

**COLLECTIVE BARGAINING AGREEMENT
BETWEEN
THE BOARD OF SCHOOL DIRECTORS
OF THE POTTS GROVE SCHOOL DISTRICT
AND
POTTS GROVE EDUCATION ASSOCIATION, PSEA-NEA
PROFESSIONAL EMPLOYEES**

2022-2023

2023-2024

2024-2025

2025-2026

TABLE OF CONTENTS

	Page #
ARTICLE I RECOGNITION	1
ARTICLE II MISCELLANEOUS.....	1
II.1 DEFINITIONS.....	1
II.2 LEGAL PROVISIONS.....	2
II.3 NO STRIKE-NO LOCK OUT PROVISION	2
II.4 SAVINGS	3
II.5 MAINTENANCE OF ADDENDUM POLICIES	3
ARTICLE III ASSOCIATION RIGHTS.....	3
III.1 ASSOCIATION INFORMATION.....	3
III.2 ASSOCIATION DUES	3
III.3 EXCLUSIVE RIGHTS.....	3
III.4 ASSOCIATION LEAVE.....	4
III.5 PRESIDENT RELEASE	4
ARTICLE IV GRIEVANCE PROCEDURE.....	4
IV.1 PREFACE.....	4
IV.2 DEFINITIONS.....	5
IV.3 GRIEVANCE PROCEDURES	5
IV.4 DEFINITIONS.....	7
ARTICLE V TRAVEL REIMBURSEMENT.....	7
ARTICLE VI SALARY PAYMENTS.....	8
ARTICLE VII LEAVES OF ABSENCE	9
VII.1 EMERGENCY.....	9
VII.2 OPTIONAL DAY.....	10
VII.3 PERSONAL DAYS	10
VII.4 DEATH IN THE FAMILY.....	10
VII.5 PROFESSIONAL LEAVE.....	11
VII.6 LEAVE-OF-ABSENCE FOR RESTORATION OF HEALTH, PROFESSIONAL STUDY LEAVE, AND CLASSROOM EXCHANGE LEAVE	12
VII.7 MATERNITY LEAVE OF ABSENCE/CHILD REARING LEAVE	12
VII.8 JURY DUTY	13
VII.9 FAMILY AND MEDICAL LEAVE ACT PROVISIONS.....	13
VII.10 LEAVES FOR ILLNESS IN THE FAMILY	14
ARTICLE VIII FRINGE BENEFITS.....	14
VIII.1 LIFE INSURANCE	14
VIII.2 MEDICAL CARE INSURANCE.....	14

ARTICLE IX SPECIAL PAYMENTS.....	18
IX.1 HOMEBOUND INSTRUCTION/SUMMER SCHOOL	18
IX.2 DEPARTMENT CHAIRPERSONS, TEAM COORDINATORS, AND LEAD TEACHERS	18
ARTICLE X TUITION REIMBURSEMENT	20
ARTICLE XI professional EMPLOYEE SALARIES	22
XI.2 RECOGNITION FOR EXPERIENCE	22
XI.3 RECOGNITION FOR PROFESSIONAL PREPARATION.....	23
XI.4 SUPPLEMENTARY SALARY SCHEDULE POSITIONS	24
ARTICLE XII SEVERANCE PAY.....	25
ARTICLE XIII CHANGE IN STAFF	26
XIII.1 NOTIFICATION	26
XIII.2 DUTY AIDES.....	26
ARTICLE XIV SCHOOL CALENDAR.....	26
XIV.1 CALENDAR YEAR.....	26
XIV.2 CATEGORIES OF DAYS.....	27
XIV.3 TEACHER DAY	27
XIV.4 EARLY DISMISSAL DAY	28
XIV.5 PARENT CONFERENCES	28
XIV.6 COVERAGES.....	28
ARTICLE XV CONDITIONS OF EMPLOYMENT.....	29
XV.1 SENIOR HIGH, MIDDLE SCHOOL AND ELEMENTARY SCHOOL TEACHING PERIODS AND PREPARATION	29
XV.2 NOTIFICATION OF SELECTED TEACHER ASSIGNMENTS.....	32
ARTICLE XVI LONG-TERM SUBSTITUTES.....	32
ARTICLE XVII TERM OF AGREEMENT	33
EXHIBIT (A) POTTS GROVE SCHOOL DISTRICT PAY DATE SCHEDULE	34
EXHIBIT (C) SUPPLEMENTAL POSITIONS AND SALARY SCHEDULES.....	37
EXHIBIT (D) BENEFIT SUMMARY – MEDICAL AND RX	57

THE POTTS GROVE SCHOOL DISTRICT POLICY OF NON-DISCRIMINATION

Pottsgrove School District is an equal opportunity education institution and will not discriminate on the basis of race, color, creed, religion, national origin, sex, sexual orientation, ancestry, marital status, genetic information, pregnancy and handicap/disability in its activities, programs or employment practices as required by Title VII, Title IX and Section 504. For information regarding civil rights or grievance procedures, contact the Director of Human Resources, otherwise known as the Title IX and Section 504 Coordinator, at the 1301 Pottsgrove School District, Kauffman Road, Pottstown, Pennsylvania 19464, and (610) 327-2277.

PREAMBLE

This Agreement entered into this, the 19th day of July, 2022, by and between the Board of School Directors of the Pottsgrove School District, Pottstown, Pennsylvania, hereinafter called the “Board” and the Pottsgrove Education Associations, PSEA-NEA, hereinafter called the “Association” or “Bargaining Representative”.

WITNESSETH

WHEREAS, the parties have agreed to enter into a new Collective Bargaining Agreement commencing on July 1, 2022, and terminating on June 30, 2026.

WHEREAS, the parties have reached certain understandings which they desire to confirm in this Agreement. In consideration of the following mutual covenants, it is hereby agreed as follows:

ARTICLE I

RECOGNITION

The Board of School Directors of the Pottsgrove School District recognizes the Pottsgrove Education Association, PSEA-NEA, as the sole and exclusive bargaining agent for all classes of employees included in the bargaining unit as certified and determined by the Pennsylvania Labor Relations Board, as well as long-term substitutes.

ARTICLE II

MISCELLANEOUS

II.1 DEFINITIONS

- (a) “School” shall be the place to which a Bargaining Unit Member normally reports and/or from which place a Bargaining Unit Member is assigned his/her professional duties.
- (b) The “singular” shall include the “plural”.
- (c) The reference to “masculine” shall include the “feminine”.

II.2 LEGAL PROVISIONS

- (d) The Board and the Association shall take no action violative of, or inconsistent with, any provisions of this Agreement.
- (e) Just Cause

No employee in the Bargaining Unit shall be discharged or suspended without pay for disciplinary reasons without just cause.

- (1) In the event that the District Administration or other party files charges against a Bargaining Unit Employee pursuant to Section 11-1122 of the Public School Code of 1949, as amended, relating to the discharge of a Bargaining Unit Employee, within ten (10) days of the Board's action receiving such charges, the impacted Bargaining Unit Employee shall elect, in writing, whether or not the Bargaining Unit Employee seeks for either an arbitrator to hear the proceeding or the Board to conduct a termination proceeding, with appeal rights to the Secretary of Education. Such election shall be irrevocable and cannot be withdrawn by either the Bargaining Unit Employee of the Association on behalf of the Bargaining Unit Employee. In the event that the Bargaining Unit Employee or the Association fails to make such election within the state time period, then in the event the Bargaining g Unit Employee will be relegated to a hearing pursuant to Section 11-1122 of School Code and not an arbitration remedy.
- (2) In the event the Bargaining Unit Employee or Association elects an arbitration remedy, the parties hereby agree that only the following individual arbitrators could be selected via mutual agreement to hear any arbitration sought pursuant to this "just cause" provision:

John M Skonier, Esquire
Dr. Joan Parker
Margaret Brogan, Esquire

In the event that any one of the individual arbitrators are no longer available for arbitration, the District and the Association shall agree to modify the panel of three (3) arbitrators so mentioned.

- (3) The powers and compensation of the arbitrator so selected shall be in accordance with Article 1V.4.3(e) herein.

II.3 NO STRIKE-NO LOCK OUT PROVISION

The Association shall not conduct or cause to be conducted a strike during the term of this Agreement. The Board will not conduct or cause to be conducted a lock-out during the term of this Agreement.

II.4 SAVINGS

In the event that any provision of the agreement is or shall at any time be held to be contrary to law by a court of last resort of Pennsylvania or of the United States or by a court of competent jurisdiction from whose judgment or decree no appeal has been taken within the time provided for doing so, then such provision shall not be applicable or performed or enforced except to the extent permitted by law and negotiations between the parties shall be held within ten (10) days after such court decision for the purpose of mutually agreeing upon a substitute provision. Notwithstanding the procedures of this paragraph or the results thereof, all other provisions of this Agreement shall remain in full force and effects.

II.5 MAINTENANCE OF ADDENDUM POLICIES

The policies set forth in the Addendum shall be maintained without change for the term of this Agreement.

ARTICLE III

ASSOCIATION RIGHTS

III.1 ASSOCIATION INFORMATION

The Board shall make available to the Association, upon its reasonable request, information, statistics and records which are relevant to negotiations or necessary for the proper enforcement of the terms of this Agreement in their readily available form.

III.2 ASSOCIATION DUES

The District shall have no involvement in the collection of any Association dues and or payments. The Association will handle all such transactions outside the district payroll procedures.

