

SHAMOKIN AREA EDUCATION ASSOCIATION

MANDATORY, NON-BINDING ARBITRATION

DECEMBER 18, 2015

The following represents the remaining, open issue in dispute for the Shamokin Area Education Association.

1. Salary: the Association proposes that bargaining unit members experience the following wage increases in tandem with the adoption and implementation of a professional salary schedule.
 - 2013-2014 – \$1,000 per employee*
 - 2014-2015 – \$1,750 per employee*
 - 2015-2016 – \$2,500 per employee*
 - 2016-2017 – Implement the professional salary schedule. Salary schedule will populate a payroll of \$7,831,264 by placing all affected employees on the Bachelor's column.**
 - 2017-2018 – The salary schedule will populate a payroll of \$8,217,664 plus any applicable columnar movement. The entry level step (Step One) shall be deleted to reflect a nineteen (19) step schedule.
 - 2018-2019 – The salary schedule will populate a payroll of \$8,593,664 plus any applicable columnar movement. The entry level step (Step One) shall be deleted to reflect an eighteen (18) step schedule.

*All new employees shall be compensated no less than the current work years' lowest salary of a full-time, professional salary inclusive of the respective wage increase for said work year.

** Employees whose salaries are beyond the salary schedule shall receive a \$1,000 increase to their base salary in each of the remaining three years consistent with the fact-finder's report and recommendations.