



CENTRAL BUCKS SCHOOL DISTRICT AND CENTRAL BUCKS EDUCATION ASSOCIATION

*Highlights of 2014 – 2018
Collective Bargaining Agreement*

**Buchanan
Ingersoll
Rooney PC**

KNOW GREATER
PARTNERSHIP

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2013-2014 SALARY MATRIX

Step	B	B+12	B+24	M	M+15	M+30
1	46.0%	47.0%	50.0%	52.0%	53.5%	56.0%
2	48.0%	48.8%	52.0%	54.0%	55.4%	59.0%
3	49.0%	50.7%	54.0%	57.0%	58.4%	61.0%
4	50.0%	52.5%	57.0%	60.0%	61.4%	64.0%
5	52.0%	54.4%	59.0%	63.0%	64.4%	67.0%
6	54.0%	56.3%	62.0%	66.0%	67.3%	71.0%
7	53.3%	58.3%	63.3%	69.0%	70.3%	74.0%
8	54.7%	60.2%	66.1%	72.0%	74.3%	77.0%
9			69.0%	75.0%	77.2%	81.0%
10			72.1%	79.0%	81.2%	85.0%
11			75.3%	83.0%	85.1%	89.0%
12			78.6%	87.0%	89.1%	93.0%
13			82.1%	91.0%	93.1%	98.0%
14			85.8%	95.0%	98.0%	102.0%
15			89.6%	100.0%	102.0%	107.0%

2013-2014 SALARY CHART

(beginning January 1, 2014)

Step	B	B+12	B+24	M	M+15	M+30
1	44,578.37	45,500.00	48,454.75	50,392.94	51,813.00	54,269.32
2	46,516.56	47,300.00	50,392.94	52,331.13	53,732.00	57,176.61
3	47,485.66	49,100.00	52,331.13	55,238.42	56,610.50	59,114.80
4	48,454.75	50,900.00	55,238.42	58,145.70	59,489.00	62,022.08
5	50,392.94	52,750.00	57,176.61	61,052.99	62,367.50	64,929.37
6	52,331.13	54,600.00	60,083.89	63,960.27	65,246.00	68,805.75
7	51,700.00	56,450.00	61,297.00	66,867.56	68,124.50	71,713.03
8	53,000.00	58,300.00	64,026.00	69,774.84	71,962.50	74,620.32
9			66,876.00	72,682.13	74,841.00	78,496.70
10			69,854.00	76,558.51	78,679.00	82,373.08
11			72,963.00	80,434.89	82,517.00	86,249.46
12			76,212.00	84,311.27	86,355.00	90,125.84
13			79,604.00	88,187.65	90,193.00	94,971.31
14			83,148.00	92,064.03	94,990.50	98,847.69
15			86,850.00	96,909.50	98,828.50	103,693.17

NEW MONEY ADDED TO SALARY GRID

- In 2014-15, the Agreement increases each cell by 1%
- In 2015-16, we added a Step 16 for the Masters Column (Professional I) and Masters + 30 credits column (Professional II). This added .33% to the salary schedule
- In 2016-17, we increased the grid by .5%
- In 2017-18, we increased the grid by .8%

4 YEAR TOTAL

- Total new money added to the salary schedule is:

2014 - 15 1.00%

2015 - 16 .33%


2016 - 17 .50%

2017 - 18 .80%

TOTAL 2.63% over 4 years

COST OF STEP MOVEMENT

- Step movement is the vertical movement *based* upon satisfactory performance in the prior year for teachers who have not reached Step 15
- To cost this out, we have to assume a constant workforce: no retirements; no terminations

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- Actual turnover will reduce this cost but we use turnover savings to offset the cost of column movement as teachers earn their Masters, etc. Turnover savings historically equals or exceeds column movement

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- Step movement for the contract term, assuming no turnover projects as follows:


2014 - 15 3.39%

2015 - 16 3.02%

2016 - 17 2.83%

2017 - 18

(movement after
8th pay period) 1.72%

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- The step movement projects a four year total of 10.96%

