

# Tentative Agreement between the Council Rock Board of School Directors and the Council Rock Education Association

## **A. Term**

July 1, 2022 through June 30, 2025

## **B. Salary**

Under a three year contract, the following salary adjustments would occur:

1. **For the 2022-2023 school year**, 1.75% will be added into the salary grid at the start of the school year at the first (1<sup>st</sup>) pay. Vertical (step) movement and horizontal (column) movement will occur at the thirteenth (13<sup>th</sup>) pay of the school year.
2. **For the 2023-2024 school year**, 1.75% will be added into the salary grid at the start of the school year at the first (1<sup>st</sup>) pay. Vertical (step) movement and horizontal (column) movement will occur at the start of the school year at the first (1<sup>st</sup>) pay.
3. **For the 2024-2025 school year**, 1.75% will be added into the salary grid at the thirteenth (13<sup>th</sup>) pay. Vertical (step) movement and horizontal (column) movement will occur at the start of the school year at the first (1<sup>st</sup>) pay.

Attached to this Tentative Agreement as Appendix "A," "B," and "C" are the salary schedules for the 2022-2023; 2023-2024; 2024-2025 school years.

## **C. Healthcare and Prescription Drug Benefits**

### **1. For the 2022-2023 school year:**

Effective September 1, 2022

- a. Personal Choice Flex Series C4-F3-02 - Employees shall contribute 16% of premium
- b. Personal Choice C3-F1-01- Buy Up Plan
- c. HSA Qualifying Plan - Employees shall contribute 7% toward the total cost of the plan's premium. The District shall make a contribution totaling 25% of the applicable deductible to the member's HSA per year. District's contribution to its share of the deductible will occur at the start of the plan year.

### **2. For the 2023-2024 school year:**

Effective September 1, 2023

- a. Personal Choice Flex Series C4-F3-02 - Employees shall contribute 17% of premium
- b. Personal Choice C3-F1-01- Buy Up Plan option

- c. HSA Qualifying Plan - Employees shall contribute 8% toward the total cost of the plan's premium. The District shall make a contribution totaling 25% of the applicable deductible to the member's HSA per year. District's contribution to its share of the deductible will occur at the start of the plan year.

3. **For the 2024-2025 school year:**

Effective September 1, 2024

- a. Personal Choice Flex Series C4-F3-02 - Employees shall contribute 18% of premium
  - b. Personal Choice C3-F1-01- Buy Up Plan option
  - c. HSA Qualifying Plan - Employees shall contribute 9% toward the total cost of the plan's premium. The District shall make a contribution totaling 25% of the applicable deductible to the member's HSA per year. District's contribution to its share of the deductible will occur at the start of the plan year.
4. Effective, September 1, 2022, for prescription drug, the District will implement Maintenance Choice through CVS Caremark. Telemedicine will also be offered at no additional cost to the employee.

**D. Paid Leaves of Absence**

Unused family illness days will roll over at the end of the school year into the member's personal illness accrual bank.

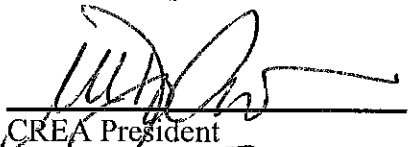
**E. Conditions of Employee**

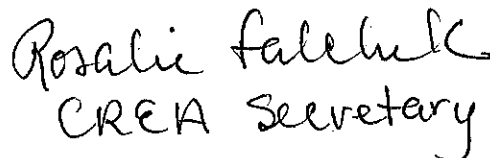
A committee shall be appointed by the Director of Human Resources and the President of the Association to determine a lasting solution to when teachers lose their preparation periods due to not having substitute coverage. This committee will evaluate the root causes which lead to prep time loss, and make recommendations for solutions that may include accrual of release time, monetary compensation, or other. This committee shall commence its work by no later than February of 2022 and anticipate new policy related to covering teachers' absences/losing preparation periods by May 15, 2022.

**F. Professional Work Year**

Effective in the 2022-2023 fiscal year and moving forward, the professional work year for all professional employees covered under this Agreement shall be 189 days.

To the extent not referenced herein, all other provisions of the current Collective Bargaining Agreement between the parties shall remain in full force for the duration of the agreement.

