

COLLECTIVE BARGAINING AGREEMENT

Methacton Education Support Professional Association
and Board of School Directors

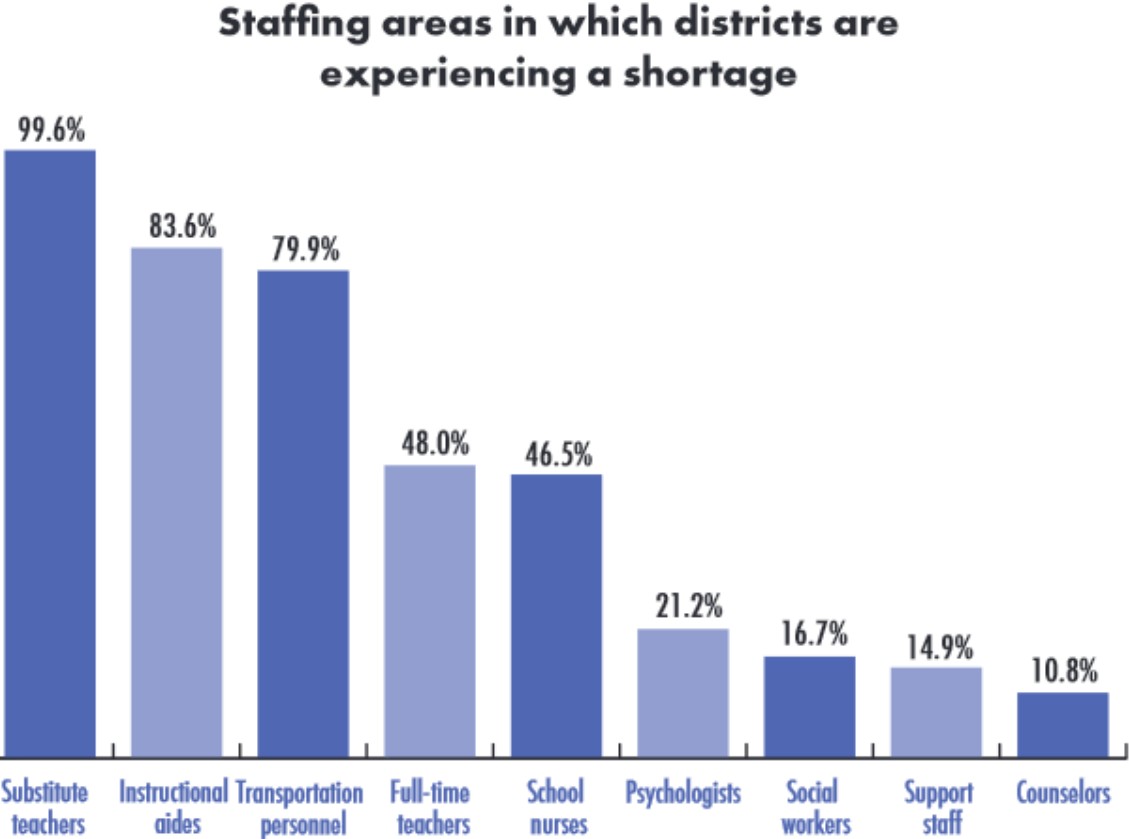
November 22, 2022

Recommendation (for December 5, 2022)

- Approve the amendment to the collective bargaining agreement between the Methacton School District and the Methacton Education Support Professional Association dated July 1, 2021 to June 30, 2025, in accordance with the attached presentation.

Staffing shortages are widespread

Nearly every school district reported experiencing a shortage of substitute teachers and roughly 80% of districts reported experiencing a shortage of instructional aides and school vehicle drivers.



Taken from: 2022 State of Education Report | Pennsylvania
Further information at www.PSBA.org

By the numbers

- 18 Instructional Assistants
 - 7 Sought employment elsewhere
 - 5 Retired
 - 4 Became a teacher
 - 2 Relocated
- 8 Personal Care Assistants
 - 5 Sought employment elsewhere
 - 2 Retired
 - 1 Became Instructional Assistant

34

(18) IA + (8) PCA + (8) new IA
\$15.84 - \$16.16 /hr.

Key Concepts

- Market dictates need for us to take action to best position our district for the future
- Strategic plan – Strategy 7H – Improve our competitive attractiveness
- Goal is to adjust starting wages to attract and retain staff and remove new hire rate titration.

Summary of Proposed Modifications

- For approval December 5, 2022
 - Amend collective bargaining agreement dated July 1, 2021 to June 30, 2025.
 - Includes language modifications to address new hires rates starting below acceptable standard.
 - Includes increase in 2022-2023 SY of 50 cents starting January 16, 2023.
 - Includes hourly rate chart modification increases beginning July 1, 2023.
 - Includes average rate increases:
 - Yr1- 1.22%, Yr2- 12.62%, Yr3- 2.51%
 - No change to employee healthcare premium contributions
 - Yr1-19%, Yr2-20%, and Yr3-21%

