate that the Employee at the termination of the leave will be fully capable of carrying out his/her duties.~~ Prior to a return from giving birth, an Employee shall submit a physician's certificate to the Department of Human Resources indicating that she has been released to return to full duty without restrictions.
- ~~8. Upon application for return, if the leave does not exceed six (6) months, the Employee shall be entitled to be returned to the position held prior to the leave. For leave of more than six (6) months, upon return to employment the Employee shall be returned to the position held prior to the leave if a permanent Employee has not filled that position, if the position has been filled by a permanent Employee, the returning Employee may be placed on the floater list for assignment by the Superintendent as the needs of the Employer require, until the first day of the subsequent semester when the Employee will be returned to his/her original assignment. Employee shall receive at least thirty (30) days notice when Employer intends to place a permanent Employee in his/her position.~~

F. Personal Days

Employees shall be allowed absence for personal reasons without loss of pay subject to the following limitations:

- ~~1. During the 2008-09 school year Employees in their first through tenth year of service shall receive one day. Employees after their tenth year of service shall receive two (2) days.~~
- ~~21.~~ Effective the 2009-2010 school year all ~~All~~ Employees shall be credited with two (2) personal days at the beginning of each school year ~~for 2012-13, 2013-14, 2014-15 and 2015-16.~~ Effective with the 2016-17 school year, each employee will be credited with four (4) personal days at the beginning of the school year.
- ~~3. Determination of years of service shall be based on years of service with Employer as of September 1 of each year.~~
- ~~42.~~ Maximum number of Employees to be allowed such absence on any one day to be twenty-five (25) with a maximum from each building of ten percent (10%) of the professional staff or two (2) Employees, whichever is greater. Effective with the 2016-17 school year, the maximum number of Employees to be allowed such absence on any one day is ten percent (10%) from each building of the professional staff.
- ~~53.~~ Effective with the 2016-2017 school year, Up to two (2) one (1) unused personal days each year (for a maximum of five (5) personal days in any one year) may be carried over into the next Contract year but must be used before June 1 of that next Contract year. Teachers shall be reimbursed for any unused personal leave days which are carried over into a subsequent school year and which remain unused as of June 1 of that year. The rate of reimbursement is the per diem bachelor's substitute rate for each unused personal day. No application is necessary - the reimbursement will be processed through the payroll office.
- ~~64.~~ Requests for such absence are to be submitted at least one (1) week in advance.
- ~~5.~~ Effective with the 2016-2017 school year, personal days can be taken without one (1) week advanced notice on an emergency basis. Documentation of emergency must be provided upon return.

76. Effective with the 2016-2017 school year, Personal days shall be can be taken in full days or half-day increments.

[Effective 2016-17, Emergency Leave (J) section will be eliminated.]

G. At-Will Days

Add: Effective with the 2016-17 school year, days without pay will be considered by the District based upon a case-by-case analysis predicated upon exigent circumstances within the discretion of the Administration.

H. Death in the Family

Grandparents made part of "immediate family" (day of death through funeral) rather than "near relative" (1 day)

PAY PROCEDURE (Article VI)

E. Direct All Bargaining Unit Members shall be required to receive their pay through direct deposit ~~will be made available to all Bargaining Unit Employees~~ and electronic advice (notification of deposit) at a banking institution of each Bargaining Unit Member's own choosing, except in cases of good cause shown. For good cause shown, a Bargaining Unit Member may opt out of direct deposit and receive a paper pay check.

INSURANCE (Article X)

B. Medical Insurance

1. (a) Add: Effective as soon as practicable following Contract ratification and upon implementation of the new medical plan, the Employer shall provide for each Employee and his/her spouse and dependent children, health, medical, vision, prescription and dental benefits with a PPO health (medical) plan with a \$350/\$700 employee/family deductible and an out-of-pocket limit of \$1,500/\$3,000 for employee/family. Effective with the provision of the PPO health (medical) plan with a \$350/\$700 employee/family deductible and an out-of-pocket limit of \$1,500/\$3,000 for employee/family, the Employer shall no longer offer the PPO Plan, Plan II, and Managed Care Plan set forth in Appendix "B" attached hereto.

Prescription Drug Co-Pay (PPO Plan) — Effective as soon as practicable following Contract ratification and upon implementation of the new medical plan

Note: \$0 deductible

<u>Retail (30 day supply)</u>		<u>Mail Order (90 day supply)</u>	
<u>Generic</u>	<u>\$ 5.00</u>	<u>Generic</u>	<u>\$10.00</u>
<u>Preferred Brand</u>	<u>\$35.00</u>	<u>Preferred Brand</u>	<u>\$70.00</u>
<u>Non-Preferred Brand</u>	<u>\$70.00</u>	<u>Non-Preferred Brand</u>	<u>\$140.00</u>

Upon the introduction of the prescription drug copay (PPO Plan) described immediately above, the prescription drug copay (PPO Plan & MCO) providing for a \$5/\$20/\$35 plan shall no longer be offered by the Employer.

