

COMMONWEALTH OF PENNSYLVANIA  
PENNSYLVANIA LABOR RELATIONS BOARD

In the Matter of Impasse Between the

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**GREATER NANTICOKE AREA SCHOOL DISTRICT,**

"Public Employer,"

-and-

**GREATER NANTICOKE AREA EDUCATION  
ASSOCIATION,**

"Association."

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**REPORT  
AND  
RECOMMENDATIONS**

Case No. ACT 88-07-37-E

Before  
**Robert C. Gifford, Esq.**  
Fact Finder

**Appearances:**

**For the Employer:**

Ellis H. Katz, Esq.  
Sweet Stevens Katz & Williams

**For the Association:**

Jane F. Brubaker, UniServ Representative  
Pennsylvania State Education Association

Harris Zwerling, Asst. Dir. of Research  
Pennsylvania State Education Association

Pursuant to Act 88 of 1992 ["Act 88"] and the Public Employe Relations Act ["PERA"], I was appointed by the Pennsylvania Labor Relations Board ["PLRB" or "Board"] on October 16, 2007, as the Fact Finder in the impasse between the Greater Nanticoke Area School District [the "Employer" or "District"] and the Greater Nanticoke Area Education Association [the "Association"], a unit comprised of approximately one hundred twenty-seven (127) professional employees located within Luzerne Intermediate Unit 18 ["I.U. 18"]. The parties commenced negotiations for a successor agreement in 2005. The parties met on their own and then with the assistance of a mediator. Although the parties reached tentative agreements on some issues, a number of the issues in dispute remained unresolved. Therefore, the Association initiated its request for fact finding.

An informal conference was held on November 8, 2007, in Nanticoke, Pennsylvania at which time both parties discussed and submitted information regarding the issues in dispute. On November 13, 2007, a hearing was held in Nanticoke at which time the parties were afforded the opportunity to present testimony, examine and cross-examine witnesses, introduce documentary evidence, and argue orally in support of their respective positions on the remaining, unresolved issues.

### **ISSUES**

Based upon the statement of issues the parties submitted to the fact-finder at hearing, the following issues are at impasse: credits earned for Master's Equivalency, personal leave, tuition reimbursement, early retirement incentive, salary/salary schedule, and health insurance. Although each issue will be discussed separately, or discussed with similar issues as a package, the impact of the issues in their entirety was given careful consideration.

### **DISCUSSION**

#### **Credits Earned for Master's Equivalency**

##### **The Current Provision**

Article III, Professional Compensation, Section 6 provides:

Courses for which incentive credit will be paid in accordance with Schedule "A" must have the prior approval of the Superintendent in writing for such purpose. Approval will be granted for graduate and undergraduate courses. Credits which are reimbursable are to be in the area of the teacher's certification or related thereto and receive prior approval of the Superintendent. In order to secure an incentive credit increase, the employee shall make application for same on the first day of the school year for credits completed before that date and on the first day of the second semester of the school year for courses completed between the first day of the school year and that date.

Payment for incentive credit increases will not be activated until the District receives an official letter of completion or a transcript. Once the official communication has been received, payment will be back-dated to the beginning of the semester in which application for payment was made.

An incentive credit increase applied for on the first day of the school year shall be paid in full as contained in Schedule "A" and in accordance with the above paragraph; an incentive credit increase applied for on the first day of the second semester of the school year shall be paid at the rate of one-half (1/2) of the incentive credit increase contained in Schedule "A" for that year and in accordance with the above paragraph. Thereafter the incentive credit increase for the employee shall be paid as contained in Schedule "A". Compensation will be paid for a set of credits earned beyond the Master's Degree as well as the Master's Equivalency.

All persons who presently have obtained fifteen (15) or thirty (30) graduate credit hours for incentive credit and have received these credits before they were awarded the Master's degree shall be considered as having received them after the Master's and will be eligible for incentive credit provided that the persons in this category had notified the Board in writing within thirty (30) days from September 1, 1976. After this date, all credits taken for a MS/ME +10, MS/ME +20 and MS/ME +30 must be taken after the MS/ME is awarded.

### **The School District's Proposal**

The School District seeks to eliminate incentive credit increases for the Master's Equivalency for employees hired after February 21, 2007. The District provides the following rationale in support of its proposal:

The District wishes to eliminate the right to proceed through the salary schedule with just a master's equivalency for anyone hired after February 21, 2007.

The Master's Equivalency program is not college or university approved, but is rather a state-issued certificate that is used for salary purposes only. It is less rigorous than an approved Master's Program.

The School District is interested in encouraging the professional growth of its teaching staff. The Master's Equivalent program, however, is simply an entry on one's teaching certificate indicating they have accumulated, at District expense, a state requirement of 36 total credits. (see attached Exhibit "A".) The 36 credits can be made up of a combination of graduate level and state approved in-service credits. These courses may or may not have relevance to District priorities, nor are they necessarily part of any formal program leading to an advanced degree. The School District, on the other hand, does encourage the professional staff to continue to further their education in approved graduate level programs. The District is willing to "grandfather" current staff.

### **The Association's Proposal**

The Association opposes the District's proposal. The Association seeks the status quo on this provision.

## **Personal Leave**

### **The Current Provision**

**Section 4.** Teachers shall be allowed, with full pay, up to two (2) days per school year for personal leave. Limitations on personal leave will be as follows:

(a) No more than five percent (5%) of the faculty may be absent on any one (1) school day; and

(b) Personal days may not be taken during the first week or the last week of the school term; and

(c) Personal leave may not be taken on the day prior to or after a school vacation; and

(d) For the term of this Agreement, with the last paycheck in June, the District will pay to each Teacher \$20.00 for each unused personal day.

(e) Teachers will have the option to convert all unused personal day(s) to sick day(s) at the end of each school year unless they prefer to have them bought out as outlined in Section (d).

**The Association's Proposal**

The Association seeks to modify Section 4 to allow personal leave to accumulate as personal leave up to a total of five (5) personal days.

**The School District's Proposal**

The School District opposes the Association's proposal. The District indicates that the Association's proposal would convert personal days to a vacation period. The District maintains that the implementation of the Association's proposal would cause a disruption to the educational process.

**Tuition Reimbursement**

**The Current Provision**

Article III, Professional Compensation, Section 7 provides:

Section 7. The Board will provide tuition reimbursement for graduate or undergraduate credits until the individual receives a Master's Degree or Master's Equivalency. The Board will provide tuition reimbursement for graduate credits only for all credits taken after the Master's Degree or Master's Equivalency. Credits that are reimbursable are to be in the area of the teacher's certification or related thereto and have prior approval of the superintendent. Credits will be reimbursed at the actual cost per credit up to a maximum as follows:

1998-1999:	\$100.00 per credit
1999-2000:	\$100.00 per credit
2000-2001:	\$130.00 per credit
2001-2002:	\$130.00 per credit
2002-2003:	\$130.00 per credit
2003-2004:	\$130.00 per credit
2004-2005:	\$130.00 per credit

If no graduate credits are available, a teacher can apply for undergraduate credits with the approval of the Superintendent and the Board. The decision of the district will be final and cannot be arbitrated by the Union.