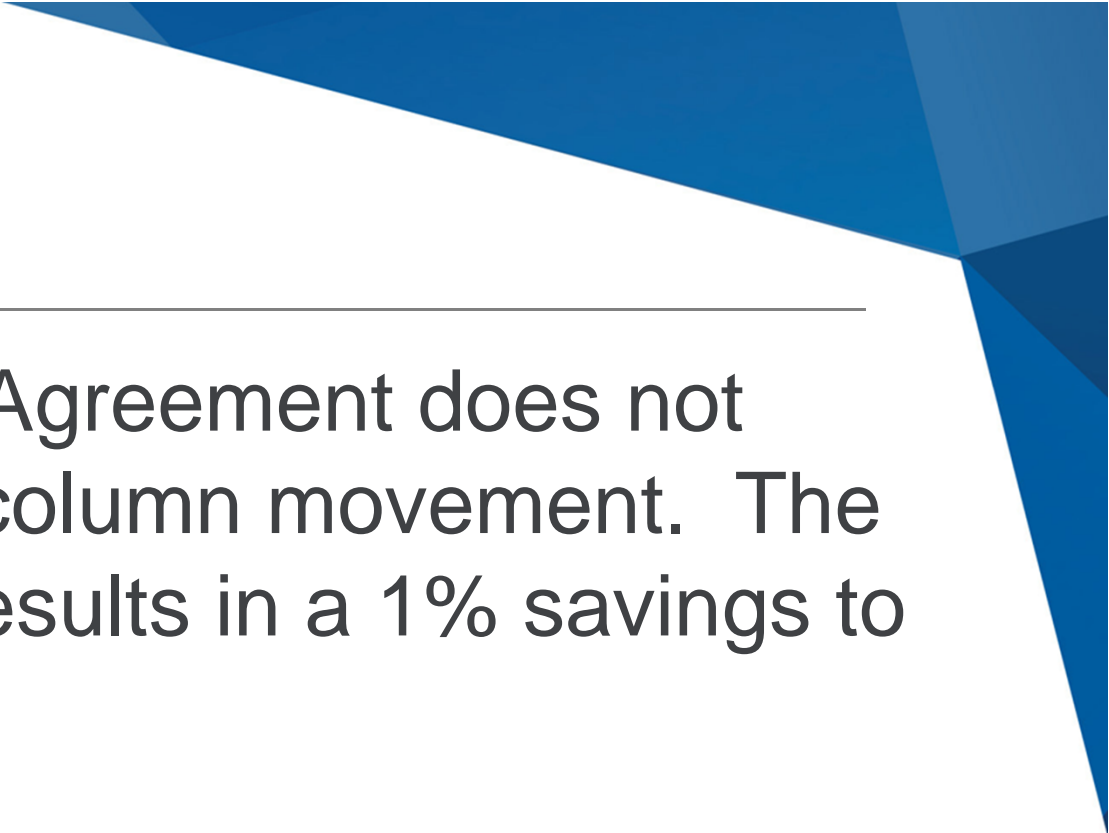
HEALTH CARE

- Currently, teachers pay either 12.5% or 15.5% of premium
- Beginning 2015-16, the teacher's premium share will vary depending upon which medical/prescription plan a teacher chooses

There will be three choices

Teacher Premium Share	PPO 10/20/170 (Highest Cost)	PPO 20/30/70 Mid-Range Cost	Point of Service 15 (Lowest Cost)
2015-16	20%	15%	10%
2016-17	21%	16%	11%
2017-18	22%	17%	12%

Projected savings to the District over 4 years is 1.3% of salary cost

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- In 2016-17, the Agreement does not provide for any column movement. The column freeze results in a 1% savings to the District.

SUMMARY OF COSTS AND SAVINGS

New money added to grid over four years	–	2.63%
Cost of vertical step movement – four years	–	10.96%
Health Care Savings	–	(1.34%)
Savings from column freeze	–	(1.00%)
Net four year maximum cost =		11.25%