Effective as soon as practicable following Contract ratification and upon implementation of the new medical plan, Employer will also have the right to implement utilization management guidelines for the prescription plan, which may include but not be limited to, utilization management procedures that may change from time to time, including step therapy, mandatory mail order, and other review procedures recommended by the Pharmacy Benefit Manager to ensure cost savings in the delivery of the prescription program to the extent possible.

(b) Each Employee shall make monthly contributions towards the cost of the selected plan to be deducted from each pay of the Employee as follows:

<u>September 1, 2012- until contract ratification</u>	<u>Coverage</u>		
	<u>Single</u>	<u>Two Party</u>	<u>Family</u>
<u>PPO Plan</u>	<u>\$40.00</u>	<u>\$70.00</u>	<u>\$100.00</u>

Effective with the 2016-17 school year, the monthly contribution levels for the PPO Plan will be:

	<u>Coverage</u>		
	<u>Single</u>	<u>Two Party</u>	<u>Family</u>
<u>2016-17</u>	<u>\$71.00</u>	<u>\$134.00</u>	<u>\$161.00</u>
<u>2017-18</u>	<u>\$82.00</u>	<u>\$142.00</u>	<u>\$172.00</u>
<u>2018-19</u>	<u>11%</u>	<u>11%</u>	<u>11% WITH</u>
	<u>Cap of \$105.00</u>	<u>Cap of \$190.00</u>	<u>Cap of \$215.00</u>

Effective as soon as practicable following Contract ratification, a joint labor/management committee consisting of an equal number of District appointees and Association appointees will be formed for the purpose of exploring the following issues with respect to the District's health benefit program:

1. Review of methodology of calculating the imputed premiums per month and the related COBRA/Public Health Service Act premiums.
2. Possible migration and/or modifications to the prescription program to result in potential savings to the District and, in turn, Bargaining Unit Members.
3. Possible movement from the existing Berkshire Health Network or modifications to the health benefit program to achieve greater efficiency and/or savings.

4. The committee shall have authority to make recommendations to their respective constituents for modifications to the prescription or health benefit program.
5. The committee shall also have authority to examine and make recommendations with respect to retiree compensation, retiree health benefits, and prescription benefits and to make further modifications to secure greater efficiencies and savings in the delivery of retiree healthcare benefits and other benefits, even though they are covered under Section 5-513 of the Public School Code of 1949.

[Language will reflect plan as detailed by Marsh & McLennan Agency, Trion.]

9. Dental Plan: *Revise:* Employees who elect to use an out of network dental provider will only receive reimbursement for the amount paid to ~~United Concordia~~the dental plan providers for the same procedure. The Employer shall provide the Association with a copy of ~~United Concordia's the dental plan provider's~~ rate list annually.

WORKING CONDITIONS (Article X)

A. Observation of Employees/Unsatisfactory Ratings

Bargaining Unit Members will be evaluated and rated in accordance with state law and regulations.

1. Any Professional Employee given ~~an unsatisfactory~~a failing rating will be placed on an improvement plan for a period of not less than ninety (90) school days beginning with the Professional Employee's receipt of the improvement plan, prior to issuance of a second rating. If a Professional Employee is terminated prior to the end of a semester the District shall make every effort to replace him/her with a permanent substitute.
2. A Professional Employee may be placed on an improvement plan without an unsatisfactory rating for one semester. No rating can be given during this period.
- ~~3. The two instruments to be used for evaluation of Professional Employees shall be the supervisory conference reports and PDE-5501. However, if PDE mandates that different or additional evaluations must be used, they shall be used by the Employer.~~
- ~~4.3~~ Professional Employees shall have the right to affix comments and explanations to evaluation instruments relative to the material contained therein. ~~Professional Employees shall be given a copy of the evaluation instruments. Professional Employees are requested to sign the supervisory conference form, as well as PDE-5501, in the presence of the principal or subject director, signifying that they have examined the content. Signature does not imply agreement with the content.~~
- ~~5.4~~ Professional Employees are entitled to a personal conference with the evaluator within five school days but no later than ten school days in extenuating circumstances, after the observation at which time they shall be given a copy of the supervisory conference report.
- ~~6. If the PDE-5501 or other rating form is rated unsatisfactory the rater must hold a meeting with the Professional Employees as soon as possible after the rating is signed by the superintendent of schools, but no later than ten days after the last day of the semester. An Association representative must be present at this hearing. When the Professional Employee is placed on an improvement plan, the placement will be as indicated in section 4 above.~~
- ~~7.5~~ The official improvement plan shall include but not be limited to the following:
 - a. Regularity of observations; observations approximately once each two weeks.
 - b. Continuity of observations; there shall be follow up comments on recommendations and criticisms made at previous sessions.
 - c. Involvement; evaluators must sit regularly with the Professional Employee involved to analyze and interpret the goals of the improvement plan.
 - d. Progress: the Principal shall provide written reports detailing the Employee's progress.
- ~~8. Professional Employees are to be rated at least once each year. Two consecutive unsatisfactory PDE-5501 ratings are required for dismissal for unsatisfactory teaching performance.~~
- ~~9. Professional Employees' instructional performance evaluations shall be based upon instructional duties in area of state certification only. No Professional Employee shall be observed or evaluated based upon instructional performance in an area that is not elaborated in their state certification.~~
- ~~10.6~~ All monitoring or observation of the performance of an Employee by mechanical means shall be conducted openly and with full knowledge of the Employee. The use of eavesdropping, public address, audio system and similar surveillance device is prohibited except by prior agreement of the Employee. New Employees shall be advised by Employer of observation procedures in writing.
- ~~11. Final ratings of all Employees shall be either satisfactory or unsatisfactory. The parties agree that numbers can now be used in the description areas limited to the number 20 as a satisfactory conclusion and the number 10 as an unsatisfactory rating.~~
- ~~12. Teacher observations made specifically as part of the District's staff development program shall not be made part of any Teacher's annual evaluation.~~
- ~~13. Establish a committee to study the Employees' rating system. Any changes must be agreed to by the Reading Education Association and the Reading Board of School Directors. If PDE mandates a new rating system with no option(s) for school districts then the Reading School District shall implement the PDE mandate.~~

