

**Currently**  
**100% Paid By District**

INDIVIDUAL	\$12,470.64
PARENT/CHILD	\$20,754.96
PARENT/CHILDREN	\$20,754.96
EMPLOYEE/SPOUSE	\$26,719.32
FAMILY	\$36,858.72

**5% Premium Share Proposal**

<b>Total Per Pay</b>	INDIVIDUAL	\$23.98
<b>Assumes 26 Pays</b>	PARENT/CHILD	\$39.91
	PARENT/CHILDREN	\$39.91
	EMPLOYEE/SPOUSE	\$51.38
	FAMILY	\$70.88

<b>Total Monthly Premium Share</b>	INDIVIDUAL	\$ 51.96
	PARENT/CHILD	\$86.48
	PARENT/CHILDREN	\$86.48
	EMPLOYEE/SPOUSE	\$111.33
	FAMILY	\$153.58

<b>Total Yearly Share</b>	INDIVIDUAL	\$ 623.53
	PARENT/CHILD	\$ 1,037.75
	PARENT/CHILDREN	\$ 1,037.75
	EMPLOYEE/SPOUSE	\$ 1,335.97
	FAMILY	\$ 1,842.94

**Healthcare Plan - No Change**

<b>Deductable:</b>	Single	\$350.00
	Family	\$1,050.00
<b>Co-Pay</b>	Primary	\$20.00
	Specialist	\$40.00
<b>Prescription</b>	\$10 / \$20 / \$35	

**WYOMING VALLEY WEST**  
**SALARY SCHEDULE**  
**2024-2025**

Step	B	B+18	B+24	M	M+12 MAX
1	\$46,500	\$47,000	\$48,000	\$51,000	\$67,000
2	\$47,000	\$48,000	\$49,000	\$52,000	\$68,000
3	\$47,500	\$49,000	\$50,000	\$53,000	\$69,000
4	\$48,500	\$51,000	\$52,000	\$54,000	\$71,500
5	\$50,000	\$52,000	\$53,000	\$57,000	\$73,000
6	\$53,000	\$55,000	\$57,000	\$61,000	\$74,000
7	\$56,000	\$60,000	\$61,000	\$62,000	\$77,000
8	\$59,000	\$63,000	\$63,500	\$65,500	\$79,000
9	\$62,000	\$64,000	\$65,500	\$66,000	\$84,000
MAX	\$63,500	\$66,500	\$67,500	\$69,000	\$91,200

**WYOMING VALLEY WEST**  
**SALARY SCHEDULE**  
**2025-2026**

4.00% 4.00%

Step	B	B+18	B+24	M	M+12 MAX
1	\$52,000	\$53,664	\$55,068	\$57,148	\$69,680
2	\$53,560	\$55,385	\$56,750	\$58,771	\$70,720
3	\$55,120	\$57,106	\$58,431	\$60,395	\$71,760
4	\$56,680	\$58,828	\$60,113	\$62,018	\$74,360
5	\$58,240	\$60,549	\$61,795	\$63,642	\$75,920
6	\$59,800	\$62,270	\$63,476	\$65,265	\$76,960
7	\$61,360	\$63,991	\$65,158	\$66,889	\$80,080
8	\$62,920	\$65,712	\$66,840	\$68,512	\$82,160
9	\$64,480	\$67,434	\$68,521	\$70,136	\$87,360
MAX	\$66,040	\$69,160	\$70,200	\$71,760	\$94,848

**Wage INCREASE FROM PY**

Step	B	B+18	B+24	M	M+12 MAX
1	\$5,500	\$6,664	\$7,068	\$6,148	\$2,680
2	\$6,560	\$7,385	\$7,750	\$6,771	\$2,720
3	\$7,620	\$8,106	\$8,431	\$7,395	\$2,760
4	\$8,180	\$7,828	\$8,113	\$8,018	\$2,860
5	\$8,240	\$8,549	\$8,795	\$6,642	\$2,920
6	\$6,800	\$7,270	\$6,476	\$4,265	\$2,960
7	\$5,360	\$3,991	\$4,158	\$4,889	\$3,080
8	\$3,920	\$2,712	\$3,340	\$3,012	\$3,160
9	\$2,480	\$3,434	\$3,021	\$4,136	\$3,360
MAX	\$2,540	\$2,660	\$2,700	\$2,760	\$3,648

**WAGE INCREASED FROM PROPOSED 25-26 SALARY**

**1842.92** LESS 5% Premium Share (Based on Family Plan)

Step	B	B+18	B+24	M	M+12 MAX
1	3657.08	4821.08	5225.08	4305.08	837.08
2	4717.08	5542.28	5906.76	4928.52	877.08
3	5777.08	6263.48	6588.44	5551.96	917.08
4	6337.08	5984.68	6270.12	6175.40	1017.08
5	6397.08	6705.88	6951.80	4798.84	1077.08
6	4957.08	5427.08	4633.48	2422.28	1117.08
7	3517.08	2148.28	2315.16	3045.72	1237.08
8	2077.08	869.48	1496.84	1169.16	1317.08
9	637.08	1590.68	1178.52	2292.60	1517.08
MAX	697.08	817.08	857.08	917.08	1805.08

**PERCENTAGE INCREASED FROM PROPOSED 25-26 SALARY**

**1842.92** LESS 5% Premium Share (Based on Family Plan)

Step	B	B+18	B+24	M	M+12 MAX
1	7.03%	8.98%	9.49%	7.53%	1.20%
2	8.81%	10.01%	10.41%	8.39%	1.24%
3	10.48%	10.97%	11.28%	9.19%	1.28%
4	11.18%	10.17%	10.43%	9.96%	1.37%
5	10.98%	11.08%	11.25%	7.54%	1.42%
6	8.29%	8.72%	7.30%	3.71%	1.45%
7	5.73%	3.36%	3.55%	4.55%	1.54%
8	3.30%	1.32%	2.24%	1.71%	1.60%
9	0.99%	2.36%	1.72%	3.27%	1.74%
MAX	1.06%	1.18%	1.22%	1.28%	1.90%

# Northeast Pennsylvania School Districts Health Trust

## Wyoming Valley West - Historical Rate Summary & Premium Credit History

Historical Rate Summary													
Plan	Tier	7/2016-6/2017	7/2017-6/2018	7/2018-6/2019	7/2019-6/2020	7/2020-6/2021	7/2021-12/2021	1/2022-6/2022	7/2022-6/2023	7/2023-6/2024	7/2024-6/2025	7/2025-6/2026	7/2026-6/2027
Traditional #1 <i>Deductible = \$100 ind / \$300 family</i>	Individual	\$686.31	\$737.75	\$784.38									
	Parent/Child	1,132.42	1,217.29	1,294.23									
	Parent/Children	1,132.42	1,217.29	1,294.23									
	Employee/Spouse	1,475.57	1,586.16	1,686.42									
	Family	2,058.93	2,213.26	2,353.14									
	<b>Rate Increase</b>		<b>7.5%</b>	<b>6.3%</b>									
Traditional #2 <i>Deductible = \$250 ind / \$750 family</i>	Individual	\$668.66	\$718.60	\$763.97	\$778.60	\$798.56	\$795.67	\$835.75	\$901.47	\$959.32	\$1,074.86	\$1,210.06	
	Parent/Child	1,103.29	1,185.68	1,260.56	1,284.69	1,317.62	1,312.86	1,379.00	1,487.43	1,582.88	1,773.52	1,996.60	
	Parent/Children	1,103.29	1,185.68	1,260.56	1,284.69	1,317.62	1,312.86	1,379.00	1,487.43	1,582.88	1,773.52	1,996.60	
	Employee/Spouse	1,437.61	1,544.98	1,642.55	1,673.98	1,716.91	1,710.69	1,796.87	1,938.16	2,062.54	2,310.95	2,601.63	
	Family	2,005.98	2,155.80	2,291.91	2,335.80	2,395.68	2,387.01	2,507.25	2,704.41	2,877.96	3,224.58	3,630.18	
	<b>Rate Increase</b>		<b>7.5%</b>	<b>6.3%</b>	<b>1.9%</b>	<b>2.6%</b>	<b>-0.4%</b>	<b>5.0%</b>	<b>7.9%</b>	<b>6.4%</b>	<b>12.0%</b>	<b>12.6%</b>	
PPO #1 <i>No Deductible</i>	Individual	\$723.48	\$780.40	\$826.90	\$844.86	\$867.50	\$867.19	\$912.33	\$991.82	\$1,058.25	\$1,190.89	\$1,289.11	
	Parent/Child	1,193.75	1,287.66	1,364.39	1,394.01	1,431.37	1,430.86	1,505.35	1,636.50	1,746.11	1,964.96	2,127.04	
	Parent/Children	1,193.75	1,287.66	1,364.39	1,394.01	1,431.37	1,430.86	1,505.35	1,636.50	1,746.11	1,964.96	2,127.04	
	Employee/Spouse	1,555.48	1,677.85	1,777.85	1,816.45	1,865.13	1,864.45	1,961.52	2,132.41	2,275.23	2,560.41	2,771.59	
	Family	2,170.45	2,341.20	2,480.71	2,534.58	2,602.50	2,601.57	2,736.99	2,975.46	3,174.75	3,572.67	3,867.33	
	<b>Rate Increase</b>		<b>7.9%</b>	<b>6.0%</b>	<b>2.2%</b>	<b>2.7%</b>	<b>0.0%</b>	<b>5.2%</b>	<b>8.7%</b>	<b>6.7%</b>	<b>12.5%</b>	<b>8.3%</b>	
PPO #2 <i>Deductible = \$150 ind / \$450 family</i>	Individual	\$650.81	\$699.59	\$743.27	\$757.18	\$776.72	\$774.36	\$813.22	\$877.52	\$933.61	\$1,046.41	\$1,179.31	
	Parent/Child	1,073.83	1,154.33	1,226.41	1,249.34	1,281.58	1,277.70	1,341.82	1,447.91	1,540.46	1,726.57	1,945.86	
	Parent/Children	1,073.83	1,154.33	1,226.41	1,249.34	1,281.58	1,277.70	1,341.82	1,447.91	1,540.46	1,726.57	1,945.86	
	Employee/Spouse	1,399.23	1,504.12	1,598.05	1,627.93	1,669.95	1,664.88	1,748.43	1,886.67	2,007.27	2,249.78	2,535.52	
	Family	1,952.43	2,098.78	2,229.82	2,271.54	2,330.16	2,323.08	2,439.66	2,632.56	2,800.83	3,139.23	3,537.93	
	<b>Rate Increase</b>		<b>7.5%</b>	<b>6.2%</b>	<b>1.9%</b>	<b>2.6%</b>	<b>-0.3%</b>	<b>5.0%</b>	<b>7.9%</b>	<b>6.4%</b>	<b>12.1%</b>	<b>12.7%</b>	
PPO #2.5 <i>Deductible = \$150 ind / \$450 family (inc. copays)</i>	Individual						\$756.68						
	Parent/Child						1,248.52						
	Parent/Children						1,248.52						
	Employee/Spouse						1,626.86						
	Family						2,270.04						
	<b>Rate Increase</b>												
PPO #3 <i>Deductible = \$350 ind / \$1,050 family</i>	Individual						\$735.13	\$771.76	\$833.45	\$886.29	\$994.06	\$1,122.72	
	Parent/Child						1,212.97	1,273.41	1,375.20	1,462.38	1,640.20	1,852.49	
	Parent/Children						1,212.97	1,273.41	1,375.20	1,462.38	1,640.20	1,852.49	
	Employee/Spouse						1,580.53	1,659.29	1,791.92	1,905.53	2,137.23	2,413.85	
	Family						2,205.39	2,315.28	2,500.35	2,658.87	2,982.18	3,368.16	
	<b>Rate Increase</b>							<b>5.0%</b>	<b>8.0%</b>	<b>6.3%</b>	<b>12.2%</b>	<b>12.9%</b>	
<b>Overall</b>	<b>Rate Increase</b>		<b>7.5%</b>	<b>6.2%</b>	<b>1.9%</b>	<b>2.6%</b>	<b>-0.3%</b>	<b>5.0%</b>	<b>8.0%</b>	<b>6.4%</b>	<b>12.2%</b>	<b>12.9%</b>	