III.3 EXCLUSIVE RIGHTS

- (a) The parties agree that the Association shall be the only professional employee union that shall have the right to utilize bulletin boards and mailboxes in all school building of the District.
- (b) The Association shall be the only professional employee union that shall have the right to use computers, storage space, and school facilities that the Association requires to discharge the Association's responsibilities as the bargaining agent for the employees in the Pottsgrove School District. Space in the building of the President of the Association shall be designated as Association storage space. The use of said computers, school buildings and storage space by the Association shall be subject to the availability of said computers, school buildings and storage space.
- (c) The Association shall indemnify and hold harmless and defend the District, the Board, its members, officers, agents and employees from and against any and all claims, demands, actions, complaints, suits, attorneys' fees or other forms of

liability that shall arise out of or by reason of action taken by the district for the purpose of complying with the above provisions of this Article.

III.4 ASSOCIATION LEAVE

- (a) The Board shall grant twelve (12) days of Association leave in each contract year for Association use, at the discretion of the Association, by members of the Association for Association-related conventions, Association-related conferences and Association-related meetings without loss of pay.
- (b) The Association will reimburse the Board at the prevailing daily rate for substitute teachers for each day of Association leave taken.
- (c) The following requirements shall be in effect during the term of this contract with respect to Association leave:
 - (1) The Association's President shall notify the Superintendent in writing two (2) teacher working weeks in advance of any Association leave.
 - (2) Association leave shall be subject to the overall limitation that not more than seven percent (7%) of the faculty shall be off at any one time on personal days, professional days and/or Association leave, except that the seven percent (7%) limitation shall be five percent (5%) on days when a teacher development program is in session.

Upon written request of the Association President, Bargaining Unit Employees required to attend arbitration hearings held when classes are in session will be excused with no reduction of days from the Association leave days.

III.5 PRESIDENT RELEASE

The President of the Association who is a high school Bargaining Unit Employee shall be granted one (1) duty-free period each day for the purposes of conducting Association business. The President of the Association who is a middle school Bargaining Unit Employee shall be excused from participating what is currently scheduled as the ninth (9th) period for the purposes of conducting Association business. In the event the President of the Association is an elementary school Bargaining Unit Employee, the Association and the Board agree to bargain time when the President of the Association can conduct Association business during the work day.

ARTICLE IV

GRIEVANCE PROCEDURE

IV.1 PREFACE

Any grievance proceeding shall be as informal and confidential as may be consistent with the provisions of this statement.

IV.2 DEFINITIONS

- (a) A “grievance” is a complaint of an employee or group of employees or a complaint of the Association on behalf of an employee or group of employees that there has been a violation, misinterpretation, and misapplication, inequitable or otherwise improper application, of any provision of this Agreement. Any complaint that there has been a violation, misinterpretation, misapplication, inequitable or otherwise improper application of any item that is not covered by this Agreement shall not be subject to the grievance process.
- (b) A “day” is a working school day.
- (c) An “employee” is any member of the Bargaining Unit.
- (d) An “Association Representative” is that individual designated by the Association to be present during formal grievance hearings.
- (e) A “grievant” is an employee or group of employees who individually or through the Association file a grievance.

IV.3 GRIEVANCE PROCEDURES

Any grievant may discuss the matter with the school principal before or after the work day as herein defined with the object of resolving it informally, provided. However, no grievance shall be adjusted inconsistent with the terms of this Agreement. In the event a grievance as herein defined is not satisfactorily resolved by informal consultation as outline above, the five (5) step process as describe in the following paragraphs shall be followed.

- (a) First Step
The grievance shall be reduced to writing within fifteen (15) days after the occurrence of the alleged violation or within fifteen (15) days after the grievant knew or should reasonably have known of the alleged violation of the Agreement giving rise to the grievance. The grievance shall be signed by the grievant and delivered to the Principal on the grievance report form. Within five (5) days of receipt of the grievance, the Principal shall meet and confer with the grievant. The Principal shall indicate his disposition of the grievance in writing within three (3) days of such meeting and shall furnish a copy thereof to the grievant and the Association.
- (b) Second Step
If the Association is not satisfied with the disposition of the grievance by the administrator responsible for the first step as outlined above, the Association may, within five (5) days appeal to the Director of Human Resources. The appeal shall be in writing. Within seven (7) days of receipt of the appeal, the Director of Human Resources shall investigate the grievance, meet and confer with the Grievant and the Association. The Director of Human Resources shall indicate his disposition

of the grievance in writing within three (3) days of such meeting and shall furnish a copy thereof to the grievant and the Association.

(c) Third Step

If the Association is not satisfied with the disposition of the grievance by the Director of Human Resources as outlined above, the Association may, within five days, appeal to the Superintendent. The appeal shall be in writing. Within seven (7) days after receipt of the appeal, the Superintendent shall investigate the grievance, meet and confer with the grievant and the Association. A copy of his decision shall be delivered to the grievant and the Association.

(d) Fourth Step

If the Association is not satisfied with the disposition of the grievance by the Superintendent in the third level of appeal as previously outlined, the Association may, within ten (10) days, appeal to a three-person grievance panel appointed by the President of the Board of Education.

The Appeal shall be heard by the grievance panel within ten (10) days of the date on which it is filed with the Superintendent. The Board panel shall meet and confer with the grievant and the Association. Association President and/or Association Staff Counsel, and render its decision in writing within five (5) days after the date on which the hearing is held. A copy of the panel's decision shall be delivered to the grievant and the Association

(e) Fifth Step

If the actions outlined in the preceding steps fail to resolve the grievance issue, only the Association may refer the matter to binding arbitration as provided in Section 903 of Act 195. Submission to arbitration shall be accomplished by advising the Superintendent in writing not more than ten (10) days after a decision is rendered in Step 4 of the desire to make further appeal under the provisions of Section 903 of the Act. The submission to arbitration shall contain a statement of the issues to be arbitrated and references to the specific article and/or section allegedly violated.

The Association and the Board shall attempt, within ten (10) days after the receipt of the notice of submission, to agree upon a mutually acceptable arbitrator and obtain a commitment from such arbitrator to serve.

If the Association and the Board are unable to agree upon the arbitrator or to obtain such a commitment within the specified period, arbitration will proceed under the provisions of Articles 1 and 2 of Section 903. It shall be the function of the arbitrator, after due investigation, to make a decision in writing and to set forth his findings of fact, reasoning and conclusions on the issue submitted. The arbitrator's decision shall be final and binding upon the Association, the members of the unit, and the Board of Education. The arbitrator shall be without power or authority to add to, subtract from, disregard, alter, or modify any of the terms of this Agreement, nor shall the arbitrator make any decisions which require the commission of an act

prohibited by law. The cost of the services of the arbitrator, including per diem expenses, shall be borne equally by the Association and the Board, and neither party will be responsible for the expenses of witnesses called by the other.

IV.4 DEFINITIONS

- (a) A grievance may be withdrawn by the grievant and/or the Association without prejudice of record and cannot be reopened.
- (b) Failure by the grievant or the Association at any level to appeal a grievance to the next level within the specified time limits herein shall be deemed to be acceptance of the decision rendered at that level.
- (c) Any grievance not answered by the respective school authority within the prescribed time limits shall be automatically referred to the next step of the grievance procedure.
- (d) Time limits provided in the Article shall be strictly observed, but may be extended by written agreement of parties.
- (e) A grievance based on the action of authority higher than the principal shall be initiated at that step of this grievance procedure. The general procedures relating to that step shall apply to the presentation and adjustment of the grievance, including the right of appeal.
- (f) The Association may initiate or appeal a grievance at any step of this procedure.
- (g) Conferences and hearings held under this grievance procedure shall be scheduled at a time and place which will afford a fair and reasonable opportunity for all persons entitled to be present to attend, including witnesses.
- (h) It shall be the firm policy of the board to assure the grievant and the Association, as set forth in the contract the unobstructed use of this procedure without fear of reprisal or employment status.

ARTICLE V

TRAVEL REIMBURSEMENT

Authorized travel by Bargaining Unit Employees shall be reimbursed for such travel at the Internal Revenue Service's approved rate for travel.

ARTICLE VI

SALARY PAYMENTS

- (a) Employees shall receive their pay in accordance with the payment schedule which is attached hereto, made a part hereof and marked Exhibit "A."
- (b) All Bargaining Unit Employees will be paid in accordance with the Payment Schedule set forth in Exhibit "A" via direct deposit at an institution of the Employee's choice. Whenever a pay day falls on a non-banking day, the payment will be deposited on the immediately preceding banking day.
- (c) Each year of this Agreement, each Bargaining Unit Employee shall choose one of the following options concerning his pay on or before July 1, prior to the school year for which the option is intended. The failure of the Bargaining Unit Employee to choose one of the following options shall result in the employee's forfeiture of the right for the year in question. The District will thereupon exercise Option 1 below.
- (d) Compensation for all Supplemental Positions shall be paid separately from participating employees' regular paychecks.
- (e) The District shall continue the direct deposit of payroll checks due and owing Bargaining Unit Employees.

