

**COLONIAL SCHOOL DISTRICT
PLYMOUTH MEETING, PA 19462
MINUTES, OCTOBER 7, 2004**

President Orlow convened a special meeting of the Colonial Board of School Directors at 8:06 p.m. in the Board Room of Colonial Elementary School on October 7, 2004.

Board Members Present: Marc Orlow, Thomas Davis, Gary Johnson, Hope Luken, Susan Moore, William Ryan, Pascal Scoles, Steven Slutsky and Mitchell Zimmer.

Board Members Absent: None.

Also Attending: Vincent F. Cotter, Superintendent; MaryEllen Gorodetzer, Assistant Superintendent; Gerald Berger, Director of Human Resources; James M. Bell, Director of Support Services/Board Secretary; Joseph P. Bickleman, Chief Financial Officer/Board Treasurer; Jeffrey T. Sultanik, Solicitor; David Sherman, Administrative Assistant, Community Relations; John Quinn, Director of CITV; Bob Slagle, Vice President, CEA and Connie Langland, Philadelphia Inquirer.

Mr. Orlow led the Pledge of Allegiance.

Resolution: New Collective Bargaining Agreement: Mr. Orlow provided a brief summary of the efforts by the Board of School Directors and the Colonial Education Association over a period of more than one year to reach a new collective bargaining agreement to replace the agreement that expired on 08/15/04. He noted that the Board had negotiated within the context of current realities in the district, including a stagnant real estate tax base, rising costs in many areas of the budget and the impact of Act 72 legislation. Mr. Orlow highlighted the assistance provided by Fact Finder Rochelle Kaplan and announced that the District and the CEA agreed that the Fact Finder's Report, with some minor clarifications, would be the basis for a new collective bargaining agreement. He advised that the Board would be acting that evening on a resolution authorizing the Board to enter into a new three-year collective bargaining agreement with the CEA.

Mr. Orlow advised the community that the new agreement was the result of the hard work, good faith efforts, and collaboration of the two parties. He believed that the terms of the agreement were consistent with the standards of the Colonial community and would benefit the taxpayers, staff and students of the district. Mr. Orlow advised that there were five key points to the new agreement.

- **Point #1, Compensation:** The agreement calls for salary increases of 1.2% (1st year), 1.7% (2nd year) and 1.9% (3rd year) plus a step increase.
- **Point #2, Healthcare Benefits:** Staff may select among three health care plans: Blue Cross Personal Choice 215, Blue Cross Personal Choice 320 and Keystone HMO. In general terms, staff with family coverage will contribute 8% of the premium in the 1st year and 10% of the premium in 2nd and 3rd years for the PC 215 and Keystone

HMO plans. Their maximum contribution is capped at \$95/month in 2nd year of the new agreement and at \$110/month in the 3rd year. Staff will contribute \$15, \$17 and \$20/pay for coverage under the PC 320 plan in the 1st, 2nd, and 3rd years of the agreement, respectively. Prescription co-pays will rise to \$15 for generic and \$25 for brand name medications. Mr. Orlow noted that other bargaining units in the district have “me too” clauses in their current contracts that tie the members of those units to the same healthcare benefits offered to the teachers.

- **Point #3, Horizontal Movement on the Salary Scale:** The superintendent will have discretion when approving requests for tuition reimbursement for course work leading to additional education credits reflected on the salary scales. Teachers in approved programs of study will be reimbursed 90% of tuition costs, but not more than the equivalent value of six (6) West Chester University credits, with a maximum of \$2,100.
- **Point #4, Resource Period:** The district may assign high school students to specific teachers for assistance or remediation during the resource period.
- **Point #5, Parent Conferences:** The district will provide teachers one more contract day for parent conferences.

Mr. Orlow asked Mr. Sultanik to summarize the resolution before the Board. A copy of the resolution is attached to these minutes at Attachment #1. Mr. Sultanik reported that the resolution authorized the Board to enter into a bargaining agreement with the CEA based on the terms contained in the resolution. He noted that the final language of the agreement would be subject to acceptance by the solicitor and the superintendent and that Board officers would have the authority to execute all necessary documentation.

Public Comment: Mr. Slagle expressed the relief of the teachers and the community on reaching a new agreement. He said that he was impressed with the teacher’s commitment to following the advice of their leaders, their sense of responsibility, their willingness to move forward and go “above and beyond”, and their acceptance of the need to bear more of the cost of healthcare. Mr. Slagle looked forward to the settlement and asked the Board to take action to approve the resolution.

Mr. Johnson moved and Mr. Davis seconded a motion to approve the resolution before the Board. On a roll call vote, all voted in favor. The motion was carried.

There being no further business before the Board, Mr. Orlow adjourned the meeting at 8:18 p.m.

Respectfully submitted,

James M. Bell
Board Secretary