# Union Negotiation Dates

1/6/25 – initial meeting union presented a proposal (See Appendix A)

2/19/25 – First meeting with both sides

5/19/25 – meeting (See Appendix B)

6/16/25 - meeting

7/11/25 – meeting

8/27/25 – meeting (Internal Meeting)

9/3/25 – meeting (See appendix C)

9/18/25 – Reviewed Proposal (Internal)

9/19/25 – Send proposal back to the union (See Appendix D)

10/6/25 – WWWEA Pulled Everything off the table

11/25/25 – meeting (See Appendix B)

12/4/25 – meeting (See Appendix E)

12/18/25 – meeting (See Appendix F)

1/12/26 – meeting (See Appendix G)

2/2/26 – meeting (See Appendix H)

2/18/26 - meeting (See Appendix I)

3/9/26 - meeting (See Appendix J and K ... K is from WWWEA)

## Upcoming Meetings

3/23/26 - meeting

4/13/26 - meeting

# WYOMING VALLEY WEST EDUCATION ASSOCIATION CBA PROPOSALS

## **ARTICLE I** **TERM OF AGREEMENT**

The Association proposes a five (5) year agreement from the first day of school of the 2025-26 school year through August 31, 2030, (p.1).

## **ARTICLE II** **WORKING CONDITIONS**

### **Section 3 Student Learning Environment (from Class Size)**

- The Employer agrees to maintain reasonable class size to ensure the highest standards for effective instruction and assessment. The following maximums shall be recognized by the employer per instructional class period or grade level:
  - Kindergarten-Second grade: no more than 18 students
  - Grades Three through Five: no more than 22 students
  - Grades Six through Twelve: no more than 24 students
- Occupational Therapists, Social Workers and Speech and Language Teachers who travel to multiple schools shall be provided with appropriate individual classroom space for both educational and protection of privacy purposes, (p.8).

### **Section 4 CYBER EDUCATION**

- **Section B.1.**
  - Any newly created cyber position or existing cyber position that becomes available shall be covered under the terms and provisions of **Section 36 Vacancies and Staff Reduction A - D**, (p.8)

## **ARTICLE III** **WAGES AND BENEFITS**

### **Section 4 COST OF LIVING ADJUSTMENT**

- Delete the six hundred dollars (\$600.00) cap in Section C. (pp. 28-29)

### **Section 5 COMPENSATION COVERAGE**

- **Sections A-C (pp.(29-30))**
  - Increase the amount of compensation to \$100 in Sections A, B, C.

A

- **Section D (p. 30)**

- Delete Section D which places a cap on compensation.

**Section 6 ADDITIONAL COMPENSATION FOR RESPONSIBILITIES AND DUTIES**

- **Section A- F. (pp. 31-36)**

- The Association proposes the same percentage increases as the negotiated salary increases.

- **Section B. (pp. 32)**

- Any elementary school that has a shared principal shall have a head teacher.

**Section 9 HEALTH INSURANCE**

- **Section B (p. 39)** Delete Section 9.B. of the CBA pertaining to the three (3) year period of single-only health insurance coverage for non-tenured employees.

**Section 21 RETIREMENT INCENTIVE**

- **Section C. (p.48)** RETIREMENT INCENTIVE - UNUSED SICK DAY PAY

**INCREASE THE AMOUNT OF PAY AND THE NUMBER OF ELIGIBLE DAYS AS FOLLOWS:**

2025-2026	\$100 per day for 250 days
2026-2027	\$100 per day for 260 days
2027-2028	\$125 per day for 275 days
2028-2030	\$150 per day for 275 days

- Any member who does not qualify for the retirement incentive payment Section A (p. 45) shall receive an additional twenty-five (\$25.00) per day for each unused sick day.

**Sections 22 - 23 (pp. 47-53)**

- Section 22 (remove compression language)
- Section 23 (remove 2021-22 contract year language)
- Remove all language referencing 2021-22 contract year

**Section 24 SALARY- CREDITS BEYOND THE MASTER'S DEGREE (p.49)**

- Delete A - D in reference to "2020-21 contract year"
- Change to "Beginning with the 2025-2026 contract year, the following language shall apply:"
  - **Section A.** Second paragraph "For each block of ~~six (6)~~ **twelve (12)** credits or Pennsylvania Department of Education approved in-service course credits earned beyond the base salary of the bargaining unit members subject to the following regulations:"

**Section 25 SALARY- PSYCHOLOGIST (P. 53)**

- IF speech therapists, occupational therapists, and/or social workers are asked to complete work over the contracted 185 day time period, hourly rate will be based on the hourly rate of the School Psychologist stipend included.
- **Payment for Licenses**
  - The District shall reimburse for all required credits/classes for psychologists, speech therapists, occupational therapists, and social workers to maintain their license and certification.

**Section 26 SALARY – STEP PLACEMENT & COLUMN PLACEMENT (pp. 53-54)**

- Except for the first paragraph on pp. 53-54, delete the rest of this section.

**Section 27 TUITION REIMBURSEMENT**

- Remove 2020-2021 A-G Sections (pg. 56, 57).
- The District shall pay the full tuition cost for employees on leave of absence for professional development (sabbatical leave).

**Section 28 WAGES & SALARY PROVISIONS (pp. 58-59)**

- **APPENDIX B PROFESSIONAL SALARY SCHEDULES (PP. 75-82)**

2025-2026	2026-2027	2027-2028	2028-2029	2029-2030
5.25%	5.25%	5.25%	5.25%	5.25%

A.2

## **ARTICLE V. ASSOCIATION RIGHTS**

### **Section 11. SCHOOL ENROLLMENT (new) (pg. 75)**

- The School District shall allow the children of non-resident education Association members to attend the Wyoming Valley West School District without cost to employee.

### **Section 12. DIGNITY AND RESPECT (new) (pg. 75)**

- Employees shall be treated in a respectful manner which does not humiliate, embarrass, nor demean their dignity.



# Wyoming Valley West School District

450 North Maple Avenue, Kingston, PA 18704-3683

Phone: (570) 288-6551

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## Wyoming Valley West Board of Education Proposal

### ARTICLE I

#### Term of Agreement

The Board of Education agrees to a (5) year agreement from the first day of school of the 2025-2026 school year through August 31, 2030, (p.1).

### ARTICLE II

#### Working Conditions

**Section 10 Inclement Weather** – expand inclement weather definition to include any adverse weather condition which pose a safety risk for any students or staff traveling to district facilities. Need to address FID Day due inclement weather. (p.12)

### ARTICLE III

#### Wages & Benefits

**Section 5 – Coverage Compensation** – Increase amounts from \$25 to \$40 in A.B.C. Also the increase in the amount in D. from \$15,000 to \$25,000 with yearly increases of \$1,000 maxing out at \$30,000 in year 5 of contract.(p31-32)

**Section 6** – All additional Compensation in shall increase at the same % increase of negotiated salaries.(p.33 -37)

**Section 9** – New language initiating premium share in the form of a payroll deduction in the amount of 10% of employee's monthly premium charged by the insurance company. (p.41-42)

**Section 9** – Change newly non tenured hire waiting period from 3 years. To 24 months (p.40)

**Section 12** - Clarify wording to clean up any confusion per instruction from Board Member. And change payment dates to the last payroll before December 31 and last payroll before June 30<sup>th</sup>.(p.42)

**Section 21 – C.** change amount from \$ 60 a day to \$70 a day and cap maximum at 175 days

**Section 25 -** All additional Compensation shall increase at the same % increase of negotiated salaries. (p.56)

**Section 25 – New -**The district shall reimburse all required credits/classes to maintain licenses not to exceed \$750 year. (p.56)

**Section 28-** The district also proposes a revised salary schedule that would allow the district to be more competitive with competing districts in the surrounding area. (See Attached Exhibit A)

**Section 28 – Wages and Salary Provisions (p.62)**

25-26 – 4.0%  
26-27 – 3.0%  
27-28 – 2.0%  
28-29 – 2.0%  
29-30 – 2.0%

**SEE EXHIBIT B for proposed “Salary Matrix” for the upcoming years.**

#### **ARTICLE IV** **Leaves of Absence**

**Section 6 (added language)–Certificate of Illness –** The Superintendent shall have the right to require a teacher who has been absent on account of illness for three (3) consecutive work days or more to furnish a certificate from a physician stating the nature of the illness. If the teacher was not attended by a physician, he/she shall furnish other valid evidence of his/her illness indicating their ability to perform his/her duties as a teacher.