A maximum of ten (10) credits per year can be taken for tuition reimbursement or for horizontal columnar movement.

Audio/Visual and/or correspondence courses are not permitted for tuition reimbursement or for columnar movement. Any past practices to the contrary are eliminated and the terms of the agreement shall be adhered to as set forth. Graduate distance learning courses may be taken if they have prior approval of the superintendent.

**The Association's Proposal**

The Association seeks to increase the per credit reimbursement rate to \$155 effective the 2007-2008 school year. In addition, the Association proposes to add the following language to Section 7:

Teachers may apply for credit reimbursement for on-line courses from an accredited college or university.

## The School District's Proposal

The District opposes the Association's proposal. The District seeks to modify Section 7 as follows:

Section 7. The Board will provide tuition reimbursement for graduate or undergraduate credits until the individual receives a Master's Degree ~~or Master's Equivalency~~. The Board will provide tuition reimbursement for graduate credits only for all credits taken after the Master's Degree ~~or Master's Equivalency~~. Credits that are reimbursable are to be in the area of the teacher's certification ~~or related thereto~~ and have prior approval of the superintendent **and Board designated administrator**. Credits will be reimbursed at the actual cost per credit up to a maximum as follows: **\$130.00 per credit**.

~~1998-1999: \$100.00 per credit~~  
~~1999-2000: \$100.00 per credit~~  
~~2000-2001: \$130.00 per credit~~  
~~2001-2002: \$130.00 per credit~~  
~~2002-2003: \$130.00 per credit~~  
~~2003-2004: \$130.00 per credit~~  
~~2004-2005: \$130.00 per credit~~

If no graduate credits are available, a teacher can apply for undergraduate credits with the approval of the Superintendent and the Board **designated administrator**. The decision of the district will be final and cannot be arbitrated by the Union.

A maximum of ten (10) credits per year can be taken for tuition reimbursement or for horizontal columnar movement. ***Any past practices to the contrary are eliminated and the terms of the agreement shall be adhered to as set forth.***

***Employees who received credit reimbursement are expected to remain employed by the school district for at least three (3) years. If the employee voluntarily leaves service to the District after receiving credit reimbursement, he/she shall be liable to repay the District for the amount reimbursed at the rate of 100% if not completing the first full school year after being given the reimbursement; 66% if not completing the second full school year after being given the reimbursement; and 33% if not completing the third full school year after being given the reimbursement.***

The District indicates that its cost for credit reimbursement has increased from \$2,149.00 for 1998-1999, to \$28,450.20 for 2004-2005, \$40,950.00 for 2005-2006, and \$36,339.00 for 2006-2007. As of October 2007, the District spent \$10,765.65 for 2007-2008. The District emphasizes that aside from the reimbursement it provides to employees in accordance with Article III that the employees benefit from higher salaries upon obtaining the requisite level of additional credits in the salary guide.

### Early Retirement Incentive

#### The Current Provision

Article III, Professional Compensation, Section 10 provides:

#### Section 10. Early Retirement Incentive

A professional employee who is a full-time permanent member of the Instructional Staff shall be eligible to participate in the Early Retirement Incentive plan, and to receive benefits set forth herein provided that:

(a) Applicant must choose between this plan or Article XII, Section 3. If the applicant elects to accept benefits under Article XII, Section 3, there will be no eligibility under this plan.

(b) Applicant has submitted a letter of intent to the District Superintendent prior to March 1<sup>st</sup> of the fiscal year of his or her retirement. The applicant must actually retire by June 30<sup>th</sup> of the fiscal year of his or her retirement. This earlier date is important so that the district can successfully seek out qualified candidates for the positions. If the 30-and-out opens after March 1<sup>st</sup>, the deadline will be extended 20 calendar days after the effective date of the 30-and-out opening.

(c) Age and Service Requirements

The applicant will, during the fiscal year of his/her retirement complete at least ten (10) years of continuous employment with the Greater Nanticoke Area School District as a permanent member of the instructional staff, or has attained the maximum salary step applicable to his/her column on the salary schedule during the fiscal year of his or her retirement. For purposes of computing the period of an applicants' continuous full-time employment, entitlement to credit for years of service shall be computed on the same basis as salary schedule entitlement is determined. PSERS listing shall be used to insure the accuracy of the determination of credit for years of service.

(d) The applicant will be or become at least 50 years of age prior to the end of the fiscal year of retirement.

(e) Effective for the 2000-2001 year only, a person who has more than 34, but less than 35 years may retire with 34% of his final salary + \$40 per day for sick days accumulated.

(f) The applicant is not subject to Permanent Disability Retirement.

(g) Applicants who meet the eligibility requirements for participation in the plan will have their applications acted upon no later than June 30<sup>th</sup> of the year of their retirement.

(h) Eligible employees must actually retire pursuant to the Public School Employees' Retirement code prior to the end of the fiscal year of application in order to receive payment under this plan.

(i) Payment to eligible employees' pursuant to this plan will be made in three (3) equal installments with the first being made no later than January 31<sup>st</sup> of the year following the applicant's retirement. Each of the remaining two (2) payments shall be made no later than January 31<sup>st</sup> of each of the following year.

(j) A person who is eligible to retire under this early incentive plan will receive compensation as follows:

30-31 years	--	40% of final year salary + \$40 per day for sick days.
32 years	--	38% of final year salary + \$40 per day for sick days.
33 years	--	36% of final year salary + \$40 per day for sick days.
34 years	--	34% of final year salary + \$40 per day for sick days.

(k) The early incentive will end the day proceeding the last day of the contract. This Board feels it does not have the power to make decisions for new Boards of Education. This must be renegotiated in the next contract.

(l) Health benefits for retirees will be as in the old contract – individual benefits until 65 or eligibility for Medicare, whichever is sooner.

## The Association's Proposal

### Article III. Section 10. Early Retirement Incentive:

a) Delete [requirement to choose between ERI and sick leave buy out – previous TA equalizes payment for unused days.]

b) Applicant has submitted a letter of intent to the District Superintendent by *January 1* of the fiscal year... (no other changes to this section)

c) Age and Service Requirements – no change proposed.

d) Delete [age 50 age requirement]

e) Effective for the 2007 -2008 school year only, a person who has attained 35 years of PSERS service may retire under this early incentive plan.

f) No change

g) No change

h) No change

i) Add: payment made through 403b plan; no other changes proposed.

j) A person who is eligible to retire under this early incentive plan will retire prior to attaining normal retirement as defined by PSERS (currently 35 years of service or 30 years service and 60 years of age or age 62 with one or more years of service) shall be paid 25% of his/her final year salary to be deposited in a 403b plan.

k) Delete [end date]

l) Health care benefits for retirees will continue as in the old contract – individual benefits as per the collective bargaining agreement in effect at the time of retirement for up to thirteen years, until the retiree is eligible for health insurance from another employer or government program. The employee shall pay the first \$100 per month (\$1200 per year) of the premium, providing said employee is eligible for reimbursement from the Public School Employees Retirement System, with the employer required to pay the remainder of the premiums for such insurance coverage. If the PSERS contribution is increased above the \$100 per month, the required contribution shall increase to the same amount. The employee shall have the right to purchase the remaining coverages at their expense through a pre-payment plan established with the employer's designated representative contingent on the carrier's approval.

