



The fact finding hearing was held on December 12, 2018 at 10:00 AM at the Bensalem Township Country Club in Bensalem, PA. At that time, the parties were afforded a full opportunity to present testimony, cross examine witnesses and introduce documentary evidence in support of their respective positions. The parties presented extensive documentary evidence and reports as well as testimony. Indicative of the parties' diligent efforts in negotiations prior to fact finding, tentative agreements were reached on a substantial number of issues. At the conclusion of the hearing, the record closed, and the matter is now ready for the within report of Recommendations.

### **Overview**

The Bensalem Township School District is located in Bensalem Township in Bucks County. The District covers approximately twenty-two ( 22) square miles and enrolls approximately 6,500 students in its 9 schools: 6 Elementary; 2 Middle; and 1 High School. Once a farming community until the 1950's, and the site of one of the nation's first shopping malls built in 1968, Bensalem is home to over 60,000 residents who are part of a "metro suburban" township that features growing businesses and industries, including Parx Casino and Racetrack which attracts visitors from throughout the region. The median household income in the Township is \$79,145, while the average teacher salary is \$86,000. There are 442 or 444 bargaining unit members, per the parties' presentations.

The Bensalem Township School District High School has been recognized by US News and World Report as a top High School in Pennsylvania. A community asset and point of pride is the Niche.com ranking as 4<sup>th</sup> most diverse High School in Pennsylvania. Student achievements include National Merit Scholars, region, state and nationally recognized arts, athletics and academics programs. It is without dispute that the primary agents of advancing Bensalem School District's mission and student opportunities and achievements are the professional educators, the subject of this fact finding report.

### **Issues**

The Association and the School District identified the following issues remaining in dispute at the time of the fact finding hearing:

#### **1. Article V-Conditions of Employment**

- Section 507 Transfers
- Section 508.1g School Year
- Section 508.2 Secondary Level
- Section 508.2f Special Provisions
- Section 508.2g Special Provisions
- Section 511 Lateness

**2. Article VI – Fringe Benefits**

Section 603.2 - Medical Insurance

Section 606.3 –Extra Pay Contracts

**3. Article VII – Salary Schedules and Salary Provisions**

**4. Article IX – Duration**

To arrive at the following recommendations, this Fact Finder relied upon, among other things, the following criteria:

- The reliable and credible testimony provided, the evidence presented at the Fact Finding hearing and further clarifications given to questions of this Fact Finder.
- The expired collective bargaining agreement.
- Comparisons of unresolved issues relative to the employees in this bargaining unit and how those issues related to other districts and employees doing similar work, giving consideration to factors peculiar to Bensalem Township School District.
- The interest and welfare of taxpayers and the ability of Bensalem Township School District to finance and administer the recommendations proposed.
- The understanding that each individual issue has been reviewed for its relative individual merit; at the same time each individual issue has also been reviewed with consideration given to whether or not it appropriately fits into the CBA created through this process.

The recommendations that follow constitute the settlement proposals upon which the parties are now required to act as directed by PLRB regulation and statute. A vote to accept the report does not constitute agreement with, nor endorsement of the rationale contained therein. Rather, it represents only an agreement to resolve the issues by adopting the recommendations. The parties are directed to review the report and within ten (10) days of its issuance, notify the PLRB of their decision to “accept” or “reject” the recommendations. The report will be released to the public if not accepted by one or both parties.

## Discussion and Recommendations

Article V Conditions of Employment- Section 507 Transfers

### **DISTRICT POSITION:**

The District desires the ability to involuntarily transfer 1% of the membership each year for educational or institutional needs, including for the betterment, health and well-being for the students and/or staff members.

### **ASSOCIATION POSITION:**

Not in agreement. Current provision for involuntary transfers is sufficient and provides members bargained-for security.

### **Recommendation and rationale:**

I am persuaded and hereby recommend that effective with the 2019-2020 school year, the District be granted to ability to involuntarily transfer 1% of the membership ( 4 or 5 employees) on an annual basis for educational or institutional needs, for health/well being of students and /or staff, provided such transfer is not arbitrary or capricious.

Article V Conditions of Employment- Section 507-Transfers

### **DISTRICT POSITION:**

New hires who are members cannot bid for a voluntary transfer for the first three (3) years of employment, rather than current two(2). Existing members who voluntarily bid into a position may not bid for a voluntary transfer until they have completed two (2) years in the assignment, rather than the current one (1) year. Because of frequent movement of teachers between buildings and students, consistency suffers. Required training and associated costs in the Special Education Department in particular, make it ineffective in terms of resources expended to have movement after one year in the position.

