
MESPA

Terms of Agreement

May 27, 2025

Dr. Ché Regina



Article 12 – Probationary Period (Section 12.1)

- Current
 - An employee shall be a probationary employee until he/she/they has worked for the Employer for at least sixty (60) working days.
- Tentative Agreement
 - An employee shall be a probationary employee until he/she/they has worked for the Employer for at least ~~sixty (60)~~ **forty five (45)** working days.

Article 15 – Hours of Work (Section 15.2)

- Current

- Secretarial/clerical employees may be assigned to an additional two and one-half (2 1/2) hours per week with compensation at the regular hourly rate. Every effort will be made to give advance notice of any such assignment.

- Tentative Agreement

- ~~○ Secretarial/clerical employees may be assigned to an additional two and one-half (2 1/2) hours per week with compensation at the regular hourly rate. Every effort will be made to give advance notice of any such assignment.~~

Article 15 – Hours of Work (Section 15.9)

- Current

- Each full-time employee shall be entitled to two (2) ten (10) minute duty free rest periods. One rest period shall be before lunch and the other rest period shall be after lunch. These rest periods shall be included in the basic hour workday. In order to insure proper operation of individual work stations, a rest period schedule will be developed by the building supervisor.

- Tentative Agreement

- Each full-time **12-month** employee shall be entitled to two (2) ten (10) minute duty free rest periods. One rest period shall be before lunch and the other rest period shall be after lunch. These rest periods shall be included in the basic hour workday. In order to ~~insure~~ **ensure** proper operation of individual work stations, a rest period schedule will be developed by the building supervisor.

Article 17 – Performance in a Higher Rated Job Classification (Section 17.2)

- Current

- A Paraprofessional, except for Personal Care Assistants, who is a certified teacher shall have the first option of acting as the substitute for the teacher(s) in his/her/their respective classroom(s) and shall receive either the rate as provided for regular substitute teachers or his/her/their regular daily rate plus \$35, whichever is higher. In the event no paraprofessional is available/provided as above, an additional \$20 shall be paid.

- Tentative Agreement

- A Paraprofessional, except for Personal Care Assistants, who is a certified teacher shall have the first option of acting as the substitute for the teacher(s) in his/her/their respective classroom(s) and shall receive either the rate as provided for regular substitute teachers or his/her/their regular daily rate plus ~~\$35~~50, whichever is higher. ~~In the event no paraprofessional is available/provided as above, an additional \$20 shall be paid.~~

Article 23 – Comprehensive Medical (Section 23.2)

- Current

- Coverage shall be through the programs as outlined below or comparable or better than the plans referenced in this Article:

Plan	21-22	22-23	23-24	24-25
OC 1	18.00%	19.00%	20.00%	21.00%
OC 2	17.00%	18.00%	19.00%	20.00%
POS	17.00%	18.00%	19.00%	20.00%
OC 3	7.50%	8.00%	8.50%	10.00%

- Tentative Agreement

- Coverage shall be through the programs as outlined below or comparable or better than the plans referenced in this Article:

Plan	25-26	26-27	27-28
OC 1	21.00%	21.50%	22.00%
OC 2	20.00%	20.50%	21.00%
POS	20.00%	20.50%	21.00%
OC 3	10.00%	10.50%	11.00%

Article 24 – Dental Insurance (Section 24.1)

- Current

- The District shall pay the following percentages of the appropriate premium for each full-time, active employee, subject to the employee eligibility as outlined in Article 22, who may elect to participate in the above program, subject to the procedures and operating guidelines of the carrier:

Plan	21-22	22-23	23-24	24-25
Dental	82.00%	81.00%	80.50%	79.50%

- Tentative Agreement

- The District shall pay the following percentages of the appropriate premium for each full-time, active employee, subject to the employee eligibility as outlined in Article 22, who may elect to participate in the above program, subject to the procedures and operating guidelines of the carrier:

Plan	25-26	26-27	27-28
Dental	79.50%	79.00%	78.50%

Article 25 – Prescription Drug Insurance (Section 25.1)

- Current

- The District shall pay the following percentages of the appropriate premium for each full-time, active employee, subject to the employee eligibility as outlined in Article 22, who may elect to participate in the above program, subject to the procedures and operating guidelines of the carrier:

Plan	21-22	22-23	23-24	24-25
Prescription	82.00%	81.00%	80.50%	79.50%

- Tentative Agreement

- The District shall pay the following percentages of the appropriate premium for each full-time, active employee, subject to the employee eligibility as outlined in Article 22, who may elect to participate in the above program, subject to the procedures and operating guidelines of the carrier:

Plan	25-26	26-27	27-28
Prescription	79.50%	79.00%	78.50%

Article 26 – Vision Care (Section 26.1)