## The School District's Proposal

The School District opposes the Association's proposal. The District points out that the early retirement incentive contained in the 1998-2005 Agreement expired.

### Salary/Salary Schedule

#### The Current Provision

The parties' salary schedule for 2004-2005 is attached to this Recommendation. There are twenty (20) steps in the 2004-2005 schedule. Placement on the guide is based upon years of service and education level. For example, an employee in his/her first year of service and has earned a

Bachelors Degree is placed at Step 1 of the schedule and advances one (1) step per school year until the employee reaches Step 20 – the top step. Employees advance across the guide upon obtaining twenty-four (24) credits beyond Bachelors, a Master’s degree or Master’s Equivalency, and each additional ten (10) credits earned up to sixty (60) credits. Base salary in the 2004-2005 school year ranged from \$31,785 (Bachelors Step 1) to \$70,213 (MS/ME+60 Step 20). The top step Master’s degree/Master’s Equivalency (“career rate”) was \$59,798. The schedule includes step increments of approximately \$1,261, and column movement from Bachelor’s to B+24 of \$1,736, B+24 to MS/ME of \$2,314, and \$1,736 for each column thereafter.

**The Association’s Proposal**

The Association proposes to increase the total base payroll by \$1,369,073 over five (5) years. The Association seeks to increase salaries by an average of 4.32% for 2005-2006, 4.09% for 2006-2007, 3.58% for 2007-2008, 3.43% for 2008-2009, and 3.25% for 2009-2010. The Association presented salary comparisons of contiguous school districts, I.U. 18 school districts within Luzerne County, and state-wide.

The Association’s proposals for school years 2005-2006, 2006-2007, 2007-2008, 2008-2009, and 2009-2010 are highlighted below. I have included the 2004-2005 school year salary for purposes of comparison:

**Bachelor’s Step 1 (lowest salary at the lowest step)**

2004-2005:	\$30,085
2005-2006:	\$31,785
2006-2007:	\$33,485
2007-2008:	\$34,985
2008-2009:	\$36,485
2009-2010:	\$37,985

**Career Rate (Master’s top step)**

2004-2005:	\$58,098
2005-2006:	\$59,798
2006-2007:	\$61,498
2007-2008:	\$62,998
2008-2009:	\$64,498
2009-2010:	\$65,998

**Master’s + 60 (top salary at the top step)**

2004-2005:	\$68,513
2005-2006:	\$70,213
2006-2007:	\$71,913
2007-2008:	\$73,413
2008-2009:	\$74,913
2009-2010:	\$76,413

The Association indicates that its proposal results in the following:

<b>Base Payroll 2004-2005:</b>	<b>\$6,804,946 - Avg. Salary = \$53,582</b>
2005-2006:	\$7,099,052 - Avg. Salary = \$55,898 (Increase of 4.32%)
2006-2007:	\$7,389,366 - Avg. Salary = \$58,184 (Increase of 4.09%)
2007-2008:	\$7,654,254 - Avg. Salary = \$60,270 (Increase of 3.58%)
2008-2009:	\$7,916,661 – Avg. Salary = \$62,336 (Increase of 3.43%)
2009-2010:	\$8,174,019 – Avg. Salary = \$64,362 (Increase of 3.25%)



The Association presents a financial analysis of the District in support of its proposals. The Association describes the District's budgeting practices as "conservative". The Association indicates the District ended the 2006-2007 school year with a surplus of over \$5.67 million. The Association points out the District underestimated revenues in four (4) of the past five (5) years by an annual average of \$521,501 and overestimated expenses in four (4) of the past five (5) years by an annual average of \$354,918. As a result, the District's fund balance has increased each of the past five (5) years by an annual average of \$876,419. The Association's analysis indicates the following:

- The District's ending fund balance of \$5,672,880 for the 2006-2007 school year represents 26.13% of its total expenditures.
- The District's local revenue has grown an average of 2.9% per year since the 2002-2003 school year.
- The District received \$12,561,605 in state revenues for 2006-2007 - \$1,024,013 more than the District budgeted.
- The State's 2007-2008 budget provides \$8,978,123 in basic subsidy payments - \$978,123 more than the District anticipated.
- Bargaining unit salaries account for a lesser percentage of total instructional expenditures today (37.8%) than they did during the 2002-2003 school year (50.6%).
- The local tax effort has increased from 23.5 mills on market value in 2001-2002 to 24.1 mills in 2005-2006.

For all of the reasons above, the Association maintains its salary proposal is affordable.

### **The School District's Proposal**

The School District proposes to increase the total base payroll by \$1,000,773 over five (5) years. The School District's proposal results in the following average increases: 3.02% for 2005-2006, 2.87% for 2006-2007, 2.79% for 2007-2008, 2.68% for 2008-2009, and 2.55% for 2009-2010. The District emphasizes that its ability to raise revenue through local taxes is subject to the Act 1 index. The District indicates that increases to the bargaining unit salaries have a major tax impact on potential millage increases. The District points out that salary increases have an impact on its costs associated with social security and retirement payments. The District compares its proposed increases to the Consumer Price Index which reflects a CPI-U increase of 2.8% for the period from September 2006 through September 2007.

For all of the reasons above, the School District contends that its proposals are reasonable and should be recommended.

## **Health Insurance**

### **The Current Provision**

Article IV, Insurance Protection, Sections 1 and 2 provide:

Section 1. For the term of this Agreement, the School Board shall provide the full cost for all employees and their dependents, including students to age 23, a health insurance plan consisting of Blue Cross/Blue Shield Prevailing Fee 100, Plan X, or its equivalent, with the Association making the determination of equivalency, with Major Medical limitations at \$250,000.00 with \$100.00 deductible on the first \$2,000.00. The first \$2,000.00 paid on 80/20 co-

op. The remainder is to be paid by the insurer at 100%. Effective September 1, 1993, increase the Major Medical insurance from the current lifetime maximum of \$250,000 to a lifetime maximum of \$500,000. Coverage is to be for 180 days.

Section 2. The Board will annually provide members of the bargaining unit with a voluntary Health Maintenance Organization (HMO) option. The annual option conversion period will be set between the employees and the Health Insurance carrier and will allow members of the bargaining unit to remain in the traditional BC/BS Major Medical Insurance Program or to convert to the HMO.

