

**NORTH PENN SCHOOL DISTRICT  
AND  
NORTH PENN EDUCATIONAL SUPPORT PROFESSIONALS ASSOCIATION**

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**TENTATIVE AGREEMENT (8/4/2017)**  
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1. **TERM OF AGREEMENT:**

3 year contract (2017-2018; 2018-2019; 2019-2020)

2. **WAGE PROVISION:**

- a) 2017-2018: 2% increase plus Step. No retroactivity. Pay adjustments will be effective as of August 4, 2017, as long as both parties approve the Tentative Agreement.
- b) 2018-2019: 2.25% increase plus Step.
- c) 2019-2020: 2.50% increase plus Step.

3. **REOPENER LANGUAGE:**

The Association agrees to the same property tax elimination / modification reopener language agreed to between the Board of School Directors and the North Penn Education Association.

4. **POSTING OF OPEN POSITIONS / TRANSFERS / ASSIGNMENTS:**

The parties agree that the language in Article XVIII, §1, shall be revised as follows:

*“Every effort will be made to consider all employees who may be interested in openings within the District. The District shall electronically post any new bargaining unit position or any vacancy to an existing bargaining unit position, which the District intends to fill, ~~on all bulletin boards~~ for not fewer than five (5) work days. ~~The President of the Association shall receive a copy of all such postings.~~ Transfers between schools may be arranged when positions are available. Whenever an employee wishes to be considered for a transfer, the matter should be discussed with the immediate supervisor.”*

5. **SAFE WORK ENVIRONMENT / WORK PLACE INJURY:**

*“The Board shall endeavor to work with the Association to create a safe working environment for Bargaining Unit Members. In the event a Bargaining Unit Member sustains a workplace injury as the result of an interaction / assault with a student that is less than the seven (7) day elimination period in duration and that workplace injury is covered pursuant to workers’ compensation, the District will provide the equivalent of a District-paid sick day for the Bargaining Unit Member*

*for up to the first three (3) days of the seven (7) day elimination period. The provisions of these supplemental sick/workers' compensation days would be regardless of the number of sick days in the Bargaining Unit Member's individual accumulated sick leave."*

6. **HEALTHCARE / PRESCRIPTION DRUG / DENTAL / VISION:**

- a) 2017-2018: The parties agree that healthcare, prescription drug, dental and vision benefits, including premium percentage contributions, shall remain at status quo for the 2017-2018 school year.
- b) 2018-2019: Effective for the 2018-2019 school year and the remainder of the Agreement, the Association agrees that any and all healthcare, prescription drug, dental and vision benefits shall mirror the benefits offered to the North Penn Education Association including, but not limited to, healthcare plan designs, premium contributions to healthcare plans, prescription drug plan designs, and premium contributions by employees to prescription drug, dental and vision benefits.
- c) Notwithstanding the "me too" provision above, the parties agree that the core healthcare plan out-of-pocket maximum shall be \$2,500.00 for single participants and \$5,000.00 for family.
- d) The parties agree that the "buy up" plan shall be no higher than five (5) percentage points greater than the actuarial value of the agreed to core plan. The buy up plan shall mirror the North Penn Education Association.
- e) The parties agree that the "buy down" plan shall be no more than five (5) percentage points lower in actuarial value than the agreed to core plan. The buy down plan shall mirror the North Penn Education Association.

7. **JOINT LABOR / MANAGEMENT COMMITTEE:**

The parties agree to the establishment of a Joint Labor / Management Committee to review salary bands and job classifications for the purpose of insuring appropriate position grading. The committee shall be comprised of equal representation of three (3) members of the Association and three (3) members of the Administration. The parties enter into this committee with the understanding that the positions stricken in red as provided by the Administration in negotiations shall be removed from the NESPA classifications effective with this new contract. The committee shall meet for the first time no later than November 1, 2017 to discuss these issues. A majority of the committee members must agree to any recommendation of the committee. Any recommendation made by the committee shall require a formal vote by the Board of School Directors pursuant to §5-508 of the School Code and shall be established by a

Memorandum of Understanding between the District and the Association.

NORTH PENN EDUCATIONAL SUPPORT PERSONNEL ASSOCIATION    NORTH PENN SCHOOL DISTRICT

By: \_\_\_\_\_ By: \_\_\_\_\_

Attest: \_\_\_\_\_ Attest: \_\_\_\_\_