



August 1, 2016

School District Labor Contracts: Surprising Provisions

More than 1.7 million students rely on Pennsylvania’s 500 school districts to meet their diverse educational needs.¹ School boards from each district agree to collective bargaining agreements (labor contracts) with local teachers’ unions. These labor contracts, renewed every few years through closed-door negotiations, contain various privileges for unions. This summary highlights key contract provisions that tilt the playing field toward government unions at the expense of students, teachers, and taxpayers alike.

	Labor Contracts ^a	Percentage of Statewide Contracts ^b
Expired Labor Contracts	123	25%
Maintenance of Membership	307	62%
Union Resignation Window	218	44%
Dues Deduction	485	97%
Fair Share Fees	396	79%
Union Release Time	457	92%
Full-time Release	109	22%
Temporary Release Only	348	70%
^a These figures were compiled via Right-to-Know requests. The information is up-to-date as of August 1, 2016. In few cases, these figures may not reflect the most recent collective bargaining agreement of each school district. ^b Calculated out of 499 districts currently enrolling students.		

Contract Expiration

Each signed contract specifies an expiration date, typically the last day of the school year every few years. If the school board and local union have not agreed to a new contract or a formal extension by this date, teachers continue to work under the terms of the old contract. This means teachers, such as those in the over 100 districts currently without agreements, could wait years for salary or healthcare adjustments. A new contract begins retroactively to the day after the previous agreement’s expiration.

¹ Pennsylvania Department of Education, “Public School Enrollments 2014-2015,” <http://www.education.pa.gov/Data-and-Statistics/Pages/Enrollment%20Reports%20and%20Projections.aspx#.V1GDEPkrLIU>.

Maintenance of Membership

Maintenance of Membership, as mandated by the Public Employee Relations Act, requires teachers to remain union members until an allotted time within which to resign.² Sixty-two percent of agreements include maintenance of membership provisions. Of those, 201 specify only a 15-day resignation window prior to the expiration of each contract, meaning that many teachers are trapped in the union for years before they can resign. Further, collective bargaining agreements for 89 districts fail to indicate when a resignation window occurs. Only 9 districts allow members to resign on a yearly basis.

Dues Deduction

Nearly all districts (485) require deduction of dues from the paychecks of teachers, using public resources to transmit money to the union, a private organization. Only one district specifies that a majority of members must agree to the automatic deductions before instituting the practice.

Fair Share Fee

Fair share fees are a condition of employment imposed in 396 districts. Under this arrangement, teachers choosing not to join a union must nevertheless pay a “fair share” fee to the union. These fees amount to roughly 80 percent of the full union dues. School districts—at taxpayer expense—automatically deduct these fees from teacher paychecks and transmit them to the union. School boards in 13 districts stipulate that fair share fees are imposed only when union membership is high (between 75-90 percent). Typically, however, the fee is imposed regardless of union membership.

Union Release Time

A provision in 457 contracts, “release time” diverts public resources to private union operations by taking teachers from the classroom to conduct work for a union. This release comes in 2 forms:

1. **Temporary Release.** A majority of districts grant temporary release for employees. The district sets aside days of leave for members to attend union conventions, serve as union delegates, or conduct union business. The district bears this cost, typically with a union reimbursing only for the cost of a substitute, if one is used. Additionally, union officials may receive exemption from teaching and non-teaching school periods without a reduction in pay.
2. **Full-time release.** Over 100 districts also grant teachers leave to work full time as a union employee, typically a local president or PSEA or NEA officer. These teachers remain on the district payroll, retaining their position and often their salary step progression, pensions, health benefits, and seniority position. Union reimbursement specifications vary, whether covering all or a percentage of costs, paying for a substitute, or contributing nothing at all.

² Pennsylvania Department of Labor & Industry, “Public Employee Relations Act,” <http://www.portal.state.pa.us/portal/server.pt?open=514&objID=552991&mode=2>.

Salary³

Every district pays teachers according to a salary scale calculated by educational level and teaching experience. Each additional year in the classroom leads to another step up the scale. The lowest possible salary of a teacher with no experience and a bachelor's degree averages \$43,124 at this first step, ranging from \$22,000 to \$60,962 across districts. The average maximum salary scale averages to \$81,686, with a range between \$59,396 and \$122,078, bringing the overall scale average to \$62,405. Contracts also include bonuses and monetary benefits for years served, additional duties, and tuition reimbursement.

Health Care Benefits

Every contract includes district-sponsored health care plans for major medical, prescription coverage, dental insurance, and typically life insurance, with a lump-sum payment for those wishing to enroll in a non-district-sponsored plan. Contracts include various plan options with a range of deductibles and copays. Ninety-nine districts do not require employee premium contributions. Of those requiring premium contribution, the average minimum an employee must contribute for single coverage is calculated 1 of 3 ways:

- Set annual contribution to premium cost: \$654
- Percentage of premium cost: 9.54%
- Percentage of salary: 1.95%

³ Salary schedules and health care benefit premiums reflect 2015-16 school year figures.

School District Teacher Contract Overview

August 1, 2016

School District	County	Contract Expiration Date	Maintenance of Membership	Union Resignation Window	Dues Deduction	Fair Share Fee	Union Release ¹	Minimum Scale Salary	Maximum Scale Salary	Minimum Employee Healthcare Premium Contribution ²
Bermudian Springs	Adams	6/30/16	No	Not specified	Yes	Yes	Temporary	\$42,992	\$67,433	11% of premium
Conewago Valley	Adams	6/30/16	No	Not specified	Yes	Yes	Temporary	\$46,225	\$80,279	11% of premium
Fairfield Area	Adams	6/30/16	Yes	15 days prior to contract expiration	Yes	Yes	Temporary	\$44,641	\$68,802	11% of premium
Upper Adams	Adams	6/30/18	Yes	15 days prior to contract expiration	Yes	Yes	Temporary	\$44,411	\$72,130	13% of premium
Allegheny Valley	Allegheny	6/30/17	Yes	Not specified	Yes	Yes	Temporary	\$38,280	\$89,920	6% of premium
Avonworth	Allegheny	6/30/18	No	Not specified	Yes	Yes	Full and temporary	\$43,850	\$97,850	\$1,430 of premium
Baldwin-Whitehall	Allegheny	6/30/15	Yes	Not specified	Yes	Yes	Temporary	\$44,420	\$97,000	6.5% of premium
Bethel Park	Allegheny	6/30/16	Yes	15 days prior to contract expiration	Yes	Yes	Full and temporary	\$48,400	\$99,979	10% of premium
Brentwood Borough	Allegheny	6/30/15	Yes	15 days prior to contract expiration	Yes	Yes	Temporary	\$42,460	\$93,975	\$600 of premium
Carlynton	Allegheny	6/30/18	No	Not specified	Yes	Yes	Full and temporary	\$39,314	\$98,379	\$1,458 of premium
Chartiers Valley	Allegheny	6/30/17	No	Not specified	Yes	Yes	Temporary	\$43,717	\$108,507	1.25% of salary
Clairton City	Allegheny	6/30/20	Yes	15 days prior to contract expiration	Yes	Yes	Temporary	\$38,300	\$88,700	7% of salary
Cornell	Allegheny	8/31/18	Yes	15 days prior to contract expiration	Yes	Yes	Full and temporary	\$38,000	\$81,500	\$600 of premium
Duquesne City	Allegheny	6/30/12	Yes	Not specified	Yes	Yes	Temporary	?	?	\$180 of premium
East Allegheny	Allegheny	6/30/12	Yes	15 days prior to contract expiration	Yes	Yes	Full and temporary	\$47,419	\$100,765	\$840 of premium
Elizabeth Forward	Allegheny	8/31/16	Yes	15 days prior to contract expiration	Yes	Yes	Temporary	\$43,620	\$90,850	3% of premium

1. Grants district employees leaves of absence to either work full-time for a union or utilize school periods/days for union business, conferences, or conventions.