**ASSOCIATION POSITION:**

Not in agreement. Current language based on seniority provides bargained-for security in position and flexibility.

**Recommendation and rationale:**

I recommend the parties adopt the School District moratorium proposal (new hires 3 years; current members 2 years) for greater continuity in the classroom, and greater cost effectiveness achieved where specialized training is required. As I realize it is currently mid school year, this recommendation would be effective with all transfers beginning the 2019-2020 school year, and would affect all transfers that take effect the first day of the new school year. This delay is recommended in fairness to any unit member who may be currently contemplating returning to their previous position after one year.

Article V Conditions of Employment- Section 508.1g Work Day

**DISTRICT POSITION:**

Agreeable to reduce from 192 to 190 teacher days for members already employed by School District(BTEA Choice Day and one at District discretion). Agreeable to reduce from 197 to 194 teacher days for members new to School District. With an already reduced number of professional development days, to accept Association proposal jeopardizes more professional learning opportunities, as well as it results in allocating around one (1) million dollars for days **not worked** (\$200,000 per diem expense for the bargaining unit), which represents lost opportunity and budgetary inefficiencies.

**ASSOCIATION POSITION:**

Reduce from 192 to 187 teacher days for members already employed by School District. Reduce from 197 to 189 teacher days for members new to School District. The bargaining unit has been working for over 18 months under “status quo” contract, and is agreeable to hard salary freeze in first year. A reduction of five (5) days represents modest financial gain for members, as it offsets District salary proposals in a creative manner.

**Recommendation and rationale:**

I recommend effective with 2019-2020 school year, members already employed by Bensalem School District will work 189 teacher days. Members new to the District will work 194 teacher days. This number of teacher days in relation to other districts in the County is still amongst the fewest. The creative reduction signifies a \$600,000 expense surrendered to the

unit for days not worked thereby increasing per diem values while not accruing to pension liability, and there is an appropriate number reduction of days for future members of the bargaining unit.

The parties are directed to meet and discuss before the conclusion of the current school year as to which days are to be eliminated from the work day calendar.

Any contractual references to 192 days (per diem purposes, etc.) should be adjusted accordingly.

#### Article V Conditions of Employment- Sections 508.2 and 508.3- Special Provisions

##### **DISTRICT POSITION:**

The District proposes in Section 508.3 (Elementary Level) that Principals or the District can direct PLC's (professional learning communities) or other meetings during fifty (50) minute preparation time no more than one (1) time per week. The District will work to create consistency in amount of time used and in structure between buildings. The District desires the ability to schedule meetings to provide professional development, training or other important/necessary information to transmit to Elementary members.

The District proposes in Section 508.2 (Secondary Level) to increase instructional periods from twenty-five (25) to thirty (30) per week. Teachers with thirty periods will not have a duty period, and furthermore, the District will not furlough anyone as a result in change of schedule. The District will staff duty periods with non professional employee (aides), and desires to better utilize professional staff in the classroom. This will create parity and equity between elementary and secondary members in the number of classes taught in a day. The District also proposes in Section 508.2d to redefine "subject preparation" to be different courses, and to increase these preparations that a member may teach from two (2) to three (3), as practicable. There are pending grievances on this matter currently at arbitration.

##### **ASSOCIATION POSITION:**

The Association proposes a "housekeeping" change by switching Sections 508.2f and 508.2g for more logic and consistency. In general, the Association is seeking clarity, parity and to enhance, or in some cases create protections between elementary and secondary planning time. The Association seeks to add the following captions:

508.2f "Unassigned Time"

508.2g "Preparation Time"

508.3a “Preparation Time”

And

508.3b “unassigned Time”

Under the headings of “Preparation Time”, the Association also seeks to add the sentence “Preparation time shall be self –directed”, and in Section 508.3 delete the term “unassigned” and replace with “preparation”.

The Association first of all objects to an increase in number of periods, which will entail an increased student workload, without commensurate increases in pension credited salary. The Association argues that preparation time is necessary and fundamental for members to prepare lessons, organize, communicate with parents, and share ideas with colleagues. It is the largest block of work time for school work to be accomplished. It is too often taken away at the discretion of the District, rather than to meet the needs of members or students. The Association want to protect work time for its intended and bargained-for usage, rather than requiring members taking time away from family and community by shifting tasks to be completed after school hours.

**Recommendation and rationale:**

First of all, I reject the District’s proposal in Section 508.2d and recommend no change to the language in that Section. The matter is currently before a competent arbitrator to decide current language, and no evidence was presented to substantiate a pressing need for a language change. Undoubtedly, to grant this proposal would entail a heavier workload for a member.