EC. Employee Protection

"Assault" clarified as "physical" assault.

FD. Posting Vacancies

Employees shall be notified of administrative promotional opportunities via email or other regularly utilized electronic means when such opportunities become available. ~~All vacancies and/or Notification of newly created Professional Employee positions will be shared via email or other regularly utilized electronic means when such opportunities become available, posted on district Bargaining Unit Member e-mail and school bulletin boards. All such administrative promotional opportunities, vacancies and/or newly created Bargaining Unit positions shall be listed on the district's web site.~~

Employer shall post via email or other regularly utilized electronic means all known open professional positions for the following school year as of May 1 ~~of the preceding year in which Employer is aware of the opening.~~ ~~Posting.~~ The posting shall be for a period of two (2) weeks. Professional Employees may submit requests for consideration when Bargaining Unit assignments are made for a new school year pursuant to the application process established by Employer. The Employer shall determine all professional assignments.

GE. Personnel File

1. Any Member of the Bargaining Unit shall have the right at any mutually agreed upon reasonable time to review the contents of his/her personnel file and to request that a Human Resources employee make ~~up to five copies~~ one (1) copy of any documents except pre-employment references at employer expense per school year beyond which the Employee must pay. The Association has the right as the Employee's representative, to ~~do so~~ review the Employee's personnel file, with the written permission of the Employee.
5. ~~Any evaluation file that an administrator has regarding an Employee~~ Any disciplinary or anecdotal records supporting an evaluation created and maintained by a building administrator as part of the building file shall be destroyed no later than the first day of the next school year.
6. Examination of an Employee's file shall be limited to district supervisory personnel, to the Employee and to the Association as the Employee's representative, ~~and to authorized board committees when acting in an official capacity at an official meeting and when the information is essential to the committee's decision.~~

PM. Length of School Year

- 1.—The school year shall consist of 180 teaching days plus a total of six (6) in-service and two (2) clerical days, provided that if as the result of emergency, 900 and 990 instructional hours cannot be provided for elementary and secondary schools respectively within the scheduled school year, additional teaching days or time may be scheduled to meet those minimums.
- 2.—~~Beginning in the 2009-10 school year, the school year shall consist of 187 days.~~
- 3.—~~Beginning in the 2011-12 school year, the school year shall consist of 188 days.~~

TP. Ten (10) Hour Assigned Duty Mandatory Professional Responsibilities/Duties

Delete and replace with:

It is agreed that after-school duties for Teachers be assigned based on the need for such events to occur on a yearly basis. The amount of time assigned shall be limited to eight (8) hours. These duties shall consist of the following events by teaching level:

Elementary:

1 Open House(2 hours), 2 Parent-teacher Conferences(4 hours), 1 other event/duty(2 hours)

Middle School:

1 Open House (2 hours), 2 Parent-Teacher Conferences (4 hours), 1 concert/show/program (2 hours)

Intermediate High School:

1 Open House (2 hours), 2 Parent-teacher Conferences (4 hours), 1 other event/duty (2 hours)

High School:

Non-negotiable after-school attendance: September - "Meet the Teacher" night (2 hours); June - Graduation (4 hours)

Teachers must also choose one or two of the following to attend: Winter Play/Musical; Holiday Concert; Art Show; Spring Musical; National Honor Society Induction; Spring Concert; Athletic Banquet; Superintendent's Recognition Dinner; Scholarship Presentation

Any other event/duty shall be assigned on a volunteer/voluntary arrangement. Teacher shall be compensated with either professional compensation (@ \$27/hour) or by compensatory time (<= 1 hour = 1 hour comp time::: >1 hour up to 2 hours= 2 hours comp time::: > 2 hours up to 3 hours = 3 hours comp time).

A "volunteer" is a teacher, who by their own free-will expression, decides to give of their own personal time to participate in an after-school hours event/duty. Such teacher shall be compensated at the professional compensation rate or by compensatory time (above).

Such volunteering shall have no direct or implied pressure by building administration to secure volunteers. Likewise, there shall be no pressure by faculty members to deter volunteering.

