

11-24-15
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K31346

**ADDENDUM TO THE
COLLECTIVE BARGAINING AGREEMENT**

WHEREAS, the Reading Community City School District Board of Education ("Board") and the Reading Education Association ("Association") are parties to a current Collective Bargaining Agreement in effect from September 1, 2014 through August 31, 2016; and

WHEREAS, in accordance with the general provisions of the Agreement, the parties met on March 30, 2015 for an economic reopener to discuss the wages and health insurance items contained at Article II; and

WHEREAS, the parties have agreed to economic terms for the 2015-2016 school year which will require the current Collective Bargaining Agreement to be amended at Article II, Section 2.02, Member Salary Schedules and Index.

NOW, THEREFORE, BE IT AGREED by and between the Reading Community City School District Board of Education and the Reading Education Association as follows:

1. The salary schedule attached hereto as Exhibit A shall be amended to the current Collective Bargaining Agreement as Section 2.0204 and shall be effective for the 2015-2016 school/contract year.

2. The new salary schedule at Section 2.0204 shall reflect a 2% base increase and current employees shall be eligible to move one step vertically on the salary schedule based on a year of experience (horizontal movement shall remain contingent upon obtaining educational qualifications).

3. The Memorandum of Understanding between the Board and the Association attached hereto as Exhibit B and addressing revisions to Section 4.1901, Progressive Discipline, shall be incorporated by reference and Section 4.1901 shall be amended as set forth in the Memorandum.

4. All other provisions of the Agreement currently in effect between the parties hereto and not altered by this Addendum shall remain in full force and effect for the term of the Agreement. No other agreements shall serve to alter the provisions of the current Agreement unless agreed to in writing between the parties.

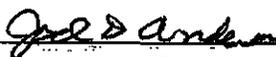
5. All parties further acknowledge, agree and understand that nothing contained herein shall be construed or utilized as "past practice" or "precedent setting" in any related or unrelated, current or future grievance, arbitration, litigation or matter of contract interpretation involving the Board and Association.

6. This Addendum shall constitute the full and complete understanding of the parties concerning this matter and any amendments or modifications shall be in writing and signed by the parties.

IN WITNESS WHEREOF, the duly authorized representatives of the **READING COMMUNITY CITY SCHOOL DISTRICT BOARD OF EDUCATION** and the **READING EDUCATION ASSOCIATION** have executed this Addendum on the dates opposite their signatures.

**READING COMMUNITY CITY SCHOOL
DISTRICT BOARD OF EDUCATION**

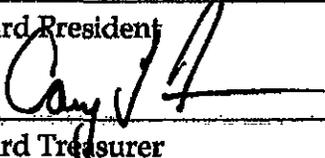
Date: 4-1-15

By: 
Superintendent

Date: 6-03-15

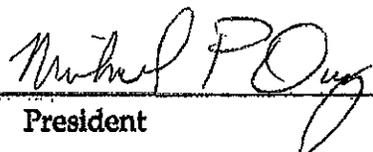
By: 
Board President

Date: 4-1-15

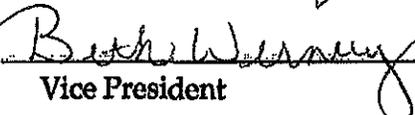
By: 
Board Treasurer

READING EDUCATION ASSOCIATION

Date: 4-1-15

By: 
President

Date: 4-1-15

By: 
Vice President

Reading Community City School District

2.02 MEMBER SALARY SCHEDULES AND INDEX

**2.0204 Salary Schedule - Effective 2015-2016 School Year:
(All columns represent semester hours)**

STEP	BA	BA+30	BA+45	MA	MA+15	MA+30	MA+45
0	38,310	39,574	42,141	44,057	45,359	46,700	48,002
	1.000	1.033	1.100	1.150	1.184	1.219	1.253
1	40,264	41,528	44,095	46,317	47,619	48,960	50,301
	1.051	1.084	1.151	1.209	1.243	1.278	1.313
2	42,218	43,520	46,087	48,539	49,880	51,220	52,561
	1.102	1.136	1.203	1.267	1.302	1.337	1.372
3	44,210	45,474	48,041	50,799	52,178	53,481	54,822
	1.154	1.187	1.254	1.326	1.362	1.396	1.431
4	46,164	47,466	50,033	53,098	54,439	55,779	57,082
	1.205	1.239	1.306	1.366	1.421	1.456	1.490
5	48,156	49,420	52,063	55,358	56,699	58,040	59,419
	1.257	1.290	1.359	1.445	1.480	1.515	1.551
6	50,148	51,412	54,055	57,657	59,036	60,338	61,679
	1.309	1.342	1.411	1.505	1.541	1.575	1.610
7	52,178	53,442	56,048	59,855	61,296	62,675	64,016
	1.362	1.395	1.463	1.565	1.600	1.636	1.671
8	54,170	55,473	58,078	62,292	63,633	64,974	66,353
	1.414	1.448	1.516	1.626	1.661	1.696	1.732
9	56,162	57,503	60,108	64,591	65,970	67,311	68,652
	1.466	1.501	1.569	1.686	1.722	1.757	1.792
10	58,231	59,495	62,139	66,928	68,307	69,648	70,988
	1.520	1.553	1.622	1.747	1.783	1.818	1.853
11	60,262	61,564	64,208	69,303	70,644	72,023	73,364
	1.573	1.607	1.676	1.809	1.844	1.880	1.915
12	62,292	63,633	66,276	71,640	72,981	74,360	75,739
	1.626	1.661	1.730	1.870	1.905	1.941	1.977
15	65,817	67,541	71,065	74,590	75,892	77,195	78,995
	1.718	1.753	1.855	1.947	1.981	2.015	2.062
20	68,498	70,261	73,785	77,310	78,650	79,953	81,715
	1.788	1.834	1.926	2.018	2.063	2.087	2.133
25	71,257	72,981	76,505	80,068	81,370	82,711	84,435
	1.860	1.905	1.997	2.090	2.124	2.159	2.204
27	72,257	73,981	77,505	81,068	82,370	83,711	85,435