I also recommend rejection of the of the District’s proposal to increase from twenty-five (25) to thirty (30) the number of instructional periods per week. As the Association contends, this would entail an increasing number of students, increased workload, with no increase in pension-affecting salary. While the argument that professional employees should not be working duty periods is somewhat meritorious, to decrease this duty period eliminates an opportunity of member availability to fill in classes, which is an oft-occurring scenario.

Finally, I recommend adoption in total of the Association language clarifications in Sections 508.2 and 508.3, as well as interchanging both sections 508.2f and 508.2g. In recommending what seems like housekeeping or clarifying language changes, I also recommend adopting the District’s proposal on using preparation period time no more than once a week, with some modifications. In balancing the need of the District for vital communications through PLC’s, Crisis Intervention, professional development, etc. with the professional member’s need to accomplish necessary tasks during valuable prep time, I recommend no more than three (3) times per month can preparation time be used for meetings on vital matters, and furthermore, only with the agreement of the specific member. This should provide sufficient time for the

District to communicate vital matters, and ensure members have adequate time to accomplish tasks during work hours. These language changes and provision of no more than three (3) times per month should be implemented as soon as possible subsequent to a mutual acceptance of these recommendations.

#### Article V Conditions of Employment- Section 511- Lateness

##### **DISTRICT POSITION:**

In Section 511.2 the District seeks to redefine lateness from more than 15 minutes to more than 10 minutes; to insert a provision of no more than four (4) unexcused latenesses permitted; and to require members to notify the building if they aren't going to be there on time. As teachers need to be in class before students arrive and homerooms begin, and as they are employees with professional responsibilities and interactions with students, this proposal is necessary to ensure responsible coverage is maintained.

##### **ASSOCIATION POSITION:**

Disagreement with this proposal, as the 15 minute grace period has been collectively bargained; that many times teachers are at school early or late without demanding extra pay; and Section 511 and the just cause provisions of the contract specifically outline how to address individual situations of repeated lateness past 15 minutes.

##### **Recommendation and rationale:**

I recommend effective with the 2019-2020 school year "lateness" in Section 511 of the agreement shall be defined as more than 10 minutes. Appropriate changes to be made to 15 minute references in the agreement, more specifically Section 511. Recommend no other changes to this Section, specifically denying other Board proposals on this Section, as procedures already exist in collective bargaining agreement to address individual circumstances. I am convinced that professional coverage/supervision needs to be ensured when students arrive to classrooms/homerooms/cafeteria. I am also convinced the just cause standard adequately addresses continued lateness.

Article VI Fringe Benefits- Section 603.2

**DISTRICT POSITION:**

Remain at 17% of premium share for Open Choice 1, Open Choice 2 and POS. 13% for Open Choice 3. This provides adequate incentive for movement to Consortium Health Care Plan.

**ASSOCIATION POSITION:**

Remain at 17% of premium share for all plans. In the alternative, reduce premium for Open Choice 3 to encourage participation, as it is the plan with the lowest actuarial value, and to date, no bargaining unit members have opted for this plan. Additionally, it is the most expensive plan for the coverage.

**Recommendation and rationale:**

I recommend the parties should remain at 17% premium share for Open Choice 1, Open Choice 2 and POS. I am persuaded that a 10% premium share for Open Choice 3 is appropriate. As this plan represents a labor-management consortium initiative, at worst case hypothetical scenario presented by Association is a break even situation for employee, with potential benefits to those who select this choice, a proper level of premium to incentivize members to join is 10% premium share. Additionally, a decrease to this level of premium share may actually leave more disposable income in the hands of members choosing this Option who may be fortunate enough to avoid significant medical expenses.

Section 606.3 Extra Pay Contracts

**DISTRICT POSITION:**

The District may hire coaches from outside the bargaining unit where the outside person is more qualified than an interested bargaining unit member.

**ASSOCIATION POSITION:**

Association does not agree with this proposal.

**Recommendation and rationale:**

I recommend no change to current language. While the District proffers this proposal in an effort to achieve greater flexibility in hiring the best candidates, there is no evidence to suggest that current language has hampered the District. Additionally in determining an outside candidate is “more qualified”, a lack of objective criteria in determining “more qualified” is not in the best interest of the parties.