(1) Salary Plan Payment Options

- (i) The Bargaining Unit Employee's basic salary shall be divided by twenty-six (26); the remainder of the Bargaining Unit Employee's salary shall be paid to the employee on the next scheduled pay date following the last teacher work day in accordance with the schedule, which is attached hereto, made part hereof and marked Exhibit "A". The lump sum payment shall be treated as multiple pays.
- (ii) The Bargaining Unit Employee's basic salary shall be divided by twenty-one (21) pays in accordance with the schedule which is attached hereto, made part hereof and marked Exhibit "A".
- (iii) The first pay date of each school year shall be the first regularly scheduled pay date following August 20.
- (iv) Bargaining Unit Employees' basic salary shall be paid out in twenty-six (26) pay periods, with regular payment made through the summer months. It is understood that in those school years when the pay schedule needs to be modified as determined by the District to have twenty-seven (27) pays, Bargaining Unit Employees' basic salary will be paid out in twenty-seven (27) pays subject to a divisor of twenty-seven (27) that will be made through the summer months.

ARTICLE VII

LEAVES OF ABSENCE

VII.1 EMERGENCY

Bargaining Unit Members will be entitled to one (1) day per year of emergency leave pursuant to the following policy:

- (a) The granting of such emergency leave shall be subject to the discretion of the Superintendent.
- (b) Realizing that emergencies often occur quickly, it is the responsibility of the Bargaining Unit Member to immediately arrange for a substitute teacher. It is then the responsibility of the Bargaining Unit Member to justify the validity of the emergency (in writing to the Superintendent).
- (c) A general outline to aid the Superintendent in administering the emergency leave program is as follows:
 - (1) Serious illness in the home which requires the presence of the Bargaining Unit Member.
 - (2) Transportation of spouse or children to the hospital (birth of child).
 - (3) Summons of local, state or federal government (not Jury Duty).
 - (4) Attendance at the graduation exercises of a son or daughter, brother or sister.
 - (5) Disaster to home or personal property.
 - (6) Departure of son or daughter for military service overseas.
 - (7) For the day of a funeral of a loved one not specifically enumerated in Article VII , Paragraph 7.4 Death in the Family.
 - (8) Other situations not specifically covered by the aforementioned policies, which in the judgment of the Superintendent are consistent with the purposes for which these provisions are made, may be approved at the Superintendent's discretion.
- (d) Bargaining Unit Members shall have the option to use one-half (1/2) of an emergency day.
- (e) Not later than July 15, each Bargaining Unit Member not having used any sick or emergency days during the school year in question shall receive a bonus of \$100. Optional days used as emergency days shall not be considered an emergency day

for the purpose of this provision. However, any request for an emergency day will be taken on face value unless the request specifically states that the optional day is being used as an emergency day.

VII.2 OPTIONAL DAY

Bargaining Unit Members will be granted one (1) additional day of leave which, at the Bargaining Unit Members' options, may be used as a "personal" day or as an "emergency" day.

VII.3 PERSONAL DAYS

Bargaining Unit Members will be granted two (2) days of personal leave per year pursuant to the following policy.

- (a) No excuse is required.
- (b) Two (2) weeks written notice to the Superintendent is required for the approval of personal days, and they shall be approved in the order in which they are received.
- (c) No more than seven percent (7%) of the faculty shall be off at any one time on personal days, professional days and/or Association leave days except that this figure shall be five percent (5%) on days when a teacher development program is in session.
- (d) No personal days shall be granted during the first five (5) teacher work days or the last five (5) teacher work days of the school term.
- (e) Unused personal days including the optional "personal" day may be accumulated to a maximum of five (5). These unused accumulated days may then be used during any school year in accordance with the above provisions. No more than five (5) personal days may be used in any one school year.
- (f) Full-time Bargaining Unit Members during the month of September may elect to be paid for one (1) personal day at the then current rate for substitute teachers. This request must be submitted in writing to the Superintendent and shall be applied to personal days available after any days are carried over from the previous school year.
- (g) Bargaining Unit Members may covert up to two (2) unused personal days to sick days per year.

VII.4 DEATH IN THE FAMILY

- (a) Whenever a professional or temporary professional employee shall be absent from duty because of death in the immediate family of said employee, there shall be no deduction in salary of said employee for an absence not in excess of four (4) school

days. The Board may, in its discretion, extend the period of absence, with pay, as the exigencies of the case may warrant.

- (b) Members of the immediate family shall be defined as father, mother, brother, sister, son, daughter, husband, wife, parent-in-law, son-in-law, daughter-in-law, or near relative who resides in the same household, or any person with whom the employee has made his home.
- (c) Whenever a Bargaining Unit Employee is absent because of the death of a near relative, there shall be no deduction in the salary of said employee for absence on the day of the funeral. The Board, in its discretion, may extend the period of absence with pay, as the exigencies of the case may warrant. A near relative shall be defined as first cousin, grandfather, grandmother, grandchild, aunt, uncle, niece, nephew, brother-in-law or sister-in-law.

VII.5 PROFESSIONAL LEAVE

(a) Educational Meetings / Conferences

Professional and temporary professional employees (but not long-term substitutes) who desire to attend educational meetings or conferences are requested to file the proper form with the building administrator to whom the Bargaining Unit Member reports. Full particulars related to the meeting should be explained on the form which must be filed well in advance of the conference or meeting date. Final decision will be made by the Superintendent or the Superintendent's designee based on, among other considerations, the educational impact on the Pottsgrove School District and the financial resources available to support such an activity.

(b) Visitation

Bargaining Unit Members will be granted authorization on in-service days for one day visitations to other educational institutions or to industry with no loss of pay, but with no reimbursements from the School District. However, such visitation will be granted only if the absence of the Bargaining Unit Member does not conflict with the Bargaining Unit Member's participation in the scheduled in-service program for that day. Notice of the planned program will contain notice as to those Bargaining Unit Members or categories of Bargaining Unit Members required to attend the in-service program. Should the time of the visitation conclude prior to the conclusion of the scheduled in-service program, the Bargaining Unit Member shall return to school for the balance of the in-service program. The administration may request a written report from the Bargaining Unit Member summarizing the activities of the day.

(c) Budget

The budget for professional leave shall be \$14,500.00 per year for the term of the Contract.

(d) Notice

Two (2) weeks written notice to the Superintendent is required for approval of professional days, and they shall be approved in the order in which they are received.

(e) Limitations

No more than seven percent (7%) of the faculty shall be off at any one time for professional days, personal days, or Association leave except that this figure shall be five percent (5%) on days when a professional development program is in session.

VII.6 LEAVE-OF-ABSENCE FOR RESTORATION OF HEALTH, PROFESSIONAL STUDY LEAVE, AND CLASSROOM EXCHANGE LEAVE

The District shall consider requests for leaves-of-absence for restoration of health, professional study leave, and classroom exchange leave in accordance with the school laws of Pennsylvania.

VII.7 MATERNITY LEAVE OF ABSENCE/CHILD REARING LEAVE

- (a) The District shall follow the guidelines for the granting of Child Bearing leaves of absence as outlined in the School Code of Pennsylvania, the Pennsylvania Human Relations Commission Guidelines and memoranda issued by the Secretary of Education.

Where the employee has no other applicable insurance coverage, then, in such case, the core health plan coverage for the employee on Child Bearing leave shall extend to the end of the month of the birth of the child or the discharge from hospital care of the employee and child for causes related to the pregnancy of that employee, whichever extends later.

- (b) In order for a Bargaining Unit Employee to be eligible for any granting or extension of child rearing leave pursuant to District policy or practice, the Bargaining Unit Employee must give at least sixty (60) calendar days' written notice of their intent to request a child rearing leave or request an extension of an existing child rearing leave or request that their service be terminated in the District as the result of a decision not to return to work at the expiration of a period of child rearing leave. Said Bargaining Unit Employee shall provide thirty days' notice of their request to return to work.

Said Bargaining Unit Employee may return to work sooner in the event: (1) the Bargaining Unit Employee can demonstrate a substantial modification in personal circumstances that resulted in no longer having a need for child rearing leave; (2) the Bargaining Unit Employee further providing at least sixty (60) days' written notice of the Bargaining Unit Employee's intent to return; and (3) no long-term

substitute is filling the position created as the result of the Bargaining Unit Employee's child rearing leave.

- (c) At the conclusion of a child rearing leave, Bargaining Unit Employees will return at the end of a marking period based upon the Bargaining Unit Employee's building and primary assignment. This would be the end of the trimester for elementary (K-5) and at the end of the quarter for secondary (6-12).

VII.8 JURY DUTY

If full or part-time Bargaining Unit Members are required to serve jury duty, they will receive a salary normally received for the period of jury duty involved, subject to the prompt remittance to the Board of an amount equal to the compensation for such jury duty. Remittance to the Board shall be made to the order of the District by personal check or money order. It is the intent of the District to utilize this formula to make up the difference between the Bargaining Unit Member's daily or per diem rate and pay received for jury duty service.

VII.9 FAMILY AND MEDICAL LEAVE ACT PROVISIONS

When an eligible Bargaining Unit Employee, pursuant to the Family and Medical Leave Act, is employed principally in an instructional capacity and whose principal function is to teach and instruct students in the class, small group or individual setting (which includes teachers, but does not include nurses, counselors, psychologists or curriculum specialists) and when the period of leave is near the conclusion of an academic term (for the purposes of this Agreement, a student year typically ending in the month of June), the following rules will apply to eligible employees under the Family Medical Leave Act employed principally in an instructional capacity:

- (a) If the eligible employee begins leave more than five (5) weeks prior to the end of the academic term, the Board hereby requires the Bargaining Unit Employee to continue taking the leave until the end of the term if - (i) the leave is of at least three (3) weeks in duration, and (ii) the return to employment would occur during the three (3) week period before the end of such academic term.
- (b) If the eligible employee begins a Birth (leave involving the birth of a child and in order to care for that child) Placement (leave involving the placement of the child for adoption or foster care) or Care (leave to care for a spouse, child or parent, but not a parent-in-law, with a serious health condition) leave during the period which starts five (5) weeks before the end of the academic term, the Board hereby requires the Bargaining Unit Employee to continue taking leave until the end of the term if (i.) the leave is of greater than two (2) weeks in duration and (ii.) the return to employment would occur during the two (2) week period before the end of such term.
- (c) If the eligible Bargaining Unit Employee begins a Birth, Placement or Care Leave during the period which starts three (3) weeks before the end of the academic term

and the duration of leave is greater than five (5) working days, the Board hereby requires the Bargaining Unit Employee to continue taking leave until the end of the term.