The Northeastern PA School Health Trust currently provides a Traditional Plan and an HMO Plan ("FPH") to the School District. The following outlines the plans for the 2007-2008 school year:

<b>Current Trust Plans</b>			<b>2007-2008</b>
<b>Plan</b>	<b>Traditional</b>	<b>Tier</b>	<b>Total</b>
<b>Medical</b>	<b>Major Med</b>		<b>Rates</b>
Deductibles	\$100/\$300	Single	\$474.40
Coinsurance	20%	Parent/Child	\$782.77
Out of Pocket Max	\$1,500	Parent/Children	\$782.77
Lifetime Maximum	\$1,000,000	Husband/Wife	\$1,019.98
OV/Sp/ER Copay	n/a	Family	\$1,423.23
<b>Prescription Drugs</b>	<b>Retail / Mail Order</b>		
Deductibles	\$100/family		
Copay	20% (\$10 min, / \$50 max) / \$20/\$20/\$20		
Out of Pocket Max	\$600/family		
			<b>2007-2008</b>
<b>Plan</b>	<b>FPH</b>	<b>Tier</b>	<b>Total</b>
<b>Medical</b>	<b>In Network Out of Network</b>		<b>Rates</b>
Deductibles	None / n/a	Single	\$477.87
Coinsurance	0% / n/a	Parent/Child	\$788.49
Out of Pocket Max	n/a / n/a	Parent/Children	\$788.49
Lifetime Maximum	Unlimited	Husband/Wife	\$1,027.43
OV/Sp/ER Copay	\$5/\$0/\$15 / n/a	Family	\$1,433.62
<b>Prescription Drugs</b>	<b>Retail / Mail Order</b>		
Deductibles	n/a		
Copay	\$4/\$4/\$4 / \$20/\$20/\$20		
Out of Pocket Max	\$500/individual		

**The Association's Proposal**

The Association proposes to move employees from the current Traditional and FPH (HMO) plans to the following:

<b>Plan</b>	<b>Traditional 250</b>	<b>Tier</b>	<b>2007-2008</b>
<b>Medical</b>	<b>Major Med</b>		<b>Total</b>
Deductibles	\$250/\$500	Single	\$463.35
Coinsurance	20%	Parent/Child	\$764.53
Out of Pocket Max	\$2,000	Parent/Children	\$764.53
Lifetime Maximum	\$1,000,000	Husband/Wife	\$996.21
OV/Sp/ER Copay	n/a	Family	\$1,390.05
<b>Prescription Drugs</b>	<b>Retail / Mail Order</b>		

Deductibles	\$105/family
Copay	20% (\$10 min, / \$50 max) / \$25/\$25/\$25
Out of Pocket Max	\$600/family

Plan	FPH Option		Tier	2007-2008
	In Network	Out of Network		Total Rates
<b>Medical</b>				
Deductibles	None / n/a		Single	\$477.87
Coinsurance	0% / n/a		Parent/Child	\$788.49
Out of Pocket Max	n/a / n/a		Parent/Children	\$788.49
Lifetime Maximum		Unlimited	Husband/Wife	\$1,027.43
OV/Sp/ER Copay	\$10/\$15/\$25 / n/a		Family	\$1,433.62
<b>Prescription Drugs</b>	<b>Retail / Mail Order</b>			
Deductibles		n/a		
Copay		\$10/\$10/\$10 / \$25/\$25/\$25		

According to the Association, the modified Traditional Plan will cost the District 2.3% less than the current Traditional Plan for 2007-2008, and the modified FPH Plan will cost the District 4.3% less than the current FPH Plan for 2007-2008.

### The School District's Proposal

The School District proposes the following :

Section 1. For the term of this Agreement, the School Board shall provide the full cost for all employees and their dependents, including students to age 23, a health insurance plan consisting of Blue Cross/Blue Shield Prevailing Fee 100, Plan X, or its equivalent, with the Association making the determination of equivalency, with Major Medical limitations at ~~\$250,000.00~~ **1,000,000.00** with \$100.00 deductible on the first \$2,000.00. The first \$2,000.00 paid on 80/20 co-op. The remainder is to be paid by the insurer at 100%. ~~Effective September 1, 2003, increase the current Major Medical insurance from the current lifetime maximum of \$250,000 to a lifetime maximum of \$500,000.~~ Coverage is to be for 180 days. ***For the 2007-2008 school year, the bargaining unit members shall pay a co-pay of \$10.00 per pay for those with single coverage, \$12.00 per pay for those with husband/wife or parent/children coverage and \$15.00 per pay for those with family coverage. In the 2008-2009 school year, the bargaining unit member shall pay three percent (3%) of the premium for his/her health coverage and in the 2009-2010 school year, the bargaining unit member shall pay four percent (4%) of the premium for his/her health coverage. Health coverage for the purpose of this section shall mean medical, dental and vision coverage.***

The District emphasizes that the cost of health insurance continues to rise while its employees continue to contribute nothing towards the cost of insurance premiums. According to the District, the cost of coverage from the 1999-2000 school to 2007-2008 has increased 182.55% for single coverage (\$2,134.56 per employee to \$6,031.20), 111.51% for parent/child coverage (\$4,946.76 to \$10,463.04), 133.84% for husband/wife coverage (\$5,691.72 to \$13,309.56), and 199.49% for family coverage (\$6,059.76 to \$18,148.56). The District indicates that it received a one-time rebate from the Health Trust in 2007-2008 but does not expect similar rebates in the future.

## RECOMMENDATION

I have carefully analyzed all of the evidence the parties presented at hearing, including the comparisons within Luzerne County. I am confident that this Recommendation represents an acceptable compromise to each party's position. The parties' tentative agreements are hereby incorporated by reference.

### **Credits Earned for Master's Equivalency**

I recommend the status quo of this provision.

### **Personal Leave**

I recommend the status quo of this provision.

### **Tuition Reimbursement**

The per credit reimbursement amount has not changed since the 2000-2001 school year. I recommend increasing the per credit reimbursement to \$140.00 effective the 2008-2009 school year. I also recommend adding the following language to Article III, Section 7:

Employees who received credit reimbursement are expected to remain employed by the school district for at least two (2) years. Effective the 2008-2009 school year, if the employee voluntarily leaves service to the District after receiving credit reimbursement, he/she shall be liable to repay the District for the amount reimbursed at the rate of 100% if not completing the first full school year after being given the reimbursement; and 50% if not completing the second full school year after being given the reimbursement.

I recommend no other changes to this provision.

### **Early Retirement Incentive**

I recommend that Article III, Section 10 be modified as follows:

#### Section 10. Early Retirement Incentive

A professional employee who is a full-time permanent member of the Instructional Staff shall be eligible to participate in the Early Retirement Incentive plan, and to receive benefits set forth herein provided that:

(a) Applicant must choose between this plan or Article XII, Section 3. If the applicant elects to accept benefits under Article XII, Section 3, there will be no eligibility under this plan.

(b) Applicant has submitted a letter of intent to the District Superintendent prior to March 1<sup>st</sup> of the fiscal year of his or her retirement. The applicant must actually retire by June 30<sup>th</sup> of the fiscal year of his or her retirement. This earlier date is important so that the district can successfully seek out qualified candidates for the positions. If the 30-and-out opens after March 1<sup>st</sup>, the deadline will be extended 20 calendar days after the effective date of the 30-and-out opening.