2. Employees may additionally share the costs of deductibles and copays.

School District	County	Contract Expiration Date	Maintenance of Membership	Union Resignation Window	Dues Deduction	Fair Share Fee	Union Release ¹	Minimum Scale Salary	Maximum Scale Salary	Minimum Employee Healthcare Premium Contibution ²
Fox Chapel Area	Allegheny	6/30/18	Yes	15 days prior to contract expiration	Yes	Yes	Full and temporary	\$44,076	\$109,611	8% of premium
Hampton Township	Allegheny	6/30/16	No	Not specified	Yes	Yes	Temporary	\$41,438	\$98,090	\$360 of premium
Highlands	Allegheny	6/30/15	Yes	15 days prior to contract expiration	Yes	Yes	Temporary	\$45,800	\$87,600	\$1,020 of premium
Keystone Oaks	Allegheny	6/30/16	Yes	15 days prior to contract expiration	Yes	Yes	Full and temporary	\$42,750	\$104,340	\$832 of premium
McKeesport Area	Allegheny	8/31/19	Yes	15 days prior to contract expiration	Yes	Yes	Temporary	\$41,778	\$92,823	\$50 of premium
Montour	Allegheny	8/31/16	Yes	15 days prior to contract expiration	Yes	Yes	Full and temporary	\$45,125	\$108,465	\$480 of premium
Moon Area	Allegheny	6/30/16	Yes	15 days prior to contract expiration	Yes	If 95% of teachers join the union	Full and temporary	\$46,850	\$101,525	8.4% of premium
Mt Lebanon	Allegheny	6/30/18	Yes	15 days prior to contract expiration	Yes	Yes	Full and temporary	\$47,500	\$106,500	10.5% of premium
North Hills	Allegheny	8/23/19	Yes	15 days prior to contract expiration	Yes	Yes	Full and temporary	\$43,884	\$97,892	\$780 of premium
Northgate	Allegheny	6/30/15	Yes	Not specified	Yes	Yes	Temporary	\$39,252	\$88,855	\$420 of premium
Penn Hills	Allegheny	6/30/18	Yes	Not specified	Yes	Yes	Full and temporary	\$42,168	\$90,923	9% of premium
Pine-Richland	Allegheny	6/30/18	Yes	Not specified	Yes	Yes	Full and temporary	\$42,531	\$95,771	7% of premium
Pittsburgh	Allegheny	6/30/15	Yes	60 days prior to contract expiration	Yes	Yes	Full and temporary	\$39,620	\$83,300	5% of premium
Plum Borough	Allegheny	6/30/18	Yes	Not specified	Yes	Yes	Full and temporary	\$47,500	\$105,200	\$960 of premium
Quaker Valley	Allegheny	6/30/19	No	Not specified	Yes	Yes	Temporary	\$46,369	\$109,061	\$819 of premium
Riverview	Allegheny	6/30/18	No	Not specified	Yes	Yes	Full and temporary	\$45,326	\$91,270	\$780 of premium

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Shaler Area	Allegheny	8/15/16	Yes	15 days prior to contract expiration	Yes	Yes	Full-time	\$40,009	\$91,405	\$1,200 of premium
South Allegheny	Allegheny	6/30/15	Yes	Not specified	Yes	Yes	Temporary	\$38,120	\$87,828	5% of premium
South Fayette township	Allegheny	7/31/20	Yes	Not specified	Yes	Yes	Full and temporary	\$46,550	\$103,250	\$0
South Park	Allegheny	9/1/15	Yes	Not specified	Yes	Yes	Temporary	\$42,200	\$95,400	\$396 of premium
Steel Valley	Allegheny	6/30/19	Yes	15 days prior to contract expiration	Yes	Yes	Temporary	\$43,183	\$94,051	7.5% of premium
Sto-Rox	Allegheny	6/30/13	Yes	15 days prior to contract expiration	Yes	Yes	Temporary	\$40,150	\$81,180	\$780 of premium
Upper St Clair Township	Allegheny	6/30/16	Yes	14 days following contract ratification	Yes	Yes	Full and temporary	\$45,600	\$102,282	\$465 of premium
West Allegheny	Allegheny	6/30/15	Yes	15 days prior to contract expiration	Yes	Yes	Temporary	\$46,500	\$101,125	8% of premium
West Jefferson Hills	Allegheny	6/30/15	No	Not specified	Yes	Yes	Full and temporary	\$45,267	\$103,773	10% of premium
West Mifflin Area	Allegheny	6/30/15	No	Not specified	Yes	Yes	Full and temporary	\$42,050	\$102,500	\$480 of premium
Wilkinsburg	Allegheny	6/30/15	Yes	15 days prior to contract expiration	Yes	Yes	Full and temporary	\$38,670	\$80,270	\$240 of premium
Woodland Hills	Allegheny	9/1/16	Yes	15 days prior to contract expiration	Yes	Yes	Full and temporary	\$37,850	\$94,350	6% of premium
Apollo-Ridge	Armstrong	8/1/18	Yes	Not specified	Yes	Yes	Temporary	\$44,766	\$76,809	\$0
Armstrong	Armstrong	6/30/16	Yes	Not specified	Yes	Yes	Temporary	\$54,921	\$81,784	\$780 of premium
Freeport Area	Armstrong	8/22/15	Yes	15 days prior to contract expiration	Yes	Yes	Temporary	\$36,000	\$76,077	\$0
Leechburg Area	Armstrong	6/30/20	Yes	15 days prior to contract expiration	Yes	Yes	Temporary	\$45,757	\$63,807	\$0

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Aliquippa	Beaver	6/30/18	Yes	Not specified	Yes	Yes	Temporary	\$38,917	\$70,205	\$350 of premium
Ambridge Area	Beaver	6/30/15	Yes	15 days prior to contract expiration	Yes	Yes	Temporary	\$40,242	\$74,715	\$300 of premium
Beaver Area	Beaver	6/30/16	No	Not specified	Yes	Yes	Temporary	\$46,880	\$80,388	3% of premium
Big Beaver Falls Area	Beaver	6/30/17	Yes	15 days prior to contract expiration	Yes	Yes	Temporary	\$40,075	\$71,458	2% of premium
Blackhawk	Beaver	8/31/13	Yes	Not specified	Yes	Yes	Temporary	?	?	1% of salary
Central Valley	Beaver	6/30/18	Yes	Not specified	Yes	Yes	Temporary	\$48,419	\$80,214	5.75% of premium
Freedom Area	Beaver	6/30/20	Yes	Not specified	Yes	Yes	Temporary	\$44,250	\$77,040	\$0
Hopewell Area	Beaver	6/30/10	Yes	15 days prior to contract expiration	Yes	Yes	Temporary	\$42,700	\$70,406	\$150 of premium
Midland Borough	Beaver	8/31/16	No	Not specified	Yes	Yes	Temporary	\$40,800	\$76,400	\$0
Riverside	Beaver	8/31/13	Yes	Not specified	Yes	Yes	Temporary	\$41,054	\$76,450	\$0
Rochester Area	Beaver	6/30/15	Yes	15 days prior to contract expiration	Yes	Yes	Temporary	\$40,206	\$79,415	\$240 of premium
South Side Area	Beaver	6/30/17	Yes	15 days prior to contract expiration	Yes	Yes	Temporary	\$49,546	\$81,538	\$484 of premium
Western Beaver County	Beaver	8/25/15	Yes	15 days prior to contract expiration	Yes	Yes	No	\$42,654	\$66,855	3% of premium
Bedford Area	Bedford	8/31/14	Yes	15 days prior to contract expiration	Yes	Yes	Temporary	\$43,208	\$67,462	\$60 of premium
Chestnut Ridge	Bedford	6/30/15	Yes	Not specified	Yes	Yes	Temporary	\$36,138	\$69,643	\$360 of premium
Antietam	Berks	6/30/16	No	Not specified	Yes	Yes	Temporary	?	?	10% of premium

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Brandywine Heights Area	Berks	6/30/16	Yes	15 days prior to contract expiration	Yes	Yes	Temporary	\$45,453	\$84,911	13% of premium
Conrad Weiser Area	Berks	6/30/16	Yes	15 days prior to contract expiration	Yes	Yes	Temporary	\$44,391	\$88,888	\$689 of premium
Exeter Township	Berks	6/30/16	Yes	Not specified	Yes	Yes	Temporary	\$43,700	\$88,725	13% of premium
Fleetwood Area	Berks	6/30/17	No	Not specified	Yes	Yes	Full and temporary	\$43,918	\$85,434	11% of premium
Governor Mifflin	Berks	6/30/17	Yes	Not specified	Yes	Yes	Temporary	\$42,523	\$85,128	\$744 of premium
Kutztown Area	Berks	6/30/17	No	Not specified	Yes	Yes	Temporary	\$48,996	\$85,446	12% of premium
Oley Valley	Berks	6/30/16	No	Not specified	No	Yes	No	\$44,184	\$86,004	12% of premium
Reading	Berks	8/31/12	Yes	15 days prior to contract expiration	Yes	Yes	Full and temporary	\$40,000	\$91,169	\$0
Schuylkill Valley	Berks	6/30/15	No	Not specified	No	Yes	Temporary	\$46,854	\$99,143	12% of premium
Tulpehocken Area	Berks	6/30/16	No	Not specified	Yes	Yes	Temporary	\$48,043	\$84,580	11.5% of premium
Twin Valley	Berks	7/31/16	No	Not specified	Yes	Yes	Temporary	\$48,543	\$97,802	8% of premium
Wilson	Berks	6/30/15	No	Not specified	Yes	Yes	Temporary	\$41,168	\$87,321	13% of premium
Altoona Area	Blair	8/31/16	Yes	15 days prior the start of each school year	Yes	Yes	Temporary	\$42,450	\$77,314	\$0
Bellwood-Antis	Blair	6/30/17	Yes	15 days prior to contract expiration	Yes	Yes	Temporary	\$42,590	\$68,832	\$240 of premium
Claysburg-Kimmel	Blair	6/30/16	No	Not specified	Yes	Yes	No	?	?	\$0
Holidaysburg Area	Blair	8/31/16	No	Not specified	Yes	Yes	Full and temporary	\$39,010	\$76,300	\$0