  
CREA President

  
CREA Secretary

  
Board of School Directors President

ED SALAMON - Council Rock School District

#### Appendix A: 2022-2023 Salary matrix

Steps	B+	B+15	B+24	B+30/M	M+6	M+15	M+18	M+24	M+30	M+45
1	46,504	52,319	55,808	58,132	60,461	62,784	65,111	67,434	69,759	71,852
2	47,102	52,991	56,521	58,878	61,234	63,589	65,944	68,299	70,654	72,774
3	47,698	53,662	57,238	59,624	62,010	64,391	66,781	69,163	71,547	73,694
4	50,634	56,736	60,398	62,837	65,278	67,712	70,151	72,588	75,022	77,275
5	53,747	59,986	63,732	66,223	68,715	71,206	73,694	76,180	78,669	81,027
6	57,052	63,425	67,250	69,795	72,338	74,875	77,416	79,952	82,488	84,963
7	60,564	67,061	70,962	73,557	76,146	78,738	81,326	83,912	86,498	89,093
8	-	-	74,879	77,522	80,161	82,797	85,434	88,067	90,699	93,421
9	-	-	79,012	81,700	84,383	87,068	89,748	92,429	95,104	97,959
10	-	-	83,376	86,104	88,831	91,558	94,281	97,002	99,723	102,717
11	-	-	87,978	90,745	93,510	96,278	99,040	101,804	104,566	107,704
12	-	-	92,834	95,638	98,439	101,241	104,044	106,844	109,649	112,938
13	-	-	95,155	98,027	100,901	103,773	106,644	109,515	112,392	115,761
14	-	-	98,463	101,336	104,210	107,082	109,953	112,824	115,700	119,140

#### Appendix B: 2023-2024 Salary matrix

Steps	B+	B+15	B+24	B+30/M	M+6	M+15	M+18	M+24	M+30	M+45
1	47,318	53,234	56,784	59,149	61,519	63,883	66,250	68,614	70,980	73,109
2	47,926	53,919	57,510	59,908	62,306	64,701	67,098	69,494	71,891	74,047
3	48,533	54,601	58,240	60,668	63,095	65,518	67,949	70,373	72,799	74,984
4	51,520	57,729	61,455	63,936	66,420	68,897	71,378	73,859	76,335	78,627
5	54,688	61,035	64,847	67,382	69,917	72,452	74,984	77,513	80,046	82,445
6	58,051	64,535	68,426	71,017	73,604	76,185	78,771	81,351	83,931	86,450
7	61,623	68,235	72,204	74,844	77,478	80,116	82,749	85,381	88,011	90,652
8	-	-	76,189	78,879	81,563	84,246	86,929	89,608	92,286	95,056
9	-	-	80,395	83,130	85,860	88,592	91,318	94,046	96,768	99,673
10	-	-	84,835	87,611	90,385	93,160	95,930	98,700	101,468	104,514

11	-	-	89,518	92,333	95,147	97,963	100,774	103,585	106,396	109,589
12	-	-	94,458	97,312	100,162	103,013	105,865	108,713	111,568	114,915
13	-	-	96,820	99,742	102,667	105,589	108,510	111,431	114,359	117,787
14	-	-	100,187	103,109	106,034	108,956	111,877	114,799	117,725	121,225

#### Appendix C: 2024-2025 Salary matrix

Steps	B+	B+15	B+24	B+30/M	M+6	M+15	M+18	M+24	M+30	M+45
1	48,146	54,166	57,778	60,184	62,596	65,000	67,410	69,815	72,222	74,389
2	48,765	54,862	58,517	60,956	63,396	65,834	68,272	70,710	73,149	75,343
3	49,382	55,557	59,259	61,730	64,199	66,665	69,138	71,604	74,073	76,296
4	52,422	58,739	62,530	65,055	67,582	70,102	72,627	75,151	77,671	80,003
5	55,645	62,104	65,982	68,561	71,141	73,720	76,296	78,870	81,447	83,887
6	59,067	65,664	69,624	72,260	74,892	77,518	80,150	82,775	85,400	87,963
7	62,702	69,429	73,468	76,154	78,834	81,518	84,197	86,875	89,552	92,239
8	-	-	77,523	80,259	82,991	85,720	88,451	91,176	93,901	96,719
9	-	-	81,802	84,585	87,363	90,143	92,916	95,692	98,461	101,417
10	-	-	86,320	89,144	91,967	94,790	97,609	100,427	103,244	106,343
11	-	-	91,084	93,949	96,812	99,677	102,537	105,398	108,258	111,507
12	-	-	96,111	99,014	101,915	104,816	107,718	110,616	113,520	116,926
13	-	-	98,514	101,488	104,464	107,437	110,409	113,381	116,360	119,848
14	-	-	101,940	104,914	107,890	110,862	113,835	116,808	119,785	123,346