Article VII Salary Schedules and Salary Provisions

**DISTRICT POSITION:**

**Year one- 2017-18- Hard Freeze.**

**Year two- 2018-19- No step; No column; \$3,000 bonus each member**

**Year three-2019-20- No step; column movement for all eligible members below a master’s degree; \$2,000 bonus each member**

**Year four- 2020-21- No step; column movement for all eligible members below a master’s degree; \$,2000 bonus each member**

**Year five- 2021-22- No step; no column; \$2,000 bonus each member**

- **Long term Substitutes prorated for anyone working full semester or more, paid at fiscal year end.**
- **Reopener Clause- if charter school funding changes to reduce District obligation, willing to reopen wage negotiations.**
- **Scale/Columns- at end of contract, reduce columns above master’s level by two (2); limit column movement to maximum one (1) per year.**

The Bensalem School District presented evidence to support its position of being fiscally responsible over the last 9 years. This is recognized by both parties to this dispute. However, the District faces ongoing and increasing budget-draining pressures from mandated policies such as transition to Pennsylvania Core Academic Standards, Every Student Succeeds Act, Pa Future Ready Index, and insufficient resources from the Fair Funding Formula. This is exacerbated by a skyrocketing pension obligation (539% increase over last 9 years), and increased charter school and special education costs. In fact, an analysis of the thirteen (13) Bucks County School Districts FY 17-18 charter school costs reveals Bensalem paid over \$16,000,000, with the next highest school at just under \$6,000,000 (Bristol Township). To combat these factors, the District has taken proactive steps to responsibly steward taxpayer investment through initiatives such as capital investment and refinancing existing debt service in 2015 and 2017; enactment of guaranteed energy-savings programs; membership in the Bucks Mont Health Care Consortium; tuition recovery efforts; charter school billing alterations; scheduling efficiencies; favorable vendor relationships; deferral of bus purchases; changing Workers Compensation Insurance carriers; technological advancements that yield future savings; and finally, one-time use of

funds (health care fund balance, Plan Con, medical access program reimbursement), and a one-time subsidy from Parx Casino a few years back. In spite of these measures, the District recently received from Moody's Investors Services a downgrade in their PA's Issuer and general obligation limited tax ratings and assigned a negative outlook. Bensalem School District has raised its tax millage rate 8 times from 2009-10 to current tax year, the average tax rate increase being 2% per increase, which is 0.3 percentage points below the ACT 1 Index rate for the period. While Real Estate taxes normally provide the District with the largest source of revenue, due to limitations of the ACT 1 index, revenues foregone in prior years if taxes were not raised cannot be made up in future years by larger increases in the tax rate. In conclusion, if sufficient revenues cannot be increased via taxes and state subsidies, in order to meet Association salary demands, and increasing charter school costs, stringent cost cutting measures must be undertaken.

#### **ASSOCIATION POSITION:**

**Year one- 2017-18 Hard freeze**

**Year two- 2018-19- Step and column movement; \$1,000 on scale added to each cell**

**Year three-2019-20- Step and column movement; \$1,000 on scale added to each cell**

**Year four- 2020-21- Step and column movement; \$1,000 on scale added to each cell**

**Year five- 2021-22- Step and column movement; \$1,000 on scale added to each cell**

**--Super maximum salaries eligibility extends to all bargaining unit members.**

The Association presented salary evidence as represented through financial reports provided by the Pennsylvania Department of Education. The Association stated initially that the District is conservative in its budgeting practices, historically underestimating revenues, and overstating expenditures. In 2017-18, the District received \$2,642,532 in unbudgeted, unanticipated local revenue. In 2018-19, the District budgeted for an increase of 2.1 % over the 2017-18 number. On the expenditure side, in 2017-18 there was a \$522,140 surplus, and in 2018-19 projections indicate a 3.1 %increase will occur in expenditures over 2017-18. The taxing efforts have been relatively high compared to other school districts in Bucks County, and the Commonwealth as a whole. More specifically, the District has raised \$23.75 million more than what it would have raised, had the tax levies been at the County average over the past 5 years. As the District maintains budgetary reserves of unallocated funds aside from its primary budget, the Association contends that the Bensalem Township School District's actual fund balance on June 30, 2018 was \$16,634,846. Furthermore, the District has \$8,307,127 of unallocated funds in a budgetary reserve account for 2018-19. In spite of this information, the priority of bargaining unit salary accounts has declined over the past 6 years from 40.1 % of total instruction expenditures in 2013-14 to 35.4 % in 2018-19. The Association presented evidence in the form of charts and graphs depicting a pattern by the District of forecasting it will experience a deficit, but also predicting it will have a large surplus. It then utilizes monies in its reserve account to offset the deficit in the budget.