(c) Age and Service Requirements

The applicant will, during the fiscal year of his/her retirement complete at least ten (10) years of continuous employment with the Greater Nanticoke Area School District as a permanent member of the instructional staff, or has attained the maximum salary step applicable to his/her column on the salary schedule during the fiscal year of his or her retirement. For purposes of computing the period of an applicants' continuous full-time employment, entitlement to credit for years of service shall be computed on the same basis as salary schedule entitlement is determined. PSERS listing shall be used to insure the accuracy of the determination of credit for years of service.

(d) The applicant will be or become at least 50 years of age prior to the end of the fiscal year of retirement.

(e) Effective for the **2008-2009** year only, a person who has more than 34, but less than 35 years may retire with 34% of his final salary + \$40 per day for sick days accumulated.

(f) The applicant is not subject to Permanent Disability Retirement.

(g) Applicants who meet the eligibility requirements for participation in the plan will have their applications acted upon no later than June 30<sup>th</sup> of the year of their retirement.

(h) Eligible employees must actually retire pursuant to the Public School Employees' Retirement code prior to the end of the fiscal year of application in order to receive payment under this plan.

(i) Payment to eligible employees' pursuant to this plan will be made in three (3) equal installments with the first being made no later than January 31<sup>st</sup> of the year following the applicant's retirement. Each of the remaining two (2) payments shall be made no later than January 31<sup>st</sup> of each of the following year. **Payments shall be made through a 403b plan.**

(j) A person who is eligible to retire under this early incentive plan will receive compensation as follows:

30-31 years	--	40% of final year salary + \$40 per day for sick days.
32 years	--	38% of final year salary + \$40 per day for sick days.
33 years	--	36% of final year salary + \$40 per day for sick days.
34 years	--	34% of final year salary + \$40 per day for sick days.

(k) The early incentive will end the day proceeding the last day of the contract. This Board feels it does not have the power to make decisions for new Boards of Education. This must be renegotiated in the next contract.

(l) Health benefits for retirees will be as in the old contract – individual benefits until 65 or eligibility for Medicare, whichever is sooner. **The employee shall pay the first \$100 per month (\$1200 per year) of the premium, providing said employee is eligible for reimbursement from the Public School Employees Retirement System, with the employer required to pay the remainder of the premiums for such insurance coverage. If the PSERS contribution is increased above the \$100 per month, the required contribution shall increase to the same amount. The employee shall have the right to purchase the remaining coverages at their expense through a pre-payment plan established with the employer's designated representative contingent on the carrier's approval.**

## Salary/Salary Schedule

The District is well managed and maintains healthy fund balance levels. Although the District does not claim an inability to pay, it must be mindful of the Act 1 Index. State-wide settlements for professional education bargaining units average from 3.9% in 2005-2006 to 4.1% in 2009-2010. The average settlement over the same time period in Luzerne County is lower than the state-wide average. It appears that the lower settlements are due, in part, to the fact that the school districts who participate in the Northeastern PA School Health Trust continue to be responsible for health insurance premiums.

I have attached the recommended salary schedules. A summary of the recommended salary increases is provided below. These figures are affordable and will keep the unit at competitive levels within the Luzerne County.

	Total Salary Cost	Total Increase	Average Salary	Average Increase
2004-2005	\$6,804,946		\$53,582	
2005-2006	\$7,043,847	\$238,861	\$55,463	\$1,881 - 3.51%
2006-2007	\$7,283,321	\$239,514	\$57,349	\$1,886 - 3.40%
2007-2008	\$7,510,109	\$226,788	\$59,135	\$1,786 - 3.11%
2008-2009	\$7,737,591	\$227,482	\$60,926	\$1,791 - 3.03%
2009-2010	\$7,969,549	\$231,958	\$62,752	\$1,826 - 3.00%

Based upon the attached schedules, the starting salary will increase from \$30,085 in 2004-2005 to \$31,350 in 2005-2006, \$32,650 in 2006-2007, \$33,850 in 2007-2008, and \$35,075 in 2008-2009. The career rate (top step Masters) will increase from \$58,098 in 2004-2005 to \$59,363 in 2005-2006, \$60,663 in 2006-2007, \$61,863 in 2007-2008, and \$63,088 in 2008-2009.

## Health Insurance

With respect to health insurance, as with the proposed salary increases above, I am guided by the comparisons of the school districts within Luzerne County, particularly those school districts who participate in the Northeastern PA School Health Trust. Simply put, participating school districts continue to be responsible for the health insurance premiums. Notwithstanding this fact, the Association offers plan design changes that will provide cost savings to the District. For these reasons, I recommend the plan design changes proposed by the Association, as outlined in the Association's proposal above. I do not recommend any other proposals the parties may have offered with respect to health insurance.

## SUMMARY

I believe the recommendations above represent a reasonable, acceptable compromise to the outstanding issues, and I urge the parties to take serious, thoughtful consideration to my recommendation. I direct the parties' attention to my cover letter which outlines their responsibilities to notify the PLRB of their acceptance or rejection of this Recommendation.

Dated: November 26, 2007  
State College, Pennsylvania

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Robert C. Gifford

**Greater Nanticoke Area Education Association  
2004 - 2005**

**Salary Schedule**

<b>Steps</b>	<b>Bachelors</b>	<b>B+24</b>	<b>MS/ME</b>	<b>MS/ME+10</b>	<b>MS/ME+20</b>	<b>MS/ME+30</b>	<b>MS/ME+40</b>	<b>MS/ME+50</b>	<b>MS/ME+60</b>
1	30,085	31,821	34,136	35,871	37,606	39,343	41,078	42,813	44,550
2	31,347	33,082	35,397	37,133	38,868	40,604	42,340	44,075	45,811
3	32,608	34,343	36,657	38,393	40,129	41,864	43,600	45,336	47,071
4	33,868	35,605	37,919	39,655	41,390	43,126	44,862	46,597	48,333
5	35,130	36,866	39,180	40,917	42,652	44,387	46,124	47,859	49,594
6	36,392	38,128	40,442	42,177	43,914	45,649	47,384	49,121	50,856
7	37,652	39,388	41,703	43,438	45,174	46,910	48,645	50,381	52,117
8	38,914	40,650	42,964	44,700	46,436	48,171	49,907	51,643	53,378
9	40,176	41,911	44,226	45,961	47,697	49,433	51,168	52,904	54,640
10	41,437	43,172	45,487	47,222	48,957	50,694	52,429	54,164	55,901
11	42,698	44,434	46,747	48,484	50,219	51,954	53,691	55,426	57,161
12	43,960	45,695	48,009	49,745	51,481	53,216	54,952	56,688	58,423
13	45,220	46,956	49,270	51,006	52,741	54,477	56,213	57,948	59,684
14	46,481	48,218	50,531	52,267	54,003	55,738	57,474	59,210	60,946
15	47,743	49,479	51,793	53,528	55,265	57,000	58,735	60,472	62,207
16	49,005	50,741	53,055	54,790	56,526	58,262	59,997	61,734	63,469
17	50,265	52,001	54,315	56,051	57,786	59,522	61,258	62,993	64,730
18	51,527	53,262	55,577	57,312	59,048	60,784	62,520	64,255	65,991
19	52,789	54,524	56,839	58,574	60,310	62,046	63,781	65,517	67,253
20	54,049	55,785	58,098	59,835	61,570	63,306	65,042	66,777	68,513

