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**Delivered via Email and First Class Mail**

Ira Weiss, Esquire  
Weiss Burkardt Kramer LLC  
445 Fort Pitt Boulevard, Suite 503  
Pittsburgh, PA 15219

**RE: Ambridge Area School District- Final Best Contract Offer  
Case No. 01-17-0000-2898**

Dear Mr. Weiss,

On behalf of the Ambridge Area Education Association, I am submitting the Final Best Contract Offer. Pursuant to the above case, below please find the Association's position statements regarding the outstanding issues in dispute:

1. **Article 8 - Wages and Salary/Appendix A – Salary Schedules:** *The Association is proposing to increase salaries, with full retroactivity to July 1, 2015, using the 2014-2015 employee matrix, which was in place when bargaining began, by the following:*

2015-2016: *Step plus \$700*  
2016-2017: *Step plus \$900*  
2017-2018: *Step plus \$900*  
2018-2019: *Step plus \$900*  
2019-2020: *Step plus \$900*  
2020-2021: *Step plus \$650*

2. **Section III, Article 1.a. – Health Benefits:** *The Association has proposed moving to the Allegheny County School Health Insurance Consortium Community Blue Flex Exclusive Provider Organization ("ACSHIC EPO"). This proposal will save the District nearly ten percent of the cost in healthcare. The ACSHIC EPO plan will go into effect on the third year of the agreement. Additionally, the Association proposes to increase the contributions to the healthcare by the following:*

15-16 \$25  
16-17 \$30 upon ratification through end of year  
17-18 \$35  
18-19 \$40  
19-20 \$45  
20-21 \$50

3. **Section III, Article 2 – Retirement Incentive:** *The Association is proposing the District offers a retirement incentive of \$7,500 per year for six years (\$45,000). The Association proposes this incentive be offered up to December 31, 2017 provided the employee provides notice by June 30, 2017. The District in its discretion may offer this proposal in subsequent years of the collective bargaining agreement.*
4. **Section III, Article 2.c – Dental Insurance:** *The Association is proposing the District purchase dental insurance through the PSEA Health and Welfare Fund. Combined dental and vision savings would amount to nearly twenty thousand dollars.*
5. **Section III, Article 2.d – Vision Insurance:** *The Association is proposing the District purchase vision insurance through the PSEA Health and Welfare Fund. Combined dental and vision savings would amount to nearly twenty thousand dollars.*
6. **Section III Article 32 - Term of Agreement:** *The Association is proposing a 6 year agreement retroactive to July 1, 2015.*
7. **Section III Article 14.c. - Payroll Deductions and Services:** *The District has proposed a new paycheck schedule which would put all the employees on the same pay start date in two years. The Association is open to altering the schedule but has countered with a three-year proposal which is less harmful to the employees. The Association is willing to enter into an agreement that allows the parties to mutually agree on a final framework for the distribution of salaries.*

Sincerely,



Jeffrey R. Grinaway  
PSEA UniServ Representative

cc: Lauren Mawhinney, President, Ambridge Area EA  
Chris Rupnow, PSEA Assistant Director of Research  
Dr. Joe Dimperio, Acting Superintendent, Ambridge Area School District  
Robert Lavery, Mediator  
Larry Cheskawich, PLRB  
Justin Battalini, Arbitrator  
Michael A. Palombo, Arbitrator