

NFT Concessions Offered in Latest Proposal

The Neshaminy Federation of Teachers would like to communicate to the community the significant concessions in our last contract offer. During the last five years of negotiations, the NFT has offered multiple successive contract proposals that each offered more compromises than the last. In our last written contract proposal, the NFT granted the Neshaminy School Board virtually every concession they asked for, including:

- Extending our work year
- Adding 30 minutes to each teacher work day
- Reduction in excused and personal days
- Giving up the equal say clause
- 16% health care contribution, the highest in Bucks County
- Elimination of retiree health care
- Elimination of \$27,500 retiree incentive
- Employee health care opt out reduced by up to 80%
- Zero retroactive pay for 2008-2012
- All certified staff frozen on the salary scale for six out of seven years
- Elimination of Master's equivalency
- Modification of substitute pools
- Elimination of cost of living adjustment
- Drastic reduction in life insurance

These concessions represent the economic and structural changes the NSD school board has claimed were "deal breakers." We offered concessions in the hopes of ending this impasse.

Please contact your School Board.

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The time has come to settle this contract.

Sincerely,
Tara Huber and Josh Krieger
NFT Community Outreach Team Chairpersons
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