Meetings may be held for periods up to forty-five (45) minutes beyond the end of the regular Teacher day on the first three (3) calendar Mondays of each month that school is in session, except that in the month of September such periods may be scheduled by the Employer on the first three (3) school Mondays. Monday regular Teacher day shall be:

Elementary - 6 hrs. 45 mins.

Middle School - 7 hrs. 20 mins.

VR. Absence Reporting

Employer shall provide Employees with necessary information, including but not limited to, a phone number, and time to report absence from work with the right of the Employer to change the time of reporting. ~~Reporting time shall be 6:45 A.M.~~

~~A Committee consisting of Members of the Association, Administration and Board of Directors shall be formed to study the concerns surrounding Teacher absenteeism.~~

ZV. Tuition Reimbursement

A Tuition Reimbursement Plan shall be made available to all Professional Employees with the exception of long-term substitutes and floaters, for courses from an accredited institution in accordance with the following guidelines:

1. Prior approval of courses by Superintendent or designee is required, and effective September 1, 2016, the Superintendent or designee shall determine which courses they deem to be of rigor to be eligible for tuition reimbursement. It is understood that any past practices of the Superintendent or designee in approving such courses are eliminated upon Contract ratification.
2. Evidence of completion of the course(s) with a grade of B, Pass or Successful Completion or better is required for reimbursement.
3. Evidence of completion is to be submitted to the Human Resource Department on/or before November 1 of the subsequent school year for payment prior to November 15.
4. The maximum reimbursement will be set at \$450.00 per credit and a maximum number of credits per academic year set at nine (9).
5. The annual budgeted amount for tuition reimbursement will be ~~\$250,000.00 for the first two (2) years of the Agreement. In years three and four of the Agreement, the amount will increase to~~ \$300,000.00 each year of the Agreement.
6. Courses must be related to current employment status; courses which prepare the Employee for careers outside education will not be reimbursed.
7. Effective with the 2016-17 school year, I.U. courses are will no longer be reimbursable.
8. Under no circumstances will courses offered through a third-party provider such as Learners' Edge, who enter into agreements with various colleges and universities for the sole purpose of affording credit offered through the third-party provider be approved for tuition reimbursement.

CGX. Physical Plant Safety

Employer shall provide school buildings with heating, adequate lighting and sanitary conditions, so that the occupants of any such building may have proper and healthful accommodations. This provision of the Collective Bargaining Agreement cannot be enforced through the grievance procedure, but can be enforced through the judicial or administrative agency system in the Commonwealth of Pennsylvania. (remainder the same)

ASSOCIATION RIGHTS AND PRIVILEGES (Article XI)

A. Grievance and Arbitration Procedure --- Eliminate Steps One (immediate supervisor) and Four (School Board)

J. Release Time for Association President

The President of the Association shall be on full-time release and shall be subject to the terms of the Memorandum of Understanding between the Employer and the Association dated June 7, 2011. ~~scheduled for a maximum of two (2) classes or if elementary Employee no more than one-half (1/2) session per day by the Administration.~~

~~In the event the President is a middle school or high school Teacher, the Employee shall not be assigned a homeroom.~~

M. Input into Calendar

The Association shall be granted the right to provide input into the development of the annual school calendar prior to the first reading or initial presentation to the public.

APPENDIX C Policy and Procedures

IV. PREPARATION TIME

E. Payment for Class Coverages

Teachers will be required to give up preparation periods for class coverages only when substitute teachers are not available. ~~Class coverage payments will be made on a monthly basis for one or more hours of coverage in hourly increments. Any balance of time owed less than one hour will be paid at the rate of one hour in the year's last pay~~ Payment will be made every two (2) weeks on a minute-to-minute basis as part of the regular pay period.

XI. PROCEDURES REGARDING UNPROVOKED PHYSICAL ASSAULTS ON STAFF MEMBERS

"Assault" clarified as "physical" assault.

The following sections are deleted: Under Article IV: I. Summer School Days Off; J. Emergency Leave (as of 2016-17 school yr); P. Lump Sum Option (as of 2016-17 school yr). Article VII (Blood Bank). Under Article XI: C. Assignment Information; D. Discipline Code Committee; N. Attendance Registers; -W. Nurse Program; AA. Subcontracting; DD. Substitute Coverage. Under Article XII: L. Common Forum. Under Appendix C: XII. Reading High School Ad Hoc Committee; XV. Appendices – HR Forms