Greater Nanticoke Area Education Association

2004 - 2005

MATRIX	Steps	Bachelors	B+24	MS/ME	MS/ME+10	MS/ME+20	MS/ME+30	MS/ME+40	MS/ME+50	MS/ME+60	Total
	1	14	0	1	0	0	0	0	0	1	16
	2	4	1	0	0	0	0	0	0	0	5
	3	0	0	0	0	0	0	0	0	0	0
	4	6	2	2	0	0	0	0	0	0	10
	5	0	1	3	0	0	0	0	0	0	4
	6	2	2	0	0	0	0	0	0	0	4
	7	0	0	3	0	0	1	0	0	0	4
	8	0	0	2	0	0	0	0	0	0	2
	9	0	0	0	0	0	0	0	0	0	0
	10	0	2	1	0	0	0	0	0	0	3
	11	0	0	0	0	0	0	0	1	0	1
	12	0	0	1	0	0	0	0	0	0	1
	13	0	0	0	0	0	0	0	0	1	1
	14	0	0	0	0	0	0	0	1	0	1
	15	0	0	1	0	0	0	0	0	0	1
	16	0	0	1	1	0	0	0	0	2	4
	17	0	0	0	0	1	0	0	0	1	2
	18	0	0	0	0	0	0	0	0	0	0
	19	0	0	1	0	0	0	1	1	0	3
	20	0	5	3	2	2	5	3	3	42	65
	Total	26	13	19	3	3	6	4	6	47	127



**Greater Nanticoke Area Education Association  
2005 - 2006**

**Salary Schedule**

Steps		Bachelors	B+24	MS/ME	MS/ME+10	MS/ME+20	MS/ME+30	MS/ME+40	MS/ME+50	MS/ME+60
From Top	Steps									
19	1	31,350	33,086	35,401	37,136	38,871	40,608	42,343	44,078	45,815
18	2	32,612	34,347	36,662	38,398	40,133	41,869	43,605	45,340	47,076
17	3	33,873	35,608	37,922	39,658	41,394	43,129	44,865	46,601	48,336
16	4	35,133	36,870	39,184	40,920	42,655	44,391	46,127	47,862	49,598
15	5	36,395	38,131	40,445	42,182	43,917	45,652	47,389	49,124	50,859
14	6	37,657	39,393	41,707	43,442	45,179	46,914	48,649	50,386	52,121
13	7	38,917	40,653	42,968	44,703	46,439	48,175	49,910	51,646	53,382
12	8	40,179	41,915	44,229	45,965	47,701	49,436	51,172	52,908	54,643
11	9	41,441	43,176	45,491	47,226	48,962	50,698	52,433	54,169	55,905
10	10	42,702	44,437	46,752	48,487	50,222	51,959	53,694	55,429	57,166
9	11	43,963	45,699	48,012	49,749	51,484	53,219	54,956	56,691	58,426
8	12	45,225	46,960	49,274	51,010	52,746	54,481	56,217	57,953	59,688
7	13	46,485	48,221	50,535	52,271	54,006	55,742	57,478	59,213	60,949
6	14	47,746	49,483	51,796	53,532	55,268	57,003	58,739	60,475	62,211
5	15	49,008	50,744	53,058	54,793	56,530	58,265	60,000	61,737	63,472
4	16	50,270	52,006	54,320	56,055	57,791	59,527	61,262	62,999	64,734
3	17	51,530	53,266	55,580	57,316	59,051	60,787	62,523	64,258	65,995
2	18	52,792	54,527	56,842	58,577	60,313	62,049	63,785	65,520	67,256
1	19	54,054	55,789	58,104	59,839	61,575	63,311	65,046	66,782	68,518
Top	20	55,314	57,050	59,363	61,100	62,835	64,571	66,307	68,042	69,778

Greater Nanticoke Area Education Association

2005 - 2006

MATRIX	Steps	Bachelors	B+24	MS/ME	MS/ME+10	MS/ME+20	MS/ME+30	MS/ME+40	MS/ME+50	MS/ME+60	Total
To Top											
19	1	0	0	0	0	0	0	0	0	0	0
18	2	14	0	1	0	0	0	0	0	1	16
17	3	4	1	0	0	0	0	0	0	0	5
16	4	0	0	0	0	0	0	0	0	0	0
15	5	6	2	2	0	0	0	0	0	0	10
14	6	0	1	3	0	0	0	0	0	0	4
13	7	2	2	0	0	0	0	0	0	0	4
12	8	0	0	3	0	0	1	0	0	0	4
11	9	0	0	2	0	0	0	0	0	0	2
10	10	0	0	0	0	0	0	0	0	0	0
9	11	0	2	1	0	0	0	0	0	0	3
8	12	0	0	0	0	0	0	0	1	0	1
7	13	0	0	1	0	0	0	0	0	0	1
6	14	0	0	0	0	0	0	0	0	1	1
5	15	0	0	0	0	0	0	0	1	0	1
4	16	0	0	1	0	0	0	0	0	0	1
3	17	0	0	1	1	0	0	0	0	2	4
2	18	0	0	0	0	1	0	0	0	1	2
1	19	0	0	0	0	0	0	0	0	0	0
Top	20	0	5	4	2	2	5	4	4	42	68
Total		26	13	19	3	3	6	4	6	47	127

**Greater Nanticoke Area Education Association  
2006 - 2007**

**Salary Schedule**

Steps		Bachelors	B+24	MS/ME	MS/ME+10	MS/ME+20	MS/ME+30	MS/ME+40	MS/ME+50	MS/ME+60
From Top	Steps									
19	1	32,650	34,386	36,701	38,436	40,171	41,908	43,643	45,378	47,115
18	2	33,912	35,647	37,962	39,698	41,433	43,169	44,905	46,640	48,376
17	3	35,173	36,908	39,222	40,958	42,694	44,429	46,165	47,901	49,636
16	4	36,433	38,170	40,484	42,220	43,955	45,691	47,427	49,162	50,898
15	5	37,695	39,431	41,745	43,482	45,217	46,952	48,689	50,424	52,159
14	6	38,957	40,693	43,007	44,742	46,479	48,214	49,949	51,686	53,421
13	7	40,217	41,953	44,268	46,003	47,739	49,475	51,210	52,946	54,682
12	8	41,479	43,215	45,529	47,265	49,001	50,736	52,472	54,208	55,943
11	9	42,741	44,476	46,791	48,526	50,262	51,998	53,733	55,469	57,205
10	10	44,002	45,737	48,052	49,787	51,522	53,259	54,994	56,729	58,466
9	11	45,263	46,999	49,312	51,049	52,784	54,519	56,256	57,991	59,726
8	12	46,525	48,260	50,574	52,310	54,046	55,781	57,517	59,253	60,988
7	13	47,785	49,521	51,835	53,571	55,306	57,042	58,778	60,513	62,249
6	14	49,046	50,783	53,096	54,832	56,568	58,303	60,039	61,775	63,511
5	15	50,308	52,044	54,358	56,093	57,830	59,565	61,300	63,037	64,772
4	16	51,570	53,306	55,620	57,355	59,091	60,827	62,562	64,299	66,034
3	17	52,830	54,566	56,880	58,616	60,351	62,087	63,823	65,558	67,295
2	18	54,092	55,827	58,142	59,877	61,613	63,349	65,085	66,820	68,556
1	19	55,354	57,089	59,404	61,139	62,875	64,611	66,346	68,082	69,818
Top	20	56,614	58,350	60,663	62,400	64,135	65,871	67,607	69,342	71,078

