

September 17, 2013

Methacton SCHOOL DISTRICT

The Methacton School District's
Tentative Agreement with the
Methacton Education Association
(MEA)

September 17, 2013

Terms of the Agreement

- 4 year agreement- 7/1/13 to 6/30/17
- Two major Language changes
 - Change in “long-term substitute” definition from 45 days to “one year and one day in the same position.”
 - Tuition Reimbursement caps reduced from \$475,000 currently to \$230,000 over life of the contract.

Implications of Definition Change

- All substitutes will be employed by STS (Substitute Teacher Service).
- All substitutes hired for more than 45 days will receive a comparable take home salary to previously contracted long-term substitutes, will be recruited by the district and recommended for hire to STS.
- Estimated yearly salary savings of approx. \$175,000.
- Future potential savings with the implementation of the Affordable Health Care Act

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Implications of Tuition Reimbursement

- Caps are set at \$260,000 .00 for 13/14, \$250,000 for 14/15, \$240,000 for 15/16 and \$230,000 for 16/17.
- Historical (past three years) budgeted expenditure has been \$280,000.
- Savings of approx. \$140,000 over the life of the contract
- Joint committee to be established for the “first come, first served” procedures for disbursement.

Wages and Salary

- **Year 1**- Full step movement at the ½ year - top step receives \$1000.
- **Year 2** - No step movement with 1.5% added to the salary schedule - top step receives \$1000.
- **Year 3** - Full step movement at the ½ year - top step receives \$750.
- **Year 4** - No step movement with 1.5% added to the salary schedule- top step receives \$ 749.
- All extra-duty and supplemental positions (coaches, coordinators, mentors etc.) are frozen at the current rate for the life of the contract.

Health Care

Year 1 - No change to current

- 10/20/70 – 12%
- Keystone POS - 0%
- PC 15- Full Buy-Up.

Year 2 - Consortium plans begin

- 10/20/70- 12%
- 20/30/70 – 10%
- Keystone POS – 1%

Year 3

- 10/20/70 – 12%
- 20/30/70- 10%
- Keystone POS- 5%

Year 4

- 10/20/70 – 13%
- 20/30/70- 12%
- Keystone POS- 10%

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Increased Salary Percentages – Gross Actual Net Cost w/Concession

● Year 1	1.9%	1.33%
● Year 2	3.27%	2.61%
● Year 3	1.94%	1.27%
● Year 4	3.04%	2.17%

<i>Average</i>	<i>2.55%</i>	<i>1.84%</i>
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Additional Changes – Teacher Work Year

- Teacher Work Year –
 - Reduced from 191 to 190 for the length of the contract
- State mandate changes to the evaluation language
- Adding Occupational Therapist to national board certification language

Thank you!

Questions?