

TABLE OF CONTENTS

District List of Issues in Dispute

Federation List of Issues in Dispute

Summary of Negotiations Meetings

Collective Bargaining Agreement between the District and the Federation's Paraprofessionals/Aides Educational Support Unit, July 1, 2013-June 30, 2016

District Issue #1: Article 40--Salary

Proposal, Proposed Salary Schedule and Narrative TAB A

Proposed Retroactive Pay for Federation Employees TAB B

District Issue #2: Article 3--Board and Federation Consultation

Proposal and Narrative TAB A

History of Article 3 TAB B

Prior Versions of Article 3 TAB 1

Recent Article 3 Grievances and Awards TAB 2

Excerpts from Comparator Collective Bargaining Agreements TAB C

Federation Districts TAB 1

Allegheny County/Regional Districts TAB 2

District Issue #3: Article 23--Posting and Transfers

Proposal and Narrative

District Issue #4: Article 37--Health Care

Proposal and Narrative TAB A

Other Bethel Park SD CBAs TAB B

District Issue #5: Article 27--Severance

Proposal and Narrative

District Issue #6 Early Retirement Incentive

Proposal and Narrative

Federation Issue #1: Term of Agreement

Proposal

Federation Issue #2: Article 11--Dues Deduction: Fair Share/Agency Fees

Proposal

Federation Issue #3: Article 11--Dues Deduction: Committee to Support Public Education

Proposal

Federation Issue #4: Article 27--Leave of Absence: Court Witness

Proposal

Additional Supporting Documentation

Staffed Paraprofessionals, 2015-2016 through 2018-2019 TAB A

PSERS contribution increases TAB B