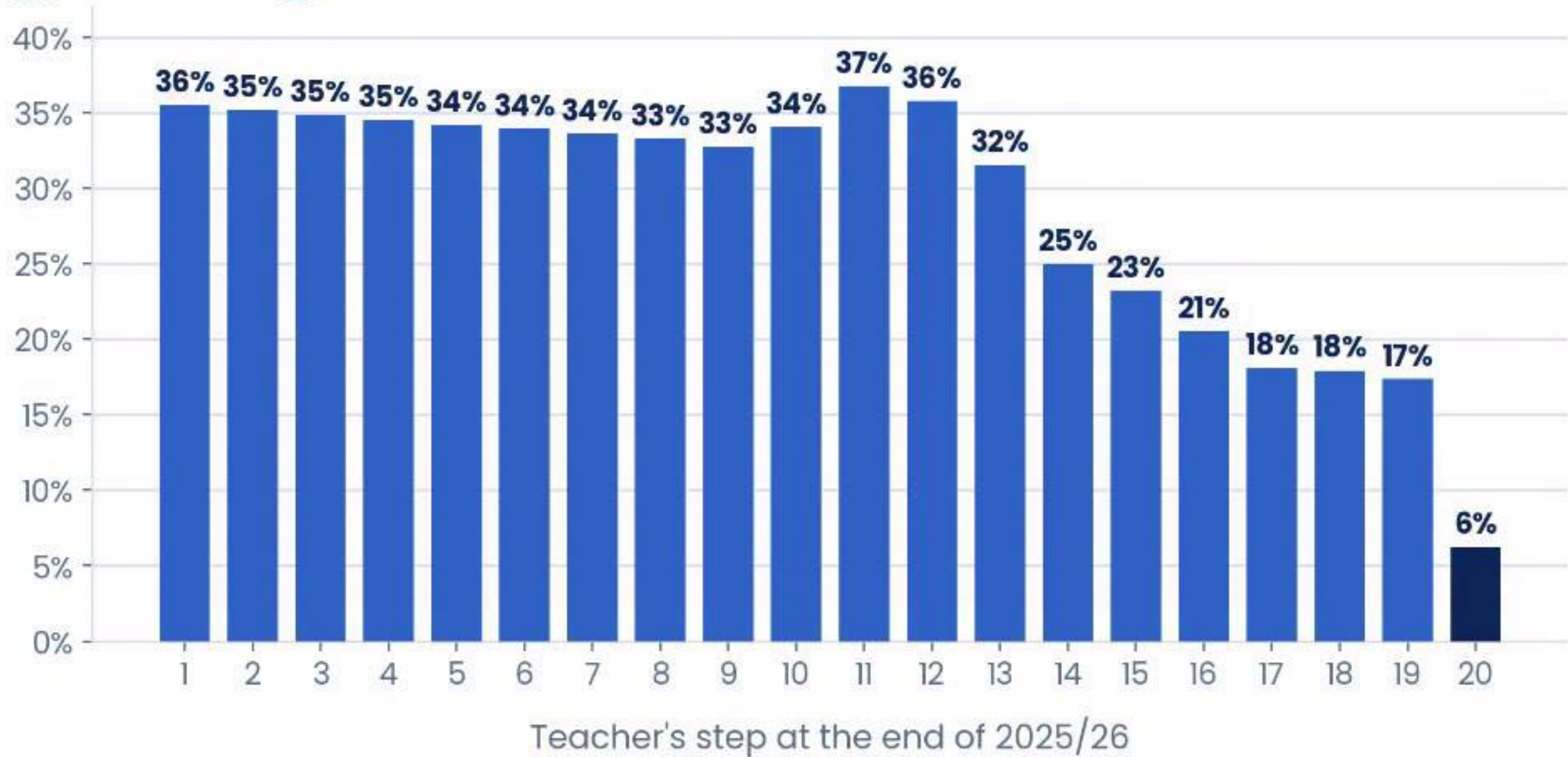


Five year salary increase under the Board's offer, based on the step a teacher was on at the end of 2025/26

Every step on the scale gains ground



Teachers on steps 1 through 19 advance a step each year and receive the increased value of the scale. Teachers already at step 20 receive the negotiated increase plus longevity, at the top of a scale that ranks third of sixteen districts in our region for the 2026/27 school year.

Board Offer 1 salary schedule dated 08/18/2026 compared with the current schedule, bachelor's column, following each teacher through annual step movement to 2030/31.

Berwick's top step stands well above the region



■ **Berwick ranks 3rd of 16 in top step pay, and 3rd from the bottom of 16 in local wealth**

■ The two Berwick figures below the current scale are the Board's proposal, not a settled agreement

**What Berwick invests in one top step teacher
with a master's degree, every year**

\$160,000

Salary of \$92,137, longevity of \$2,000, a pension contribution of \$31,621, and \$34,095 in medical, dental, vision and life coverage.

Median household income in Berwick borough is \$49,800.

Board Offer 1, master's column step 20, 2026/27. PSERS certified employer rate 33.59 percent. Insurance contribution per the collective bargaining agreement, Article X. Income figure from the American Community Survey.

**Berwick Area
School District**

What the Board did not ask teachers to give up

The early retirement incentive stays exactly as it is

\$88,320 in retiree health contributions for a teacher retiring at 55, paid monthly until Medicare eligibility at 65

Up to \$15,000 for unused sick and personal days, paid into a tax sheltered account at \$100 per day, up to a maximum of 150 days

\$103,000 total, on top of a full and guaranteed state pension

Board Offer 1 preserves this benefit in full. Offers 2 and 3 would have converted some of its value into higher salaries. The Association has all three to choose from.

What the Board did not ask teachers to give up

No change to the healthcare contribution formula

- All three Board offers **preserve the current health care structure**. No increase in what employees pay.
- The district pays its full contribution **plus 80 percent of every increase** in medical costs, every year of the agreement.
- Family medical, dental, vision and life coverage costs the district **\$34,095 per year**.
- Employees who waive coverage receive **\$2,500 to \$7,500 a year** in cash instead, depending on the total number of members who waive.

Employer health costs nationally are projected to rise 6.7 percent in 2026, and small group insurers have sought a median 14 percent increase for 2027. Nearly half of large employers expect to shift more of that onto employees. Berwick is not one of them.

Board Offer 1, in full

A strong contract, start to finish

- Raises of **17 to 37 percent** over five years for teachers at every step from 1 through 19
- A top step that ranks **third of sixteen** districts in our Intermediate Unit
- The early retirement incentive **preserved in full**
- Health care **unchanged**, with the district absorbing 80 percent of every increase
- Longevity pay **increased** from \$1,800 to \$2,000

All of it offered in a year the Board adopted a zero percent tax increase.