

**Radnor Township School District
Confidential Employees**

**Conditions of Employment
July 1, 2019 – June 30, 2024**

Confidential employees are entitled to all of the financial and fringe benefits of the Radnor Educational Support Personnel Association (RESPA) Collective Bargaining Agreement except as modified herein. Article VI of the RESPA Agreement does not apply to the confidential employees as it contains provisions outlining the specific rights and privileges of the Association. Further, any references to provisions of Act 195 in the RESPA Agreement or specific rights of the Association are not relevant to confidential employees and are hereby excluded.

Article IX – Compensation

- All confidential employees' salary increases shall be in accordance with Article IX of the RESPA Collective Bargaining Agreement.

Article XII – Other Conditions of Employment

One-time payments

- Year 1 employees shall receive 1.5% of their base salary in a one-time payment and shall not be added to employee base salaries.
- Year 2 employees shall receive 1.0% of their base salary in a one-time payment and shall not be added to employee base salaries pending the employee receives a satisfactory evaluation dated the prior June 30.
- Year 3 employees shall receive 0.75% of their base salary in a one-time payment and shall not be added to employee base salaries pending the employee receives a satisfactory evaluation dated the prior June 30.
- Year 4 employees shall receive 0.5% of their base salary in a one-time payment and shall not be added to employee base salaries pending the employee receives a satisfactory evaluation dated the prior June 30.
- Year 5 no payment shall be made.

Retirement

- All confidential employees who retire from the Radnor Township School District under PSERS, and who have ten (10) years or more of service with Radnor Township School District will be eligible for a lump sum retirement payment of 18% of their annual salary, not to exceed \$9,000.
- All confidential employees who retire from the Radnor Township School District under PSERS and give the district 180-day notice prior to retirement will receive \$1,000 to be placed into a 403b account recognized by the district.

Auxiliary Account

- The Board shall provide \$1,500 to confidential employees annually, to be placed into a 403b account recognized by the district.

Confidential Representative Signatures

Cristina Calderon 3/5/20
George Dalk 3/10/20

Board President/Board Secretary

Michelle A. DeKow 3/5/20
Susan Stern 3/6/20