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Williamsburg Community	Blair	8/31/18	Yes	Before October 1 of each year	Yes	Yes	Temporary	\$35,971	\$62,056	\$0
Athens Area	Bradford	8/31/13	Yes	Not specified	Yes	Yes	Full and temporary	\$50,165	\$84,463	\$1,820 of premium
Canton Area	Bradford	6/30/18	No	Not specified	No	Yes	Temporary	\$51,568	\$79,016	\$0
Sayre Area	Bradford	6/30/13	Yes	15 days prior to contract expiration	Yes	Yes	Temporary	\$51,999	\$77,788	\$780 of premium
Towanda Area	Bradford	6/30/19	Yes	Not specified	Yes	Yes	Temporary	\$51,334	\$60,378	\$1,000 of premium
Troy Area	Bradford	6/30/12	No	Not specified	Yes	Yes	No	\$45,377	\$76,084	\$82 of premium
Wyalusing Area	Bradford	6/30/18	Yes	15 days prior to contract expiration	Yes	Yes	Temporary	\$51,600	\$83,655	\$1,000 of premium
Bensalem Township	Bucks	6/30/17	Yes	30 days prior to 2nd pay in October	Yes	Yes	Temporary	\$49,855	\$111,294	16% of premium
Bristol Borough	Bucks	8/31/17	No	Not specified	Yes	Yes	Temporary	\$49,935	\$103,163	\$1200 of premium
Bristol Township	Bucks	8/31/13	No	Not specified	Yes	Yes	Full and temporary	\$45,928	\$102,379	\$300 of premium
Centennial	Bucks	6/30/16	Yes	On or before August 1 of each year	Yes	Yes	Full and temporary	\$47,628	\$111,867	\$0
Central Bucks	Bucks	6/30/18	Yes	15 days prior to contract expiration	Yes	Yes	Temporary	\$45,024	\$106,169	10% of premium
Council Rock	Bucks	6/31/15	No	Not specified	Yes	Yes	Full and temporary	\$44,469	\$107,469	16% of premium
Morrisville Borough	Bucks	6/30/15	No	Not specified	Yes	Yes	Full and temporary	\$46,011	\$98,335	16% of premium
Neshaminy	Bucks	6/30/16	Yes	15 days prior to contract expiration	Yes	Yes	Full and temporary	\$44,469	\$107,469	16% of premium
New Hope-Solebury	Bucks	6/30/17	Yes	15 days prior to contract expiration	Yes	Yes	Full and temporary	\$47,664	\$111,482	10% of premium

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Pennridge	Bucks	6/30/14	No	Not specified	Yes	Yes	Temporary	\$40,027	\$99,983	10% of premium
Pennsbury	Bucks	6/30/16	Yes	15 days prior to contract expiration	Yes	Yes	Full and temporary	\$45,176	\$98,222	12% of premium
Quakertown Community	Bucks	6/30/16	Yes	15 days prior to contract expiration	Yes	Yes	Full and temporary	\$46,434	\$103,708	10% of premium
Butler Area	Butler	6/30/14	Yes	15 days prior to contract expiration	Yes	Yes	Temporary	\$42,393	\$82,428	\$240 of premium
Karns City Area	Butler	6/30/19	Yes	Not specified	Yes	Yes	Temporary	\$43,231	\$73,340	\$420 of premium
Mars Area	Butler	6/30/17	Yes	15 days prior to contract expiration	Yes	Yes	Temporary	\$40,937	\$83,583	\$240 of premium
Moniteau	Butler	6/30/17	Yes	Not specified	Yes	Yes	Temporary	\$41,498	\$74,950	\$0
Seneca Valley	Butler	6/30/16	Yes	15 days prior to contract expiration	Yes	Yes	Temporary	\$43,881	\$86,421	\$650 of premium
Slippery Rock Area	Butler	6/30/16	Yes	15 days prior to contract expiration	Yes	Yes	Temporary	\$43,179	\$76,021	\$240 of premium
South Butler County	Butler	6/30/14	Yes	15 days prior to contract expiration	Yes	Yes	Temporary	\$42,000	\$77,270	\$480 of premium
Cambria Heights	Cambria	6/30/19	Yes	15 days prior to contract expiration	Yes	Yes	Temporary	\$37,047	\$71,605	\$0
Conemaugh Valley	Cambria	8/23/16	Yes	15 days prior to contract expiration	Yes	Yes	Temporary	?	?	?
Ferndale Area	Cambria	8/31/17	Yes	Not specified	Yes	Yes	Temporary	\$35,690	\$77,365	\$0
Forest Hills	Cambria	6/30/18	Yes	15 days prior to contract expiration	Yes	Yes	Temporary	\$41,200	\$79,175	\$0
Greater Johnstown	Cambria	6/30/16	Yes	Not specified	Yes	Yes	Temporary	\$49,997	\$72,716	\$0
Northern Cambria	Cambria	6/30/18	Yes	Not specified	Yes	Yes	Temporary	\$44,453	\$71,338	\$0

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Penn Cambria	Cambria	8/20/19	Yes	Not specified	Yes	Yes	Temporary	\$35,193	\$72,798	\$0
Portage Area	Cambria	6/30/15	Yes	15 days prior to contract expiration	Yes	Yes	Temporary	\$33,301	\$68,245	\$0
Richland	Cambria	6/30/16	Yes	15 days prior to contract expiration	Yes	Yes	Full and temporary	\$41,866	\$70,953	10% of premium
Westmont Hill Top	Cambria	6/30/17	Yes	Not specified	Yes	Yes	Temporary	\$46,504	\$75,796	\$0
Cameron County	Cameron	6/30/15	Yes	Not specified	Yes	Yes	Temporary	\$42,776	\$70,111	\$480 of premium
Jim Thorpe Area	Carbon	6/30/18	Yes	15 days prior to contract expiration	Yes	Yes	Temporary	\$43,810	\$76,560	\$600 of premium
Lehighton Area	Carbon	8/31/16	Yes	15 days prior to contract expiration	Yes	Yes	No	\$38,740	\$73,235	1.25% of salary
Palmerton Area	Carbon	6/30/16	No	Not specified	Yes	Yes	Temporary	\$43,982	\$79,870	\$793 of premium
Panther Valley	Carbon	8/31/15	No	Not specified	No	Yes	Temporary	\$35,285	\$68,538	\$1,300 of premium
Bellefonte Area	Centre	6/30/20	Yes	15 days prior to contract expiration	Yes	Yes	Full and temporary	\$42,963	\$76,076	\$260 of premium
State College Area	Centre	6/30/20	No	Not specified	Yes	Yes	Temporary	\$44,435	\$88,049	\$300 of premium
Avon Grove	Chester	6/30/17	Yes	June 20-30 each year	Yes	If 75% of teachers join the union	Temporary	\$47,779	\$96,849	\$0
Coatesville Area	Chester	8/28/16	Yes	15 days prior to contract expiration	Yes	Yes	Temporary	\$43,133	\$97,133	\$480 of premium
Downingtown Area	Chester	8/31/17	No	Not specified	Yes	Yes	Temporary	\$47,878	\$98,002	6% of premium
Great Valley	Chester	6/30/16	No	Not specified	Yes	Yes	Full and temporary	\$51,697	\$111,274	\$857 of premium
Octorara Area	Chester	6/30/18	No	Not specified	Yes	Yes	No	\$49,641	\$90,849	8% of premium