Employees that have used all their paid leave days (Sick, Personal, & Emergency) who are not on approved FMLA or other approved leave by the Board of Education, will have a pro-rated portion of the cost of their health benefit plan deducted from their next paycheck.

**Section 10 –Personal Leave (Change Wording) -** Each member of the bargaining unit shall be entitled to four (3) personal leave days per year. Notice must be given to the member's principal or immediate supervisor at least one (1) full day before taking such personal leave. Said notice shall not state the reasons for taking such leave other than it is being taken under this section.

Personal leave cannot be taken the day before or the day after vacation or holiday, or the first or last week of school. All unused personal days at the end of each year can be accumulated from year to year to a maximum of five (5). Any unused personal days beyond five (5) shall be converted to sick days at the end of each contractual work year. Personal leave days will be granted based on the date and time of application to immediate supervisor.

Employees that have used all their paid leave days (Sick, Personal, & Emergency) who are not on approved FMLA or other approved leave by the Board of Education, will have a pro-rated portion of the cost of their health benefit plan deducted from their next paycheck.

**Co-Curricular Salaries can be discussed in the near future**

# WYOMING VALLEY WEST EDUCATION ASSOCIATION CBA PROPOSALS

## ARTICLE I TERM OF AGREEMENT

The Association proposes a five (5) year agreement from September 1, 2025 through August 31, 2030, (p.1). (TA)

## ARTICLE II WORKING CONDITIONS

### **Section 3 Student Learning Environment (from Class Size)**

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  - Kindergarten-Second grade: no more than 18 students
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- *Occupational Therapists, Social Workers and Speech and Language Teachers who travel to multiple schools shall be provided with appropriate individual classroom space for both educational and protection of privacy purposes, (p.8)*

### **Section 4 CYBER EDUCATION**

- **Section B.1.**
  - Any newly available cyber-education assignment shall be covered under the terms and provisions of **Section 36 Vacancies and Staff Reduction A - D.**

## ARTICLE III

### WAGES AND BENEFITS

#### **Section 4 COST OF LIVING ADJUSTMENT**

- Delete the six hundred dollars (\$600.00) cap in Section C. (pp. 28-29)

#### **Section 5 COMPENSATION COVERAGE**

- **Sections A-C (pp.(29-30)**
  - Increase the amount of compensation to \$40 in Sections A, B,C **TA**
- **Section D (p. 30)**

- Delete Section D which places a cap on compensation.

## **Section 6 ADDITIONAL COMPENSATION FOR RESPONSIBILITIES AND**

### **DUTIES • Section A- F. (pp. 31-36)**

- The Association proposes the same percentage increases as the negotiated salary increases.
- **Section B. (pp. 32)**
  - Any elementary school that has a shared principal shall have a head teacher.

## **Section 9 HEALTH INSURANCE**

- **Section B & C** Delete Section 9.B. and C. of the CBA pertaining to the three (3) year period of single-only health insurance coverage for non-tenured employees. (p. 38, 39)

### **Section 9 -**

- Lower deductible to \$200/\$400
- The following costs will be accrued toward employee's health care.
  - 2025-2026 - no cost
  - 2026-2027 - no cost
  - 2027-2028 - no cost
  - 2028-2029 - no cost
  - 2029-2030 - \$10 a pay (\$260)

## **Section 12**

- Payment dates for last payroll before December 31st and June 30th. TA (awaiting language)

## **Section 21 RETIREMENT INCENTIVE**

- **Section C. (p.48) RETIREMENT INCENTIVE - UNUSED SICK DAY PAY**  
**INCREASE THE AMOUNT OF PAY AND THE NUMBER OF ELIGIBLE DAYS**  
**AS FOLLOWS:**

2025-2026 \$100 per day for 250 days  
2026-2027 \$100 per day for 260 days  
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- Delete A - D in reference to "2020-21 contract year"
- Change to "Beginning with the 2025-2026 contract year, the following language shall apply:"
- **Section A.** Second paragraph "For each block of ~~six (6)~~ **twelve (12)** credits or Pennsylvania Department of Education approved in-service course credits earned beyond the base salary of the bargaining unit members subject to the following regulations:"

**Section 25 SALARY- PSYCHOLOGIST (P. 53)**

- IF speech therapists, occupational therapists, and/or social workers are asked to complete work over the contracted 185 day time period, hourly rate will be based on the hourly rate of the School Psychologist stipend included.
- **Payment for Licenses**
  - The District shall pay for all required credits/classes for psychologists, speech therapists, occupational therapists, and social workers to maintain their license and certification not to exceed \$750. **TA**

**Section 26 SALARY – STEP PLACEMENT & COLUMN PLACEMENT (pp.**

**53-54)** ● Except for the first paragraph on pp. 53-54, delete the rest of this section.

**Section 27 TUITION REIMBURSEMENT**

- The District shall pay the full tuition cost for employees on leave of absence for professional development (sabbatical leave).

**Section 28 WAGES & SALARY PROVISIONS (pp. 58-59)**

- **APPENDIX B PROFESSIONAL SALARY SCHEDULES (PP. 75-82)**

C.7

<b>2025-20 26</b>	<b>2026-20 27</b>	<b>2027-20 28</b>	<b>2028-20 29</b>	<b>2029-20 30</b>
5.25%	5.25%	5.25%	5.25%	5.25%

**Article IV**  
**Leaves of Absence**

**Section 6. Certificate of Illness**

- The Superintendent shall have the right to require a teacher who has been absent on account of illness for three (3) consecutive work days or more to furnish a certificate from a physician. If the teacher was not attended by a physician, he/she shall be able to furnish other valid evidence of his/her illness indicating their inability to perform his/her duties as a teacher. **TA?**

**Section 10. Personal Leave**

- Employees that have used all their paid leave (Sick, Personal, & Emergency) and who are not on approved FMLA, other approved leave by the Board of Education, or any sort of leave approved by Superintendent will have a pro-rated portion of the cost of their health benefit plan deducted from their next paycheck. **TA?**

**ARTICLE V. ASSOCIATION RIGHTS**

**Section 11. SCHOOL ENROLLMENT**

- The School District shall allow the children of non-resident education association members to attend the Wyoming Valley West School District.

**Section 12. DIGNITY AND RESPECT**

- Employees shall be treated in a respectful manner which does not humiliate, embarrass, nor demean their dignity.



# Wyoming Valley West School District

450 North Maple Avenue, Kingston, PA 18704-3683

Phone: (570) 288-6551

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## Wyoming Valley West Board of Education Proposal

### ARTICLE I

#### Term of Agreement

The Board of Education agrees to a (5) year agreement from the first day of school of the 2025-2026 school year through August 31, 2030, (p.1). (TA)

### ARTICLE II

#### Working Conditions

**Section 10 Inclement Weather** – expand inclement weather definition to include any adverse weather condition which pose a safety risk for any students or staff traveling to district facilities. Need to address FID Day due inclement weather. (p.12)

### ARTICLE III

#### Wages & Benefits

**Section 5 – Coverage Compensation** – Increase amounts from \$25 to \$40 (TA) in A.B.C. Also the increase in the amount in D. from \$15,000 to \$25,000 with yearly increases of \$2,000 maxing out at \$35,000 in year 5 of contract.(p31-32)

**Section 6** – All additional Compensation in shall increase at the same % increase of negotiated salaries.(p.33 -37)

**Section 9** – New language initiating premium share in the form of a payroll deduction in the amount of:

**2025-2026** - 7% of employees' monthly premium charged by the insurance company.

**2026-2027** - 7% of employees' monthly premium charged by the insurance company.

**2027-2028** - 8% of employees' monthly premium charged by the insurance company.

**2028-2029** - 9% of employees' monthly premium charged by the insurance company.

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**2029-2030 - 10%** of employees' monthly premium charged by the insurance company.(p.41-42)

**Section 9** – Change newly non tenured hire waiting period from 3 years. To 24 months (p.40)

**Section 12** - Clarify wording to clean up any confusion per instruction from Board Member. And change payment dates to the last payroll before December 31 and last payroll before June 30<sup>th</sup>.(p.42)

**Section 21** – C. change amount from \$ 60 a day to \$70 a day and cap maximum at175 days

**Section 25** - All additional Compensation shall increase at the same % increase of negotiated salaries. (p.56)

**Section 25** – New -The district shall reimburse all required credits/classes to maintain licenses not to exceed \$750 year. (p.56) (TA)

**Section 28-** The district also proposes a revised salary schedule that would allow the district to be more competitive with competing districts in the surrounding area. (See Attached Exhibit A)

**Section 28 – Wages and Salary Provisions** (p.62)

25-26 – 4.0%  
26-27 – 3.0%  
27-28 – 2.0%  
28-29 – 2.0%  
29-30 – 2.0%

**SEE EXHIBIT B** for proposed “Salary Matrix” for the upcoming years.

#### **ARTICLE IV** **Leaves of Absence**

**Section 6 (added language)–Certificate of Illness** – The Superintendent shall have the right to require a teacher who has been absent on account of illness for three (3) consecutive work days or more to furnish a certificate from a physician stating the nature of the illness. If the teacher was not attended by a physician, he/she shall furnish other valid evidence of his/her illness indicating their ability to perform his/her duties as a teacher. (TA)

Employees that have used all their paid leave days (Sick, Personal, & Emergency) who are not on approved FMLA or other approved leave by the Board of Education, will have a pro-rated portion of the cost of their health benefit plan deducted from their next paycheck. (TA)

D. ?

**Section 10 –Personal Leave (Change Wording)** - Each member of the bargaining unit shall be entitled to four (3) personal leave days per year. Notice must be given to the member's principal or immediate supervisor at least one (1) full day before taking such personal leave. Said notice shall not state the reasons for taking such leave other than it is being taken under this section.

