

<b>ISSUE</b>	<b>HATBORO-HORSHAM SCHOOL BOARD NEGOTIATING TEAM PROPOSAL</b>	<b>HATBORO-HORSHAM EDUCATION ASSOCIATION PROPOSAL</b>
Salary	<p>In all three years of the contract, teachers who make less than \$60,000 would receive a 1.5-percent increase; teachers who make \$60,000 or more and are not at the top step of the salary schedule would receive 1.25-percent increases; and teachers who are at the top step of the salary schedule would receive 1-percent bonuses. During the contract period, a committee made up of HHEA members and administrators will develop a performance/accountability program so that in the third year of the contract, teachers will have the opportunity to be awarded additional bonuses based on their performance -- so long as these bonuses do not exceed .5 percent of the bargaining unit member's annual salary.</p>	<p>Salary increases of 5.057 percent in the first year, 5.27 percent in the second year, and 5.21 percent in the third year – increases that would result in a total dollar increase of approximately \$4.8 million over three years.</p>
Benefits	<p>Effective January 1, 2010, full-time employees would contribute 11-percent of premium costs to the Keystone Direct POS C1-F1-01 plan in year one, a 12-percent contribution in year two, and a 13-percent contribution in year three. The Negotiating Team has suggested switching plans because the proposed one will enable the district to save on premium costs while still providing employees with quality insurance and is comparable to plans offered</p>	<p>Maintain existing health benefits, which require employees to pay 11 percent of the premium for the Blue Cross/Blue Shield 10/20/70 plan, and offer buy-ups to the existing Indemnity and Personal Choice 1 plans.</p>

	by surrounding districts. There is the option for teachers to enroll in the other, more expensive plans by personally paying the additional premium costs. The district would make no contribution to premium costs for part-time employees.	
Prescription Plan	Plan would include co-pays of \$10 for generic, \$30 for preferred brand name, and \$50 for non-formulary drugs.	Plan would include co-pays of \$10 for generic, \$20 for preferred brand name, and \$35 for non-formulary drugs.
Hourly Rates for Additional Duties	Hourly rates for jobs such as curriculum writing, summer school and extra-curricular sport and club assignments would remain the same throughout the duration of the contract.	Hourly rates for additional duties would increase by 40 to 50 percent over the first two years of the contract with recommended rates of up to \$30 to \$45 an hour for certain duties.
Tuition Reimbursement	Reimbursement for up to half of tuition costs on credits needed for permanent certification, as well as up to half the cost of tuition on undergraduate credits, graduate credits and workshops beyond permanent certification with a maximum reimbursement of \$175. The Board would not reimburse for credits sought past the Master's level.	Reimbursement for up to half of tuition costs on credits needed for permanent certification, as well as up to half the cost of tuition on undergraduate credits, graduate credits and workshops beyond permanent certification with a maximum reimbursement of \$175.
Unsatisfactory Teaching Performance	Teachers who receive a "needs improvement" rating would sustain a \$1,000 pay reduction annually, and those who receive "unsatisfactory" ratings should sustain a \$2,000 pay reduction annually.	No change in contract language. Currently, a teacher who receives an "unsatisfactory" rating does not receive a salary increase for the single year following the rating. There is currently no language specifically addressing a rating of "needs improvement."