

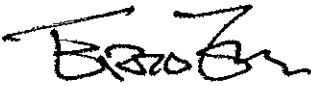
Radnor Township School District and Radnor Township Education Association
Tentative Agreement
September 1, 2015 through August 31, 2018

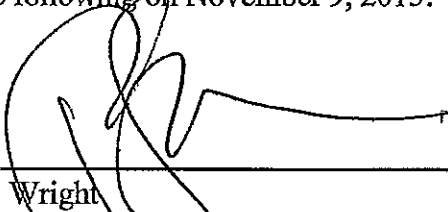
RTSD proposes the three year deal, under these parameters:

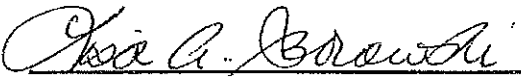
- Salary proposal--- Parties agree that the \$84,750,000 (including off-scale) will be the total three year salary amount with salary scales to be created by RTEA that match the said amount subject to agreement from RTSD.
- Year 1
 - Step movement with retroactivity
 - RTEA Salary Schedule
 - Off-scale payroll $141.5 * \$550 = \$77,825$
- Year 2
 - Step movement
 - Step 15 \$1,000 on Steps 1-14 Varying amounts
 - scale and \$700 off scale for those members at Step 15 in the 2015-2016 school year
 - Off-scale payroll $163.5 * \$700 = \$114,450$
- Year 3
 - Step movement
 - Steps 1-14 Varying amounts
 - Step 15 \$1,000 on scale and \$750 off scale for those members at Step 15 in the 2016-2017 school year
 - Off-scale payroll $173.4 * \$750 = \$130,050$
- Total Payroll for all three years
 - \$84,750,000 (including \$322,375 off-scale dollars)
- Premium share
 - Year 1 = % of salary
 - 1.15 % Single
 - 1.70% Employee/Child
 - 1.82% Employee/Children
 - 1.82% Employee/Spouse
 - 2.00% Family
 - Year 2 (medical only)
 - Steps 1-5 = 8.75%
 - Steps 6-10 = 10.25%
 - Steps 11-15 = 11.50%
 - Year 3 (medical only)
 - Steps 1-5 = 8.75%
 - Steps 6-10 = 10.25%
 - Steps 11-15 = 11.50%

- Health Care Pool as it exists in the contract which expired August 31, 2015, with sunset language for August 31, 2016. The pool will be funded in the same manner as the 2014-2015 school year.
- Cadillac Tax Language (to be finalized by attorneys from both sides).
- Following the School Board reorganization RTEA and RTSD will meet to discuss the possibility of an ERIP.
- RTEA and RTSD administration agree to meet to discuss daily teacher substitute options for RTEA employees by January 31, 2016.
- This tentative agreement is subject to mutual agreement on the salary schedules and Cadillac Tax language.

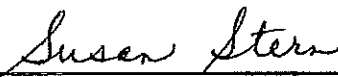
This Tentative Agreement is agreed to in principal by the following on November 9, 2015:

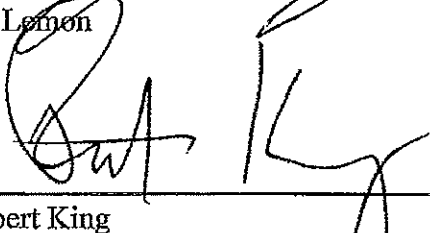

Eric Zajac

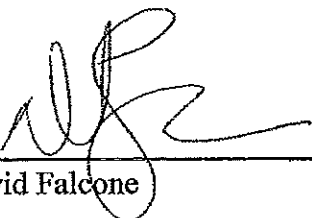

Paul Wright



Lisa Borowski


J.J. Lemon


Susan Stern


Robert King


David Falcone


David Wood

STEP	BA	BA+24	BA+30/ M	BA+45/ M+15	B+60/ M+30	M+45	M+60/ PHD
1	50,000	51,000	54,000	55,000	56,000	57,000	58,000
2	50,200	51,500	56,000	56,900	57,900	58,800	59,800
3	51,200	52,500	56,600	57,500	58,500	60,500	61,500
4	52,300	53,500	57,300	58,200	59,600	61,300	62,300
5	53,550	55,000	58,900	59,700	60,200	62,300	63,800
6	55,000	56,500	61,300	62,200	62,800	64,800	66,000
7	56,500	58,000	62,900	63,800	64,400	66,000	67,700
8	58,000	59,500	64,400	65,300	65,900	67,700	69,500
9	59,500	61,000	66,400	67,300	67,900	69,400	71,200
10	61,000	62,500	68,500	69,400	70,000	71,200	72,900
11	62,500	64,000	71,700	72,600	73,200	74,300	75,700
12	64,000	66,000	75,700	76,800	77,600	78,800	80,200
13	66,500	69,000	81,450	82,650	83,550	84,850	86,350
14	71,000	73,000	89,050	90,350	91,450	92,850	94,450
15	97,365	99,765	100,625	102,240	103,825	105,454	107,225

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STEP	BA	BA+24	BA+30/ M	BA+45/ M+15	BA+50/ M+30	BA+45/ M+45	BA+60/ PHD
1	50000	52000	55000	56000	57000	58000	59000
2	51000	53000	56000	57000	58000	59000	60000
3	52000	54000	57000	58000	59000	60000	61000
4	53000	55000	58100	59100	60100	61500	62600
5	54000	56000	59300	60300	61300	62900	64400
6	55600	57500	61900	62800	63400	65400	66700
7	57100	59300	63500	64400	65000	66700	68400
8	58500	60000	65000	65900	66500	68300	70100
9	60000	61500	67000	67900	68500	70000	71800
10	61500	63000	69000	69900	70500	71700	73400
11	63000	64500	72200	73100	73700	74900	76300
12	64500	66500	76300	77400	78200	79400	80800
13	67000	69500	82050	83250	84150	85450	86950
14	71900	73900	90150	91450	92550	93950	95650
15	98365	100765	101625	103240	104825	106454	108225

CONFIDENTIAL

CONFIDENTIAL

STEP	BA	BA+24	BA+30/ M	BA+45/ M+15	B+60/ M+30	M+45	M+60/ PHD
1	50900	52900	56000	57000	58000	59000	60000
2	51900	53900	57000	58000	59000	60000	61000
3	52900	54900	58000	59000	60000	61100	62000
4	53800	55800	59000	60000	61000	62400	63500
5	54800	56800	60200	61200	62200	63800	65400
6	56700	58700	63100	64100	64700	66700	68000
7	58200	60500	64800	65700	66300	68000	69800
8	59700	61200	66300	67200	67800	69700	71500
9	61200	62700	68300	69300	69900	71400	73200
10	62700	64300	70400	71300	71900	73100	74900
11	63900	65500	73300	74200	74800	76000	77400
12	65500	67500	77400	78600	79400	80600	82000
13	68000	70500	83250	84450	85450	86750	88250
14	73300	75400	91950	93250	94450	95850	97550
15	99365	101765	102625	104240	105825	107454	109225

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