Greater Nanticoke Area Education Association

2006 - 2007

MATRIX	Steps	Bachelors	B+24	MS/ME	MS/ME+10	MS/ME+20	MS/ME+30	MS/ME+40	MS/ME+50	MS/ME+60	Total
To Top											
19	1	0	0	0	0	0	0	0	0	0	0
18	2	0	0	0	0	0	0	0	0	0	0
17	3	14	0	1	0	0	0	0	0	1	16
16	4	4	1	0	0	0	0	0	0	0	5
15	5	0	0	0	0	0	0	0	0	0	0
14	6	6	2	2	0	0	0	0	0	0	10
13	7	0	1	3	0	0	0	0	0	0	4
12	8	2	2	0	0	0	0	0	0	0	4
11	9	0	0	3	0	0	1	0	0	0	4
10	10	0	0	2	0	0	0	0	0	0	2
9	11	0	0	0	0	0	0	0	0	0	0
8	12	0	2	1	0	0	0	0	0	0	3
7	13	0	0	0	0	0	0	0	1	0	1
6	14	0	0	1	0	0	0	0	0	0	1
5	15	0	0	0	0	0	0	0	0	1	1
4	16	0	0	0	0	0	0	0	1	0	1
3	17	0	0	1	0	0	0	0	0	0	1
2	18	0	0	1	1	0	0	0	0	2	4
1	19	0	0	0	0	1	0	0	0	1	2
Top	20	0	5	4	2	2	5	4	4	42	68
Total		26	13	19	3	3	6	4	6	47	127

**Greater Nanticoke Area Education Association  
2007 - 2008**

**Salary Schedule**

Steps		Bachelors	B+24	MS/ME	MS/ME+10	MS/ME+20	MS/ME+30	MS/ME+40	MS/ME+50	MS/ME+60
From Top	Steps									
19	1	33,850	35,586	37,901	39,636	41,371	43,108	44,843	46,578	48,315
18	2	35,112	36,847	39,162	40,898	42,633	44,369	46,105	47,840	49,576
17	3	36,373	38,108	40,422	42,158	43,894	45,629	47,365	49,101	50,836
16	4	37,633	39,370	41,684	43,420	45,155	46,891	48,627	50,362	52,098
15	5	38,895	40,631	42,945	44,682	46,417	48,152	49,889	51,624	53,359
14	6	40,157	41,893	44,207	45,942	47,679	49,414	51,149	52,886	54,621
13	7	41,417	43,153	45,468	47,203	48,939	50,675	52,410	54,146	55,882
12	8	42,679	44,415	46,729	48,465	50,201	51,936	53,672	55,408	57,143
11	9	43,941	45,676	47,991	49,726	51,462	53,198	54,933	56,669	58,405
10	10	45,202	46,937	49,252	50,987	52,722	54,459	56,194	57,929	59,666
9	11	46,463	48,199	50,512	52,249	53,984	55,719	57,456	59,191	60,926
8	12	47,725	49,460	51,774	53,510	55,246	56,981	58,717	60,453	62,188
7	13	48,985	50,721	53,035	54,771	56,506	58,242	59,978	61,713	63,449
6	14	50,246	51,983	54,296	56,032	57,768	59,503	61,239	62,975	64,711
5	15	51,508	53,244	55,558	57,293	59,030	60,765	62,500	64,237	65,972
4	16	52,770	54,506	56,820	58,555	60,291	62,027	63,762	65,499	67,234
3	17	54,030	55,766	58,080	59,816	61,551	63,287	65,023	66,758	68,495
2	18	55,292	57,027	59,342	61,077	62,813	64,549	66,285	68,020	69,756
1	19	56,554	58,289	60,604	62,339	64,075	65,811	67,546	69,282	71,018
Top	20	57,814	59,550	61,863	63,600	65,335	67,071	68,807	70,542	72,278

Greater Nanticoke Area Education Association

2007 - 2008

MATRIX	Steps	Bachelors	B+24	MS/ME	MS/ME+10	MS/ME+20	MS/ME+30	MS/ME+40	MS/ME+50	MS/ME+60	Total
To Top											
19	1	0	0	0	0	0	0	0	0	0	0
18	2	0	0	0	0	0	0	0	0	0	0
17	3	0	0	0	0	0	0	0	0	0	0
16	4	14	0	1	0	0	0	0	0	1	16
15	5	4	1	0	0	0	0	0	0	0	5
14	6	0	0	0	0	0	0	0	0	0	0
13	7	6	2	2	0	0	0	0	0	0	10
12	8	0	1	3	0	0	0	0	0	0	4
11	9	2	2	0	0	0	0	0	0	0	4
10	10	0	0	3	0	0	1	0	0	0	4
9	11	0	0	2	0	0	0	0	0	0	2
8	12	0	0	0	0	0	0	0	0	0	0
7	13	0	2	1	0	0	0	0	0	0	3
6	14	0	0	0	0	0	0	0	1	0	1
5	15	0	0	1	0	0	0	0	0	0	1
4	16	0	0	0	0	0	0	0	0	1	1
3	17	0	0	0	0	0	0	0	1	0	1
2	18	0	0	1	0	0	0	0	0	0	1
1	19	0	0	1	1	0	0	0	0	2	4
Top	20	0	5	4	2	3	5	4	4	43	70
Total		26	13	19	3	3	6	4	6	47	127