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Owen J Roberts	Chester	6/30/18	No	Not specified	Yes	Yes	Full and temporary	\$46,085	\$96,706	?
Oxford Area	Chester	6/30/14	No	Not specified	Yes	Yes	Temporary	\$47,132	\$87,204	?
Phoenixville Area	Chester	6/30/16	No	Not specified	Yes	Yes	Full and temporary	\$45,585	\$103,213	11% of premium
Tredyffrin-Easttown	Chester	6/30/17	Yes	15 days prior to contract expiration	Yes	Yes	Temporary	\$50,250	\$111,900	12% of premium
West Chester Area	Chester	6/30/17	Yes	15 days prior to contract expiration	Yes	Yes	Temporary	\$46,000	\$100,605	10% of premium
Allegheny-Clarion Valley	Clarion	6/30/17	Yes	15 days prior to contract expiration	Yes	Yes	Temporary	\$40,057	\$65,744	\$0
Clarion Area	Clarion	6/30/16	Yes	15 days prior to contract expiration	Yes	Yes	Temporary	\$46,827	\$72,439	\$0
Keystone	Clarion	6/30/16	Yes	15 days prior to contract expiration	Yes	Yes	Full and temporary	\$42,684	\$67,436	\$60 of premium
Redbank Valley	Clarion	6/30/14	Yes	Not specified	Yes	Yes	Temporary	\$40,182	\$65,851	\$130 of premium
Union	Clarion	6/30/17	Yes	15 days prior to contract expiration	Yes	Yes	Temporary	\$34,500	\$65,625	\$0
Clearfield Area	Clearfield	6/30/15	Yes	15 days prior to contract expiration	Yes	Yes	Temporary	\$41,000	\$68,000	\$600 of premium
Glendale	Clearfield	6/30/19	No	Not specified	Yes	Yes	Temporary	\$32,500	\$64,680	\$520 of premium
Harmony Area	Clearfield	6/30/19	No	Not specified	Yes	Yes	Temporary	?	?	\$0
West Branch Area	Clearfield	6/30/16	No	Not specified	Yes	Yes	Full-time	\$40,000	\$75,900	\$384 of premium
Philipsburg-Osceola Area	Clearfield	6/30/18	Yes	15 days prior to contract expiration	Yes	Yes	Temporary	\$40,476	\$67,681	\$960 of premium
Keystone Central	Clinton	6/30/16	Yes	15 days prior to contract expiration	Yes	Yes	Temporary	\$44,765	\$90,304	\$1,080 of premium

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2. Employees may additionally share the costs of deductibles and copays.

School District	County	Contract Expiration Date	Maintenance of Membership	Union Resignation Window	Dues Deduction	Fair Share Fee	Union Release ¹	Minimum Scale Salary	Maximum Scale Salary	Minimum Employee Healthcare Premium Contibution ²
Benton Area	Columbia	6/30/18	Yes	15 days prior to contract expiration	Yes	Yes	Full and temporary	\$39,992	\$61,577	18% of premium
Berwick Area	Columbia	8/14/16	Yes	Not specified	Yes	Yes	No	\$60,962	\$81,590	\$613 of premium
Bloomsburg Area	Columbia	6/30/17	Yes	15 days prior to contract expiration	Yes	Yes	Temporary	?	?	8% of premium
Central Columbia	Columbia	6/30/19	Yes	15 days prior to contract expiration	Yes	Yes	Full and temporary	\$40,239	\$75,802	13% of premium
Crawford Central	Crawford	8/29/17	Yes	15 days prior to contract expiration	Yes	Yes	Full and temporary	\$48,942	\$71,130	\$300 of premium
Penncrest	Crawford	7/31/17	Yes	15 days prior to contract expiration	Yes	Yes	Temporary	\$46,355	\$75,667	\$720 of premium
Big Spring	Cumberland	6/30/17	No	Not specified	Yes	Yes	Temporary	\$46,852	\$71,022	8% of premium
East Pennsboro Area	Cumberland	8/31/17	Yes	15 days prior to contract expiration	Yes	Yes	Temporary	\$45,246	\$75,243	10.5% of premium
Shippensburg Area	Cumberland	6/30/16	No	Not specified	Yes	Yes	Temporary	\$46,652	\$74,653	9% of premium
South Middleton	Cumberland	6/30/17	No	Not specified	No	Yes	Temporary	\$43,508	\$77,306	\$728 of premium
Central Dauphin	Dauphin	6/30/17	Yes	30-60 days before July 1 each year	Yes	Yes	Full and temporary	\$45,641	\$81,956	8% of premium
Halifax Area	Dauphin	6/30/17	No	Not specified	Yes	Yes	Temporary	\$43,576	\$68,083	\$420 of premium
Harrisburg	Dauphin	6/30/15	Yes	Not specified	Yes	Yes	Full and temporary	\$41,769	\$76,395	5% of premium
Steelton-Highspire	Dauphin	6/30/14	Yes	Not specified	Yes	Yes	Temporary	\$38,670	\$71,100	\$0
Susquehanna Township	Dauphin	6/30/17	No	Not specified	Yes	Yes	Temporary	\$42,784	\$72,687	9% of premium
Upper Dauphin Area	Dauphin	6/30/16	No	Not specified	Yes	Yes	Temporary	\$41,286	\$73,462	10% of premium

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School District	County	Contract Expiration Date	Maintenance of Membership	Union Resignation Window	Dues Deduction	Fair Share Fee	Union Release ¹	Minimum Scale Salary	Maximum Scale Salary	Minimum Employee Healthcare Premium Contibution ²
Chester-Upland	Delaware	6/30/13	Yes	15 days prior to contract expiration	Yes	Yes	Full and temporary	\$41,607	\$88,764	\$0
Chichester	Delaware	8/31/16	Yes	15 days prior to contract expiration	Yes	Yes	Temporary	\$41,797	\$89,276	13% of premium
Garnet Valley	Delaware	6/30/19	No	Not specified	Yes	Yes	Temporary	\$45,100	\$96,600	\$624 of premium
Interboro	Delaware	6/30/17	Yes	Not specified	Yes	Yes	Temporary	\$45,242	\$100,518	10% of premium
Marple Newtown	Delaware	6/30/18	Yes	15 days prior to contract expiration	Yes	Yes	No	\$42,646	\$94,972	10% of premium
Penn Delco	Delaware	6/30/16	Yes	15 days prior to contract expiration	Yes	Yes	Temporary	\$47,750	\$95,020	12.5% of premium
Radnor Township	Delaware	8/31/18	Yes	End of the 1st or 2nd year of agreement	Yes	Yes	Temporary	\$50,000	\$107,225	1.15% of salary
Ridley	Delaware	6/30/18	Yes	15 days prior to contract expiration	Yes	Yes	Temporary	\$43,881	\$101,650	\$879 of premium
Rose Tree Media	Delaware	8/31/18	Yes	15 days prior to contract expiration	Yes	Yes	Temporary	\$46,374	\$101,462	9% of premium
Southeast Delco	Delaware	8/31/17	Yes	15 days prior to contract expiration	Yes	Yes	Full and temporary	\$44,750	\$98,551	11% of premium
Springfield	Delaware	6/30/17	No	Not specified	Yes	Yes	Temporary	\$48,864	\$102,378	12% of premium
Upper Darby	Delaware	6/30/18	Yes	15 days prior to contract expiration	Yes	Yes	Temporary	\$45,169	\$95,000	10% of premium
William Penn	Delaware	8/31/16	Yes	15 days prior to contract expiration	Yes	Yes	Temporary	\$44,984	\$94,554	9% of premium
Johnsonburg Area	Elk	6/30/15	No	Not specified	Yes	Yes	Temporary	\$38,300	\$68,400	\$234 of premium
Ridgway Area	Elk	6/30/17	No	Not specified	Yes	Yes	No	\$40,398	\$72,575	\$780 of premium
Saint Mary's Area	Elk	6/30/16	Yes	15 days prior to contract expiration	Yes	Yes	Temporary	\$43,397	\$67,201	\$600 of premium

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2. Employees may additionally share the costs of deductibles and copays.

School District	County	Contract Expiration Date	Maintenance of Membership	Union Resignation Window	Dues Deduction	Fair Share Fee	Union Release ¹	Minimum Scale Salary	Maximum Scale Salary	Minimum Employee Healthcare Premium Contibution ²
Erie City	Erie	6/30/14	Yes	15 days prior to contract expiration	Yes	Yes	Full and temporary	\$41,901	\$76,898	\$720 of premium
Fairview	Erie	6/30/18	Yes	Not specified	Yes	Yes	Temporary	\$44,267	\$84,400	\$260 of premium
Girard	Erie	6/30/18	Yes	15 days prior to contract expiration	Yes	Yes	Full and temporary	\$40,625	\$70,750	\$260 of premium
Harbor Creek	Erie	6/30/16	Yes	Not specified	Yes	Yes	Full and temporary	\$44,296	\$70,121	\$420 of premium
Iroquois	Erie	6/30/15	Yes	Not specified	Yes	Yes	Temporary	\$40,860	\$71,739	\$240 of premium
Millcreek Township	Erie	6/30/19	Yes	15 days prior to contract expiration	Yes	Yes	Full and temporary	\$44,248	\$72,568	\$650 of premium
North East	Erie	6/30/19	Yes	15 days prior to contract expiration	Yes	Yes	Temporary	\$42,783	\$75,229	\$480 of premium
Albert Gallatin Area	Fayette	8/15/18	Yes	15 days prior to contract expiration	Yes	Yes	Full and temporary	\$31,800	\$75,856	\$660 of premium
Connellsville Area	Fayette	7/1/16	Yes	15 days prior to contract expiration	Yes	Yes	Temporary	\$34,914	\$77,333	\$624 of premium
Frazier	Fayette	8/31/15	Yes	15 days prior to contract expiration	Yes	Yes	Temporary	\$31,500	\$78,000	\$0
Laurel Highlands	Fayette	9/1/17	Yes	15 days prior to contract expiration	Yes	Yes	Temporary	\$36,000	\$81,700	\$420 of premium
Uniontown Area	Fayette	6/30/17	Yes	15 days prior to contract expiration	Yes	Yes	Temporary	\$40,066	\$75,300	5% of premium
Forest Area	Forest	6/30/18	No	Not specified	Yes	Yes	Temporary	\$52,441	\$71,061	\$0
Fannett Metal	Franklin	6/30/16	No	Not specified	Yes	Yes	Temporary	\$41,532	\$61,240	\$0
Greencastle-Antrim	Franklin	8/31/14	No	Not specified	Yes	Yes	Temporary	\$49,533	\$82,939	8% of premium
Tuscarora	Franklin	6/30/15	No	Not specified	Yes	Yes	Temporary	\$45,027	\$72,864	9.75% of premium

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2. Employees may additionally share the costs of deductibles and copays.