APPENDIX A Salary Schedules

READING EDUCATION ASSOCIATION
2011-2012~~2012-2015~~
SALARY SCHEDULE

TO TOP	STEPS	B	B+12	B+24	M	M+12	M+24	M+36	M+48	DOC
14	1	40,000	41,200	44,650	48,150	50,650	53,150	55,650	58,150	60,650
13	2	41,725	42,925	46,375	49,875	52,375	54,875	57,375	59,875	62,375
12	3	42,725	43,925	47,375	50,875	53,375	55,875	58,375	60,875	63,375
11	4	43,925	45,125	48,575	52,075	54,575	57,075	59,575	62,075	64,575
10	5	45,125	46,325	49,775	53,275	55,775	58,275	60,775	63,275	65,775
9	6	46,325	47,525	50,975	54,475	56,975	59,475	61,975	64,475	66,975
8	7	47,525	48,725	52,175	55,675	58,175	60,675	63,175	65,675	68,175
7	8	48,725	49,925	53,375	56,875	59,375	61,875	64,375	66,875	69,375
6	9	50,225	51,425	54,875	58,375	60,875	63,375	65,875	68,375	70,875
5	10	51,725	52,925	56,375	59,875	62,375	64,875	67,375	69,875	72,375
4	11	53,225	54,425	57,875	61,375	63,875	66,375	68,875	71,375	73,875
3	12	55,188	56,388	59,838	63,338	65,838	68,338	70,838	73,338	75,838
2	13	61,001	62,201	65,651	69,151	71,651	74,151	76,651	79,151	81,651
1	14	66,528	67,728	71,178	74,678	77,178	79,678	82,178	84,678	87,178
TOP	15	70,519	71,719	75,169	78,669	81,169	83,669	86,169	88,669	91,169

READING EDUCATION ASSOCIATION
2015-2016
SALARY SCHEDULE

<u>TO TOP</u>	<u>STEPS</u>	<u>B</u>	<u>B+12</u>	<u>B+24</u>	<u>M</u>	<u>M+12</u>	<u>M+24</u>	<u>M+36</u>	<u>M+48</u>	<u>DOC</u>
<u>14</u>	<u>1</u>	<u>40,000</u>	<u>41,200</u>	<u>44,650</u>	<u>48,150</u>	<u>50,650</u>	<u>53,150</u>	<u>55,650</u>	<u>58,150</u>	<u>60,650</u>
<u>13</u>	<u>2</u>	<u>41,725</u>	<u>42,925</u>	<u>46,375</u>	<u>49,875</u>	<u>52,375</u>	<u>54,875</u>	<u>57,375</u>	<u>59,875</u>	<u>62,375</u>
<u>12</u>	<u>3</u>	<u>42,725</u>	<u>43,925</u>	<u>47,375</u>	<u>50,875</u>	<u>53,375</u>	<u>55,875</u>	<u>58,375</u>	<u>60,875</u>	<u>63,375</u>
<u>11</u>	<u>4</u>	<u>43,925</u>	<u>45,125</u>	<u>48,575</u>	<u>52,075</u>	<u>54,575</u>	<u>57,075</u>	<u>59,575</u>	<u>62,075</u>	<u>64,575</u>
<u>10</u>	<u>5</u>	<u>45,125</u>	<u>46,325</u>	<u>49,775</u>	<u>53,275</u>	<u>55,775</u>	<u>58,275</u>	<u>60,775</u>	<u>63,275</u>	<u>65,775</u>
<u>9</u>	<u>6</u>	<u>46,325</u>	<u>47,525</u>	<u>50,975</u>	<u>54,475</u>	<u>56,975</u>	<u>59,475</u>	<u>61,975</u>	<u>64,475</u>	<u>66,975</u>
<u>8</u>	<u>7</u>	<u>47,525</u>	<u>48,725</u>	<u>52,175</u>	<u>55,675</u>	<u>58,175</u>	<u>60,675</u>	<u>63,175</u>	<u>65,675</u>	<u>68,175</u>
<u>7</u>	<u>8</u>	<u>48,725</u>	<u>49,925</u>	<u>53,375</u>	<u>56,875</u>	<u>59,375</u>	<u>61,875</u>	<u>64,375</u>	<u>66,875</u>	<u>69,375</u>
<u>6</u>	<u>9</u>	<u>50,225</u>	<u>51,425</u>	<u>54,875</u>	<u>58,375</u>	<u>60,875</u>	<u>63,375</u>	<u>65,875</u>	<u>68,375</u>	<u>70,875</u>
<u>5</u>	<u>10</u>	<u>51,725</u>	<u>52,925</u>	<u>56,375</u>	<u>59,875</u>	<u>62,375</u>	<u>64,875</u>	<u>67,375</u>	<u>69,875</u>	<u>72,375</u>
<u>4</u>	<u>11</u>	<u>53,225</u>	<u>54,425</u>	<u>57,875</u>	<u>61,375</u>	<u>63,875</u>	<u>66,375</u>	<u>68,875</u>	<u>71,375</u>	<u>73,875</u>
<u>3</u>	<u>12</u>	<u>55,188</u>	<u>56,388</u>	<u>59,838</u>	<u>63,338</u>	<u>65,838</u>	<u>68,338</u>	<u>70,838</u>	<u>73,338</u>	<u>75,838</u>
<u>2</u>	<u>13</u>	<u>61,001</u>	<u>62,201</u>	<u>65,651</u>	<u>69,151</u>	<u>71,651</u>	<u>74,151</u>	<u>76,651</u>	<u>79,151</u>	<u>81,651</u>
<u>1</u>	<u>14</u>	<u>66,528</u>	<u>67,728</u>	<u>71,178</u>	<u>74,678</u>	<u>77,178</u>	<u>79,678</u>	<u>82,178</u>	<u>84,678</u>	<u>87,178</u>
<u>TOP</u>	<u>15</u>	<u>71,019</u>	<u>72,219</u>	<u>75,669</u>	<u>79,169</u>	<u>81,669</u>	<u>84,169</u>	<u>86,669</u>	<u>89,169</u>	<u>91,669</u>