Proposed Rate Scale

Class	22-23 FY			23-24 FY			24-25 FY		
	Current	Proposed	Change %	Current	Proposed	Change %	Current	Proposed	Change %
A1	\$16.20	\$16.70	3.09%	\$16.61	\$18.61	12.04%	\$17.03	\$19.08	12.04%
A2	\$18.39	\$18.89	2.72%	\$18.85	\$20.85	10.61%	\$19.32	\$21.37	10.61%
A3	\$18.63	\$19.13	2.68%	\$19.10	\$21.10	10.47%	\$19.58	\$21.63	10.47%
A4	\$19.41	\$19.91	2.58%	\$19.90	\$21.90	10.05%	\$20.40	\$22.45	10.05%
A5	\$19.01	\$19.51	2.63%	\$19.49	\$21.49	10.26%	\$19.98	\$22.03	10.26%
A6	\$19.81	\$20.31	2.52%	\$20.31	\$22.31	9.85%	\$20.82	\$22.87	9.85%
A7	\$20.19	\$20.69	2.48%	\$20.69	\$22.69	9.67%	\$21.21	\$23.26	9.67%
A8**		\$19.32	N/A		\$21.30	N/A		\$21.83	N/A
C1	\$19.82	\$20.32	2.52%	\$20.32	\$22.32	9.84%	\$20.83	\$22.88	9.84%
C2	\$22.98	\$23.48	2.18%	\$23.55	\$25.55	8.49%	\$24.14	\$26.19	8.49%
C3	\$25.59	\$26.09	1.95%	\$26.23	\$28.23	7.62%	\$26.89	\$28.94	7.62%
C4	\$27.25	\$27.75	1.83%	\$27.93	\$29.93	7.16%	\$28.63	\$30.68	7.16%

** The A8 position is a new position that will move the eight (8) budgeted positions to a better aligned the pay to mirror the responsibilities being performed. A new job description is being developed by HR.

The existing agreement requires new hires to start at 85% of the class rate and titrate up 5% each year so that by year 4 of employment they hit the full rate. *Example- new hires for Class A1 position would start at \$13.77 per hour.*

Rate Comparisons

	MSD Current 22-23 Rates	MSD 23-24 Proposed	Diff of MSD 23-24 vs. <u>County Avg.</u>	Diff MSD 23-24 vs. <u>Neighboring Avg.</u>
A1	16.2	18.61	N/A	N/A
A2	18.39	20.85	3.87	2.5
A3	18.63	21.1	2.82	3.99
A4	19.41	21.9	3.62	4.79
A5	19.01	21.49	1.53	1.33
C1	19.82	22.32	0.26	0.27
C2	22.98	25.55	0.31	-1.27
C3	25.59	28.23	4.37	3.58
C4	27.25	29.93	1.77	2.9

Figures above represent best approximation of like title/duty positions

Competitive Attractiveness

- Competition for talent
 - Wages & benefits
 - Act 1 Index
 - Used to determine the maximum tax increases for each tax the school district levies (without PDE exception or voter approval)
 - The index is calculated by averaging the percent increases in the Pennsylvania statewide average weekly wage and the Federal employment cost index

School District	18-19	19-20	20-21	21-22	22-23	23-24
Act 1 Index	2.40%	2.30%	2.60%	3.00%	3.40%	4.10%
Methacton Increase %	1.98%	1.12%	1.56%	1.33%	1.24%	

2023-2024 Budget will be proposed in June 2023 for consideration

Language Modifications

- REMOVAL:
 - 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 employees that were employed before July 1, 2021, including all subsequent transfers.
 - Year 1: 85%
 - Year 2: 90%
 - Year 3: 95%
 - Year 4: 100%
- ADDITION:
 - Include a position type (A8) in hourly rate chart entitled Monitoring Aide.

Year 1 of Modified Agreement (2022-2023)

- No Tax Implication (rate already established)
- Fund Use
 - 2022-2023 budget surplus (due to inability to fill positions)
- Total Estimated Increase= \$67,630.02

Category	2022-2023 Original	2022-2023 Revised	Net Change
Salary	\$3,891,903.03	\$3,939,226.53	\$47,323.50
PSERS RATE	35.26%	35.26%	35.26%
PSERS (50%)	\$1,372,285.01	\$1,388,971.28	\$16,686.27
SS RATE	7.65%	7.65%	7.65%
SS (50%)	\$297,730.58	\$301,350.83	\$3,620.25
Total Costs	\$5,561,918.62	\$5,629,548.64	\$67,630.02

Pay Increase %	1.22%
Budget Increase %	0.00%

Year 2 of Modified Agreement (2023-2024)

- Forecasted 2023-2024 tax increase including recent MEA contract modification 3%–3.1%

- Total Estimated Increase
=\$712,464.43

Category	2023-2024	Net Change
Salary	\$4,436,271.62	\$497,045.09
PSERS RATE	35.69%	35.69%
PSERS (50%)	\$1,583,305.34	\$177,395.39
SS RATE	7.65%	7.65%
SS (50%)	\$339,374.78	\$38,023.95
Total Costs	\$6,358,951.74	\$712,464.43

Pay Increase %	12.62%
Budget Increase %	12.81%

Year 3 of Modified Agreement (2024-2025)

- Forecasted 2024-2025 tax increase including recent MEA contract modification 1.7%-2.3%
- Total Estimated Increase = \$159,556.33

Category	2024-2025	Net Change
Salary	\$4,547,584.81	\$111,313.19
PSERS RATE	35.69%	35.69%
PSERS (50%)	\$1,623,033.02	\$39,727.68
SS RATE	7.65%	7.65%
SS (50%)	\$347,890.24	\$8,515.46
Total Costs	\$6,518,508.07	\$159,556.33

Pay Increase %	2.51%
Budget Increase %	2.51%

Timeline

- November 21, 2022 Association Votes on Amendment
- November 22, 2022 Board is presented with recommendation
- December 5, 2022 Board Vote on Amendment
- January 16, 2023 Pay rates go into effect
- February 15, 2023 First pay with increase