The Association presented further evidence and argument depicting the sacrifices the bargaining unit has made since 2011 in accepting pay freezes, delayed salary increases, accepting in good faith limited or no step increases or column movement, and minimal “cell” increases. It stated that if the District’s salary proposal is implemented, members will end the five (5) year proposed contract at the same salary with which they started. Additionally, they will have higher health costs, resulting in a realized decrease in salary over the 2016-17 level. Furthermore, as the District proposal does not include service credit toward retirement, members stand to lose five (5) years of credited service for retirement /pension purposes. The Association concluded its fiscal presentation by stating the District is in a good and stable financial position; that while Standard and Poor and Moody’s recommend fund balance surplus between 5 and 10%, that the District actually enjoys an 11-13% balance surplus; and finally, it questioned why the District did not raise taxes above the ACT 1 index in prior years, as that would be an option through a special exception. All in all, it appeared the District had turned the corner financially and in order to maintain the quality level of instructors in the District, and to maintain the District’s exceptional reputation as a desirable District, The Association’s salary proposal can and should be met.

Both sides have made compelling arguments to support their respective positions. On one hand is a bargaining unit that is relatively well compensated when compared to other Bucks County Districts. Yet, it has made a passionate and somewhat persuasive argument that it has sacrificed in the past, i.e. with deferred raises, pay freezes, and a pay scale that features “frozen steps”, where one could receive a step with no salary increase. Furthermore, the Association contends that if the District salary proposal is granted, there is actually a **decrease** in salary from Year two (2) to Year three (3) and beyond. On the other hand, the District has provided evidence of a credit downgrade and negative outlook from Moody’s, as well as evidence of skyrocketing pension and charter school obligations. It argues that its proposal grants increases to the bargaining unit, although these bonuses don’t accrue into retirement.

Could and should the District bear the cost of the bargaining unit’s proposal, as the Association points out it can, through Department of Education data? Or should the District maintain its cautious budgetary strategy moving forward, in light of the uncertain charter school/special education costs, pension obligations and Moody’s downgrade? The salary recommendation that follows is understanding of the financial position of the District, however it recognizes the pension crisis cannot be laid upon this bargaining unit to carry alone. This bargaining unit is valued and deserves to be compensated justly, and to a degree credited for longevity and rewarded for furthering their educational credentials, as provided for in contract language through generous tuition reimbursement and recognition on salary columnar advancement.

**Recommendation and rationale:**

**YEAR ONE- 2017-2018-** I recommend hard freeze. No step or column movement; no bonus, no salary increase to cell value.

**Rationale:**

The parties' proposals reflected their agreement to this freeze in year one.

**YEAR TWO-2018-2019-** I recommend a \$3,000 one time lump sum bonus for bargaining unit members be paid within 45 calendar days of the parties agreement to this report. I recommend no salary increase to cell value or no step movement. Additionally, I am convinced no columnar movement is appropriate for year two of the agreement.

**Rationale:**

This one- time payment limits District pension obligations, with a non recurring cost of \$1,332,000 for 444 members. The bargaining unit realizes a deserved pay increase, averaging nearly 6% at bottom of scale, approximately 2.5% at top of scale. While I almost loathe to forego column movement in the second year in fear of logjam of movement in future years, the District has made a compelling argument for foregoing any increase in year two that exacerbates the mounting pension burden.

**YEAR THREE-2019-2020-** Again I recommend no salary increase to cell value. However I do recommend a one step movement for eligible unit members. I recommend column movement for all eligible employees, limited to one (1) column maximum movement per year. Those moving step but not realizing salary increase, and those at top of scale (not super max) will receive \$1,250 one time lump sum bonus, payable when compensation due for step movement.

**Rationale:**

All Association members are rewarded. Column movement, which averages approximately a 4.4% increase for eligible employees, and step movement, which averages approximately 2.9% are granted after two (2) year freeze for most members. Because the current scale contains nine steps (including top step of scale) which are not accompanied by a salary increase, nearly two-thirds (2/3) of the unit or three hundred twenty-two (322) members will be compensated with non recurring, non-pension crediting lump sum payments totaling a cost of \$402,500 to the District.

**YEAR FOUR-2020-2021-** I recommend an increase of \$350.00 to the value of each cell on the scale. Additionally, I am persuaded that a one step movement should be granted to all eligible unit members. Finally, I recommend column movement for all eligible employees, limited to one (1) column maximum movement per year.

**Rationale:**

This represents the first cell value increase for bargaining unit members through term of contract. Testimony indicated District charter school costs should be leveled by this time. Having contract language providing tuition reimbursement incentives without columnar advancement opportunities negates value and purpose of these reimbursement and advancement provisions. Limiting column movement to one per year, and providing a modest cell value increase recognizes increasing pension woes and allows District to more soundly control budget, while allowing members pension benefit to increase slightly. Even though only first cell increase in term of contract, salaries remain competitive with other districts in Bucks County, in fact starting salary still remains highest at \$51,302 and top of scale excluding super maximum at \$114,092 is highly competitive with neighboring districts in the County.