Personal leave cannot be taken the day before or the day after vacation or holiday, or the first or last week of school. All unused personal days at the end of each year can be accumulated from year to year to a maximum of five (5). Any unused personal days beyond five (5) shall be converted to sick days at the end of each contractual work year. Personal leave days will be granted based on the date and time of application to immediate supervisor.

Employees that have used all their paid leave days (Sick, Personal, & Emergency) who are not on approved FMLA or other approved leave by the Board of Education, will have a pro-rated portion of the cost of their health benefit plan deducted from their next paycheck.

**Co-Curricular Salaries can be discussed in the near future**



# Wyoming Valley West School District

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#### Term of Agreement

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### ARTICLE II

#### Working Conditions

**Section 10 Inclement Weather** – Definition to include whether closure due to Wind Chill advisory constitutes reason for WVWEA requirement to work. (p.12)

### ARTICLE III

#### Wages & Benefits

**Section 5 – Coverage Compensation** – Increase amounts from \$25 to \$40 in A.B.C. Also the increase in the amount in D. from \$15,000 to \$25,000 with yearly increases of \$1,000 maxing out at \$30,000 in year 5 of contract.(p31-32)

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**Section 21 – C.** change amount from \$ 60 a day to \$70 a day and cap maximum at 175 days

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**Section 25 – New -**The district shall reimburse all required credits/classes to maintain licenses not to exceed \$750 year. (p.56)

**Section 28-** The district also proposes a revised salary schedule that would allow the district to be more competitive with competing districts in the surrounding area. (See Attached Exhibit A)

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25-26 – 4.0%

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#### **ARTICLE IV** **Leaves of Absence**

**Section 6 (added language)–Certificate of Illness –** The Superintendent shall have the right to require a teacher who has been absent on account of illness for three (3) consecutive work days or more to furnish a certificate from a physician stating the nature of the illness. If the teacher was not attended by a physician, he/she shall furnish other valid evidence of his/her illness indicating their ability to perform his/her duties as a teacher.

Employees that have used all their paid leave days (Sick, Personal, & Emergency) who are not on approved FMLA or other approved leave by the Board of Education, will have a pro-rated portion of the cost of their health benefit plan deducted from their next paycheck.

**Section 10 –Personal Leave (Change Wording) -** Each member of the bargaining unit shall be entitled to four (3) personal leave days per year. Notice must be given to the member's principal or immediate supervisor at least one (1) full day before taking such personal leave. Said notice shall not state the reasons for taking such leave other than it is being taken under this section.

Personal leave cannot be taken the day before or the day after vacation or holiday, or the first or last week of school. All unused personal days at

the end of each year can be accumulated from year to year to a maximum of five (5). Any unused personal days beyond five (5) shall be converted to sick days at the end of each contractual work year. Personal leave days will be granted based on the date and time of application to immediate supervisor.

Employees that have used all their paid leave days (Sick, Personal, & Emergency) who are not on approved FMLA or other approved leave by the Board of Education, will have a pro-rated portion of the cost of their health benefit plan deducted from their next paycheck.

**Co-Curricular Salaries can be discussed in the near future**

**With such high district turnover at the administrative level I think it is a good idea to include all past practices and MOUs spelled out as an appendix at the end of the contract! – Just a suggestion! (p.79)**

"Exhibit A" - For Comparative Purposes

**WYOMING VALLEY WEST  
SALARY SCHEDULE  
2024-2025**

Step	B	B+18	B+24	M	M+12 MAX
1	\$46,500	\$47,000	\$48,000	\$51,000	\$67,000
2	\$47,000	\$48,000	\$49,000	\$52,000	\$68,000
3	\$47,500	\$49,000	\$50,000	\$53,000	\$69,000
4	\$48,500	\$51,000	\$52,000	\$54,000	\$71,500
5	\$50,000	\$52,000	\$53,000	\$57,000	\$73,000
6	\$53,000	\$55,000	\$57,000	\$61,000	\$74,000
7	\$56,000	\$60,000	\$61,000	\$62,000	\$77,000
8	\$59,000	\$63,000	\$63,500	\$65,500	\$79,000
9	\$62,000	\$64,000	\$65,500	\$66,000	\$84,000
MAX	\$63,500	\$66,500	\$67,500	\$69,000	\$91,200

**WYOMING VALLEY WEST  
SALARY SCHEDULE  
2024-2025 (Revised)**

Step	B	B+18	B+24	M	M+12 MAX
1	\$50,000	\$51,600	\$52,950	\$54,950	\$67,000
2	\$51,500	\$53,255	\$54,567	\$56,511	\$68,000
3	\$53,000	\$54,910	\$56,184	\$58,072	\$69,000
4	\$54,500	\$56,565	\$57,801	\$59,633	\$71,500
5	\$56,000	\$58,220	\$59,418	\$61,194	\$73,000
6	\$57,500	\$59,875	\$61,035	\$62,755	\$74,000
7	\$59,000	\$61,530	\$62,652	\$64,316	\$77,000
8	\$60,500	\$63,185	\$64,269	\$65,877	\$79,000
9	\$62,000	\$64,840	\$65,886	\$67,438	\$84,000
MAX	\$63,500	\$66,500	\$67,500	\$69,000	\$91,200

E-3

"Exhibit B"

**WYOMING VALLEY WEST**  
**SALARY SCHEDULE**  
**2024-2025** (Revised)

Step	B	B+18	B+24	M	M+12 MAX
1	\$50,000	\$51,600	\$52,950	\$54,950	\$67,000
2	\$51,500	\$53,255	\$54,567	\$56,511	\$68,000
3	\$53,000	\$54,910	\$56,184	\$58,072	\$69,000
4	\$54,500	\$56,565	\$57,801	\$59,633	\$71,500
5	\$56,000	\$58,220	\$59,418	\$61,194	\$73,000
6	\$57,500	\$59,875	\$61,035	\$62,755	\$74,000
7	\$59,000	\$61,530	\$62,652	\$64,316	\$77,000
8	\$60,500	\$63,185	\$64,269	\$65,877	\$79,000
9	\$62,000	\$64,840	\$65,886	\$67,438	\$84,000
MAX	\$63,500	\$66,500	\$67,500	\$69,000	\$91,200

**WYOMING VALLEY WEST**  
**SALARY SCHEDULE**  
**2025-2026**

4.00%

Step	B	B+18	B+24	M	M+12 MAX
1	\$52,000	\$53,664	\$55,068	\$57,148	\$69,680
2	\$53,560	\$55,385	\$56,750	\$58,771	\$70,720
3	\$55,120	\$57,106	\$58,431	\$60,395	\$71,760
4	\$56,680	\$58,828	\$60,113	\$62,018	\$74,360
5	\$58,240	\$60,549	\$61,795	\$63,642	\$75,920
6	\$59,800	\$62,270	\$63,476	\$65,265	\$76,960
7	\$61,360	\$63,991	\$65,158	\$66,889	\$80,080
8	\$62,920	\$65,712	\$66,840	\$68,512	\$82,160
9	\$64,480	\$67,434	\$68,521	\$70,136	\$87,360
MAX	\$66,040	\$69,160	\$70,200	\$71,760	\$94,848

\$3,648

E-4

**WYOMING VALLEY WEST**  
**SALARY SCHEDULE**  
**2026-2027**

3.00%

Step	B	B+18	B+24	M	M+12 MAX
1	\$53,560	\$55,274	\$56,720	\$58,862	\$71,770
2	\$55,167	\$57,047	\$58,452	\$60,535	\$72,842
3	\$56,774	\$58,820	\$60,184	\$62,207	\$73,913
4	\$58,380	\$60,592	\$61,916	\$63,879	\$76,591
5	\$59,987	\$62,365	\$63,649	\$65,551	\$78,198
6	\$61,594	\$64,138	\$65,381	\$67,223	\$79,269
7	\$63,201	\$65,911	\$67,113	\$68,895	\$82,482
8	\$64,808	\$67,684	\$68,845	\$70,567	\$84,625
9	\$66,414	\$69,457	\$70,577	\$72,240	\$89,981
MAX	\$68,021	\$71,235	\$72,306	\$73,913	\$97,693

**WYOMING VALLEY WEST**  
**SALARY SCHEDULE**  
**2027-2028**

2.00%

Step	B	B+18	B+24	M	M+12 MAX
1	\$54,631	\$56,379	\$57,854	\$60,040	\$73,206
2	\$56,270	\$58,188	\$59,621	\$61,745	\$74,298
3	\$57,909	\$59,996	\$61,388	\$63,451	\$75,391
4	\$59,548	\$61,804	\$63,155	\$65,156	\$78,123
5	\$61,187	\$63,613	\$64,922	\$66,862	\$79,762
6	\$62,826	\$65,421	\$66,688	\$68,568	\$80,854
7	\$64,465	\$67,229	\$68,455	\$70,273	\$84,132
8	\$66,104	\$69,037	\$70,222	\$71,979	\$86,317
9	\$67,743	\$70,846	\$71,989	\$73,684	\$91,780
MAX	\$69,382	\$72,659	\$73,752	\$75,391	\$99,647