READING EDUCATION ASSOCIATION
2016-2017
SALARY SCHEDULE

<u>TO TOP</u>	<u>STEPS</u>	<u>B</u>	<u>B+12</u>	<u>B+24</u>	<u>M</u>	<u>M+12</u>	<u>M+24</u>	<u>M+36</u>	<u>M+48</u>	<u>DOC</u>
<u>14</u>	<u>1</u>	<u>40,000</u>	<u>41,200</u>	<u>44,650</u>	<u>48,150</u>	<u>50,650</u>	<u>53,150</u>	<u>55,650</u>	<u>58,150</u>	<u>60,650</u>
<u>13</u>	<u>2</u>	<u>41,725</u>	<u>42,925</u>	<u>46,375</u>	<u>49,875</u>	<u>52,375</u>	<u>54,875</u>	<u>57,375</u>	<u>59,875</u>	<u>62,375</u>
<u>12</u>	<u>3</u>	<u>42,725</u>	<u>43,925</u>	<u>47,375</u>	<u>50,875</u>	<u>53,375</u>	<u>55,875</u>	<u>58,375</u>	<u>60,875</u>	<u>63,375</u>
<u>11</u>	<u>4</u>	<u>43,925</u>	<u>45,125</u>	<u>48,575</u>	<u>52,075</u>	<u>54,575</u>	<u>57,075</u>	<u>59,575</u>	<u>62,075</u>	<u>64,575</u>
<u>10</u>	<u>5</u>	<u>45,125</u>	<u>46,325</u>	<u>49,775</u>	<u>53,275</u>	<u>55,775</u>	<u>58,275</u>	<u>60,775</u>	<u>63,275</u>	<u>65,775</u>
<u>9</u>	<u>6</u>	<u>46,325</u>	<u>47,525</u>	<u>50,975</u>	<u>54,475</u>	<u>56,975</u>	<u>59,475</u>	<u>61,975</u>	<u>64,475</u>	<u>66,975</u>
<u>8</u>	<u>7</u>	<u>47,525</u>	<u>48,725</u>	<u>52,175</u>	<u>55,675</u>	<u>58,175</u>	<u>60,675</u>	<u>63,175</u>	<u>65,675</u>	<u>68,175</u>
<u>7</u>	<u>8</u>	<u>48,725</u>	<u>49,925</u>	<u>53,375</u>	<u>56,875</u>	<u>59,375</u>	<u>61,875</u>	<u>64,375</u>	<u>66,875</u>	<u>69,375</u>
<u>6</u>	<u>9</u>	<u>50,225</u>	<u>51,425</u>	<u>54,875</u>	<u>58,375</u>	<u>60,875</u>	<u>63,375</u>	<u>65,875</u>	<u>68,375</u>	<u>70,875</u>
<u>5</u>	<u>10</u>	<u>51,725</u>	<u>52,925</u>	<u>56,375</u>	<u>59,875</u>	<u>62,375</u>	<u>64,875</u>	<u>67,375</u>	<u>69,875</u>	<u>72,375</u>
<u>4</u>	<u>11</u>	<u>53,225</u>	<u>54,425</u>	<u>57,875</u>	<u>61,375</u>	<u>63,875</u>	<u>66,375</u>	<u>68,875</u>	<u>71,375</u>	<u>73,875</u>
<u>3</u>	<u>12</u>	<u>55,188</u>	<u>56,388</u>	<u>59,838</u>	<u>63,338</u>	<u>65,838</u>	<u>68,338</u>	<u>70,838</u>	<u>73,338</u>	<u>75,838</u>
<u>2</u>	<u>13</u>	<u>61,001</u>	<u>62,201</u>	<u>65,651</u>	<u>69,151</u>	<u>71,651</u>	<u>74,151</u>	<u>76,651</u>	<u>79,151</u>	<u>81,651</u>
<u>1</u>	<u>14</u>	<u>66,528</u>	<u>67,728</u>	<u>71,178</u>	<u>74,678</u>	<u>77,178</u>	<u>79,678</u>	<u>82,178</u>	<u>84,678</u>	<u>87,178</u>
<u>TOP</u>	<u>15</u>	<u>71,519</u>	<u>72,719</u>	<u>76,169</u>	<u>79,669</u>	<u>82,169</u>	<u>84,669</u>	<u>87,169</u>	<u>89,669</u>	<u>92,169</u>

