

Summary of NFT's Sixth Proposal

11.1.11

1. Term

- 6 years (July 1, 2008-July 1, 2014)

2. Compensation

- Step Placement: Effective 8.30.11 all certified staff will be placed appropriately on the salary matrix, based on years of service & education, including those earned since July 1, 2008.
- Wages
 - 2008-2009: 0%
 - 2009-2010: 0%
 - 2010-2011: 1%
 - 2011-2012: 2.75%
 - 2012-2013: 3%
 - 2013-2014: 3.25%
- Co-Curricular & ancillary rates shall be adjusted by the same percentages set forth above.
- Effective July 1, 2008, ten 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 \$385 to \$500.
- *80% of the accrued back pay from the base wage increases and missed steps or credit adjustments in 2008, 2009 and 2010 shall be paid in 12 equal payments commencing with June 30, 2011 and thereafter in the last pay period in each calendar quarter.*

3. Health Benefits

- Plan Changes: PC 15 will be replaced with a modified PC 20/30/70 plan and HMO 2 will be replaced with a HMO 10 plan.
- Employee Premium Contributions: All certified staff will pay 8% of the NSD's 2011-2012 major medical costs on a pre-tax basis in equal deductions for the duration of this agreement.
- The NFT agrees to the NSD proposal to eliminate the single-source Rx benefit. The NFT agrees to the NSD proposal to self insure our Rx benefits.

4. Dental

The existing dental benefit shall be modified as follows:

- Increase the Basic Dental benefit from \$1,500 to \$2,000 per person per year
- The Orthodontics benefit shall be increased from \$1,000 to \$2,000

5. Disability Benefits

The disability benefits shall be modified as follows:

- Short-term benefits shall be increased from \$1,300 to \$1,400
- Long-term benefits shall be increased from \$1,400 to \$1,600

6. Retirement Benefits

- eligibility: increased from 10 to 15 years of Neshaminy service
- health benefits shall be reduced to include only the employee & spouse
- stipend: 20 years of Neshaminy service = \$20,000 with an additional \$1,000 for each year of service to a maximum of \$25,000
- *Any individual who retires after the ratification of the contract shall be entitled to utilize the opt out benefit at 30% of premium costs*

7. School Improvement

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

8. Special Education Cap

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

9. Master's Equivalency

The collective bargaining agreement shall be amended to provide that as of July 1, 2012, Master's Equivalency credit shall only be granted for those courses taken after that date that have been approved in advance by a Committee comprised of an equal number of District and Federation members, which decision shall be based on a needs assessment of District students. Existing approval of equivalencies and the validity of equivalency taken prior to July 1, 2012 shall not be affected by this provision.

10. 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.