**WYOMING VALLEY WEST  
SALARY SCHEDULE  
2028-2029**

2.00%

Step	B	B+18	B+24	M	M+12 MAX
1	\$55,724	\$57,507	\$59,012	\$61,240	\$74,670
2	\$57,396	\$59,351	\$60,814	\$62,980	\$75,784
3	\$59,067	\$61,196	\$62,616	\$64,720	\$76,899
4	\$60,739	\$63,040	\$64,418	\$66,460	\$79,685
5	\$62,411	\$64,885	\$66,220	\$68,199	\$81,357
6	\$64,082	\$66,729	\$68,022	\$69,939	\$82,471
7	\$65,754	\$68,574	\$69,824	\$71,679	\$85,815
8	\$67,426	\$70,418	\$71,626	\$73,418	\$88,044
9	\$69,098	\$72,263	\$73,428	\$75,158	\$93,616
MAX	\$70,769	\$74,113	\$75,227	\$76,899	\$101,640

**WYOMING VALLEY WEST  
SALARY SCHEDULE  
2029-2030**

2.00%

Step	B	B+18	B+24	M	M+12 MAX
1	\$56,838	\$58,657	\$60,192	\$62,465	\$76,163
2	\$58,543	\$60,538	\$62,030	\$64,240	\$77,300
3	\$60,249	\$62,420	\$63,868	\$66,014	\$78,437
4	\$61,954	\$64,301	\$65,706	\$67,789	\$81,279
5	\$63,659	\$66,183	\$67,544	\$69,563	\$82,984
6	\$65,364	\$68,064	\$69,383	\$71,338	\$84,121
7	\$67,069	\$69,945	\$71,221	\$73,112	\$87,531
8	\$68,774	\$71,827	\$73,059	\$74,887	\$89,805
9	\$70,479	\$73,708	\$74,897	\$76,661	\$95,488
MAX	\$72,185	\$75,595	\$76,732	\$78,437	\$103,673

E.6

**WYOMING VALLEY WEST EA PROPOSALS  
12/18/25**

**ARTICLE II  
WORKING CONDITIONS**

**Section 3 Student Learning Environment (from Class Size)**

- The Employer agrees to maintain reasonable class size to ensure the highest standards for effective instruction and assessment. The following maximums shall be recognized by the employer per instructional class period or grade level:
- Kindergarten-Second grade: no more than 18 students
- Grades Three through Five: no more than 22 students

**ARTICLE III**

**Section 4 Cost of Living Adjustment**

Increase the amount as follows:

2025-2026	\$750
2026-2027	\$800
2027-2028	\$850
2028-2029	\$900
2029-2030	\$950

**Section 21 RETIREMENT INCENTIVE**

**Section C. (p. 48) RETIREMENT INCENTIVE – UNUSED SICK DAY PAY**

**Increase the amount of pay and the number of eligible days as follows:**

2025-2026	\$100 per day for 225 days
2026-2027	\$100 per day for 230 days
2027-2028	\$125 per day for 240 days
2028-2030	\$150 per day for 250 days

Any member who does not qualify for the retirement incentive payment Section A (p.45) shall receive an additional twenty-five (\$25.00) per day for each unused sick day.

**ARTICLE IV LEAVES OF ABSENCE**

**Section 6 Certificate of Illness**

The Superintendent shall have the right to require a teacher who has an established pattern of sick leave use who has been absent on a pattern day of sick leave or has been absent on account of illness for three (3) or more consecutive work days to furnish a certificate from a physician.

1/12/26



# Wyoming Valley West School District

450 North Maple Avenue, Kingston, PA 18704-3683  
Phone: (570) 288-6551

## Wyoming Valley West Board of Education Proposal dated 1/12/26

### ARTICLE I Term of Agreement

The Board of Education agrees to a (5) year agreement from the first day of school of the 2025-2026 school year through August 31, 2030,

### ARTICLE II Working Conditions

#### 1. Section 3 Student Learning Environment

*Occupational Therapists, Social Workers and Speech and Language Teachers who travel to multiple schools shall be provided with appropriate individual space for both educational and protection of privacy purposes, (p.8)*

### ARTICLE III Wages & Benefits

**Section 4 COST OF LIVING ADJUSTMENT** – Remove entire Cost of Living Adjustment section.

**Section 5 – Coverage Compensation** – Increase amounts from \$25 to \$40 (TA) in A.B.C. Also the increase in the amount in D. from \$15,000 to \$35,000 with yearly increases of \$1,000 maxing out at \$40,000 in year 5 of contract. - Agree

**Section 6** – All additional Compensation shall increase at the same % increase of negotiated salaries. (TA)

**Section 9** – New language initiating premium share in the form of a payroll deduction in the amount of:

**2025-2026** - 10% of employees' monthly premium charged by the insurance company.

**2026-2027** - 10% of employees' monthly premium charged by the insurance company.

G.

2027-2028 - 10% of employees' monthly premium charged by the insurance company.

2028-2029 - 10% of employees' monthly premium charged by the insurance company.

2029-2030 - 10% of employees' monthly premium charged by the insurance company.

**Section 9** – Change newly non tenured hire waiting period from 3 years. To 24 months (2 years) *wk*

**Section 12 -E.** Change payment dates to the last payroll before December 31 and last payroll before June 30<sup>th</sup>.  
(TA –but need Language) *^* *Q*

**Section 21 – C.** change amount from \$ 60 a day to \$70.00 a day

**Section 25 -** All additional Compensation shall increase at the same % increase of negotiated salaries. (p.54) (TA)

**Section 25 –**The district shall reimburse all required credits/classes to maintain licenses not to exceed \$750 year. (TA)

### **Section 28 – Wages and Salary Provisions**

25-26 – 4.0%  
26-27 – 3.0%  
27-28 – 2.5%  
28-29 – 2.5%  
29-30 – 2.0%

### **ARTICLE IV** **Leaves of Absence**

Section 6 (added language)–Certificate of Illness – The Superintendent shall have the right require a teacher who has an established pattern of sick leave use who has been absent on a pattern day of sick leave or has been absent on account of illness for three (3) or more consecutive work days to furnish a certificate from a physician. (TA)

Employees that have used all their paid leave days (Sick, Personal, & Emergency) who are not on approved FMLA or other approved leave by the Board of Education, will have a pro-rated portion of the cost of their health benefit plan deducted from their next paycheck.

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Personal leave cannot be taken the day before or the day after vacation or holiday,

Employees that have used all their paid leave days (Sick, Personal, & Emergency) who are not on approved FMLA or other approved leave by the Board of Education, will have a pro-rated portion of the cost of their health benefit plan deducted from their next paycheck

### **Additional Contract Language To Be Added**

1. We want a flat rate per day (daily rate) / this is for metal detector duty / \$25 dollars a day -
2. Carrying of personal days allows teachers to be off for personal leave for an entire week. Anyone requesting to use over 3 or more personal consecutively needs administrative approval / This will eliminate unprofessional leaves during the school year that negatively impact children
3. Increase the stipend for High School and Middle School Student Council Advisors. (4K a piece)
4. Cyber cap increases to 50 from 40 regarding the amount of students teachers are facilitating in one per period
5. Any building that has more than 10% of employees requesting personal days on the same day. Administration has the right to deny any requested personal absence after 10%. (First come first serve with day requests)
6. Add language that permits building administration to schedule, if needed, one faculty meeting per month, during school months, after-school hours that requires all CBA Members to attend (1 X a Month)
7. The school psychologist are adjusted to honor their years of service in PDE and they are moved in the matrix to reflect that

## WYOMING VALLEY WEST EA PROPOSAL

2/2/26

### ARTICLE II WORKING CONDITIONS

#### **Section 3. STUDENT LEARNING ENVIRONMENT (from Class Size) (Proposal Modified 12/18/25)**

- The Employer agrees to maintain reasonable class size to ensure the highest standards for effective instruction and assessment. The following maximums shall be recognized by the employer per instructional class period or grade level:
  - Kindergarten-Second grade: no more than 18 students
  - Grades Three through Five: no more than 22 students (**Still Open**)
- *Occupational Therapists, Social Workers and Speech and Language Teachers who travel to multiple schools shall be provided with appropriate individual space for both educational and protection of privacy purposes, (p.8) (District Proposal)*

### ARTICLE III WAGES AND BENEFITS

#### **Section 5. COVERAGE COMPENSATION**

- Increase amounts from \$25 to \$40 in subsections A, B, and C. Also increase the amount in subsection D from \$15,000 to \$35,000 with yearly increases of \$1,000 maxing out at \$40,000 in Year 5 of the contract. (**District Proposal**)

#### **Section 6. ADDITIONAL COMPENSATION FOR RESPONSIBILITIES AND DUTIES**

- **Section A-F. (pp.31-36)**
  - The Association proposes the same percentage increases as the negotiated salary increases
- **Section B (p.32)**
  - Any elementary school that has a shared principal shall have a head teacher
- **(ADD) Section G. METAL DETECTOR DUTY**
  - Daily Rate of \$27 per day. (**District Proposal**)

#### **Section 21. RETIREMENT INCENTIVE (Proposal Modified 1/12/26)**

- **Section A**
  - Any member who does not qualify for the retirement incentive payment Section A (p.45) shall receive an additional twenty-five (\$25.00) per day for each unused sick day.
- **Section C. (p. 48) RETIREMENT INCENTIVE – UNUSED SICK DAY PAY**
  - Increase the amount of pay and the number of eligible days as follows:
    - Change amount from \$60 to \$75 a day. Cap of 225 days. (**District Proposal**)

**Section 28. WAGES & SALARY PROVISIONS (p. 58-59)**

- **APPENDIX A. CO-CURRICULAR SALARIES**
  - Increase the stipend for High School and Middle School Student Council Advisors. (\$4,000 each.) **(District Proposal)**

**ARTICLE IV  
LEAVES OF ABSENCE**

**Section 6. CERTIFICATE OF ILLNESS (Proposal Modified 12/18/25)**

- The Superintendent shall have the right to require a teacher who has an established pattern of sick leave use who has been absent on a pattern of sick leave or has been absent on account of illness for three (3) or more consecutive work days to furnish a certificate from a physician. **(District Proposal)**

**ARTICLE V  
ASSOCIATION RIGHTS**

**SECTION 11. SCHOOL ENROLLMENT**

- The School District shall allow the children of non-resident education association members to attend the Wyoming Valley West School District.