School District	County	Contract Expiration Date	Maintenance of Membership	Union Resignation Window	Dues Deduction	Fair Share Fee	Union Release ¹	Minimum Scale Salary	Maximum Scale Salary	Minimum Employee Healthcare Premium Contibution ²
Central Fulton	Fulton	6/30/16	No	Not specified	Yes	Yes	Temporary	\$43,731	\$71,482	7.5% of premium
Southern Fulton	Fulton	6/30/17	No	Not specified	Yes	Yes	No	\$42,419	\$65,325	\$0
Carmichaels Area	Greene	6/30/12	Yes	Not specified	Yes	Yes	Full and temporary	\$32,770	\$70,934	\$120 of premium
Central Greene	Greene	6/30/15	Yes	15 days prior to contract expiration	Yes	Yes	Temporary	\$36,350	\$77,390	\$0
Jefferson-Morgan	Greene	8/31/15	Yes	Not specified	Yes	Yes	Temporary	\$33,830	\$69,160	\$0
Southeastern Greene	Greene	8/31/19	Yes	15 days prior to contract expiration	Yes	Yes	No	\$32,500	\$63,950	\$180 of premium
West Greene	Greene	6/30/17	Yes	15 days prior to contract expiration	Yes	Yes	Temporary	\$39,500	\$69,675	\$1,300 of premium
Huntingdon Area	Huntingdon	6/30/18	Yes	15 days prior to contract expiration	Yes	Yes	Full and temporary	\$39,156	\$62,176	10% of premium
Juniata Valley	Huntingdon	6/30/16	No	Not specified	Yes	Yes	Temporary	\$36,841	\$63,586	10% of premium
Mount Union Area	Huntingdon	8/30/16	Yes	Not specified	Yes	Yes	Temporary	\$35,000	\$61,200	10% of premium
Blairsville-Saltsburg	Indiana	8/26/15	Yes	15 days prior to contract expiration	Yes	Yes	Temporary	\$53,848	\$77,947	7% of premium
Homer-Center	Indiana	8/14/17	Yes	Not specified	Yes	Yes	Temporary	\$51,520	\$74,274	\$0
Indiana Area	Indiana	6/30/17	Yes	15 days prior to contract expiration	Yes	Yes	Temporary	\$48,000	\$92,225	\$0
Marion Center Area	Indiana	6/30/17	Yes	15 days prior to contract expiration	Yes	Yes	Temporary	\$44,121	\$72,385	\$0
Penns Manor Area	Indiana	8/23/13	Yes	15 days prior to contract expiration	Yes	Yes	Temporary	\$51,053	\$80,194	\$0
Purchase Line	Indiana	6/30/17	Yes	15 days prior to contract expiration	Yes	Yes	Temporary	\$42,371	\$71,061	20% of premium

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2. Employees may additionally share the costs of deductibles and copays.

School District	County	Contract Expiration Date	Maintenance of Membership	Union Resignation Window	Dues Deduction	Fair Share Fee	Union Release ¹	Minimum Scale Salary	Maximum Scale Salary	Minimum Employee Healthcare Premium Contibution ²
United	Indiana	6/30/14	Yes	15 days prior to contract expiration	Yes	Yes	Temporary	\$40,000	\$79,230	\$0
Brockway Area	Jefferson	6/30/20	No	Not specified	Yes	Yes	Temporary	\$41,280	\$70,825	\$0
Brookville Area	Jefferson	6/30/15	Yes	15 days prior to contract expiration	Yes	Yes	Temporary	\$34,525	\$66,932	\$300 of premium
Punxsutawney Area	Jefferson	6/30/16	No	Not specified	Yes	Yes	Temporary	\$38,900	\$66,083	\$780 of premium
Abington Heights	Lackawanna	8/31/17	No	Not specified	Yes	Yes	Temporary	\$48,909	\$75,350	\$0
Carbondale Area	Lackawanna	6/30/16	Yes	Not specified	Yes	Yes	Temporary	\$38,716	\$79,212	\$0
Dunmore	Lackawanna	8/31/17	Yes	15 days prior to contract expiration	Yes	Yes	Full and temporary	\$38,524	\$73,831	\$0
Lakeland	Lackawanna	8/31/19	Yes	15 days prior to contract expiration	Yes	Yes	Temporary	\$40,266	\$74,219	\$0
North Pocono	Lackawanna	6/30/17	Yes	Not specified	Yes	Yes	No	\$42,775	\$87,105	\$0
Old Forge	Lackawanna	8/31/19	Yes	Not specified	Yes	Yes	Temporary	\$43,380	\$75,059	\$250 of premium
Riverside Beaver County	Lackawanna	6/30/19	No	Not specified	Yes	Yes	Temporary	\$49,555	\$72,846	\$360 of premium
Scranton	Lackawanna	8/31/15	Yes	Between 30-15 days prior to contract expiration	Yes	Yes	Full and temporary	\$37,997	\$80,381	\$1,300 of premium
Valley View	Lackawanna	8/31/13	Yes	15 days prior to contract expiration	Yes	Yes	No	\$41,900	\$72,877	\$0
Cocalico	Lancaster	6/30/17	No	Not specified	Yes	Yes	Temporary	\$49,128	\$85,669	6% of salary
Columbia Borough	Lancaster	6/30/18	No	Not specified	Yes	Yes	Temporary	\$40,625	\$82,305	\$420 of premium
Donegal	Lancaster	6/30/18	No	Not specified	Yes	Yes	Temporary	\$47,251	\$82,269	\$434 of premium

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2. Employees may additionally share the costs of deductibles and copays.

School District	County	Contract Expiration Date	Maintenance of Membership	Union Resignation Window	Dues Deduction	Fair Share Fee	Union Release ¹	Minimum Scale Salary	Maximum Scale Salary	Minimum Employee Healthcare Premium Contibution ²
Eastern Lancaster County	Lancaster	6/30/17	No	Not specified	Yes	Yes	Temporary	\$45,360	\$83,342	\$408 of premium
Elizabethtown Area	Lancaster	6/30/17	Yes	Not specified	Yes	If 90% of teachers join the union	Temporary	\$47,916	\$87,098	11% of premium
Ephrata Area	Lancaster	6/30/18	No	Not specified	Yes	If 88% of teachers join the union	Temporary	\$48,917	\$85,811	9% of premium
Hempfield	Lancaster	6/30/19	No	Not specified	No	Yes	No	\$47,731	\$89,542	\$540 of premium
Lampeter-Strasburg	Lancaster	6/30/19	No	Not specified	Yes	If 85% of teachers join the union	Temporary	\$44,292	\$83,405	10% of premium
Manheim Central	Lancaster	6/30/17	No	Not specified	Yes	Yes	Temporary	\$45,156	\$82,628	\$780 of premium
Manhein Township	Lancaster	6/30/17	No	Not specified	Yes	If 85% of teachers join the union	Temporary	\$47,623	\$86,078	\$300 of premium
Penn Manor	Lancaster	6/30/17	No	Not specified	Yes	If 90% of teachers join the union	Temporary	\$42,287	\$83,336	7% of premium
Solanco	Lancaster	6/30/15	No	Not specified	Yes	Yes	Temporary	\$42,669	\$73,987	\$0
Warwick	Lancaster	6/30/16	No	Not specified	Yes	If 90% of teachers join the union	Temporary	\$47,224	\$84,043	6% of premium
Ellwood City Area	Lawrence	6/30/20	Yes	Not specified	Yes	Yes	Temporary	\$40,625	\$72,450	\$120 of premium
Laurel	Lawrence	8/31/17	Yes	Not specified	Yes	Yes	Temporary	\$44,892	\$75,789	?
Mohawk Area	Lawrence	6/30/20	Yes	15 days prior to contract expiration	Yes	Yes	Temporary	\$45,324	\$71,105	\$0
Neshannock Township	Lawrence	6/30/16	Yes	15 days prior to contract expiration	Yes	Yes	Temporary	\$46,567	\$76,517	\$120 of premium
New Castle Area	Lawrence	8/31/15	Yes	15 days prior to contract expiration	Yes	Yes	Full and temporary	\$38,000	\$89,112	\$0
Shenango Area	Lawrence	8/31/16	Yes	Not specified	Yes	Yes	Temporary	\$40,694	\$75,190	\$0

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2. Employees may additionally share the costs of deductibles and copays.