READING EDUCATION ASSOCIATION
2017-2018
SALARY SCHEDULE

<u>TO TOP</u>	<u>STEPS</u>	<u>B</u>	<u>B+12</u>	<u>B+24</u>	<u>M</u>	<u>M+12</u>	<u>M+24</u>	<u>M+36</u>	<u>M+48</u>	<u>DOC</u>
<u>14</u>	<u>1</u>	<u>40,500</u>	<u>41,700</u>	<u>45,150</u>	<u>48,650</u>	<u>51,150</u>	<u>53,650</u>	<u>56,150</u>	<u>58,650</u>	<u>61,150</u>
<u>13</u>	<u>2</u>	<u>42,225</u>	<u>43,425</u>	<u>46,875</u>	<u>50,375</u>	<u>52,875</u>	<u>55,375</u>	<u>57,875</u>	<u>60,375</u>	<u>62,875</u>
<u>12</u>	<u>3</u>	<u>43,225</u>	<u>44,425</u>	<u>47,875</u>	<u>51,375</u>	<u>53,875</u>	<u>56,375</u>	<u>58,875</u>	<u>61,375</u>	<u>63,875</u>
<u>11</u>	<u>4</u>	<u>44,425</u>	<u>45,625</u>	<u>49,075</u>	<u>52,575</u>	<u>55,075</u>	<u>57,575</u>	<u>60,075</u>	<u>62,575</u>	<u>65,075</u>
<u>10</u>	<u>5</u>	<u>45,625</u>	<u>46,825</u>	<u>50,275</u>	<u>53,775</u>	<u>56,275</u>	<u>58,775</u>	<u>61,275</u>	<u>63,775</u>	<u>66,275</u>
<u>9</u>	<u>6</u>	<u>46,825</u>	<u>48,025</u>	<u>51,475</u>	<u>54,975</u>	<u>57,475</u>	<u>59,975</u>	<u>62,475</u>	<u>64,975</u>	<u>67,475</u>
<u>8</u>	<u>7</u>	<u>48,025</u>	<u>49,225</u>	<u>52,675</u>	<u>56,175</u>	<u>58,675</u>	<u>61,175</u>	<u>63,675</u>	<u>66,175</u>	<u>68,675</u>
<u>7</u>	<u>8</u>	<u>49,225</u>	<u>50,425</u>	<u>53,875</u>	<u>57,375</u>	<u>59,875</u>	<u>62,375</u>	<u>64,875</u>	<u>67,375</u>	<u>69,875</u>
<u>6</u>	<u>9</u>	<u>50,725</u>	<u>51,925</u>	<u>55,375</u>	<u>58,875</u>	<u>61,375</u>	<u>63,875</u>	<u>66,375</u>	<u>68,875</u>	<u>71,375</u>
<u>5</u>	<u>10</u>	<u>52,225</u>	<u>53,425</u>	<u>56,875</u>	<u>60,375</u>	<u>62,875</u>	<u>65,375</u>	<u>67,875</u>	<u>70,375</u>	<u>72,875</u>
<u>4</u>	<u>11</u>	<u>53,725</u>	<u>54,925</u>	<u>58,375</u>	<u>61,875</u>	<u>64,375</u>	<u>66,875</u>	<u>69,375</u>	<u>71,875</u>	<u>74,375</u>
<u>3</u>	<u>12</u>	<u>55,688</u>	<u>56,888</u>	<u>60,338</u>	<u>63,838</u>	<u>66,338</u>	<u>68,838</u>	<u>71,338</u>	<u>73,838</u>	<u>76,338</u>
<u>2</u>	<u>13</u>	<u>61,501</u>	<u>62,701</u>	<u>66,151</u>	<u>69,651</u>	<u>72,151</u>	<u>74,651</u>	<u>77,151</u>	<u>79,651</u>	<u>82,151</u>
<u>1</u>	<u>14</u>	<u>67,028</u>	<u>68,228</u>	<u>71,678</u>	<u>75,178</u>	<u>77,678</u>	<u>80,178</u>	<u>82,678</u>	<u>85,178</u>	<u>87,678</u>
<u>TOP</u>	<u>15</u>	<u>72,019</u>	<u>73,219</u>	<u>76,669</u>	<u>80,169</u>	<u>82,669</u>	<u>85,169</u>	<u>87,669</u>	<u>90,169</u>	<u>92,669</u>