**SECTION 12. DIGNITY AND RESPECT**

- Employees shall be treated in a respectful manner which does not humiliate, embarrass, nor demean their dignity.

**\*Association Package Proposal**

Wyoming Valley West EA Proposal

2/18/26

ARTICLE II

WORKING CONDITIONS

**Section 3. STUDENT LEARNING ENVIRONMENT (from Class Size) (Proposal Modified 12/18/25)**

- ~~The Employer agrees to maintain reasonable class size to ensure the highest standards for effective instruction and assessment. The following maximums shall be recognized by the employer per instructional class period or grade level:~~
  - ~~Kindergarten-Second grade: no more than 18 students~~
  - ~~Grades Three through Five: no more than 22 students~~

*Association  
Feb 2, 2026  
Proposal*

**Section 4. CYBER EDUCATION**

- **Section B.1**
  - Any newly available cyber-education assignment shall be covered under the terms and provisions of **Section 36 Vacancies and Staff Reduction A-D.**

ARTICLE III

WAGES AND BENEFITS

**Section 4. COST OF LIVING ADJUSTMENT**

- Increase the amount as follows:
  - 2025-2026: \$750
  - 2026-2027: \$800
  - 2027-2028: \$850
  - 2028-2029: \$900
  - 2029-2030: \$950

**Section 9. HEALTH INSURANCE**

- **Section B & C**
  - Delete Section 9B and 9C of the CBA pertaining to the three (3) year period of single-only health insurance coverage for non-tenured employees (p.38-39)

**Section 21. RETIREMENT INCENTIVE (Proposal Modified 1/12/26)**

- **Section A**

- Any member who does not qualify for the retirement incentive payment Section A (p.45) shall receive an additional twenty-five (\$25.00) per day for each unused sick day.

**Section 27. TUITION REIMBURSEMENT**

- The District shall pay the full tuition cost for employees on leave of absence for professional development (sabbatical leave).

**Section 28. WAGES & SALARY PROVISIONS (p.58-59) (Proposal Modified 2/18/26)**

- **APPENDIX B. PROFESSIONAL SALARY SCHEDULES (p.75-82)**
  - 2025-2026: 5.25%
  - 2026-2027: 5.25%
  - 2027-2028: 5.25%
  - 2028-2029: 5.00%
  - 2029-2030: 5.00%

**ARTICLE V**

**ASSOCIATION RIGHTS**

**Section 12. DIGNITY AND RESPECT**

- Employees shall be treated in a respectful manner which does not humiliate, embarrass, nor demean their dignity.



# Wyoming Valley West School District

450 North Maple Avenue, Kingston, PA 18704-3683  
Phone: (570) 288-6551

## Wyoming Valley West Board of Education Proposal 3/9/26

### ARTICLE II WORKING CONDITIONS

#### SECTION 4. CYBER EDUCATION

- **Section B.1**
  - Any newly available cyber-education assignment shall be posted and filled in accordance with Section 36 (Vacancies and Staff Reduction), subsections A through D, provided, however, that the Superintendent (or designee) retains the discretion to determine an employee's eligibility for such assignment.
  - An employee may be deemed ineligible for a cyber-education assignment if, at the time of application or consideration, the employee:
    - a. Is subject to an active performance improvement plan;
    - b. Is under disciplinary action, including pending or progressive discipline;
    - or
    - c. Has not completed three (3) full years of service in the position for which the cyber-education assignment is sought.
- **New Section regarding Student Cap:**
  - The maximum number of students assigned to a teacher for cyber instruction shall not exceed fifty (50) students per instructional period.

#### SECTION 23. REQUIRED MEETINGS AND HEARINGS

- **New Section - Faculty Meetings:**
  - a. Building administration may schedule up to one (1) faculty meeting per month during the school year, outside of the student instructional day.
  - b. Such meetings shall not exceed thirty (30) minutes in length.
  - c. Attendance at such meetings shall be mandatory for all bargaining unit members assigned to the building, unless excused by administration.

**ARTICLE III**  
**WAGES AND BENEFITS**

**SECTION 9. HEALTH INSURANCE**

- New language initiating premium share in the form of a payroll deduction in the amount of:
  - 2025-2026** – 5% of employees’ monthly premium charged by the insurance company.
  - 2026-2027** – 5% of employees’ monthly premium charged by the insurance company.
  - 2027-2028** – 5% of employees’ monthly premium charged by the insurance company.
  - 2028-2029** – 5% of employees’ monthly premium charged by the insurance company.
  - 2029-2030** – 5% of employees’ monthly premium charged by the insurance company.
- 1. Healthcare day 1 with a tiered payback system
  - a. If the employee leaves or is fired from 0-12 months they owe 100% back to the district of what we paid up to the point of departure for their healthcare
  - b. If the employee leaves or is fired from 13-24 months they owe 75% back to the district of what we paid up to the point of departure for their healthcare
  - c. If the employee leaves or is fired from 25-36 months they owe 50% back to the district of what we paid up to the point of departure for their healthcare

\*This reimbursement obligation shall not apply in cases of layoff, furlough, and/or disability.

**SECTION 28. WAGES & SALARY PROVISIONS**

- **APPENDIX B. PROFESSIONAL SALARY SCHEDULES**
  - 2025-2026: 4 %
  - 2026-2027: 3.5%
  - 2027-2028: 2. %
  - 2028-2029: 2. %
  - 2029-2030: 2. %

**ARTICLE IV**  
**LEAVES OF ABSENCE**

**SECTION 10. PERSONAL LEAVE**

- Add the following language requiring administrative approval for greater than 3 consecutive days:

J-1

Professional employees may accumulate and carry over unused personal leave days in accordance with this Agreement. Personal leave may be used consecutively; however, the use of more than three (3) consecutive personal leave days shall require prior administrative approval. Administrative approval shall be based upon the operational needs of the District.

- Add the following language regarding simultaneous personal leave requests:

Limit on Simultaneous Personal Leave Requests

1. In any school building, if more than ten percent (10%) of bargaining unit members assigned to that building request personal leave for the same workday, the District reserves the right to deny additional personal leave requests for that date.
2. Personal leave requests shall be considered on a first-come, first-served basis, based upon the date and time the request is submitted.
3. The District shall make reasonable efforts to notify employees promptly if a personal leave request is denied pursuant to this section.

SALARY ESTIMATE USING % YEARLY INCREASE

(NO. COLUMN MOVEMENT IN NO. RETIREES)

STEP	STEP MOVEMENT				NORMAL STEP MOVEMENT REQUIRES.			
	B	B10	B24	M	M12	M	M12	M
1	16	2	1	19	382	2	1	19
2	14	3	8	14	59	3	14	59
3	8	3	2	12	23	2	12	23
4	1	2	15	17	17	2	15	17
5	1	2	15	20	20	2	15	20
6	1	2	15	18	18	1	14	16
7	1	1	14	16	16	1	14	16
8	1	1	14	16	16	1	14	16
9	1	1	18	19	19	1	18	19
10	39	3	2	3	170	50	3	175
	11%	1%	1%	6%	81%			

68 members = 45%

WYOMING VALLEY WEST SALARY SCHEDULE 2024-2025

Step	B	B+18	B+24	M	M+12 MAX
1	\$50,000	\$51,600	\$52,950	\$54,950	\$57,000
2	\$51,500	\$53,255	\$54,967	\$56,911	\$59,000
3	\$53,000	\$54,910	\$56,844	\$58,872	\$61,000
4	\$54,500	\$56,565	\$58,801	\$60,833	\$63,000
5	\$56,000	\$58,220	\$60,818	\$62,800	\$65,000
6	\$57,500	\$59,875	\$62,805	\$64,765	\$67,000
7	\$59,000	\$61,530	\$64,792	\$66,730	\$69,000
8	\$60,500	\$63,185	\$66,769	\$68,695	\$71,000
9	\$62,000	\$64,840	\$68,746	\$70,660	\$73,000
MAX	\$63,500	\$66,500	\$69,750	\$72,000	\$75,000

WYOMING VALLEY WEST SALARY SCHEDULE TOTALS 2024-2025

Step	B	B+18	B+24	M	M+12 MAX	
1	\$300,000	\$0	\$0	\$109,500	\$67,000	
2	\$721,000	\$159,765	\$0	\$452,088	\$952,000	
3	\$424,000	\$0	\$0	\$174,216	\$628,000	
4	\$0	\$0	\$0	\$119,208	\$1,072,500	
5	\$56,000	\$0	\$0	\$0	\$1,387,000	
6	\$0	\$0	\$81,035	\$125,510	\$1,110,000	
7	\$0	\$0	\$0	\$82,652	\$64,310	\$1,078,000
8	\$0	\$0	\$0	\$0	\$0	\$1,264,000
9	\$0	\$0	\$0	\$0	\$0	\$1,579,438
MAX	\$2,001,000	\$159,765	\$258,687	\$1,319,734	\$24,774,500	