School District	County	Contract Expiration Date	Maintenance of Membership	Union Resignation Window	Dues Deduction	Fair Share Fee	Union Release ¹	Minimum Scale Salary	Maximum Scale Salary	Minimum Employee Healthcare Premium Contibution ²
Union Area	Lawrence	6/30/17	Yes	15 days prior to contract expiration	Yes	Yes	No	\$42,644	\$74,100	\$0
Wilmington Area	Lawrence	6/30/17	Yes	15 days prior to contract expiration	Yes	Yes	Full and temporary	\$43,042	\$68,500	\$0
Annville-Cleona	Lebanon	8/31/16	No	Not specified	Yes	If 90% of teachers join the union	Temporary	\$43,992	\$81,049	\$0
Cornwall-Lebanon	Lebanon	6/30/19	No	Not specified	Yes	Yes	Temporary	\$45,548	\$90,467	12% of premium
Eastern Lebanon County	Lebanon	6/30/18	No	Not specified	Yes	Yes	Temporary	\$44,326	\$84,279	12% of premium
Lebanon	Lebanon	6/30/16	No	Not specified	Yes	If 90% of teachers join the union	Temporary	\$46,241	\$81,379	12% of premium
Palmyra Area	Lebanon	6/30/16	Yes	June 1-September 15 of each year	Yes	Yes	Temporary	\$42,398	\$78,225	10% of premium
Allentown	Lehigh	8/31/19	Yes	15 days prior to contract expiration	Yes	Yes	Full and temporary	\$45,114	\$90,203	\$1,320 of premium
Catasauqua Area	Lehigh	6/30/17	Yes	15 days prior to contract expiration	Yes	Yes	Temporary	\$41,580	\$81,130	\$900 of premium
East Penn	Lehigh	6/30/19	No	Not specified	Yes	Yes	Temporary	\$50,996	\$89,531	\$1,200 of premium
Northern Lehigh	Lehigh	8/31/17	No	Not specified	Yes	Yes	Temporary	\$46,200	\$82,550	11% of premium
Northwestern Lehigh	Lehigh	6/30/19	Yes	15 days prior to contract expiration	Yes	Yes	Temporary	\$43,062	\$79,832	2% of premium
Parkland	Lehigh	8/31/16	Yes	15 days prior to contract expiration	No	Yes	Temporary	\$50,912	\$98,274	\$840 of premium
Salisbury Township	Lehigh	8/31/18	Yes	15 days prior to contract expiration	Yes	Yes	Temporary	\$48,861	\$84,615	\$0
Southern Lehigh	Lehigh	8/31/16	No	Not specified	Yes	Yes	No	\$50,000	\$85,000	\$192 of premium
Whitehall-Coplay	Lehigh	6/30/16	Yes	15 days prior to contract expiration	Yes	Yes	Temporary	\$41,907	\$80,291	5% of premium

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2. Employees may additionally share the costs of deductibles and copays.

School District	County	Contract Expiration Date	Maintenance of Membership	Union Resignation Window	Dues Deduction	Fair Share Fee	Union Release ¹	Minimum Scale Salary	Maximum Scale Salary	Minimum Employee Healthcare Premium Contibution ²
Crestwood	Luzerne	8/31/14	Yes	15 days prior to contract expiration	Yes	Yes	Temporary	\$37,532	\$84,463	4% of premium
Greater Nanticoke Area	Luzerne	8/31/18	Yes	15 days prior to contract expiration	Yes	Yes	Temporary	\$41,012	\$81,728	1.5% of premium
Hanover Area	Luzerne	8/31/18	No	Not specified	Yes	Yes	Temporary	\$43,483	\$80,013	\$0
Hazleton Area	Luzerne	8/31/17	Yes	15 days prior to contract expiration	Yes	Yes	Temporary	\$39,753	\$81,026	\$0
Lake-Lehman	Luzerne	8/31/19	Yes	Not specified	Yes	Yes	Temporary	\$42,731	\$82,362	\$0
Northwest Area	Luzerne	8/31/16	Yes	15 days prior to contract expiration	Yes	Yes	Temporary	\$39,848	\$81,448	5.25% of premium
Pittston Area	Luzerne	6/30/13	Yes	15 days prior to contract expiration	Yes	Yes	Full-time	\$43,400	\$80,153	\$0
Wilkes-Barre Area	Luzerne	8/31/17	Yes	15 days prior to contract expiration	Yes	Yes	Temporary	\$44,365	\$84,239	\$0
Wyoming Area	Luzerne	8/31/10	Yes	15 days prior to contract expiration	Yes	Yes	Temporary	?	?	\$0
Wyoming Valley West	Luzerne	6/30/15	Yes	Not specified	Yes	Yes	Full and temporary	\$39,980	\$79,974	\$0
Jersey Shore Area	Lycoming	6/30/16	Yes	Not specified	Yes	Yes	Temporary	\$42,004	\$77,543	5% of premium
Loyalsock Township	Lycoming	6/30/18	No	Not specified	Yes	Yes	Temporary	\$42,225	\$73,930	20% of premium
Montgomery Area	Lycoming	6/30/18	No	Not specified	Yes	Yes	No	\$45,685	\$70,010	\$2,990 of premium
Muncy	Lycoming	6/30/17	No	Not specified	Yes	Yes	Temporary	\$44,050	\$74,378	16% of premium
South Williamsport Area	Lycoming	6/30/15	No	Not specified	Yes	Yes	Temporary	\$43,122	\$71,066	\$2,730 of premium
Williamsport Area	Lycoming	6/30/13	Yes	15 days prior to contract expiration	Yes	Yes	Temporary	\$43,700	\$75,700	?

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School District	County	Contract Expiration Date	Maintenance of Membership	Union Resignation Window	Dues Deduction	Fair Share Fee	Union Release ¹	Minimum Scale Salary	Maximum Scale Salary	Minimum Employee Healthcare Premium Contibution ²
Bradford Area	McKean	6/30/16	Yes	15 days prior to contract expiration	Yes	Yes	Temporary	\$39,978	\$74,949	1.25% of premium
Kane Area	McKean	6/30/17	No	Not specified	Yes	Yes	Full-time	\$40,048	\$68,882	\$720 of premium
Otto-Eldred	McKean	7/31/18	No	Not specified	Yes	Yes	Temporary	\$40,526	\$65,646	1.35% of salary
Port Allegany	McKean	6/30/17	No	Not specified	Yes	Yes	Temporary	\$40,831	\$69,300	\$827 of premium
Commodore Perry	Mercer	8/21/16	Yes	15 days prior to contract expiration	Yes	Yes	Temporary	\$41,006	\$68,606	\$840 of premium
Farrell Area	Mercer	6/30/11	Yes	15 days prior to contract expiration	Yes	Yes	Temporary	\$44,008	\$69,787	\$300 of premium
Greenville Area	Mercer	6/30/19	Yes	15 days prior to contract expiration	No	Yes	Temporary	\$45,240	\$70,482	\$720 of premium
Grove City Area	Mercer	7/31/18	Yes	15 days prior to contract expiration	Yes	Yes	Temporary	\$43,101	\$71,692	\$0
Hermitage	Mercer	6/30/20	Yes	Not specified	Yes	Yes	Temporary	\$47,842	\$80,271	\$720 of premium
Jamestown Area	Mercer	6/30/18	Yes	15 days prior to contract expiration	Yes	Yes	Temporary	?	?	\$273 of premium
Lakeview	Mercer	6/30/19	Yes	15 days prior to contract expiration	Yes	Yes	Temporary	\$42,794	\$71,128	\$480 of premium
Mercer Area	Mercer	6/30/16	Yes	15 days prior to contract expiration	Yes	Yes	Temporary	\$44,750	\$72,294	\$60 of premium
Reynolds	Mercer	6/30/16	Yes	15 days prior to contract expiration	Yes	Yes	Temporary	\$46,838	\$69,588	\$780 of premium
Sharon City	Mercer	6/30/16	Yes	Not specified	Yes	Yes	Temporary	\$44,486	\$72,086	\$480 of premium
Sharpville Area	Mercer	6/30/17	Yes	15 days prior to contract expiration	No	Yes	Temporary	\$46,765	\$74,076	\$504 of premium
West Middlesex Area	Mercer	8/31/17	No	Not specified	Yes	Yes	Temporary	\$41,125	\$69,650	\$660 of premium

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2. Employees may additionally share the costs of deductibles and copays.