**YEAR FIVE- 2021-2022-** Again I recommend an increase of \$350.00 to the value of each cell on the scale. Additionally, a one step movement should be granted to all eligible unit members. Finally, I recommend column movement for all eligible employees, limited to one (1) column maximum movement per year.

**Rationale:**

Similar to year four, as charter school costs level, and hopefully as District finds itself in better financial picture through awarding lump sum payments in early years of recommendation in lieu of increase in cells and steps which accrue into pension, unit members can enjoy modest but deserved cell value increase.

Article VII- Salary Schedules and Salary Provisions

**The District** proposes if the charter school funding changes to reduce the District's obligation during the term of the contract, the District is willing to reopen wage negotiations.

**The District** also proposes that at the end of the contract , columns above the Master's Degree level are reduced by two, and column movement is limited to one (1) per year.

**The Association** proposes that Super Maximum salaries should be available to all bargaining unit members, eliminating a sort of two-tiered pay system.

**Recommendation and rationale:**

I am recommending no change to number of columns and reject District proposal pertaining to such elimination. I am recommending adoption of District proposal, as seen in salary recommendations, that column movement be limited to one (1) per year maximum. This slows growth in pension –accruing monies.

I am recommending adopting District proposal of a wage reopener if, and only if, District charter school obligations decrease. As charter school obligations comprise a significant portion of District budget, it would make sense, if possible, to enter into discussions with Association a regarding a wage and salary impact to the unit.

Finally, I am recommending Association proposal to eliminate the two-tiered system for employees hired on or after 2012. Section 706.12 A. prohibits these salaries being paid to employees hired on or after January 1, 2012. This eliminates a two-tiered salary structure and should not have any economic impact on the District in the near future, while rewarding all employees at the top step of scale.

**All Other Matters**

Any other matters not specifically addressed are recommended to be **withdrawn**. Additionally, as noted above, any tentative agreements mutually made prior to the commencement of fact finding that are not specifically addressed in this Report are recommended to be **included**, as agreed upon, in the new Agreement.

December 28,2018  
Allentown, PA

Respectfully submitted,  
Larry D. Cheskawich, fact finder

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## **Appendices**

<b>701</b>											
<b>Bensalem Township School District</b>											
<b>2017-18 Professional Salary Schedule</b>											
<b>Years Srv</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>	<b>H</b>	<b>I</b>	<b>J</b>	<b>K</b>
1	50,952	50,982	56,458	59,355	62,545	66,020	69,210	72,396	75,875	79,352	82,248
2	52,069	54,096	57,572	60,470	63,658	67,136	70,324	73,509	76,988	80,466	83,364
3	53,065	55,092	58,571	61,478	64,654	68,133	71,318	74,508	77,984	81,463	84,361
4	53,065	55,092	58,571	61,478	64,654	68,133	71,318	74,508	77,984	81,463	84,361
5	55,960	57,993	61,468	64,366	67,555	71,318	74,508	77,984	80,886	84,361	87,546
6	55,960	57,993	61,468	64,366	67,555	71,318	74,508	77,984	80,886	84,361	87,546
7	55,960	57,993	61,468	64,366	67,555	71,318	74,508	77,984	80,886	84,361	87,546
8	55,960	57,993	61,468	64,366	67,555	71,318	74,508	77,984	80,886	84,361	87,546
9	60,308	62,339	65,524	69,003	72,188	75,378	78,567	82,042	84,941	88,416	91,605
10	60,308	62,339	65,524	69,003	72,188	75,378	78,567	82,042	84,941	88,416	91,605
11	60,308	62,339	65,524	69,003	72,188	75,378	78,567	82,042	84,941	88,416	91,605
12	60,308	62,339	65,524	69,003	72,188	75,378	78,567	82,042	84,941	88,416	91,605
13	63,787	66,685	70,162	73,349	76,534	80,015	82,913	86,389	89,579	93,055	96,532
14	63,787	66,685	70,162	73,349	76,534	80,015	82,913	86,389	89,579	93,055	96,532
15+	80,594	82,622	86,098	89,866	93,055	97,237	100,411	103,887	107,076	110,553	113,742
<b>*Notes</b>	1) Service in the 2011-12 school year does not count towards years of service with respect to salary scale advancement.										
	2) Service in the 2017-18 school year does not count towards years of service with respect to salary scale advancement.										

