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# Teamsters Early Bird Terms of Agreement

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November 26, 2024

Dr. Ché Regina



# Article 17 – Personal Leave (Section 17.2c)

- Current

- No personal leave may be used during the first ten (10) student days or the last (10) student days of a school year, or on a day when a District in-service program is scheduled. No personal leave may be taken during the last ten (10) days of student summer break. An exception for special circumstances may be wanted only by the Superintendent, whose decision in this matter shall be final and not subject to the grievance process.

- Tentative Agreement

- No personal leave may be used during the first **five (5)** ~~ten (10)~~ student days or the last **five (5)** ~~ten (10)~~ student days of a school year, or on a day when a District in-service program is scheduled. No personal leave may be taken during the last **five (5)** ~~ten (10)~~ days of student summer break. An exception for special circumstances may be wanted only by the Superintendent, whose decision in this matter shall be final and not subject to the grievance process.

# Article 22 – Holidays (Section 22.3a)

- Current

- Employees who are eligible for holidays shall be paid their regular straight time daily rate of pay for each holiday as per the above provisions provided:
  - Such employee has satisfactorily completed the required probationary period prior to the holiday involved; and

- Tentative Agreement

- Employees who are eligible for holidays shall be paid their regular straight time daily rate of pay for each holiday as per the above provisions provided:
  - ~~Such employee has satisfactorily completed the required probationary period prior to the holiday involved; and~~

# Article 23 – Vacations (Section 23.2)

- Current

- A vacation year begins on July 1 and ends on June 30. Those employees who have not rendered a full year of service as of June 30 shall receive pro-rated vacation, based upon the actual number of days worked and compensated compared to the 260 day work year.

- Tentative Agreement

- A vacation year begins on July 1 and ends on June 30. Those employees who **have will** not rendered **ed** a full year of service as of June 30 shall **receive earn** pro-rated vacation, based upon the actual number of days worked and compensated compared to the 260 day work year.  
**Those earned days may be used immediately upon employment. The number of days in that first year may not exceed nine (9).**

# Article 23 – Vacations (Section 23.3)

- Current

- Each regular, full-time, twelve (12) month employee who is on the Employer's active payroll in a full-time capacity for at least one (1) year shall be entitled to a vacation with pay as set forth in the schedule as follows:

- After one full year of employment 5 days

- Tentative Agreement

- Each regular, full-time, twelve (12) month employee who is on the Employer's active payroll in a full-time capacity for at least one (1) year shall be entitled to a vacation with pay as set forth in the schedule as follows:

- After one full year of employment ~~5~~ 10 days

# Article 23 – Vacations (Section 23.4)

- Current
  - Vacation earned or accrued shall be available on July 1 following the year in which it is earned or accrued.
- Tentative Agreement
  - ~~Vacation earned or accrued shall be available on July 1 following the year in which it is earned or accrued.~~

# Article 23 – Vacations (Section 23.6)

- Current

- Employees are required to give advance notice to their immediate supervisor of their vacation requests in accordance with established procedure. In no instance shall the advance notice be less than two (2) weeks. The number of employees on vacation at one time shall be at the discretion of the Employer and will be based upon the Employer's operating: needs.

- Tentative Agreement

- Employees are required to give advance notice to their immediate supervisor of their vacation requests in accordance with established procedure. In no instance shall the advance notice be less than **five (5) days** ~~two (2) weeks~~. The number of employees on vacation at one time shall be at the discretion of the Employer and will be based upon the Employer's operating: needs.

# Article 23 – Vacations (Section 23.8)

- Current
  - The number of vacation days available for use during the time period between the end of school for students in June and the start of school for students in September shall be limited to twelve (12).
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- Tentative Agreement
  - The number of vacation/**personal** days available for use during the time period between the end of school for students in June and the start of school for students in September shall be limited to twelve (12).

# Article 23 – Vacations (Section 23.10) – New

- Current
  - New Language
- Tentative Agreement
  - **No vacation days may be used during the first five (5) student days or the last five (5) student days of a school year, or on a day when a District in-service program is scheduled. No vacation days may be taken during the last five (5) days of student summer break. An exception for special circumstances may be wanted only by the Superintendent, whose decision in this matter shall be final and not subject to the grievance process.**

# Article 23 – Vacations (Section 23.11) - New

- Current
  - New Language
- Tentative Agreement
  - **Vacation days may not be used in combination with other paid leave unless approved by the Administrator in Charge of Personnel.**

# Article 29 – Comprehensive Medical (Section 23.16)

- Current

- The employee premium co-shares shall be in accordance with the following chart, which shall be accomplished through mandatory payroll deductions:

Plan	21-22	22-23	23-24	24-25
OC 1	19.00%	20.00%	20.50%	21.00%
OC 2	17.00%	18.00%	19.00%	20.00%
POS	17.00%	18.00%	19.00%	20.00%
OC 3	8.50%	9.00%	10.00%	10.00%

- Tentative Agreement

- The employee premium co-shares shall be in accordance with the following chart, which shall be accomplished through mandatory payroll deductions:

Plan	25-26	26-27	27-28
OC 1	21.00%	21.50%	22.00%
OC 2	20.00%	20.50%	21.00%
POS	20.00%	20.50%	21.00%
OC 3	10.00%	10.50%	11.00%

# Article 30 – Prescription Drug Insurance (Section 30.2)

- Current

- The employee premium co-shares shall be in accordance with the following chart, which shall be accomplished through mandatory payroll deductions:

Plan	21-22	22-23	23-24	24-25
Prescription	18.00%	19.00%	19.50%	20.50%

- Tentative Agreement

- The employee premium co-shares shall be in accordance with the following chart, which shall be accomplished through mandatory payroll deductions:

Plan	25-26	26-27	27-28
Prescription	20.50%	21.00%	21.50%

# Article 31 – Dental Insurance (Section 31.2)

- Current

- The employee premium co-shares shall be in accordance with the following chart, which shall be accomplished through mandatory payroll deductions:

Plan	21-22	22-23	23-24	24-25
Dental	18.00%	19.00%	19.50%	20.50%

- Tentative Agreement

- The employee premium co-shares shall be in accordance with the following chart, which shall be accomplished through mandatory payroll deductions:

Plan	25-26	26-27	27-28
Dental	20.50%	21.00%	21.50%

# Article 32 – Vision Care (Section 32.2)

- Current

- The employee premium co-shares shall be in accordance with the following chart, which shall be accomplished through mandatory payroll deductions:

Plan	21-22	22-23	23-24	24-25
Vision	18.00%	19.00%	19.50%	20.50%

- Tentative Agreement

- The employee premium co-shares shall be in accordance with the following chart, which shall be accomplished through mandatory payroll deductions:

Plan	25-26	26-27	27-28
Vision	20.50%	21.00%	21.50%

# Article 34 – Retirement Benefit (Section 34.2)

- Current

- The benefit available shall be calculated at a rate of \$45.00 for each unused day of sick leave up to a maximum of one-hundred twenty (120) for the life of the agreement.

- Tentative Agreement

- The benefit available shall be calculated at a rate of ~~\$45.00~~ **\$50.00** for each unused day of sick leave up to a maximum of one-hundred twenty (120) for the life of the agreement.

# Article 50 – Duration of Agreement (Section 50.1)

- Current
  - This Agreement shall be in effect from July 1, 2021 through June 30, 2025.
- Tentative Agreement
  - This Agreement shall be in effect from July 1, **2025** through June 30, **2028**.

# Addendum 2 – Wage Provisions

- Current

- New hires, in all classifications covered by this Agreement shall be hired at the following wage progression. The rate shall be based upon the new employee's position in the relative department. The wage progression provision shall not affect those employee's that were employed before July 1, 2014 including all subsequent transfers.
  - Year 1 85%
  - Year 2 90%
  - Year 3 95%
  - Year 4 100%

- Tentative Agreement

- New hires, in all classifications covered by this Agreement shall be hired at the following wage progression. The rate shall be based upon the new employee's position in the relative department. The wage progression provision shall not affect those employee's that were employed before July 1, 2014 including all subsequent transfers.
  - Year 1 85%
  - Year 2 90%
  - Year 3 95%
  - Year 4 100%
- **The Master Mechanic position will begin immediately at the 100% level**

# Addendum 2 – Wage Provisions

- Current

- The following wage rates shall be effective of this Agreement according to the schedules for each classification:
  - Percentage increases:
    - 07/01/2021 – 2.50%
    - 07/01/2022 – 2.50%
    - 07/01/2023 – 2.50%
    - 07/01/2024 – 2.50%

- Tentative Agreement

- The following wage rates shall be effective of this Agreement according to the schedules for each classification:
  - Percentage increases:
    - 07/01/**2025** – 2.50%
    - 07/01/**2026** – 2.50%
    - 07/01/**2027** – 2.50%

# Pay Scale w/ 2.5% Increase Each Year

Position	2025-2026	2026-2027	2027-2028
Custodian	\$32.64	\$33.45	\$34.29
Head Custodian /Elementary	\$35.12	\$35.99	\$36.89
Head Custodian /High School	\$38.70	\$39.67	\$40.66
Head Custodian /Intermediate	\$38.08	\$39.03	\$40.01
Maintenance Mechanic	\$40.60	\$41.62	\$42.66
Grounds Crew Foreperson	\$35.12	\$35.99	\$36.89
Utility Grounds Person	\$32.91	\$33.74	\$34.58
Courier	\$34.94	\$35.82	\$36.71
Warehouse/Inventory Specialist	\$36.86	\$37.78	\$38.72
Master Mechanic	\$42.58	\$43.64	\$44.73
Presentative Maintenance Specialist	\$36.86	\$37.78	\$38.72

# Recommendation

- Approve the ratification of terms of the Collective Bargaining Agreement between Methacton School District and Teamsters Local 384. Effective: July 1, 2025 - June 30, 2028.