For the purposes of this Agreement, if the Bargaining Unit Employee chooses, or is required to take leave until the end of a school term, the entire period of leave will count as Family and Medical Leave Act leave.

VII.10 LEAVES FOR ILLNESS IN THE FAMILY

Each Bargaining Unit Employee may utilize up to six (6) days of the Bargaining Unit Employee's accumulated but unused sick leave per school year to care for an ill member of the employee's immediate family. Immediate family shall be defined as follows: mother, father, brother, sister, son, daughter, spouse, parent-in-law, or near relative who resides in the same household, or any person with whom the employee has made his or her home. The granting of such leave for up to six (6) days of the Bargaining Unit Employee's accumulated but unused sick leave shall be credited towards the District's obligation pursuant to the District's Family and Medical Leave Act policy.

ARTICLE VIII

FRINGE BENEFITS

VIII.1 LIFE INSURANCE

The Board shall provide, at its expense, a term life insurance policy for each Bargaining Unit Employee that shall be in a face value amount equivalent to the greater of:

- (a) The Bargaining Unit Employee's salary level as of September 11 of the school year in question; or
- (b) \$60,000.00

VIII.2 MEDICAL CARE INSURANCE

- (a) Health Benefit Plan

The District shall self-fund its medical and prescription health insurance plans, or their substantial equivalent, as provided herein below:

- (1) The medical care insurance program as set forth in the Blue Cross/Blue Shield Personal Choice 310 Plan (herein "Personal Choice 310 Plan) and
- (2) The medical insurance program as set forth in the Personal Choice 10/20/70 Plan (herein "Personal Choice 10/20/70 Plan").
- (3) The medical care insurance program as set forth in the 520/80/50 Plan (herein "520/80/50 Plan"). Annually, the District shall post summary plan

descriptions for the health benefits plans on the District's accessible website.

- (4) There will be no change in medical or Rx plan design or premium for 2022-2023.
- (5) For 2023-2024, plan designs go into effect in accordance with the grid attached at Exhibit "D".
- (6) For 2024-2025 and 2025-2026, plan designs will continue to be in accordance with the grid attached at Exhibit "D".
- (7) The Board shall provide a prescription program that will provide coverage for each eligible Bargaining Unit Employee and for each eligible spouse and dependent subject to a \$10.00 generic copay/\$30.00 preferred brand name copay/\$50.00 non-preferred brand name copay. Mail order drugs for a ninety (90) supply will be subject to a \$20.00 generic copay/\$60.00 preferred brand name copay/\$100.00 non-preferred brand name copay. The prescription plan will include IBC Enhanced Utilization Management and unlimited AUM.
- (8) Effective July 1, 2019, the District will implement the full suite of "Safeguard RX" programs and the Advance Opioid Management program sponsored by Express Scripts.
- (9) The Board will pay 94% of the premium costs for prescription coverage for 2022-2023 and 2023-2024; 93% of the premium costs for prescription coverage for 2024-2025; and 92% of the premium costs for prescription coverage for 2025-2026.
- (10) The District has established a combined (both medical and prescription) out-of-pocket maximum cost equal to the amounts set forth in the Affordable Care Act. The out-of-pocket maximums for the health benefit plans, namely, the Personal Choice 310 plan, Personal Choice 10/20/70 plan, and 520/80/50 plan will be set forth and established by Independence Blue Cross and/or the insurance provider. The prescription program out-of-pocket maximum will be determined by the difference in the out-of-pocket maximum costs established by Independence Blue Cross for the selected health benefit plan and the out-of-pocket limits established by the Affordable Care Act, which for calendar year 2022 is \$8,700.00 for single members and \$17,400.00 for all other members. This calculation will be established annually based upon the Affordable Care Act out-of-pocket overall maximums, which are indexed pursuant to the Act. Changes in the out-of-pocket maximums shall be reported annually to the Association President.

- (11) A dental plan substantially equivalent to the dental plan in effect will be provided through the term of this Collective Bargaining Agreement.
- (12) A vision plan substantially equivalent to the vision plan in effect will be provided through the term of this Agreement.

(b) Payment of Premiums for Health Benefit Plans

- (1) District Health Benefit Plan Payment Contributions for Health Benefit Plans.
 - (i) The Board agrees to pay the following percentage amounts toward the imputed premium costs for the Health Benefits Plans below:

Health Benefit Plan	07/01/22-06/30/23	07/01/23-06/30/24	07/01/24-06/30/25	07/01/25-06/30/26
PC310	87% of premium cost	87% of premium cost	86% of premium cost	85% of premium cost
520/80/50	95% of premium cost	95% of premium cost	94% of premium cost	93% of premium cost
Personal Choice 10/20/70	79% of premium cost	79% of premium cost	78% of premium cost	77% of premium cost

- (ii) The District’s healthcare plan year runs from July 1 to June 30. Premiums are deducted from Bargaining Unit Employees over their elected number of pays beginning with their first pay.
- (iii) The District will have an open enrollment in May, 2023, and each May thereafter during the term of this Agreement for Bargaining Unit members to make any changes in their health benefit insurance coverages pursuant to this Agreement.
- (iv) The Bargaining Unit Employee’s share of premium costs shall be paid by the eligible Bargaining Unit Employee through mandatory payroll deductions.

(c) Conditions with Respect to the Selection of Plans

Each married Bargaining Unit Employee whose spouse is also employed by the District may elect one coverage for the Bargaining Unit Employee, his/her spouse

and/or other eligible dependents under one of the plans available for selection (i.e., one health benefit plan per family).

A married Bargaining Unit Employee whose spouse is also employed by the District may only elect one (1) prescription coverage, dental coverage, and vision coverage for the married Bargaining Unit Employee, and the spouse will not be entitled to receive duplicate coverage.

During the term of this Agreement, each Bargaining Unit Employee who selects coverage under a plan consents to the deduction from pay of his/her cost of the Health Benefit Plan premiums as set forth above. As long as permitted under the Internal Revenue Code of 1986, as amended, the Board agrees to sponsor a "Cafeteria Plan" as set forth in Internal Revenue Code Section 125(a), and the regulations promulgated thereunder, to permit Bargaining Unit Employees eligible for health plan benefits to elect any of the following:

- (i) To select coverage under any of the Health Benefit Plans, and to pay for his/her share of the premiums determined above, deducted from his/her pay on a pre-Federal income and FICA tax basis; or
- (ii) To decline all coverage.
- (iii) Any changes to the Bargaining Unit Employees election will be subject to the requirements of the vendor of the applicable plan and applicable law, including, but not limited to, Internal Revenue Code Section 125. The Section 125 Plan shall be the exclusive basis upon which such employees must pay for his/her share of the premium costs.
- (iv) Under the Cafeteria Plan, each Bargaining Unit Employee shall, prior to the period of time designated by the Board as the "Plan Year", as required by IRS Treasury Regulations, in addition to the option of selecting coverage under a plan for the upcoming Plan Year, also have the option to elect not to be covered under any Board sponsored Medical and Prescription Plans for the Plan Year. Any such Employee who waives all Medical and Prescription Plan coverage available to the Bargaining Unit Employee, the Bargaining Unit Employee's spouse, and all dependent(s), or if the Bargaining Unit Employee does not have a spouse and dependent(s), then the Bargaining Unit Employee, for a Plan Year, shall be eligible to receive a cash bonus for that Plan Year equal to \$1,750.00.

Likewise, any Bargaining Unit Employee who waives coverage under the Dental Plan for the Plan Year shall be eligible to receive a cash bonus for that Plan Year equal to \$50.00

Likewise, any Bargaining Unit Employee who waives coverage under the Vision Plan for the Pay Year shall be eligible to receive a cash bonus for that Plan Year equal to \$50.00.

Any such Bargaining Unit Employee who has so waived coverage and received a cash bonus and (i) is permitted under the terms of the Section 125 Plan to revoke the Bargaining Unit Employee's waiver for the remainder of the Plan Year or (ii) is no longer working for the District until the end of the Plan Year for which coverage has been waived, agrees, if the bonus has been paid for a period when coverage is in place or post-termination of employment, to reimburse the Board (and be deemed to have authorized the payroll withholding therefore) for an amount equal to the number of working days left in the Plan Year on the date of revocation or termination divided by the total working days in the school year time the cash bonus payment. The bonus shall be paid ratably over the number of pay days for the Bargaining Unit Employee during the Plan Year.

- (v) Each Bargaining Unit Employee's share of premium cost for health plan coverage shall be deducted from his/her pay under guidelines implemented by the District's Business Office.
- (vi) As long as permitted under the Internal Revenue Code of 1986, as amended, the Board agrees to sponsor a "Cafeteria Plan" as set forth in Internal Revenue Code Section 125 (a) and (b) (i.e., a comprehensive flexible benefits plan).