<b>702</b>											
<b>Bensalem Township School District</b>											
<b>2018-19 Professional Salary Schedule</b>											
<b>Years Srv</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>	<b>H</b>	<b>I</b>	<b>J</b>	<b>K</b>
1	50,952	50,982	56,458	59,355	62,545	66,020	69,210	72,396	75,875	79,352	82,248
2	52,069	54,096	57,572	60,470	63,658	67,136	70,324	73,509	76,988	80,466	83,364
3	53,065	55,092	58,571	61,478	64,654	68,133	71,318	74,508	77,984	81,463	84,361
4	53,065	55,092	58,571	61,478	64,654	68,133	71,318	74,508	77,984	81,463	84,361
5	55,960	57,993	61,468	64,366	67,555	71,318	74,508	77,984	80,886	84,361	87,546
6	55,960	57,993	61,468	64,366	67,555	71,318	74,508	77,984	80,886	84,361	87,546
7	55,960	57,993	61,468	64,366	67,555	71,318	74,508	77,984	80,886	84,361	87,546
8	55,960	57,993	61,468	64,366	67,555	71,318	74,508	77,984	80,886	84,361	87,546
9	60,308	62,339	65,524	69,003	72,188	75,378	78,567	82,042	84,941	88,416	91,605
10	60,308	62,339	65,524	69,003	72,188	75,378	78,567	82,042	84,941	88,416	91,605
11	60,308	62,339	65,524	69,003	72,188	75,378	78,567	82,042	84,941	88,416	91,605
12	60,308	62,339	65,524	69,003	72,188	75,378	78,567	82,042	84,941	88,416	91,605
13	63,787	66,685	70,162	73,349	76,534	80,015	82,913	86,389	89,579	93,055	96,532
14	63,787	66,685	70,162	73,349	76,534	80,015	82,913	86,389	89,579	93,055	96,532
15+	80,594	82,622	86,098	89,866	93,055	97,237	100,411	103,887	107,076	110,553	113,742
<b>*Notes</b>	1) Service in the 2011-12 school year does not count towards years of service with respect to salary scale advancement.										
	2) Service in the 2017-18 school year does not count towards years of service with respect to salary scale advancement.										
	3) Service in the 2018-19 school year does not count towards years of service with respect to salary scale advancement.										

<b>703</b>											
<b>Bensalem Township School District</b>											
<b>2019-20 Professional Salary Schedule</b>											
<b>Years Srv</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>	<b>H</b>	<b>I</b>	<b>J</b>	<b>K</b>
1	50,952	50,982	56,458	59,355	62,545	66,020	69,210	72,396	75,875	79,352	82,248
2	52,069	54,096	57,572	60,470	63,658	67,136	70,324	73,509	76,988	80,466	83,364
3	53,065	55,092	58,571	61,478	64,654	68,133	71,318	74,508	77,984	81,463	84,361
4	53,065	55,092	58,571	61,478	64,654	68,133	71,318	74,508	77,984	81,463	84,361
5	55,960	57,993	61,468	64,366	67,555	71,318	74,508	77,984	80,886	84,361	87,546
6	55,960	57,993	61,468	64,366	67,555	71,318	74,508	77,984	80,886	84,361	87,546
7	55,960	57,993	61,468	64,366	67,555	71,318	74,508	77,984	80,886	84,361	87,546
8	55,960	57,993	61,468	64,366	67,555	71,318	74,508	77,984	80,886	84,361	87,546
9	60,308	62,339	65,524	69,003	72,188	75,378	78,567	82,042	84,941	88,416	91,605
10	60,308	62,339	65,524	69,003	72,188	75,378	78,567	82,042	84,941	88,416	91,605
11	60,308	62,339	65,524	69,003	72,188	75,378	78,567	82,042	84,941	88,416	91,605
12	60,308	62,339	65,524	69,003	72,188	75,378	78,567	82,042	84,941	88,416	91,605
13	63,787	66,685	70,162	73,349	76,534	80,015	82,913	86,389	89,579	93,055	96,532
14	63,787	66,685	70,162	73,349	76,534	80,015	82,913	86,389	89,579	93,055	96,532
15+	80,594	82,622	86,098	89,866	93,055	97,237	100,411	103,887	107,076	110,553	113,742
<b>*Notes</b>	1) Service in the 2011-12 school year does not count towards years of service with respect to salary scale advancement.										
	2) Service in the 2017-18 school year does not count towards years of service with respect to salary scale advancement.										
	3) Service in the 2018-19 school year does not count towards years of service with respect to salary scale advancement.										
	4) Step & column movement effective at beginning of the school year.										

