

**Radnor Township School District and Radnor Educational Support Personnel Association
(RESPA)
Tentative Agreement
July 1, 2015 through June 30, 2019**

➤ **Length of Contract**

Four years commencing July 1, 2015 and running through June 30, 2019.

➤ **Wage Increases**

2015-2016 – Retroactive to July 1, 2015 - 1.99%

2016-2017 2.4%

2017-2018 2.9%

2018-2019 3.4%

➤ **Article 9.4 - Salary Review**

Language to be added: *The district shall use its best efforts to complete the salary review within 180 days.*

➤ **Article 9.1 - Levels**

- The parties agree to the name change for Health Care Paraprofessional to Staff Nurse.
- The parties agree to the level change (previously approved) for the RMS Guidance Secretary Level, from a Level 2 to a Level 3.
- The parties agree to add the Employee and Community Relations Assistant to the contract at a Level 3 status. However, the title would read Communications Assistant.

➤ **Article X – Longevity Plan**

- The parties agree to maintain current language. The following will be added:
 - a) On July 1, after the employee’s anniversary date, the following will be awarded in addition to the current longevity bonus language.
 1. Year 10 through Year 19 one vacation/personal day will be awarded to the employee each year.
 2. Year 20 and each subsequent year two vacation/personal days will be awarded to the employee.

➤ **Article XI – Leaves of Absence**

- b) Level A Educational Support Personnel shall receive three (3) paid sick/personal leave days per year during their first year of employment. After their first year of employment, Level A Educational Support Personnel shall

receive four (4) paid sick/personal leave days per year. The unused portion of these days shall accumulate from year to year without limit and may be used as sick/personal leave as needed, (See Section 5 for restrictions on use of personal leave).

The parties agree to add the following:

- c) If a Paraprofessional has a unused balance of issued sick/personal leave days at the close of business on the last workday of the current school year, the Para Professional will receive two (2) additional days,(in addition to the leave awarded in 1.b) for the start of the following school year. In order to be eligible for the additional days, the employee may not have taken an unapproved Day Without Pay.

- The parties agree that paid time off (sick, vacation, and personal) for part-time employees will be prorated based on regularly scheduled hours.

- **Article XV – Seniority**

- 3. Layoffs and Recall:

- a. In the event it is necessary to reduce the work force, lay-offs shall be made by seniority within a specific Level as established in Article IX when the employees are relatively equal with respect to their qualifications, skill and ability to do the available work in a satisfactory manner as determined by the supervisor of the positions affected.
 - b. For those Level B Technology Resource Personnel employees hired prior to June 30, 2015, whether or not an employee has received Microsoft Certification shall not be considered as a qualification, skill or ability for purposes of layoff or recall under this section.

- The parties agree to place the vacation day pay-out MOU, dated 9/22/1999, into the contract.

- **Article XIII – Insurance Protection**

- 2. f. Premium share

Notwithstanding any provision in this Agreement to the contrary, each Employee in the bargaining unit (other than Level A Educational Support Employees during the first three years of their employment) being provided with health insurance under this Agreement, shall contribute, through payroll deductions, towards premium in the amounts set forth as follows:

- 1. For the 2015-2016 fiscal year, premium share shall be in the amount of 1.25% of salary for single coverage; 1.5% of salary for employee/child

coverage; 1.75% of salary for employee/spouse coverage; 1.75% of salary for employee/children coverage; and 2.0% of salary for family coverage.

2. For the 2016-2017 fiscal year, premium share shall be in the amount of 6.5% of the premium cost for the annual medical plan.
3. For the 2017-2018 fiscal year, premium share shall be in the amount of 6.75% of the premium cost for the annual medical plan.
4. For the 2018-2019 fiscal year, premium share shall be in the amount of 7.0% of the premium cost for the annual medical plan.
5. All premium share amounts shall be deducted through payroll deduction each pay period. "Salary" shall be defined as the gross wages paid for the pay period; provided, however, that the minimum amount of the premium share to be paid by the employee shall be based on the base annual wages whether the employee is actually paid that amount or not. For purposes of clarity, if the employee is paid less than the usual amount or nothing for any reason, including an unpaid leave, the employee must pay on a timely basis all premium pay or coverage will cease.

➤ **Cadillac Tax**

- In the event the RTEA agrees as part of a successor collective bargaining agreement to a process and procedure for addressing an excise tax under the Affordable Care Act (IRC Section 4980I) with respect to any health benefit plans, including modifications to those plans, then the RESPA and the School District agree to incorporate the same language, as applied to RESPA, as part of this Agreement.

➤ **Side Letter**

Health Care Benefits Buy-Out Option

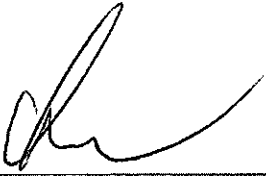
1. The District will provide a plan offering a cash incentive on an annual basis to employees who opt to eliminate participation in the District's group healthcare plans, including medical, dental, and prescription coverage. To be eligible under the Buy-Out option in this section, the employee may not be covered by a family member's District healthcare plan. An employee who opts out under this section may participate in the District's dental plan by paying the full COBRA rate for the coverage elected. The annual cash incentive for employees who opt to eliminate participation in the District's group healthcare plans, including medical, dental and prescription coverage shall be as follows:
 - a. \$1,500 for 2015-2016
 - b. \$1,800 for 2016-2017
 - c. \$2,200 for 2017-2018
 - d. \$2,500 for 2018-2019

2. If an employee received the Buy-Out prior to September 1, 2015, and was covered by a family member's District healthcare plan, the annual payment shall be as follows:
 - a. \$1,500 for 2015-2016
 - b. \$1,000 for 2016-2017
 - c. \$500 for 2017-2018
 - d. \$0 for 2018-2019

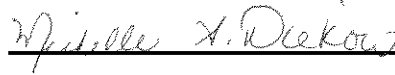
Confidential Employees

The district agrees to meet and discuss confidential employees with PSEA within three (3) weeks following ratification.

This Tentative Agreement is agreed to by the following on November 16, 2015:



Laurian F. Foran



Michelle A. Diekow



Jocelyn A. Grover



Todd Stitzel