ARTICLE IX

SPECIAL PAYMENTS

IX.1 HOMEBOUND INSTRUCTION/SUMMER SCHOOL

Excluding positions listed in Article IX, Section 9.3 herein, the hourly rate for Special Payments shall be Thirty-Five Dollars (\$35.00) per hour for all work that has been customarily paid on an hourly basis during the 2022-2023 school year; Thirty-Five Dollars and Fifty Cents (\$35.50) per hour for all work that has been customarily paid on an hourly basis during the 2023-2024 school year; Thirty-Six Dollars (\$36.00) per hour for all work that has been customarily paid on an hourly basis during the 2024-2025 school year; and Thirty-Six Dollars and Fifty-Cents (\$36.50) per hour for all work that has been customarily paid on an hourly basis during the 2025-2026 school year.

IX.2 DEPARTMENT CHAIRPERSONS, TEAM COORDINATORS, AND LEAD TEACHERS

Department Chairpersons, Team Coordinators, and Lead Teachers will be reimbursed according to the following schedule:

SPECIAL PAYMENT POSITIONS

2022-2026

DISTRICT CHAIRPERSONS

District Department Coordinator Health Services	\$2,500
District Department Coordinator Art	\$2,500
District Department Coordinator Music	\$2,500
District Department Coordinator Physical Education	\$2,500
District Department Coordinator Reading	\$2,500
District Department Coordinator Library	\$2,500
District Department Coordinator Guidance	\$2,500
District Department Coordinator Foreign Language	\$2,500
Lead Teacher of Technology — District	\$2,500

HIGH SCHOOL — SPECIAL PAYMENTS

Department Coordinator English HS	\$2,500
Department Coordinator Math HS	\$2,500
Department Coordinator Special Education HS	\$2,500
Department Coordinator Science HS	\$2,500
Department Coordinator Social Studies HS	\$2,500
Department Coordinator Encore HS	\$1,770
Department Coordinator Encore HS	\$1,770
Lead Teacher of Technology HS	\$1,165

MIDDLE SCHOOL — SPECIAL PAYMENTS

Department Coordinator Language Arts MS	\$1,162
Department Coordinator Math MS	\$1,162
Department Coordinator Science MS	\$1,162
Department Coordinator Social Studies MS	\$1,162
Department Coordinator Special Education MS	\$1,162
Lead Teacher of Technology MS	\$1,165
Team Coordinator 6 — I MS	\$2,114
Team Coordinator 6 — II MS	\$2,114
Team Coordinator 6 — III MS	\$2,114
Team Coordinator 7 — I MS	\$2,114
Team Coordinator 7 — II MS	\$2,114
Team Coordinator 7/8 — MS	\$2,114
Team Coordinator 8 — I MS	\$2,114
Team Coordinator 8 — II MS	\$2,114
Team Coordinator — ESR MS	\$2,114

LOWER POTTS GROVE ELEMENTARY — SPECIAL PAYMENTS

Elementary Grade Coordinator LP Grade 3	\$2,114
Elementary Grade Coordinator LP Grade 3	\$2,114
Elementary Grade Coordinator LP Grade 4	\$2,114

SPECIAL PAYMENT POSITIONS

2022-2026

Elementary Grade Coordinator LP Grade 4	\$2,114
Elementary Grade Coordinator LP Grade 5	\$2,114
Elementary Grade Coordinator LP Grade 5	\$2,114
Elementary Grade Coordinator LP Encore	\$2,114
Elementary Grade Coordinator LP Special Education	\$2,114
Lead Teacher of Technology LP EL	\$1,165

RINGING ROCKS ELEMENTARY — SPECIAL PAYMENTS

Elementary Grade Coordinator RR Kindergarten	\$2,114
Elementary Grade Coordinator RR Kindergarten	\$2,114
Elementary Grade Coordinator RR Grade 1	\$2,114
Elementary Grade Coordinator RR Grade 1	\$2,114
Elementary Grade Coordinator RR Grade 2	\$2,114
Elementary Grade Coordinator RR Grade 2	\$2,114
Elementary Grade Coordinator RR Encore	\$2,114
Lead Teacher of Technology RR EL	\$1,165

WEST POTTS GROVE ELEMENTARY — SPECIAL PAYMENTS

Elementary Grade Coordinator WP Grade 1	\$2,114
Elementary Grade Coordinator WP Grade 2	\$2,114
Elementary Grade Coordinator WP Encore	\$2,114
Elementary Grade Coordinator WP Kindergarten	\$2,114
Lead Teacher of Technology WP EL	\$1,165

- IX.3 Bargaining Unit Members attending “leadership” meetings, such as department meetings and who are not being paid for the work that is being assigned by attending these meetings or who otherwise are not receiving stipends for attending these meetings will be paid on the basis of the special payments hourly rates set forth in Article IX, Paragraph 1 herein.

ARTICLE X

TUITION REIMBURSEMENT

- X.1 Bargaining Unit Employees shall receive payment for tuition charges paid to a college or university for courses taken in accordance with the Plan shown here:
- (a) Bargaining Unit Members must attain three (3) approved college credits beyond those required for Provisional or Instructional I Certification before becoming eligible to apply for tuition reimbursement, unless waived in writing by the Superintendent. The Board shall reimburse for graduate level courses, in-service

courses offered and approved by Intermediate Units and the Department of Education, or other courses only if preapproved by the Superintendent within the Superintendent's discretion.

- (b) Each Bargaining Unit Member must apply in writing to the Superintendent (using the prescribed form) for permission to enter the tuition reimbursement program, not later than the week prior to the first day of actual classes. Each letter must first be approved by the administrator directly responsible for that Bargaining Unit Member's work, subject to final approval by the Superintendent. Approval may be granted provided the course is in the field of study in which the Bargaining Unit Member is currently teaching or will be assigned to teach in the following school term. Credits in administration will be approved by the Superintendent whenever the individual can show officially that a particular course is required or encouraged by his college or university for the purpose of strengthening his program of studies. The District Administration is not to unreasonably withhold tuition reimbursement. However, the District does have the right to strictly enforce the language in the Collective Bargaining Agreement, so long as the interpretation is within the parameters of the existing Contract language.
- (c) The reimbursement to each of the Bargaining Unit Members will be the amount of credit tuition fees up to a maximum of \$2,740.00 during each school year. A total of twenty-one credits will be allowed per year, but not more than two (2) courses may be taken per semester, so long as the classes meet only once per week. After completion of graduate work, the prescribed form must be completed, signed and forwarded to the office of the Superintendent. Evidence of a passing grade in a pass/fail course or a "B" or better in a graded course (which is interpreted as an official transcript) in all credits, and a receipted bill must accompany the prescribed form. If all necessary data is submitted prior to the fifteenth calendar day of the month, payment can be made after the School Board meeting which follows the submission date of such reimbursement data.
- (d) The Bargaining Unit Member will receive written notice of the approval or disapproval of the course.
- (e) To be eligible for reimbursement, a Bargaining Unit Member must have completed at least one (1) year of satisfactory work in the Pottsgrove School District, unless waived specifically in writing by the Superintendent.
- (f) Any person taking courses must remain in the employ of the school district for three (3) full calendar years after successfully completing the courses, or he/she must reimburse the Board of Education for monies received. Extenuating circumstances will be considered by the Superintendent.
- (g) No course reimbursed by another source shall be reimbursable by the Board of Education; however, the Board will reimburse the difference between the amount paid from another source and the maximum stipulated by Board Policy.

- (h) Notwithstanding any of the provisions otherwise set forth in this Article X, effective for all courses taken on or after July 1, 2016, the District will reimburse Bargaining Unit Employees 75% of the tuition rate beyond a first earned Master's degree subject to the overall tuition reimbursement cap.

ARTICLE XI

PROFESSIONAL EMPLOYEE SALARIES

- XI.1 (a) The salary schedules attached as Exhibit "B" shall constitute the salaries for Bargaining Unit Employees during salary years 2022-2023, 2023-2024, 2024-2025, and 2025-2026.

Effective on July 1, 2022, July 1, 2023, and July 1, 2025, during the term of this Agreement, all otherwise eligible Members of the Bargaining Unit shall advance one (1) step on the salary schedule. That will not occur during the 2024-2025 school year.

- (b) Bargaining Unit Employees shall sustain a salary penalty equivalent to the amount of their proposed vertical salary step movement on the salary schedule, as well as any percentage increase on the salary schedule in the event the Bargaining Unit Employee receives an unsatisfactory rating on their most recent applicable approved Rating Form. If the Bargaining Unit Employee is rated satisfactory for the next full school year, the Bargaining Unit Employee will not be eligible to recoup any of the sums not received, but throughout the entire time period will be eligible for salary step movement.
- (c) Unless approved otherwise by the Superintendent, all professional or temporary-professional employees shall hold proper certification for their position in order to qualify for placement on and advancement on the District Schedule.
- (d) Under certain circumstances, Bargaining Unit Member may be otherwise employed beyond the scope of this schedule, subject to Board approval.

