

UPPER PERKIOMEN SCHOOL DISTRICT

TENTATIVE CONTRACT AGREEMENT REACHED

After approximately sixteen negotiating sessions over a five-month period, the Upper Perkiomen Board of School Directors and the Upper Perkiomen Education Association reached a tentative agreement on June 10th. The teachers will hold a ratification vote on June 22nd at 3:30 p.m. and the Board will vote on June 22nd at 7:30 p.m.

The new agreement calls for a two-year extension with raises slightly below the market for surrounding school districts, increased co-pays and a less expensive health care plan, and reduced tuition reimbursement. The teacher work year will be reduced by one day and teachers will receive one emergency leave day per year. Stipends for coaches and co-curricular sponsors will remain frozen for the two years. Minor wording changes were also made to bereavement leave, personal leave, and rules governing tuition reimbursement.

The following is an overview of the changes in the new contract, which would expire on June 30, 2012:

<u>TENTATIVE AGREEMENT OUTLINE</u>	
Length of Contract	2 Years September 1, 2010 – June 30, 2012
Salary Increase	Year 1 Total Increase: 3.01% Year 2 Total Increase: 3.30%
Health Care	Year 1* PC 10 Plan with 10% of premium co-pay (Current plan is PC 1 with approximate 5.5% co-pay) Year 2* PC 10 Plan with 12% co-pay *Allowed to buy up to PC 1
Tuition Reimbursement	Cap of 100% of 9 credits up to \$3500 per year (an approximate 25% reduction from current benefit) Limit of on-line courses to 6 credits per year, and 12 credits for the length of the contract No third party courses to be reimbursed (those in existing masters programs to be grandfathered)

TENTATIVE AGREEMENT OUTLINE continued

Co-Curricular	All salaries for coaches and sponsors to be frozen for two years. \$10,000 added to co-curricular budget for specified non-athletic positions that are currently directed by volunteers
Emergency Day	One day per year with approval of Superintendent
Personal Days	Remain at two per year, but may carry over unused days to next year to a maximum of four
Personal Day Bank	Teachers may donate their unused days to others in need
Teacher Work Year	Reduced from 191 to 190 days
Bereavement Leave	Expanded language to include certain step and in-law relationships
Unused Sick Days	Reimbursement rate at retirement increased from \$47.50 to \$55 per day. Number of days capped at 190 plus number of years of service
Early Retirement Incentive	The Board agrees to meet-and-discuss the issue once during the two-year agreement