

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

The Neshaminy Federation of Teachers here by 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	1.0%
July 1, 2009	1.0%
July 1, 2010	1.0%
July 1, 2011	3.0%
July 1, 2012	3.0%
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 in eight equal payments commencing with June 30, 2011 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, 2008, 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.

4. GRIEVANCE PROCEDURE

The prior collective bargaining proposal of the Federation on this issue is WITHDRAWN.

5. TEACHERS' SCHEUDLES

The prior collective bargaining proposal of the Federation on this issue is WITHDRAWN.

6. EXCUSED ABSENCE

The prior collective bargaining proposal of the Federation on this issue is WITHDRAWN.

7. SISTER SCHOOLING

The prior collective bargaining proposal of the Federation on this issue is WITHDRAWN.

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.

10. PREP TIME

The prior collective bargaining proposal of the Federation on this issue is WITHDRAWN.

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.

12. FULL DAY KINDERGARTEN

The prior collective bargaining proposal of the Federation on this issue is WITHDRAWN.

13. STUDENT TEACHER RATIO

The prior collective bargaining proposal of the Federation on this issue is WITHDRAWN.

13. DISABILITY BENEFITS

The disability benefits shall be modified 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 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.

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 annually pay, on a pre-tax basis in equal deductions from pay, the following:

Single	\$846.98
Adult/Child	\$1,693.20
Adult /Children	\$1,842.02
Two Adults	\$1,887.82
Family	\$2,030.88

(B) 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

(C) 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.