XI.2 RECOGNITION FOR EXPERIENCE

- (a) To qualify for the Bargaining Unit Employee's annual increment, a Bargaining Unit Member must teach a least fifty percent (50%) plus one (1) day of the actual days school was in session in that school year.
- (b) At the time of hire, Bargaining Unit Members shall receive year for year credit on the salary schedule for all prior full years of satisfactory teaching experience in any public school in the Commonwealth of Pennsylvania, including the District, up to a maximum of five (5) years of experience, if the Bargaining Unit Member presents satisfactory documentation confirming the following conditions:

- (1) The Bargaining Unit Member's teaching was rated satisfactory during the entire time period in question;
- (2) The Bargaining Unit Member was certified by the Commonwealth of Pennsylvania at the time the teaching took place; and
- (3) The grade level for which the previous experience requested relates to the grade level for which the individual is being hired within the Pottsgrove School District, i.e., elementary experience will be credited if hired for an elementary or middle school position; and junior high or senior high experience will be credited if hired for high school or middle school position.
 - (i) In the event that such Bargaining Unit Member does not fulfill the requirements regarding documentation of creditable experience, or if the Bargaining Unit Member has in excess of five (5) years of creditable experience, but less than twelve (12) years of creditable experience, or if the Bargaining Unit Member does not have Pennsylvania creditable years of experience, the District Administration will have discretion regarding the placement of the Bargaining Unit employee on the salary schedule up to a maximum of twelve (12) years of experience.
 - (ii) Once hired, there shall be no adjustments of creditable experience.

XI.3 RECOGNITION FOR PROFESSIONAL PREPARATION

- (a) Bargaining Unit Members shall be classified for the purpose of salary scheduling on September 1 and the commencement of the second half of the teacher work year. College credits used to support placement on the B+24 track may be undergraduate or graduate credits. Credits completed at a professional school, such as a seminary or school of theology, dental or medical school, law school, etc. must be relevant to the area of certification held, as determined by the Administration. They must have been awarded by a four-year college subsequent to the date of the award of the Bachelor's Degree. Credits used to support placement on the M+15 or the M+30 track must be graduate credits. Credits completed at a professional school, such as a seminary or school of theology, dental or medical school, law school, etc. must be relevant to the area of certification held as determined by the Administration. They must have been awarded subsequent to the date of the award of the Master's Degree from an institution authorized to award such degrees. In specific cases where it can be shown that a particular undergraduate course is of direct value to the subject taught, the Superintendent may approve in advance an undergraduate course for later use in M+15 or M+30 salary track placement. If a Bargaining Unit Member becomes eligible for placement onto another salary track, evidence of having met the requirements and a written request must be presented to the Superintendent not later than August 25 and/or January 10 of each year. The

Bargaining Unit Employee’s base pay shall be increased by an amount equal to the difference between the salaries at the employee’s step of the two (2) pertinent tracks and monthly salary’ payments will be increased to reflect the new base salary’, pro-rated from the effective date of either September 1 or the commencement of the second half of the teacher work year to the last day of the current school year, on which the Bargaining Unit Employee is required to work for the District. Grade reports shall serve as the initial basis for salary adjustment because of educational attainment. However, should the Bargaining Unit Employee fail to provide an official transcript evidencing the change in educational attainment within thirty (30) days of August 25 and/or January 10, then any adjustment made to the Bargaining Unit Employee’s compensation to reflect such educational attainment will be retroactively readjusted by the District to reflect the Bargaining Unit Employee’s compensation level prior to the educational attainment adjustment. Any salary differential will be withdrawn through mandatory payroll deductions, which are authorized by way of this language.

- (b) Bargaining Unit Employees will be limited to one (1) column movement per school year.

Credits accumulated but not used to qualify for horizontal movement shall carry over and may be used to qualify for horizontal movement in subsequent years in accordance with the Collective Bargaining Agreement’s eligibility requirements.

XI.4 SUPPLEMENTARY SALARY SCHEDULE POSITIONS

- (a) The point value in the 2022-2023, 2023-2024, 2024-2025 and 2025-2026 school years shall be \$135.00 and shall remain at that rate through the term of the contract. See Exhibit “C which reflects the changes.
- (b) All Supplementary Salary Schedule Positions that officially become vacant shall be posted in each school building of the District for a period of five (5) workdays.
- (c) Coaches of teams selected for P.I.A.A. post-season tournament play shall be compensated at the following rates, after the first contest in District Competition:

	<u>Head Coach</u>	<u>Assistant Coach</u>
Wrestling	\$30 per day	\$15 per day
All Other Sports	\$20 per day	\$10 per day
Practice Sessions (2 hours minimum)	\$10 per day	\$ 5 per day

Remuneration for Coaches and Assistant Coaches are not to exceed \$200 for Head Coaches and \$100 for Assistant Coaches.

Assistant Coaches will be compensated at the above rates only in the event that five (5) or more athletes are participating.

- (d) Annually, the Association shall present to the Board its recommendations regarding supplemental activities. Any new rates established for new or modified supplemental activities must be by mutual agreement. If no agreement is reached, then no new or modified supplemental activity is to be implemented.

ARTICLE XII

SEVERANCE PAY

The District will pay \$55.00 of severance for each day of unused sick leave accumulated in the District up to a maximum of 200 days.

Such severance pay for the term of this contract shall be subject to the following conditions:

- (a) Upon the Bargaining Unit Employee's voluntary separation from employment the District and such employee's immediate entitlement to benefits as provided under the provisions of the Public School Employees' Retirement System.
- (b) To be paid to the designated beneficiary in the event of the death of the Bargaining Unit Employee while in the employ of the District.
- (c) The District shall make the foregoing severance pay payments through a non-elective employer contribution into a 403(b) plan of the Bargaining Unit Employee's choice. The Association, on behalf of the Bargaining Unit Employee, acknowledges and agrees that in the event that the Bargaining Unit Employee contributes or intends to contribute to the Section 403(b) annuity contracts, the Bargaining Unit Employee shall reimburse the District for any withholding taxes, and any interest thereon which the District may be required to pay as the result of such constructive receipt. Alternatively, at the request of the District, the Bargaining Unit Employee shall pay such taxes directly to the IRS or the Pennsylvania Department of Revenue. The Bargaining Unit Employee, by way of this Agreement, authorizes the District to satisfy his or her payment obligation by applying any amounts, which the District was otherwise required to contribute to a Section 403(b) annuity contract. The Association and Bargaining Unit Employee shall indemnify and hold harmless the District, its agents, employees, and Board members from any claim, which the IRS or the Pennsylvania Department of Revenue could assert with respect to the provision of the payment of severance pay through the 403(b) plan. Further, if the compensation exceeds the limits established for such contracts in the year of separation of service, the District shall cause to be contributed, as an employer non-elective contribution to one or more annuity contracts described in Code Section 403(b), an amount up to and equal to the established limit for such contributions in each subsequent year for a period of not more than five (5) years or until the benefit amount is exhausted.

ARTICLE XIII
CHANGE IN STAFF

XIII.1 NOTIFICATION

When it is contemplated that staff reductions are required for the best interest of the School District, the Board shall, when practicable, give notification to that effect to the department in which such reductions are contemplated by May 1 of the school year prior to the school year in which it is contemplated that the reductions will take effect. If it is not practicable to give notice on or before the date aforesaid, the School District will give as much notice to the department wherein the reductions are being contemplated as is practicable.

XIII.2 DUTY AIDES

All cafeteria duties shall be performed by duty aides. In the event a duty aide is unavailable to provide such service, the District reserves the right to assign Bargaining Unit Employees to perform such functions.

The Board shall provide duty aides for recess coverage. The Board reserves the right to assign elementary recess duty to Bargaining Unit Employees as described herein.

Bargaining Unit Employees who are assigned to elementary schools may be required to perform one (1) period of recess duty per week. Bargaining Unit Employees who perform such recess duty shall be granted one (1) other recess period within a five (5) day work period as a free period. The other three (3) periods in a five (5) day week shall be utilized as described in Article XV.1(c) of this Agreement. Should there be a work week of less than five (5) work days, the requirement for recess duty per week and the free period can be reasonably prorated or allocated within the discretion of the District.

ARTICLE XIV
SCHOOL CALENDAR

XIV.1 CALENDAR YEAR

- (a) The work year shall consist of 189 teacher days for each year of the term of the Agreement.
- (b) Effective following teacher day of 189 of the Collective Bargaining Agreement, psychologists who work beyond the teacher work year shall be paid an hourly rate determined by the applicable psychologist's then per diem rate. This hourly rate shall not apply to work beyond the regular work day, but only for preapproved work beyond the regular 189 teacher day calendar year.
- (c) Bargaining Unit Employees who are in their first and second years of employment with the District will be subject to the induction days as additional work days.

XVI.2 CATEGORIES OF DAYS

- (d) There shall be the following categories of days:
 - 181 pupil days
 - 2 parent conference days
 - 4.5 in-service days which shall be exclusively devoted toward staff development and/or curriculum development
 - .5 opening day
 - 1 set up day
- (e) Each building principal will annually identify a time range or specific dates preceding the first student day where Bargaining Unit Employees can schedule themselves for a setup day, with no direct student contact. This can differ from building to building, and the schedule of available days for set up can vary from year to year depending upon construction, reconstruction, building configuration, and the like.
- (f) The first work day shall be a one-half (1/2) opening day after which the Bargaining Unit Employee will not be required to have any further work obligations following the conclusion of the one-half (1/2) opening day. This day shall occur prior to the first student day. The second one-half (1/2) day will occur on the afternoon of the last day prior to winter break. Bargaining Unit Members will be permitted to leave after the students are dismissed.
- (g) Other than makeup exams, there will be no regularly scheduled exams in the last student day at the high school.
- (h) In the event that there are any snow days during the term of each year of this contract, each lost snow day during the term of this contract shall be made up by the Bargaining Unit Members. Emergency school closure days shall be made up by the Bargaining Unit Members.
- (i) Staff development days shall not be scheduled earlier than the two weeks prior to Labor Day, so long as those days are contiguous with the regular teacher work year. Nothing in this Agreement shall prevent the District from scheduling a staff development day during the school year when students are attending school.