READING EDUCATION ASSOCIATION
2018-2019
SALARY SCHEDULE

<u>TO TOP</u>	<u>STEPS</u>	<u>B</u>	<u>B+12</u>	<u>B+24</u>	<u>M</u>	<u>M+12</u>	<u>M+24</u>	<u>M+36</u>	<u>M+48</u>	<u>DOC</u>
<u>14</u>	<u>1</u>	<u>41,000</u>	<u>42,200</u>	<u>45,650</u>	<u>49,150</u>	<u>51,650</u>	<u>54,150</u>	<u>56,650</u>	<u>59,150</u>	<u>61,650</u>
<u>13</u>	<u>2</u>	<u>42,725</u>	<u>43,925</u>	<u>47,375</u>	<u>50,875</u>	<u>53,375</u>	<u>55,875</u>	<u>58,375</u>	<u>60,875</u>	<u>63,375</u>
<u>12</u>	<u>3</u>	<u>43,725</u>	<u>44,925</u>	<u>48,375</u>	<u>51,875</u>	<u>54,375</u>	<u>56,875</u>	<u>59,375</u>	<u>61,875</u>	<u>64,375</u>
<u>11</u>	<u>4</u>	<u>44,925</u>	<u>46,125</u>	<u>49,575</u>	<u>53,075</u>	<u>55,575</u>	<u>58,075</u>	<u>60,575</u>	<u>63,075</u>	<u>65,575</u>
<u>10</u>	<u>5</u>	<u>46,125</u>	<u>47,325</u>	<u>50,775</u>	<u>54,275</u>	<u>56,775</u>	<u>59,275</u>	<u>61,775</u>	<u>64,275</u>	<u>66,775</u>
<u>9</u>	<u>6</u>	<u>47,325</u>	<u>48,525</u>	<u>51,975</u>	<u>55,475</u>	<u>57,975</u>	<u>60,475</u>	<u>62,975</u>	<u>65,475</u>	<u>67,975</u>
<u>8</u>	<u>7</u>	<u>48,525</u>	<u>49,725</u>	<u>53,175</u>	<u>56,675</u>	<u>59,175</u>	<u>61,675</u>	<u>64,175</u>	<u>66,675</u>	<u>69,175</u>
<u>7</u>	<u>8</u>	<u>49,725</u>	<u>50,925</u>	<u>54,375</u>	<u>57,875</u>	<u>60,375</u>	<u>62,875</u>	<u>65,375</u>	<u>67,875</u>	<u>70,375</u>
<u>6</u>	<u>9</u>	<u>51,225</u>	<u>52,425</u>	<u>55,875</u>	<u>59,375</u>	<u>61,875</u>	<u>64,375</u>	<u>66,875</u>	<u>69,375</u>	<u>71,875</u>
<u>5</u>	<u>10</u>	<u>52,725</u>	<u>53,925</u>	<u>57,375</u>	<u>60,875</u>	<u>63,375</u>	<u>65,875</u>	<u>68,375</u>	<u>70,875</u>	<u>73,375</u>
<u>4</u>	<u>11</u>	<u>54,225</u>	<u>55,425</u>	<u>58,875</u>	<u>62,375</u>	<u>64,875</u>	<u>67,375</u>	<u>69,875</u>	<u>72,375</u>	<u>74,875</u>
<u>3</u>	<u>12</u>	<u>56,188</u>	<u>57,388</u>	<u>60,838</u>	<u>64,338</u>	<u>66,838</u>	<u>69,338</u>	<u>71,838</u>	<u>74,338</u>	<u>76,838</u>
<u>2</u>	<u>13</u>	<u>62,001</u>	<u>63,201</u>	<u>66,651</u>	<u>70,151</u>	<u>72,651</u>	<u>75,151</u>	<u>77,651</u>	<u>80,151</u>	<u>82,651</u>
<u>1</u>	<u>14</u>	<u>67,528</u>	<u>68,728</u>	<u>72,178</u>	<u>75,678</u>	<u>78,178</u>	<u>80,678</u>	<u>83,178</u>	<u>85,678</u>	<u>88,178</u>
<u>TOP</u>	<u>15</u>	<u>72,519</u>	<u>73,719</u>	<u>77,169</u>	<u>80,669</u>	<u>83,169</u>	<u>85,669</u>	<u>88,169</u>	<u>90,669</u>	<u>93,169</u>

Reading School District

7/1/16 Current Medical/Rx Design vs. Berks County Trust

	Reading School District		Berks County School District Health Trust	
Plans	PPO	Non-PPO	PPO	Non-PPO
DEDUCTIBLE (Annual)				
Employee	\$150	\$300	\$350	\$700
Family	\$300	\$600	\$700	\$1,400
PREVENTIVE CARE				
Coinsurance	100% - deductible waived	Not Covered	100% - deductible waived	80% after deductible
OFFICE VISIT				
Copayments	\$15 PCP/Spec - deductible waived	75% after deductible	\$15 PCP/\$30 Spec - deductible waived	80% coinsurance
INPATIENT HOSPITAL				
Coinsurance	90% after deductible	75% after deductible	100% after deductible	50% after deductible
OUTPATIENT HOSPITAL				
Coinsurance	90% after deductible	75% after deductible	100% after deductible	20% after deductible
DIAGNOSTIC X-RAY/LAB				
Coinsurance	90% after deductible	75% after deductible	100% after deductible	80% after deductible
EMERGENCY ROOM VISIT / URGENT CARE				
Emergency Room	\$40 - deductible waived; copay waived if admitted	\$40 - deductible waived; copay waived if admitted	\$100 - deductible waived; copay waived if admitted	\$100 - deductible waived; copay waived if admitted
Urgent Care	Copay or Ded/Coins - depends on coding	Copay or Ded/Coins - depends on coding	\$40 Copay	\$40 Copay
OUT-OF-POCKET LIMIT (Annual)				
Employee	\$650	\$1,300	\$1,500	\$6,350
Family	\$800	\$3,000	\$3,000	\$12,700
RX				
Copays	\$5/\$20/\$35 retail (2x MO)	\$5/\$20/\$35 retail (2x MO)	\$5/\$35/\$70 retail (2x MO)	\$5/\$35/\$70 (2x MO)
<i>Out of Pocket maximum includes deductible and coinsurance</i>				
<i>Deductible and Out of Pocket Maximum cross accumulate in and out of network</i>				