



Wyoming Valley West School District

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Wyoming Valley West Board of Education Proposal April 13, 2026

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 shall schedule ten (10) faculty meetings per school year.
 - b. Such meetings shall not exceed forty-five (45) minutes in length.
 - c. Attendance at faculty 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.

SECTION 28. WAGES & SALARY PROVISIONS

- **APPENDIX B. PROFESSIONAL SALARY SCHEDULES**
 - 2025-2026: 4.0%
 - 2026-2027: 3.5%
 - 2027-2028: 2.0%
 - 2028-2029: 2.0%
 - 2029-2030: 2.0%

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.

ARTICLE IV
LEAVES OF ABSENCE

SECTION 10. PERSONAL LEAVE

- Add the following language in exchange for District proposal regarding faculty meetings under Section 23, above:

Each professional employee shall receive four (4) unrestricted personal days at the beginning of each school year.

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

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.