- **Current**

- The District shall pay the following percentages of the appropriate premium for each full-time, active employee, subject to the employee eligibility as outlined in Article 22, who may elect to participate in the above program, subject to the procedures and operating guidelines of the carrier:

Plan	21-22	22-23	23-24	24-25
Vision	82.00%	81.00%	80.50%	79.50%

- **Tentative Agreement**

- The District shall pay the following percentages of the appropriate premium for each full-time, active employee, subject to the employee eligibility as outlined in Article 22, who may elect to participate in the above program, subject to the procedures and operating guidelines of the carrier:

Plan	25-26	26-27	27-28
Vision	79.50%	79.00%	78.50%

Article 31 – Payroll Deduction for U.S. Savings Bonds (Section 31.1)

- Current
 - A plan for the purchase of United States Savings Bonds shall be made available to all employees at the expense of the employee, through payroll deduction.
- Tentative Agreement
 - ~~A plan for the purchase of United States Savings Bonds shall be made available to all employees at the expense of the employee, through payroll deduction.~~

Article 32 – Retirement Benefit (Section 32.2)

- Current
 - The benefit available shall be calculated at the rate of \$50 for each unused day of sick leave up to a maximum of one-hundred fifteen (115) days.
- Tentative Agreement
 - The benefit available shall be calculated at the rate of \$50 for each unused day of sick leave up to a maximum of ~~one-hundred fifteen (115)~~ **one-hundred twenty (120) days.**

Article 32 – Retirement Benefit (Section 32.4)

- Current
 - New Language
- Tentative Agreement
 - **The payment shall be made in the form of a non-elective employer contribution into the eligible employee's 403B account. No portion of the benefit can be taken as cash.**

Article 33.3 – Sick Leave

- Current
 - Employees shall be entitled to sick leave as above for days of absence from work due to a bonafide illness or non-job-related injury which is not compensable under the Pennsylvania Worker's Compensation Law, or any other provisions of this Collective Bargaining Agreement.
- Tentative Agreement
 - Employees shall be entitled to sick leave as above for days of absence from work due to a bonafide illness or non-job-related injury which is not compensable under the Pennsylvania Worker's Compensation Law, or any other provisions of this Collective Bargaining Agreement.
Up to four (4) sick days per year may be used to care for ill members of their immediate family.

Article 35 – Holidays (Section 35.4a)

- Current

- Employees who are eligible for holidays shall be paid their regular straight time daily rate of pay for each holiday as per the above provisions provided:
 - Such employee has satisfactorily completed the required probationary period prior to the holiday involved; and

- Tentative Agreement

- Employees who are eligible for holidays shall be paid their regular straight time daily rate of pay for each holiday as per the above provisions provided:
 - ~~Such employee has satisfactorily completed the required probationary period prior to the holiday involved; and~~

Article 35 – Holidays (Section 35.9)

- Current
 - Twelve (12) month employees who must work “compensation hours” for time paid during December 25 – January 1, may bank hours beginning in September of the school year.
- Tentative Agreement
 - Twelve (12) month employees who must work “compensation hours” for time paid during December 25 – January 1, may bank hours beginning ~~in September~~ **July 1** of the school year.

Article 36 – Vacations (Section 36.2)

- Current

- A vacation year cycle begins on July 1 and ends on June 30. For the time period between the effective date of hire and the beginning of the next July 1 vacation year cycle, the employee shall earn one (1) day of vacation for each five (5) weeks of service. Those earned days will be the vacation day entitlement for the first full vacation year cycle. The number of days so accrued may not exceed nine (9).

- Tentative Agreement

- A vacation year ~~cycle~~ begins on July 1 and ends on June 30. **Those employees who will not render a full year of service as of June 30 shall earn pro-rated vacation, based upon the actual number of day worked and compensated compared to the 260 day work year.** ~~For the time period between the effective date of hire and the beginning of the next July 1 vacation year cycle, the employee shall earn one (1) day of vacation for each five (5) weeks of service.~~ Those earned days **will may be used immediately upon employment** ~~the vacation day entitlement for the first full vacation year cycle.~~ The number of days **in that first year** ~~so accrued~~ may not exceed nine (9).

Article 36 – Vacations (Section 36.4)

- Current

- Vacation earned or accrued shall be available on July 1 following the year in which it is earned or accrued.

- Tentative Agreement

- ~~Vacation earned or accrued shall be available on July 1 following the year in which it is earned or accrued.~~

Article 48 – Duration of Agreement (Section 48.1)

- Current
 - This Agreement shall be in effect from July 1, 2021 through June 30, 2025.
- Tentative Agreement
 - This Agreement shall be in effect from July 1, 2025 through June 30, 2028.