School District	County	Contract Expiration Date	Maintenance of Membership	Union Resignation Window	Dues Deduction	Fair Share Fee	Union Release ¹	Minimum Scale Salary	Maximum Scale Salary	Minimum Employee Healthcare Premium Contribution ²
Mifflin County	Mifflin	6/30/16	Yes	15 days prior to contract expiration	Yes	Yes	Temporary	\$38,233	\$65,868	\$480 of premium
East Stroudsburg Area	Monroe	8/31/16	No	Not specified	Yes	Yes	No	\$42,599	\$85,661	\$1,300 of premium
Pleasant Valley	Monroe	6/30/18	No	Not specified	Yes	If 75% of teachers join the union	No	\$41,400	\$89,450	\$520 of premium
Pocono Mountain	Monroe	8/31/18	No	Not specified	Yes	Yes	Temporary	\$44,166	\$86,034	\$260 of premium
Stroudsburg Area	Monroe	6/30/15	No	Not specified	Yes	Yes	Temporary	\$51,800	\$88,099	1% of premium
Abington	Montgomery	6/30/17	Yes	Not specified	Yes	Yes	Full-time	\$45,347	\$109,564	\$1,140 of premium
Cheltenham Township	Montgomery	6/30/16	No	Not specified	No	Yes	Full-time	\$42,122	\$109,422	9% of premium
Colonial	Montgomery	8/15/17	Yes	15 days prior to contract expiration	Yes	Yes	Full and temporary	\$46,325	\$104,713	13% of premium
Hatboro-Horsham	Montgomery	6/30/16	No	Not specified	Yes	Yes	Temporary	\$42,685	\$99,966	10% of premium
Lower Merion	Montgomery	6/30/17	Yes	15 days prior to contract expiration	Yes	Yes	Full and temporary	\$53,700	\$122,078	1.6% of salary
Lower Moreland Township	Montgomery	8/31/18	Yes	Not specified	Yes	Yes	Temporary	\$52,034	\$106,668	9% of premium
Methacton	Montgomery	6/30/17	Yes	15 days prior to contract expiration	Yes	Yes	Full and temporary	\$45,050	\$99,250	5% of premium
Norristown Area	Montgomery	8/31/15	Yes	15 days prior to contract expiration	Yes	Yes	Full and temporary	\$46,441	\$102,378	9% of premium
North Penn	Montgomery	6/30/16	Yes	15 days prior to contract expiration	Yes	Yes	Temporary	\$46,746	\$102,442	12% of premium
Perkiomen Valley	Montgomery	8/31/16	Yes	15 days prior to contract expiration	Yes	Yes	Full and temporary	\$43,421	\$93,221	15% of premium
Pottsgrove	Montgomery	8/31/15	Yes	15 days prior to contract expiration	Yes	Yes	Temporary	\$42,710	\$93,844	13% of premium

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2. Employees may additionally share the costs of deductibles and copays.

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Pottstown	Montgomery	8/31/15	Yes	15 days prior to contract expiration	Yes	Yes	Temporary	\$43,768	\$90,044	20% of premium
Souderton Area	Montgomery	6/30/17	No	Not specified	Yes	Yes	Temporary	\$43,113	\$96,919	16% of premium
Springfield Township	Montgomery	1/6/17	No	Not specified	Yes, if 60% of employees authorize	Yes	Temporary	\$46,045	\$101,981	10% of premium
Spring-Ford Area	Montgomery	6/30/17	Yes	15 days prior to contract expiration	Yes	Yes	Temporary	\$44,700	\$99,250	7% of premium
Upper Dublin	Montgomery	6/30/14	Yes	Not specified	Yes	Yes	Full and temporary	\$48,836	\$104,204	13.4% of premium
Upper Merion Area	Montgomery	6/30/17	Yes	15 days prior to contract expiration	Yes	Yes	Full and temporary	\$45,337	\$109,515	6% of premium
Upper Moreland Township	Montgomery	6/30/15	No	Not specified	Yes	Yes	No	\$46,256	\$101,076	11% of premium
Upper Perkiomen	Montgomery	6/30/16	Yes	15 days prior to contract expiration	Yes	Yes	No	\$42,935	\$97,814	\$0
Wissahickon	Montgomery	6/30/16	Yes	15 days prior to contract expiration	Yes	Yes	Full and temporary	\$54,155	\$112,376	12% of premium
Danville Area	Montour	6/30/19	Yes	15 days prior to contract expiration	Yes	Yes	Temporary	\$44,630	\$75,575	10% of premium
Bangor Area	Northampton	6/30/17	Yes	Not specified	Yes	Yes	Temporary	\$43,903	\$83,245	\$517 of premium
Bethlehem Area	Northampton	6/30/17	No	Not specified	Yes	Yes	Temporary	\$47,076	\$87,149	\$988 of premium
Easton Area	Northampton	6/30/16	No	Not specified	Yes	Yes	Temporary	\$51,264	\$91,314	\$1,690 of premium
Nazareth Area	Northampton	8/31/19	No	Not specified	Yes	Yes	Temporary	\$51,172	\$92,640	\$1,188 of premium
Northampton Area	Northampton	8/31/16	No	Not specified	Yes	Yes	Temporary	\$46,050	\$91,487	\$1,080 of premium
Pen Argyl Area	Northampton	6/30/17	No	Not specified	Yes	Yes	No	?	?	\$1,260 of premium

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Saucon Valley	Northampton	6/30/18	No	Not specified	Yes	Yes	Temporary	\$44,232	\$93,072	\$540 of premium
Line Mountain	Northumberland	6/30/12	No	Not specified	Yes	Yes	No	\$32,838	\$63,582	\$480 of premium
Milton Area	Northumberland	6/30/18	Yes	15 days prior to contract expiration	Yes	Yes	Full and temporary	\$42,720	\$70,609	\$1,950 of premium
Mount Carmel Area	Northumberland	6/30/15	Yes	Not specified	Yes	Yes	Temporary	\$31,436	\$64,381	3.5% of premium
Shamokin Area	Northumberland	6/30/13	No	Not specified	Yes	Yes	Temporary	?	?	1% of salary
Shikellamy	Northumberland	6/30/14	No	Not specified	Yes	Yes	No	\$45,800	\$79,310	\$1,560 of premium
Warrior Run	Northumberland	6/30/15	No	Not specified	Yes	Yes	Temporary	\$38,776	\$64,172	10% of premium
Philadelphia City	Philadelphia	8/31/13	Yes	15 days prior to contract expiration	Yes	Yes	Full and temporary	\$37,253	\$105,978	3% of premium
Delaware Valley	Pike	8/31/20	Yes	15 days prior to contract expiration	Yes	Yes	Full and temporary	\$51,500	\$84,500	\$500 of premium
Austin Area	Potter	6/30/17	No	Not specified	Yes	Yes	Temporary	\$36,719	\$65,775	\$438 of premium
Galeton Area	Potter	6/30/16	No	Not specified	Yes	Yes	No	\$40,700	\$60,825	\$120 of premium
Oswayo Valley	Potter	6/30/15	No	Not specified	Yes	Yes	Temporary	\$38,499	\$67,210	\$528 of premium
Blue Mountain	Schuylkill	6/30/15	No	Not specified	Yes	Yes	Temporary	\$38,500	\$78,200	\$420 of premium
Mahanoy Area	Schuylkill	8/31/16	No	Not specified	Yes	Yes	Full and temporary	\$38,354	\$70,463	\$0
North Schuylkill	Schuylkill	6/30/17	No	Not specified	Yes	Yes	Full and temporary	\$38,000	\$80,548	\$624 of premium
Pottsville Area	Schuylkill	6/30/17	No	Not specified	Yes	Yes	Temporary	\$40,000	\$80,406	\$650 of premium