8.49% \$1.51%

86.89%

\$28,813,668

WYOMING VALLEY WEST SALARY SCHEDULE 2025-2026

Step	B	B+18	B+24	M	M+12 MAX
1	\$52,000	\$53,664	\$55,089	\$57,148	\$59,880
2	\$53,500	\$55,355	\$56,750	\$58,771	\$61,500
3	\$55,000	\$57,008	\$58,431	\$60,395	\$63,120
4	\$56,500	\$58,628	\$60,113	\$62,018	\$64,740
5	\$58,000	\$60,249	\$61,765	\$63,642	\$66,360
6	\$59,500	\$61,870	\$63,417	\$65,265	\$67,980
7	\$61,000	\$63,491	\$65,069	\$66,889	\$69,600
8	\$62,500	\$65,112	\$66,740	\$68,512	\$71,220
9	\$64,000	\$66,733	\$68,421	\$70,136	\$72,840
MAX	\$65,500	\$68,354	\$70,000	\$71,760	\$74,460

WYOMING VALLEY WEST SALARY SCHEDULE TOTALS 2025-2026

Step	B	B+18	B+24	M	M+12 MAX	
1	\$0	\$0	\$0	\$0	\$0	
2	\$856,000	\$0	\$0	\$117,543	\$70,720	
3	\$771,000	\$171,319	\$0	\$483,159	\$1,004,640	
4	\$453,440	\$0	\$0	\$186,055	\$692,320	
5	\$0	\$0	\$0	\$127,264	\$1,138,800	
6	\$59,000	\$0	\$0	\$0	\$1,452,240	
7	\$0	\$0	\$65,158	\$133,777	\$1,201,200	
8	\$0	\$0	\$0	\$66,840	\$68,512	\$1,150,240
9	\$0	\$0	\$0	\$0	\$0	\$1,387,760
MAX	\$2,141,000	\$171,319	\$272,398	\$1,403,370	\$28,148,344	

8.49%

\$1,524,625

\$99,138,311

WYOMING VALLEY WEST SALARY SCHEDULE 2026-2027

Step	B	B+18	B+24	M	M+12 MAX
1	\$53,020	\$55,542	\$56,995	\$59,148	\$62,115
2	\$54,535	\$57,324	\$58,798	\$60,828	\$63,795
3	\$56,050	\$59,105	\$60,678	\$62,509	\$65,475
4	\$57,565	\$60,987	\$62,517	\$64,188	\$67,155
5	\$59,080	\$62,869	\$64,369	\$65,869	\$68,835
6	\$60,595	\$64,751	\$66,221	\$67,550	\$70,515
7	\$62,110	\$66,633	\$68,073	\$69,231	\$72,195
8	\$63,625	\$68,515	\$69,925	\$70,912	\$73,875
9	\$65,140	\$70,397	\$71,777	\$72,593	\$75,555
MAX	\$66,655	\$72,279	\$73,657	\$74,272	\$77,235

WYOMING VALLEY WEST SALARY SCHEDULE TOTALS 2026-2027

Step	B	B+18	B+24	M	M+12 MAX	
1	\$0	\$0	\$0	\$0	\$0	
2	\$0	\$0	\$0	\$0	\$0	
3	\$912,787	\$0	\$0	\$125,017	\$74,272	
4	\$821,253	\$182,680	\$0	\$513,512	\$1,077,478	
5	\$482,227	\$0	\$0	\$197,808	\$942,920	
6	\$0	\$0	\$0	\$135,059	\$1,194,804	
7	\$63,508	\$0	\$0	\$0	\$1,574,773	
8	\$0	\$0	\$89,178	\$141,020	\$1,275,534	
9	\$0	\$0	\$0	\$70,920	\$72,590	\$1,255,846
MAX	\$2,279,815	\$182,680	\$286,413	\$1,462,732	\$27,431,838	

3.59%

\$1,524,148

\$31,902,469

J-3

STEP MOVEMENT		NORMAL STEP MOVEMENT REQUIRES.	
2027-2028			
STEP	B	B16	B24
1			M
2			M12
3			
4	16		2
5	14	3	1
6	8		3
7	1		14
8			12
9			23
10			17
			19
			20
			15
			18
			226
			218
			284
			294
			352

WYOMING VALLEY WEST		SALARY SCHEDULE		2.00%	
2027-2028					
Step	B	B+16	B+24	M	M+12 MAX
1	\$54,096	\$56,656	\$58,336	\$60,531	\$73,561
2	\$56,543	\$59,103	\$60,786	\$62,805	\$76,859
3	\$59,190	\$61,640	\$63,161	\$65,258	\$79,797
4	\$61,837	\$64,287	\$65,614	\$67,797	\$81,449
5	\$64,484	\$66,934	\$68,061	\$70,337	\$83,101
6	\$67,131	\$69,581	\$70,408	\$72,878	\$84,753
7	\$69,778	\$72,228	\$72,849	\$75,419	\$86,405
8	\$72,425	\$74,875	\$74,820	\$77,960	\$88,057
9	\$75,072	\$77,522	\$77,361	\$80,501	\$89,709
MAX	\$77,719	\$79,169	\$79,100	\$83,042	\$100,131

WYOMING VALLEY WEST		SALARY SCHEDULE TOTALS		2.00%	
2027-2028					
Step	B	B+16	B+24	M	M+12 MAX
1	\$0	\$0	\$0	\$0	\$0
2	\$0	\$0	\$0	\$0	\$0
3	\$0	\$0	\$0	\$0	\$0
4	\$957,393	\$0	\$0	\$0	\$0
5	\$980,776	\$191,784	\$0	\$130,945	\$78,502
6	\$505,047	\$0	\$0	\$537,483	\$1,192,082
7	\$0	\$0	\$0	\$206,701	\$974,880
8	\$69,425	\$0	\$0	\$141,229	\$1,269,107
9	\$0	\$0	\$0	\$0	\$1,697,990
MAX	\$0	\$0	\$0	\$148,084	\$1,714,415
				\$222,330	\$1,603,812
				\$378,785	\$2,028,565
				\$294,669	\$2,323,130
				\$1,543,238	\$26,303,596
				\$24,722,999	\$33,722,999
				\$1,050,447	

STEP MOVEMENT		NORMAL STEP MOVEMENT REQUIRES.	
2028-2029			
STEP	B	B16	B24
1			M
2			M12
3			
4	16		2
5	14	3	1
6	8		3
7	1		14
8			12
9			23
10			17
			19
			20
			15
			18
			22
			22
			294
			284
			352

WYOMING VALLEY WEST		SALARY SCHEDULE		2.00%	
2028-2029					
Step	B	B+16	B+24	M	M+12 MAX
1	\$55,694	\$57,766	\$59,288	\$61,538	\$75,032
2	\$57,674	\$59,640	\$61,109	\$63,286	\$77,152
3	\$59,354	\$61,489	\$62,920	\$65,034	\$77,272
4	\$61,034	\$63,348	\$64,731	\$66,782	\$80,072
5	\$62,714	\$65,200	\$66,541	\$68,530	\$81,752
6	\$64,393	\$67,053	\$68,352	\$70,278	\$82,872
7	\$66,073	\$68,907	\$70,163	\$72,027	\$84,211
8	\$67,753	\$70,760	\$71,974	\$73,775	\$84,471
9	\$69,433	\$72,613	\$73,785	\$75,523	\$84,070
MAX	\$71,113	\$74,472	\$75,597	\$77,277	\$102,134

WYOMING VALLEY WEST		SALARY SCHEDULE TOTALS		2.00%	
2028-2029					
Step	B	B+16	B+24	M	M+12 MAX
1	\$0	\$0	\$0	\$0	\$0
2	\$0	\$0	\$0	\$0	\$0
3	\$0	\$0	\$0	\$0	\$0
4	\$0	\$0	\$0	\$0	\$0
5	\$1,003,418	\$0	\$0	\$0	\$0
6	\$901,509	\$201,160	\$0	\$562,228	\$1,160,202
7	\$528,586	\$0	\$0	\$216,080	\$1,034,775
8	\$0	\$0	\$0	\$147,550	\$1,327,086
9	\$89,433	\$0	\$0	\$0	\$1,787,389
MAX	\$0	\$0	\$0	\$302,889	\$540,905
				\$25,797,141	\$25,797,141
				\$302,889	\$25,797,141
				\$302,889	\$25,797,141
				\$1,603,823	\$25,188,275
				\$24,640,418	\$33,738,574
				\$1,075,668	

STEP MOVEMENT		NORMAL STEP MOVEMENT REQUIRES.	
2029-2030			
STEP	B	B16	B24
1			M
2			M12
3			
4	16		2
5	14	3	1
6	8		3
7	1		14
8			12
9			23
10			17
			19
			20
			15
			18
			22
			22
			294
			284
			352

WYOMING VALLEY WEST		SALARY SCHEDULE		2.00%	
2029-2030					
Step	B	B+16	B+24	M	M+12 MAX
1	\$57,114	\$59,342	\$60,494	\$62,789	\$76,553
2	\$59,028	\$61,362	\$62,531	\$64,852	\$77,678
3	\$60,541	\$62,725	\$64,178	\$66,535	\$78,618
4	\$62,254	\$64,513	\$65,025	\$68,118	\$81,673
5	\$63,968	\$66,504	\$67,672	\$69,801	\$83,387
6	\$65,681	\$68,394	\$69,719	\$71,684	\$84,529
7	\$67,395	\$70,285	\$71,586	\$73,467	\$87,958
8	\$69,108	\$72,175	\$73,413	\$75,250	\$89,240
9	\$70,822	\$74,066	\$75,281	\$77,033	\$95,952
MAX	\$72,535	\$75,962	\$77,104	\$78,818	\$104,178

WYOMING VALLEY WEST		SALARY SCHEDULE TOTALS		2.00%	
2029-2030					
Step	B	B+16	B+24	M	M+12 MAX
1	\$0	\$0	\$0	\$0	\$0
2	\$0	\$0	\$0	\$0	\$0
3	\$0	\$0	\$0	\$0	\$0
4	\$0	\$0	\$0	\$0	\$0
5	\$1,050,002	\$0	\$0	\$0	\$0
6	\$943,527	\$210,854	\$0	\$143,388	\$84,529
7	\$552,886	\$0	\$0	\$597,737	\$1,231,382
8	\$0	\$0	\$0	\$25,781	\$1,087,885
9	\$0	\$0	\$0	\$154,087	\$1,439,278
MAX	\$72,535	\$0	\$0	\$551,723	\$26,252,434
				\$308,417	\$27,155,110
				\$210,854	\$30,090,510
				\$308,417	\$33,482,288
				\$1,692,646	\$1,093,682