XIV.3 TEACHER DAY

Effective July 1, 2022, twelve (12) one-hour meetings shall constitute the obligation for Professional Learning Development that will be offered at selected times during the work year based upon a schedule developed by the District Administration after consulting with the Association.

XVI.4 EARLY DISMISSAL DAY

During each school year, the final two consecutive pupil days shall be “early dismissal days”. Such days shall be as close as possible to half-pupil days, subject to the bus and cafeteria schedules in each school. These early dismissal days will be used for Bargaining Unit Employees to perform their closing activities prior to the termination of the school year.

XVI.5 PARENT CONFERENCES

- (a) In the fall, there shall be two (2) parent conference days from 12:00 to 8:00 p.m. in the event the parent conference days take place during the week of Thanksgiving, the Wednesday before Thanksgiving would be a day off for Bargaining Unit Employees. A period of time for dinner will be provided for the Bargaining Unit Employee.
- (b) In the event there are no parent conference scheduled on a parent conference day, the Bargaining Unit Employee must dedicate time to professional activities as directed by the building administrator.

XVI.6 COVERAGES

Bargaining Unit Employees at the middle school and high school shall be compensated at the summer school/homebound rate for the time when covering for a Bargaining Unit Employee who is absent or is otherwise unavailable to perform their assigned duties in teaching classes to the nearest one-quarter hour with a minimum of 15 minutes should such coverage infringe upon a Bargaining Unit Employee’s 1 of 5 unassigned periods.

Bargaining Unit Members at the elementary school shall be compensated in cases where an elementary Bargaining Unit Member is asked to absorb three (3) or more students during a given core academic block for the purposes of providing coverage for other Bargaining Unit Employees who are ill, depart school for coaching or other supplemental duties, or in the event that substitute teachers are unavailable. Such Bargaining Unit Employees will be compensated at the current entry level per diem Bachelor’s Step 1 daily rate (one half-day or one full-day).

In order to establish this, the District will take the bachelor’s step per diem rate and divide it by the number of students being split into classrooms.

Example: The District, in consultation with the association, would need to establish a daily rate for the year, e.g., calculate average class size at the start of the year.

This daily rate would then be divided by the number of students in the absent Bargaining Unit Member’s class. Each Bargaining Unit Member would then receive a per student amount based upon the number of students split.

It is the intention of the District to: (1) not utilize the absorption exclusion as a means to avoid the requirement to compensate Bargaining Unit Employees for this coverage

provision; and (2) grant to the District's building principals the authority to arrange coverages in a fashion that limits the disruption to the student educational environment, within the discretion of the District building principal.

ARTICLE XV

CONDITIONS OF EMPLOYMENT

XV.1 SENIOR HIGH, MIDDLE SCHOOL AND ELEMENTARY SCHOOL TEACHING PERIODS AND PREPARATION

(a) High School

The Pottsgrove School Board recognizes the following goals to be desirable for the senior high school program and will strive to attain them within economically feasible and educationally sound limitations:

- (1) A maximum of thirty (30) teaching periods per six-day cycle unless lab sciences are involved. In the case of lab sciences, a maximum of thirty-four (34) periods per six-day cycle. (This clarifies current practice)
- (2) Five (5) unassigned periods per week to be used at the discretion of the Bargaining Unit Member for educational purposes such as preparation and/or consultation pertaining to Pottsgrove School District programs.
- (3) A maximum of three (3) different subject preparations per individual teaching assignment for core (ELA, Math, Science, and Social Studies) subjects.
- (4) Up to twelve (12) Bargaining Unit Employees, but not more than three (3) per department, who actually have direct teaching experience with students may be assigned to a maximum of thirty (30) teaching periods per week (or thirty-six [36] per six [6] day cycle). Librarians, nurses, guidance counselors, special education teachers, and other employees not involved in the direct teaching experience shall not be made part of the twelve (12) Bargaining Unit Employee or three (3) Bargaining Unit Employee limitations set forth herein. The Bargaining Unit Employees mentioned herein who do not have direct teaching experience with students shall not be subject to the limitations set forth in this subparagraph.
 - (i) It is the intention of the District to first seek volunteers to teach the thirty (30) teaching periods per week (or thirty-six (36) periods per six (6) day cycle), unless the department is a one person department. In such a case the District Administration retains its right to direct a Bargaining Unit Employee to teach thirty (30) periods per week (or thirty-six (36) periods per six (6) day cycle).

- (ii) In the event that there are no volunteers, the District Administration shall reserve the right to select Bargaining Unit Employees to fulfill the function of teaching thirty (30) periods per weeks (or thirty-six (36) periods per six (6) day cycle), based upon the stated limitations. The District Administration shall utilize reasonable efforts to rotate individuals to teach up to thirty (30) periods per week (or thirty-six (36) periods per six (6) day cycle) within a particular department, so long as the department is in excess of one individual.
- (iii) Bargaining Unit Employees who volunteer or are selected to teach the thirty (30) periods per week (or thirty-six (36) periods per six (6) day cycle), shall have relief from study hall, homeroom duties, cafeteria duties, and class coverages.
- (iv) Bargaining Unit Employees who volunteer or are selected to teach thirty (30) periods per week (or thirty-six (36) periods per six (6) day cycle) for a semester, shall be considered a half a person for the purposes of the twelve/three (12/3) person limitations set forth in this article of the Collective Bargaining Agreement. Further, such Bargaining Unit Employees will only be excused from study hall, cafeteria duties, homeroom duties, and class coverages during the semester that the Bargaining Unit Employee teaches thirty (30) periods per week (or thirty-six (36) periods per six (6) day cycle).

(b) Middle School

The Board recognizes the following goals to be desirable for the middle school program and will strive to attain them within economically feasible and educationally sound limitations:

- (1) Maximum teaching periods per week:

Bargaining Unit Members will be scheduled for a daily team-time period (see coverage section). Team-time shall be multi-purpose for use with grade level and content teams.

An intervention/ enrichment/ MTSS period may be scheduled daily.

Bargaining Unit Members will be expected to participate in the preparation and delivery of MTSS activities. The purpose of MTSS activities is for intervention and enrichment. This MTSS time does not require lesson planning or formal grading.

Block scheduled BUE/Teachers shall be capped at three (3) block periods and all other BUE/Teachers shall be capped at six (6) periods. In the event it becomes necessary to determine a new building schedule, a committee will be formed of administrators and Bargaining Unit Members to examine alternative scheduling.

Team planning time shall be multi-purpose and allow for the planning of I/E period.

- (2) A maximum of three (3) different subject preparations per individual teaching assignment for core (ELA, Math, Science, and Social Studies) subjects. An intervention/enrichment/MTSS period may be scheduled daily and does not count as a subject preparation.
- (3) District Administration will attempt to balance student contact time and/or duties among all teaching groups and will attempt to schedule duties and coverages in such a way that it will not create a substantially increased burden with multi-grade Core Teachers, Bargaining Unit Members assigned to multiple buildings, and other Bargaining Unit Members with atypical assignments.
- (4) It is the intent of the Board to maintain the teaming concept in the middle school as advocated by the National Middle School Association.
- (5) Five (5) unassigned periods per week to be used at the discretion of the Bargaining Unit Member for educational purposes, such as preparation and/or consultation pertaining to Pottsgrove School District programs.

(c) Elementary Teacher Periods and Preparation

The Board recognizes the following goals to be desirable for the elementary school programs and will strive to attain it within economically feasible and educationally sound limitations:

- (1) Special education Bargaining Unit Members, special area and kindergarten Bargaining Unit Members in elementary schools shall be afforded some amount of preparation time within the teacher work day, with the goal of affording such Bargaining Unit Members with an amount of preparation time similar to that of other elementary classroom Bargaining Unit Members Full-time Bargaining Unit Members in the elementary school will have the equivalent of five (5) preparation periods per week. Each preparation period will be for a period of forty-five (45) minutes in duration.
- (2) Subject to the terms of Article XIII.2 , Bargaining Unit Employees agree that during any and all recesses scheduled during the elementary teacher work day that Bargaining Unit Employees will be engaged in tutorial work with students, remedial work with students, District Administration initiated grade level meetings, professional or education support activities, discussions with the director of Education and Assessment regarding the development of certain aspects of elementary curriculum, and demonstrations by the Director of Technology on the use of certain equipment.

- (3) All full-day elementary students in the District shall be given one (1) thirty (30) minute recess each day.

XV.2 NOTIFICATION OF SELECTED TEACHER ASSIGNMENTS

- (a) When the scheduling process is completed, it will be the responsibility of the Senior High and Middle School Principals to notify the staff that the schedule is posted for their perusal. It is understood that conferences or consultations concerning individual schedules may be arranged at a mutually convenient time, if desired.
- (b) Within ten (10) weekdays of the completion of the student course selection process at the High School, a list containing course offerings and number of students selecting each course shall be made available to all of the High School Bargaining Unit Members.
- (c) High School Department Chairpersons shall, in consultation with Department members, determine tentative teaching assignments to be recommended to the School Principal who shall make any adjustments he/she deems desirable. In the event the School Principal does not agree with the tentative teaching assignments recommended, the School Principal shall discuss his/her position regarding tentative teaching assignments with the High School Department Chairpersons.