**Greater Nanticoke Area Education Association  
2008 - 2009**

**Salary Schedule**

Steps		Bachelors	B+24	MS/ME	MS/ME+10	MS/ME+20	MS/ME+30	MS/ME+40	MS/ME+50	MS/ME+60
From Top	Steps									
19	1	35,075	36,811	39,126	40,861	42,596	44,333	46,068	47,803	49,540
18	2	36,337	38,072	40,387	42,123	43,858	45,594	47,330	49,065	50,801
17	3	37,598	39,333	41,647	43,383	45,119	46,854	48,590	50,326	52,061
16	4	38,858	40,595	42,909	44,645	46,380	48,116	49,852	51,587	53,323
15	5	40,120	41,856	44,170	45,907	47,642	49,377	51,114	52,849	54,584
14	6	41,382	43,118	45,432	47,167	48,904	50,639	52,374	54,111	55,846
13	7	42,642	44,378	46,693	48,428	50,164	51,900	53,635	55,371	57,107
12	8	43,904	45,640	47,954	49,690	51,426	53,161	54,897	56,633	58,368
11	9	45,166	46,901	49,216	50,951	52,687	54,423	56,158	57,894	59,630
10	10	46,427	48,162	50,477	52,212	53,947	55,684	57,419	59,154	60,891
9	11	47,688	49,424	51,737	53,474	55,209	56,944	58,681	60,416	62,151
8	12	48,950	50,685	52,999	54,735	56,471	58,206	59,942	61,678	63,413
7	13	50,210	51,946	54,260	55,996	57,731	59,467	61,203	62,938	64,674
6	14	51,471	53,208	55,521	57,257	58,993	60,728	62,464	64,200	65,936
5	15	52,733	54,469	56,783	58,518	60,255	61,990	63,725	65,462	67,197
4	16	53,995	55,731	58,045	59,780	61,516	63,252	64,987	66,724	68,459
3	17	55,255	56,991	59,305	61,041	62,776	64,512	66,248	67,983	69,720
2	18	56,517	58,252	60,567	62,302	64,038	65,774	67,510	69,245	70,981
1	19	57,779	59,514	61,829	63,564	65,300	67,036	68,771	70,507	72,243
Top	20	59,039	60,775	63,088	64,825	66,560	68,296	70,032	71,767	73,503

## Greater Nanticoke Area Education Association

2008 - 2009

MATRIX	Steps	Bachelors	B+24	MS/ME	MS/ME+10	MS/ME+20	MS/ME+30	MS/ME+40	MS/ME+50	MS/ME+60	Total
To Top											
19	1	0	0	0	0	0	0	0	0	0	0
18	2	0	0	0	0	0	0	0	0	0	0
17	3	0	0	0	0	0	0	0	0	0	0
16	4	0	0	0	0	0	0	0	0	0	0
15	5	14	0	1	0	0	0	0	0	1	16
14	6	4	1	0	0	0	0	0	0	0	5
13	7	0	0	0	0	0	0	0	0	0	0
12	8	6	2	2	0	0	0	0	0	0	10
11	9	0	1	3	0	0	0	0	0	0	4
10	10	2	2	0	0	0	0	0	0	0	4
9	11	0	0	3	0	0	1	0	0	0	4
8	12	0	0	2	0	0	0	0	0	0	2
7	13	0	0	0	0	0	0	0	0	0	0
6	14	0	2	1	0	0	0	0	0	0	3
5	15	0	0	0	0	0	0	0	1	0	1
4	16	0	0	1	0	0	0	0	0	0	1
3	17	0	0	0	0	0	0	0	0	1	1
2	18	0	0	0	0	0	0	0	1	0	1
1	19	0	0	1	0	0	0	0	0	0	1
Top	20	0	5	5	3	3	5	4	4	45	74
Total		26	13	19	3	3	6	4	6	47	127



**Greater Nanticoke Area Education Association  
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**Salary Schedule**

Steps		Bachelors	B+24	MS/ME	MS/ME+10	MS/ME+20	MS/ME+30	MS/ME+40	MS/ME+50	MS/ME+60
From Top	Steps									
19	1	36,375	38,111	40,426	42,161	43,896	45,633	47,368	49,103	50,840
18	2	37,637	39,372	41,687	43,423	45,158	46,894	48,630	50,365	52,101
17	3	38,898	40,633	42,947	44,683	46,419	48,154	49,890	51,626	53,361
16	4	40,158	41,895	44,209	45,945	47,680	49,416	51,152	52,887	54,623
15	5	41,420	43,156	45,470	47,207	48,942	50,677	52,414	54,149	55,884
14	6	42,682	44,418	46,732	48,467	50,204	51,939	53,674	55,411	57,146
13	7	43,942	45,678	47,993	49,728	51,464	53,200	54,935	56,671	58,407
12	8	45,204	46,940	49,254	50,990	52,726	54,461	56,197	57,933	59,668
11	9	46,466	48,201	50,516	52,251	53,987	55,723	57,458	59,194	60,930
10	10	47,727	49,462	51,777	53,512	55,247	56,984	58,719	60,454	62,191
9	11	48,988	50,724	53,037	54,774	56,509	58,244	59,981	61,716	63,451
8	12	50,250	51,985	54,299	56,035	57,771	59,506	61,242	62,978	64,713
7	13	51,510	53,246	55,560	57,296	59,031	60,767	62,503	64,238	65,974
6	14	52,771	54,508	56,821	58,557	60,293	62,028	63,764	65,500	67,236
5	15	54,033	55,769	58,083	59,818	61,555	63,290	65,025	66,762	68,497
4	16	55,295	57,031	59,345	61,080	62,816	64,552	66,287	68,024	69,759
3	17	56,555	58,291	60,605	62,341	64,076	65,812	67,548	69,283	71,020
2	18	57,817	59,552	61,867	63,602	65,338	67,074	68,810	70,545	72,281
1	19	59,079	60,814	63,129	64,864	66,600	68,336	70,071	71,807	73,543
Top	20	60,339	62,075	64,388	66,125	67,860	69,596	71,332	73,067	74,803

Greater Nanticoke Area Education Association

2009 - 2010

MATRIX	Steps	Bachelors	B+24	MS/ME	MS/ME+10	MS/ME+20	MS/ME+30	MS/ME+40	MS/ME+50	MS/ME+60	Total
To Top											
19	1	0	0	0	0	0	0	0	0	0	0
18	2	0	0	0	0	0	0	0	0	0	0
17	3	0	0	0	0	0	0	0	0	0	0
16	4	0	0	0	0	0	0	0	0	0	0
15	5	0	0	0	0	0	0	0	0	0	0
14	6	14	0	1	0	0	0	0	0	1	16
13	7	4	1	0	0	0	0	0	0	0	5
12	8	0	0	0	0	0	0	0	0	0	0
11	9	6	2	2	0	0	0	0	0	0	10
10	10	0	1	3	0	0	0	0	0	0	4
9	11	2	2	0	0	0	0	0	0	0	4
8	12	0	0	3	0	0	1	0	0	0	4
7	13	0	0	2	0	0	0	0	0	0	2
6	14	0	0	0	0	0	0	0	0	0	0
5	15	0	2	1	0	0	0	0	0	0	3
4	16	0	0	0	0	0	0	0	1	0	1
3	17	0	0	1	0	0	0	0	0	0	1
2	18	0	0	0	0	0	0	0	0	1	1
1	19	0	0	0	0	0	0	0	1	0	1
Top	20	0	5	6	3	3	5	4	4	45	75
Total		26	13	19	3	3	6	4	6	47	127