5-2

# Northeast Pennsylvania School Districts Health Trust

## Wyoming Valley West - Historical Rate Summary & Premium Credit History

Historical Rate Summary													
Plan	Tier	7/2016-6/2017	7/2017-6/2018	7/2018-6/2019	7/2019-6/2020	7/2020-6/2021	7/2021-12/2021	1/2022-6/2022	7/2022-6/2023	7/2023-6/2024	7/2024-6/2025	7/2025-6/2026	7/2026-6/2027
Traditional #1 Deductible = \$100 ind / \$300 family	Individual	\$686.31	\$737.75	\$784.38									
	Parent/Child	1,132.42	1,217.29	1,294.23									
	Parent/Children	1,132.42	1,217.29	1,294.23									
	Employee/Spouse	1,475.57	1,586.16	1,686.42									
	Family	2,058.93	2,213.26	2,353.14									
	<b>Rate Increase</b>		<b>7.5%</b>	<b>6.3%</b>									
Traditional #2 Deductible = \$250 ind / \$750 family	Individual	\$668.66	\$718.60	\$763.97	\$778.60	\$798.56	\$795.67	\$835.75	\$901.47	\$959.32	\$1,074.86	\$1,210.06	
	Parent/Child	1,103.29	1,185.68	1,260.56	1,284.69	1,317.62	1,312.86	1,379.00	1,487.43	1,582.88	1,773.52	1,996.60	
	Parent/Children	1,103.29	1,185.68	1,260.56	1,284.69	1,317.62	1,312.86	1,379.00	1,487.43	1,582.88	1,773.52	1,996.60	
	Employee/Spouse	1,437.61	1,544.98	1,642.55	1,673.98	1,716.91	1,710.69	1,796.87	1,938.16	2,062.54	2,310.95	2,601.63	
	Family	2,005.98	2,155.80	2,291.91	2,335.80	2,395.68	2,387.01	2,507.25	2,704.41	2,877.96	3,224.58	3,630.18	
	<b>Rate Increase</b>		<b>7.5%</b>	<b>6.3%</b>	<b>1.9%</b>	<b>2.6%</b>	<b>-0.4%</b>	<b>5.0%</b>	<b>7.9%</b>	<b>6.4%</b>	<b>12.0%</b>	<b>12.6%</b>	
PPO #1 No Deductible	Individual	\$723.48	\$780.40	\$826.90	\$844.86	\$867.50	\$867.19	\$912.33	\$991.82	\$1,058.25	\$1,190.89	\$1,289.11	
	Parent/Child	1,193.75	1,287.66	1,364.39	1,394.01	1,431.37	1,430.86	1,505.35	1,636.50	1,746.11	1,964.96	2,127.04	
	Parent/Children	1,193.75	1,287.66	1,364.39	1,394.01	1,431.37	1,430.86	1,505.35	1,636.50	1,746.11	1,964.96	2,127.04	
	Employee/Spouse	1,555.48	1,677.85	1,777.85	1,816.45	1,865.13	1,864.45	1,961.52	2,132.41	2,275.23	2,560.41	2,771.59	
	Family	2,170.45	2,341.20	2,480.71	2,534.58	2,602.50	2,601.57	2,736.99	2,975.46	3,174.75	3,572.67	3,867.33	
	<b>Rate Increase</b>		<b>7.9%</b>	<b>6.0%</b>	<b>2.2%</b>	<b>2.7%</b>	<b>0.0%</b>	<b>5.2%</b>	<b>8.7%</b>	<b>6.7%</b>	<b>12.5%</b>	<b>8.3%</b>	
PPO #2 Deductible = \$150 ind / \$450 family	Individual	\$650.81	\$699.59	\$743.27	\$757.18	\$776.72	\$774.36	\$813.22	\$877.52	\$933.61	\$1,046.41	\$1,179.31	
	Parent/Child	1,073.83	1,154.33	1,226.41	1,249.34	1,281.58	1,277.70	1,341.82	1,447.91	1,540.46	1,726.57	1,945.86	
	Parent/Children	1,073.83	1,154.33	1,226.41	1,249.34	1,281.58	1,277.70	1,341.82	1,447.91	1,540.46	1,726.57	1,945.86	
	Employee/Spouse	1,399.23	1,504.12	1,598.05	1,627.93	1,669.95	1,664.88	1,748.43	1,886.67	2,007.27	2,249.78	2,535.52	
	Family	1,952.43	2,098.78	2,229.82	2,271.54	2,330.16	2,323.08	2,439.66	2,632.56	2,600.83	3,139.23	3,537.93	
	<b>Rate Increase</b>		<b>7.5%</b>	<b>6.2%</b>	<b>1.9%</b>	<b>2.6%</b>	<b>-0.3%</b>	<b>5.0%</b>	<b>7.9%</b>	<b>6.4%</b>	<b>12.1%</b>	<b>12.7%</b>	
PPO #2.5 Deductible = \$150 ind / \$450 family (inc. copays)	Individual						\$756.68						
	Parent/Child						1,248.52						
	Parent/Children						1,248.52						
	Employee/Spouse						1,626.86						
	Family						2,270.04						
	<b>Rate Increase</b>												
PPO #3 Deductible = \$350 ind / \$1,050 family	Individual						\$735.13	\$771.76	\$833.45	\$886.29	\$994.06	\$1,122.72	
	Parent/Child						1,212.97	1,273.41	1,375.20	1,462.38	1,640.20	1,852.49	
	Parent/Children						1,212.97	1,273.41	1,375.20	1,462.38	1,640.20	1,852.49	
	Employee/Spouse						1,580.53	1,659.29	1,791.92	1,905.53	2,137.23	2,413.85	
	Family						2,205.39	2,315.28	2,500.35	2,658.87	2,982.18	3,368.16	
	<b>Rate Increase</b>							<b>5.0%</b>	<b>8.0%</b>	<b>6.3%</b>	<b>12.2%</b>	<b>12.9%</b>	
<b>Overall</b>	<b>Rate Increase</b>		<b>7.5%</b>	<b>6.2%</b>	<b>1.9%</b>	<b>2.6%</b>	<b>-0.3%</b>	<b>5.0%</b>	<b>8.0%</b>	<b>6.4%</b>	<b>12.2%</b>	<b>12.9%</b>	

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# Northeast Pennsylvania School Districts Health Trust

## Wyoming Valley West - Historical Rate Summary & Premium Credit History

		Premium Credit History											
District	PYB	7/2016-6/2017	7/2017-6/2018	7/2018-6/2019	7/2019-6/2020	7/2020-6/2021	7/2021-12/2021	1/2022-6/2022	7/2022-6/2023	7/2023-6/2024	7/2024-6/2025	7/2025-6/2026	7/2026-6/2027
Wyoming Valley West	Credit Period Month Applied	2/3-months Sept 2016	n/a	0.5-month Sept 2018	0.5-month Sept 2019	0.75-month Sept 2020	1-month Sept 2021		1.5-months Sept 2022 & Oct 2022	0.5-month Sept 2023	n/a	n/a	n/a
	Credit Amount	\$416,226		\$340,328	\$342,156	\$520,399	\$667,904		\$1,008,620	\$351,825			

**Footnotes:**

- Rate increases do not reflect premium credits. The Trust has provided premium credits periodically as detailed above
- The 7/2026-6/2027 are the not-to-exceed rates for the plan year; final rates will be determined in Spring 2026

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1. STUDENT LEARNING ENVIRONMENT

THE DISTRICT shall provide equitable distribution of CLASS SIZE based upon subject, building and grade level.

2. SECTION 20. REQUIRED MEETINGS AND HEARINGS. FACULTY MEETINGS.

THE ASSOCIATION shall agree to TWO (2) STAFF MEETINGS PER YEAR NOT TO EXCEED THIRTY (30) MINUTES OUTSIDE THE STUDENT INSTRUCTION DAY.

3. ARTICLE 11, SECTION 4 CYBER EDUCATION SECTION B.1. ANY NEWLY AVAILABLE CYBER-EDUCATION ASSIGNMENT shall be covered under the terms and provisions of SECTION 36 VACANCIES and STAFF REDUCTION A-D

4. ARTICLE 11, SECTION 4. WAGES AND BENEFITS COST OF LIVING ADJUSTMENT

2025-2026	\$ 750
2026-2027	\$ 800
2027-2028	\$ 850
2028-2029	\$ 900
2029-2030	\$ 950

ARTICLE III, SECTION 9 HEALTH INSURANCE

Delete SECTIONS 9B and 9C OF THE CBA PERTAINING TO THE THREE (3) YEAR PERIOD OF SINGLE-ONLY HEALTH INSURANCE COVERAGE FOR NON-TENURED EMPLOYEES.

SECTION A

ANY MEMBER WHO DOES NOT QUALIFY FOR THE RETIREMENT INCENTIVE PAYMENT SHALL RECEIVE AN ADDITIONAL TWENTY-FIVE (\$25.00) PER DAY FOR EACH UNUSED SICK DAY.

SECTION 28 WAGES AND SALARY SCHEDULES

2025-2026	5.25
2026-2027	5.25
2027-2028	5.0
2028-2029	5.0
2029-2030	5.0

DIGNITY AND RESPECT

EMPLOYEES SHALL BE TREATED IN A RESPECTFUL MANNER WHICH DOES NOT HUMILIATE, EMBARRASS, NOR DEMONSTRATE THEIR DIGNITY.