Addendum 1 – Employee Classification

Current

C-2

Receptionist
Pupil Services Office Assistant
Secretary to Assistant Principal
Secretary to Guidance Office
Secretary to High School Attendance Office

C-3

Secretary to Athletic Director
Secretary to Coordinator of School and Community Information
Secretary to Principal
Secretary to Central Registration
Secretary to Supervisors of Curriculum, Instruction and Assessment

C-4

Accounting Specialist
Accounts Payable Specialist
Payroll Specialist
Secretary to Assistant Superintendent
Secretary to Director of Pupil Services
Secretary to Director of Business Services
Secretary to Director of Facilities
Secretary to Director of Technology
Secretary to Director of Curriculum, Instruction, and Assessment
Benefits Specialist
Transportation Specialists

Tentative Agreement

C-2

Receptionist
Pupil Services Office Assistant
Secretary to Assistant Principal
Secretary to **Guidance School Counseling** Office
Secretary to High School Attendance Office

C-3

Communications Assistant
Secretary to Athletic Director
~~Secretary to Coordinator of School and Community Information~~
Secretary to Principal
Secretary to Central Registration
Secretary to Supervisors of Curriculum, Instruction and Assessment

C-4

Accounting Specialist
Accounts Payable Specialist
Marketing and Digital Media Specialist
Payroll Specialist
Secretary to Assistant Superintendent
Secretary to Director of Pupil Services
Secretary to Director of Business Services
Secretary to Director of Facilities
Secretary to Director of Technology
Secretary to Director of Curriculum, Instruction, and Assessment
Benefits Specialist
~~Transportation Specialists~~

Addendum 2 – Wage Provisions (Section 2)

● Current

- 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. This item (Item 2 in Addendum 2) will sunset on June 30, 2023. Beginning on July 1, 2023, all employees affected by this language will move to 100% of their salary as indicated in the chart in Addendum 3.
 - Year 1: 85%
 - Year 2: 90%
 - Year 3: 95%
 - Year 4: 100%

● Tentative Agreement

- ~~○ 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. This item (Item 2 in Addendum 2) will sunset on June 30, 2023. Beginning on July 1, 2023, all employees affected by this language will move to 100% of their salary as indicated in the chart in Addendum 3.~~
 - ~~• Year 1: 85%~~
 - ~~• Year 2: 90%~~
 - ~~• Year 3: 95%~~
 - ~~• Year 4: 100%~~

Addendum 3 – Compensation Guides

- Current
 - *New employee hires will be adjusted to correspond to Addendum 2 until July 1, 2023.
- Tentative Agreement
 - ~~*New employee hires will be adjusted to correspond to Addendum 2 until July 1, 2023.~~

Addendum 3 – Compensation Guides

- Current

- The following provisions are applicable to the compensation program for the 2021-2022 through the 2024-2025 school years:

School Years		Percent Increase
2021-2022	Salary Increase	2.5%
2022-2023	Salary Increase	2.5%
2023-2024	Salary Increase	2.5%
2024-2025	Salary Increase	2.5%

- Tentative Agreement

- The following provisions are applicable to the compensation program for the 2025-2026 through the 2027-2028 school years:

School Years		Percent Increase
2025-2026	Salary Increase	3.0%
2026-2027	Salary Increase	3.0%
2027-2028	Salary Increase	3.0%

Pay Scale w/ 3.0% Increase Each Year

	2025-2026	2026-2027	2027-2028
A-1	\$ 19.65	\$ 20.24	\$ 20.85
A-2	\$ 22.01	\$ 22.67	\$ 23.35
A-3	\$ 22.28	\$ 22.95	\$ 23.64
A-4	\$ 23.12	\$ 23.82	\$ 24.53
A-5	\$ 22.69	\$ 23.37	\$ 24.07
A-6	\$ 23.56	\$ 24.26	\$ 24.99
A-7	\$ 23.96	\$ 24.68	\$ 25.42
A-8	\$ 22.48	\$ 23.16	\$ 23.85
C-1	\$ 23.57	\$ 24.27	\$ 25.00
C-2	\$ 26.98	\$ 27.78	\$ 28.62
C-3	\$ 29.81	\$ 30.70	\$ 31.62
C-4	\$ 31.60	\$ 32.55	\$ 33.52

Addendum 4 – Annual Contracted Days for Bargaining Unit Members

- Current
 - 11 Month Employees 220
- Tentative Agreement
 - ~~11 Month Employees 220~~

Recommendation

- Approve the ratification of terms of the Collective Bargaining Agreement between the Methacton School District and the Methacton Educational Support Professional Association. Effective: July 1, 2025 – June 30, 2028