<b>704</b>											
<b>Bensalem Township School District</b>											
<b>2020-21 Professional Salary Schedule</b>											
<b>Effective 12/2/2020*</b>											
<b>Years Srv</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>	<b>H</b>	<b>I</b>	<b>J</b>	<b>K</b>
1	51,302	51,332	56,808	59,705	62,895	66,370	69,560	72,746	76,225	79,702	82,598
2	52,419	54,446	57,922	60,820	64,008	67,486	70,674	73,859	77,338	80,816	83,714
3	53,415	55,442	58,921	61,828	65,004	68,483	71,668	74,858	78,334	81,813	84,711
4	53,415	55,442	58,921	61,828	65,004	68,483	71,668	74,858	78,334	81,813	84,711
5	56,310	58,343	61,818	64,716	67,905	71,668	74,858	78,334	81,236	84,711	87,896
6	56,310	58,343	61,818	64,716	67,905	71,668	74,858	78,334	81,236	84,711	87,896
7	56,310	58,343	61,818	64,716	67,905	71,668	74,858	78,334	81,236	84,711	87,896
8	56,310	58,343	61,818	64,716	67,905	71,668	74,858	78,334	81,236	84,711	87,896
9	60,658	62,689	65,874	69,353	72,538	75,728	78,917	82,392	85,291	88,766	91,955
10	60,658	62,689	65,874	69,353	72,538	75,728	78,917	82,392	85,291	88,766	91,955
11	60,658	62,689	65,874	69,353	72,538	75,728	78,917	82,392	85,291	88,766	91,955
12	60,658	62,689	65,874	69,353	72,538	75,728	78,917	82,392	85,291	88,766	91,955
13	64,137	67,035	70,512	73,699	76,884	80,365	83,263	86,739	89,929	93,405	96,882
14	64,137	67,035	70,512	73,699	76,884	80,365	83,263	86,739	89,929	93,405	96,882
15+	80,944	82,972	86,448	90,216	93,405	97,587	100,761	104,237	107,426	110,903	114,092
<b>*Notes</b>	1) Service in the 2011-12 school year does not count towards years of service with respect to salary scale advancement.										
	2) Service in the 2017-18 school year does not count towards years of service with respect to salary scale advancement.										
	3) Service in the 2018-19 school year does not count towards years of service with respect to salary scale advancement.										
	4) Step & column movement effective at beginning of the school year.										
	5) Across the board salary schedule increase effective the Monday closest to December 1st.										

<b>705</b>											
<b>Bensalem Township School District</b>											
<b>2021-22 Professional Salary Schedule</b>											
<b>Effective 12/1/2021*</b>											
<b>Years Srv</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>	<b>H</b>	<b>I</b>	<b>J</b>	<b>K</b>
1	51,652	51,682	57,158	60,055	63,245	66,720	69,910	73,096	76,575	80,052	82,948
2	52,769	54,796	58,272	61,170	64,358	67,836	71,024	74,209	77,688	81,166	84,064
3	53,765	55,792	59,271	62,178	65,354	68,833	72,018	75,208	78,684	82,163	85,061
4	53,765	55,792	59,271	62,178	65,354	68,833	72,018	75,208	78,684	82,163	85,061
5	56,660	58,693	62,168	65,066	68,255	72,018	75,208	78,684	81,586	85,061	88,246
6	56,660	58,693	62,168	65,066	68,255	72,018	75,208	78,684	81,586	85,061	88,246
7	56,660	58,693	62,168	65,066	68,255	72,018	75,208	78,684	81,586	85,061	88,246
8	56,660	58,693	62,168	65,066	68,255	72,018	75,208	78,684	81,586	85,061	88,246
9	61,008	63,039	66,224	69,703	72,888	76,078	79,267	82,742	85,641	89,116	92,305
10	61,008	63,039	66,224	69,703	72,888	76,078	79,267	82,742	85,641	89,116	92,305
11	61,008	63,039	66,224	69,703	72,888	76,078	79,267	82,742	85,641	89,116	92,305
12	61,008	63,039	66,224	69,703	72,888	76,078	79,267	82,742	85,641	89,116	92,305
13	64,487	67,385	70,862	74,049	77,234	80,715	83,613	87,089	90,279	93,755	97,232
14	64,487	67,385	70,862	74,049	77,234	80,715	83,613	87,089	90,279	93,755	97,232
15+	81,294	83,322	86,798	90,566	93,755	97,937	101,111	104,587	107,776	111,253	114,442
<b>*Notes</b>	1) Service in the 2011-12 school year does not count towards years of service with respect to salary scale advancement.										
	2) Service in the 2017-18 school year does not count towards years of service with respect to salary scale advancement.										
	3) Service in the 2018-19 school year does not count towards years of service with respect to salary scale advancement.										
	4) Step & column movement effective at beginning of the school year.										
	5) Across the board salary schedule increase effective the Monday closest to December 1st.										