

Methacton School District

Contract and Compensation Plan Overview

5/19/2021

Agenda

- Teamsters (Custodians, Maintenance, Grounds and Fulfillment Specialist totaling 46 FTE)
 - Proposed Teamster Agreement – Financials
 - Proposed Teamster Agreement – Language
- Act 93 (Administrative positions totaling 27 FTE)
 - Act 93 Compensation Plan – Financials
 - Act 93 Compensation Plan – Language
- Confidential and Exempt (Technology and Confidential Admin totaling 9 FTE)
 - Confidential and Exempt Compensation Plan – Financials
 - Confidential and Exempt Compensation Plan – Language

Teamster Tentative Agreement 2021/2022 – 2024/2025 – Salary

- Salary will be based on hourly pay starting July 1, 2021.
- Teamsters will revert back to a 26 pay per year schedule.
- Salary increases are as follows:
 - Year 1 – 2.50% Salary Only 2.68% including PSERS & Social Security.
 - Year 2 – 2.50% Salary Only 2.79% including PSERS & Social Security.
 - Year 3 – 2.50% Salary Only 2.71% including PSERS & Social Security.
 - Year 4 – 2.50% Salary Only 2.70% including PSERS & Social Security.

Teamster Tentative Agreement 2021/2022 – 2024/2025 – Health Care

○ Plan Changes

- All new hires on or after July 1, 2021 will be eligible for Open Choice 3 only.
- Effective July 1, 2021 the Rx Plan will be changed to the 15/25/40 plan.
- Retirees will have Open Choice 3 and the 15/25/40 Rx plan as options

○ Employee Premium Co-Shares area as follows:

MEDICAL					
Plan	20-21	21-22	22-23	23-24	24-25
OC 1	82.00%	81.00%	80.00%	79.00%	78.00%
OC 2	85.00%	84.00%	83.00%	82.00%	81.00%
POS	84.00%	83.00%	82.00%	81.00%	80.00%
OC 3	92.00%	91.50%	91.00%	90.50%	90.00%

Rx, Dental & Vision					
Plan	20-21	21-22	22-23	23-24	24-25
RX	82.00%	81.00%	80.00%	79.50%	78.50%
Dental	83.00%	82.00%	81.00%	80.50%	79.50%
Vision	83.00%	82.00%	81.00%	80.50%	79.50%

Proposed Teamster Agreement - Language

- Four (4) year agreement
- Discipline revision
- Unpaid leave provision
- Probationary period for new hires
- Tools - ownership and financing
- Uniforms

Act 93 Proposed Plan 2021/2022 – 2023/2024 – Salary & Health Care

- Salary increases are as follows:
 - Unsatisfactory Rating – 0.00%
 - Satisfactory Rating – 1.00%
 - Meets Expectations Rating – 2.50%
 - Exceeds Expectations Rating – 3.00%
- Employee Premium Co-Shares area as follows:

Medical				
Plan	20-21	21-22	22-23	23-24
OC 1	17.00%	17.00%	18.00%	19.00%
OC 2	16.00%	16.00%	17.00%	18.00%
POS	16.00%	16.00%	17.00%	18.00%
OC 3	7.00%	6.50%	7.00%	7.50%

Rx, Dental & Vision				
Plan	20-21	21-22	22-23	23-24
Rx	83.00%	83.00%	82.00%	81.00%
Dental	83.00%	83.00%	82.00%	81.00%
Vision	83.00%	83.00%	82.00%	81.00%

Act 93 Compensation Plan – Language

- Three (3) year plan
- Annual vacation payout
- Sick day payout upon retirement
- Short-term disability removal

Confidential and Exempt Proposed Plan 2021/2022 – 2023/2024 – Salary & Health Care

- Salary increases are as follows:
 - Year 1 – 2.50% Salary Only 2.68% including PSERS & Social Security.
 - Year 2 – 2.50% Salary Only 2.79% including PSERS & Social Security.
 - Year 3 – 2.50% Salary Only 2.71% including PSERS & Social Security.
 - Year 4 – 2.50% Salary Only 2.70% including PSERS & Social Security.
- Employee Premium Co-Shares area as follows:

Medical				
Plan	20-21	21-22	22-23	23-24
OC 1	18.00%	17.50%	18.50%	19.50%
OC 2	15.00%	16.50%	17.50%	18.50%
POS	16.00%	16.50%	17.50%	18.50%
OC 3	8.00%	7.00%	7.50%	8.00%

Rx, Dental & Vision				
Plan	20-21	21-22	22-23	23-24
Rx	83.00%	82.50%	81.50%	80.50%
Dental	83.00%	82.50%	81.50%	80.50%
Vision	83.00%	82.50%	81.50%	80.50%

Confidential and Exempt Compensation Plan – Language

- Three (3) year plan
- Annual vacation payout and rollover
- Three (3) year salary adjustment
- Vacation days for new hires