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School District	County	Contract Expiration Date	Maintenance of Membership	Union Resignation Window	Dues Deduction	Fair Share Fee	Union Release ¹	Minimum Scale Salary	Maximum Scale Salary	Minimum Employee Healthcare Premium Contribution ²
Schuylkill Haven Area	Schuylkill	8/31/13	No	Not specified	Yes	Yes	Temporary	\$33,100	\$68,800	9% of premium
Shenandoah Valley	Schuylkill	8/31/12	No	Not specified	Yes	Yes	Temporary	\$35,780	\$71,821	\$0
Tamaqua Area	Schuylkill	6/30/17	No	Not specified	Yes	Yes	Temporary	\$39,500	\$79,253	6% of premium
Tri-Valley	Schuylkill	6/30/15	No	Not specified	Yes	Yes	Temporary	\$38,200	\$74,785	5% of premium
Williams Valley	Schuylkill	6/30/16	Yes	15 days prior to contract expiration	Yes	Yes	No	?	?	\$468 of premium
Selinsgrove Area	Snyder	6/30/16	No	Not specified	Yes	Yes	Temporary	\$46,895	\$98,773	\$0
Berlin Brothersvalley	Somerset	6/30/17	Yes	15 days prior to contract expiration	Yes	Yes	Temporary	\$35,500	\$63,225	\$0
Conemaugh Township Area	Somerset	6/30/18	Yes	15 days prior to contract expiration	Yes	Yes	No	\$35,999	\$69,089	\$0
Meyersdale Area	Somerset	6/30/19	Yes	Not specified	Yes	Yes	No	?	?	\$0
North Star	Somerset	6/30/17	Yes	Not specified	Yes	Yes	Temporary	\$31,000	\$67,881	\$0
Rockwood Area	Somerset	7/1/21	No	Not specified	Yes	Yes	No	\$36,916	\$64,421	\$0
Shade-Central City	Somerset	6/30/16	No	Not specified	Yes	Yes	Temporary	\$33,000	\$70,365	\$0
Somerset Area	Somerset	6/30/17	Yes	15 days prior to contract expiration	Yes	Yes	Temporary	\$34,067	\$65,950	\$0
Sullivan County	Sullivan	6/30/11	No	Not specified	No	Yes	Temporary	\$47,577	\$79,195	0.5% of salary
Elk Lake	Susquehanna	6/30/19	No	Not specified	Yes	Yes	Temporary	\$40,000	\$78,000	\$500 of premium
Forest City Regional	Susquehanna	8/31/15	Yes	15 days prior to contract expiration	Yes	Yes	Temporary	\$46,497	\$77,763	\$750 of premium

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School District	County	Contract Expiration Date	Maintenance of Membership	Union Resignation Window	Dues Deduction	Fair Share Fee	Union Release ¹	Minimum Scale Salary	Maximum Scale Salary	Minimum Employee Healthcare Premium Contibution ²
Montrose Area	Susquehanna	8/31/15	Yes	15 days prior to contract expiration	Yes	Yes	Temporary	\$41,454	\$80,960	1.25% of premium
Mountain View	Susquehanna	6/30/12	Yes	15 days prior to contract expiration	Yes	Yes	Temporary	\$37,901	\$71,643	4% of premium
Susquehanna Community	Susquehanna	6/30/14	No	Not specified	Yes	If 75% of teachers join the union	Temporary	\$53,559	\$79,516	\$0
Northern Tioga	Tioga	6/30/18	No	Not specified	Yes	Yes	Temporary	\$41,952	\$66,555	\$480 of premium
Southern Tioga	Tioga	6/30/15	No	Not specified	Yes	Yes	No	\$41,215	\$72,069	\$1,620 of premium
Wellsboro Area	Tioga	6/30/17	No	Not specified	Yes	Yes	Temporary	\$45,570	\$75,442	\$600 of premium
Lewisburg Area	Union	6/30/16	No	Not specified	Yes	Yes	Temporary	\$47,429	\$81,647	5% of premium
Franklin Area	Venango	6/30/17	No	Not specified	Yes	Yes	Temporary	\$44,427	\$66,327	\$600 of premium
Oil City Area	Venango	6/30/16	Yes	15 days prior to contract expiration	Yes	Yes	Full and temporary	\$43,637	\$74,739	\$720 of premium
Warren County	Warren	6/30/13	Yes	15 days prior to contract expiration	Yes	Yes	Full and temporary	\$42,525	\$72,405	\$216 of premium
Avella Area	Washington	8/31/17	Yes	Not specified	Yes	Yes	Temporary	\$37,400	\$71,630	\$420 of premium
Bentworth	Washington	8/24/17	Yes	15 days prior to contract expiration	Yes	Yes	Full and temporary	\$37,050	\$80,148	\$910 of premium
Bethlehem Center	Washington	8/19/17	Yes	15 days prior to contract expiration	Yes	Yes	Temporary	\$34,750	\$72,175	\$160 of premium
Burgettstown Area	Washington	6/30/17	Yes	15 days prior to contract expiration	Yes	Yes	Full and temporary	\$34,001	\$72,461	\$480 of premium
California Area	Washington	6/30/14	Yes	15 days prior to contract expiration	Yes	If membership delines during the contract	Temporary	\$36,825	\$72,261	\$180 of premium
Canon-McMillian	Washington	8/15/16	Yes	15 days prior to contract expiration	Yes	Yes	Full and temporary	\$42,550	\$83,550	\$780 of premium

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Charleroi Area	Washington	8/20/18	No	Not specified	Yes	Yes	Temporary	\$32,500	\$76,950	\$480 of premium
Chartiers-Houston	Washington	8/31/19	No	Not specified	Yes	Yes	Full and temporary	\$35,000	\$84,901	.5% of salary
McGuffey	Washington	6/30/17	No	Not specified	Yes	Yes	Temporary	\$39,142	\$77,592	1% of salary
Ringgold	Washington	6/30/17	Yes	Not specified	Yes	Yes	Temporary	\$34,500	\$78,508	\$252 of premium
Trinity Area	Washington	6/30/16	Yes	Not specified	Yes	Yes	Full and temporary	\$51,976	\$89,717	10% of premium
Washington	Washington	8/31/17	Yes	Not specified	Yes	Yes	Temporary	\$38,810	\$76,460	9% of premium
Wallenpaupack Area	Wayne	6/30/16	Yes	Not specified	Yes	Yes	Full and temporary	\$46,939	\$85,139	\$800 of premium
Wayne Highlands	Wayne	6/30/17	No	Not specified	Yes	Yes	Full and temporary	\$43,750	\$88,485	\$0
Western Wayne	Wayne	6/30/14	Yes	Not specified	Yes	Yes	Temporary	\$44,083	\$90,991	\$0
Belle Vernon Area	Westmoreland	6/30/19	Yes	Not specified	Yes	Yes	Full and temporary	\$47,800	\$90,900	\$419 of premium
Burrell	Westmoreland	6/30/16	Yes	15 days prior to contract expiration	Yes	Yes	Full and temporary	\$41,756	\$80,500	\$810 of premium
Franklin Regional	Westmoreland	8/15/16	Yes	Not specified	Yes	Yes	Temporary	\$48,300	\$90,000	\$1,586 of premium
Hempfield Area	Westmoreland	7/31/20	No	Not specified	Yes	Yes	Full and temporary	\$49,652	\$83,730	10% of premium
Kiski Area	Westmoreland	8/25/20	Yes	15 days prior to contract expiration	Yes	Yes	Temporary	\$52,443	\$79,991	4% of premium
Ligonier Valley	Westmoreland	6/30/16	Yes	15 days prior to contract expiration	Yes	Yes	Temporary	\$42,659	\$77,842	\$1,440 of premium
Monessen City	Westmoreland	6/30/18	Yes	15 days prior to contract expiration	Yes	Yes	Temporary	\$43,848	\$76,150	\$900 of premium

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Mount Pleasant Area	Westmoreland	8/31/18	Yes	15 days prior to contract expiration	Yes	Yes	Temporary	\$45,449	\$78,093	\$660 of premium
New Kensington-Arnold	Westmoreland	8/31/17	Yes	Not specified	Yes	Yes	Full and temporary	\$45,573	\$81,047	\$0
Norwin	Westmoreland	8/31/16	Yes	15 days prior to contract expiration	Yes	Yes	Temporary	\$49,200	\$88,950	\$1,776 of premium
Penn-Trafford	Westmoreland	6/30/18	Yes	15 days prior to contract expiration	Yes	Yes	No	\$42,300	\$92,163	1.5% of premium
Southmoreland	Westmoreland	6/30/20	Yes	Not specified	Yes	Yes	Temporary	?	?	?
Yough	Westmoreland	6/30/17	Yes	15 days prior to contract expiration	Yes	Yes	Temporary	\$47,358	\$82,437	\$540 of premium
Lackawanna Trail	Wyoming	6/30/18	No	Not specified	Yes	Yes	Temporary	\$47,500	\$79,118	\$0
Dallastown Area	York	6/30/20	Yes	15 days prior to contract expiration	Yes	Yes	Temporary	\$50,390	\$94,823	13% of premium
Eastern York	York	6/30/17	Yes	15 days prior to contract expiration	Yes	Yes	Temporary	\$46,828	\$82,820	\$120 of premium
Hanover Public	York	6/30/16	Yes	15 days prior to contract expiration	No	Yes	Temporary	\$46,462	\$85,935	\$456 of premium
York City	York	6/30/13	Yes	15 days prior to contract expiration	Yes	Yes	Temporary	\$45,564	\$85,207	\$720 of premium
York Suburban	York	6/30/18	Yes	15 days prior to contract expiration	Yes	Yes	No	\$51,425	\$88,200	\$576 of premium
Total/Average			307	218	485	396	457	\$43,320	\$82,553	

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