ARTICLE XVI

LONG-TERM SUBSTITUTES

For the purposes of this Article in the contract, a long-term substitute is defined as an appropriately certified Bargaining Unit Employee temporarily employed to fill a position of a temporary professional or professional employee on an approved leave of absence which will exceed fifteen (15) consecutive school days in a single assignment, but shall not include day-to-day substitutes who are appropriately certified persons temporarily employed on an intermittent basis to fill a position of a temporary professional or professional employee on an approved leave of absence which does not exceed fifteen (15) consecutive school days in a single assignment.

The parties agree that long-term substitutes shall be compensated at a per diem rate equivalent to Step 1 Bachelor's Level subject to the following:

- XVI.1** When a substitute is employed at the start of a semester to replace a Bargaining Unit Member for less than a full semester and the absent Bargaining Unit Member later provides the District with notification that the absent Bargaining Unit Member will be absent for the entire semester, that substitute shall be paid as a long-term substitute effective with the date the notification is received in the District office. Board approval will subsequently be requested retroactive to the date of notification and such long-term substitute shall be paid any back pay in accordance with regular District practices, normally meaning pro-rating back pay over the remaining pay periods for the year.

XVI.2 In the event a substitute is paid at a per diem rate for one full semester, and if no notification of a return date is furnished by the absent Bargaining Unit Member, that substitute shall be paid as a long-term substitute starting with the first day of the following semester.

XVI.3 Any long-term substitute that serves for the entire school year shall receive benefits in accordance with the Collective Bargaining Agreement through the following summer until August 31.

ARTICLE XVII

TERM OF AGREEMENT

This Agreement shall remain in full force and effect as of July 1, 2022, to and including June 30, 2026, and shall automatically renew itself from year to hereafter unless not later than December 16, 2025, either party shall serve written notice on the other of its desire to terminate, modify or amend this Agreement. Upon service of such notice, negotiations shall begin no later than January 10, 2026, so to permit the parties to conform to the requirements of Act 88 of 1992.

IN WITNESS WHEREOF, the parties hereto have caused these presents to be duly executed and sealed the day and year first above written.

POTTSGROVE EDUCATION
ASSOCIATION, PSEA/NEA

POTTSGROVE BOARD OF SCHOOL
DIRECTORS OF THE POTTSGROVE
SCHOOL DISTRICT

By: _____
John Shantz, President

By: _____
Al Leach, President

Attest: _____

Attest: _____

By: _____

By: _____

By: _____

By: _____

By: _____

EXHIBIT (A)

**POTTSGROVE SCHOOL DISTRICT
PAY DATE SCHEDULE**

2022 - 2023	2023 - 2024	2024 - 2025	2025-2026
July 8, 2022	July 7, 2023	July 5, 2024	July 4, 2025
July 22, 2022	July 21, 2023	July 19, 2024	July 18, 2025
August 5, 2022	August 4, 2023	August 2, 2024	August 1, 2025
August 19, 2022	August 18, 2023	August 16, 2024	August 15, 2025
September 2, 2022	September 1, 2023	August 30, 2024	August 29, 2025
September 16, 2022	September 15, 2023	September 13, 2024	September 12, 2025
September 30, 2022	September 29, 2023	September 27, 2024	September 26, 2025
October 14, 2022	October 13, 2023	October 11, 2024	October 10, 2025
October 28, 2022	October 27, 2023	October 25, 2024	October 24, 2025
November 11, 2022	November 10, 2023	November 8, 2024	November 7, 2025
November 25, 2022	November 24, 2023	November 22, 2024	November 21, 2025
December 9, 2022	December 8, 2023	December 6, 2024	December 5, 2025
December 23, 2022	December 22, 2023	December 20, 2024	December 19, 2025
January 6, 2023	January 5, 2024	January 3, 2025	January 2, 2026
January 20, 2023	January 19, 2024	January 17, 2025	January 16, 2026
February 3, 2023	February 2, 2024	January 31, 2025	January 30, 2026
February 17, 2023	February 16, 2024	February 14, 2025	February 13, 2026
March 3, 2023	March 1, 2024	February 28, 2025	February 27, 2026
March 17, 2023	March 15, 2024	March 14, 2025	March 13, 2026
March 31, 2023	March 29, 2024	March 28, 2025	March 27, 2026
April 14, 2023	April 12, 2024	April 11, 2025	April 10, 2026
April 28, 2023	April 26, 2024	April 25, 2025	April 24, 2026
May 12, 2023	May 10, 2024	May 9, 2025	May 8, 2026
May 26, 2023	May 24, 2024	May 23, 2025	May 22, 2026
June 9, 2023	June 7, 2024	June 6, 2025	June 5, 2026
June 23, 2023	June 21, 2024	June 20, 2025	June 19, 2026

EXHIBIT (B)

SALARY SCHEDULES

Pottsgrove EA: Year One: 2022-23					
<u>Step</u>	Bachelors	B24	Masters	M15	M30
1	45,580	47,744	51,207	51,724	52,240
2	46,536	49,018	53,385	53,923	54,462
3	47,495	50,291	55,589	56,149	56,708
4	48,449	51,563	57,732	58,313	58,893
5	49,406	52,836	59,663	60,261	60,860
6	50,362	54,110	61,741	62,359	62,980
7	51,345	55,421	63,754	64,394	65,034
8	52,328	56,925	65,831	66,492	67,152
9	55,727	60,579	69,006	69,696	70,385
10	61,011	65,897	74,405	75,183	75,907
11	66,145	71,065	79,661	80,524	81,285
12	73,654	77,129	85,067	85,942	86,767
13	82,903	84,976	92,215	93,102	93,991
14	83,903	85,976	93,215	94,102	94,991
15	85,837	88,436	95,675	96,562	97,451

Pottsgrove EA: Year Two: 2023-24					
<u>Step</u>	Bachelors	B24	Masters	M15	M30
1	46,485	48,922	52,924	53,474	54,023
2	47,354	50,073	54,999	55,567	56,136
3	48,225	51,221	57,096	57,683	58,270
4	49,092	52,370	59,139	59,745	60,351
5	49,962	53,518	60,995	61,616	62,239
6	50,830	54,668	63,073	63,714	64,359
7	51,813	55,979	65,086	65,749	66,413
8	52,796	57,483	67,163	67,847	68,531
9	56,195	61,137	70,338	71,051	71,764
10	61,479	66,455	75,576	76,366	77,110
11	66,613	71,623	80,686	81,553	82,328
12	74,102	77,687	85,930	86,807	87,640
13	83,128	85,474	92,713	93,600	94,489
14	84,128	86,474	93,713	94,600	95,489
15	86,337	89,543	96,782	97,669	98,558

Pottsgrove EA: Year Three: 2024-25 ¹					
Step Suspension Year					
<u>Step</u>	Bachelors	B24	Masters	M15	M30
1	50,981	54,780	61,456	62,167	62,879
2	51,417	55,313	63,016	63,732	64,452
3	51,853	55,845	64,582	65,306	66,031
4	52,288	56,377	66,130	66,860	67,592
5	52,724	56,909	67,614	68,349	69,087
6	53,159	57,442	69,692	70,447	71,207
7	54,142	58,753	71,705	72,482	73,261
8	55,125	60,257	73,782	74,580	75,379
9	58,524	63,911	76,957	77,784	78,612
10	63,808	69,229	81,392	82,246	83,085
11	68,942	74,397	85,784	86,664	87,513
12	76,329	80,461	90,221	91,104	91,974
13	84,247	87,951	95,190	96,077	96,966
14	85,247	88,951	96,190	97,077	97,966
15	86,837	90,650	97,889	98,776	99,665

Pottsgrove EA: Year Four: 2025-26					
Final Year					
<u>Step</u>	Bachelors	B24	Masters	M15	M30
1	53,353	57,870	65,958	66,753	67,552
2	53,560	58,077	67,245	68,040	68,839
3	53,767	58,284	68,532	69,327	70,126
4	53,974	58,491	69,819	70,614	71,413
5	54,181	58,698	71,106	71,901	72,700
6	54,388	58,905	73,184	73,999	74,820
7	55,371	60,216	75,197	76,034	76,874
8	56,354	61,720	77,274	78,132	78,992
9	59,753	65,374	80,449	81,336	82,225
10	65,037	70,692	84,461	85,348	86,237
11	70,171	75,860	88,473	89,360	90,249
12	77,504	81,924	92,485	93,372	94,261
13	84,837	89,257	96,496	97,383	98,272
14	85,837	90,257	97,496	98,383	99,272
15	87,337	91,757	98,996	99,883	100,772

¹ No step movement during this year.

EXHIBIT (C)

SUPPLEMENTAL POSITIONS AND SALARY SCHEDULES

Position	Points	Point Value	Salary
FALL ATHLETICS			
Cheerleading Head MS F	22	\$135.00	\$2,970.00
Cheerleading Head HS F	37	\$135.00	\$4,995.00
Cheerleading HS F Asst	20	\$135.00	\$2,700.00
Cross Country MS	23	\$135.00	\$3,105.00
Cross Country Asst HS	39	\$135.00	\$5,265.00
Cross Country Head HS All	53	\$135.00	\$7,155.00
Football Asst 7th M	24	\$135.00	\$3,240.00
Football Asst 8th M	25	\$135.00	\$3,375.00
Football Asst 9th M	28	\$135.00	\$3,780.00
Football Asst HS M	46	\$135.00	\$6,210.00
Football Asst HS M	46	\$135.00	\$6,210.00

Football Asst HS M	46	\$135.00	\$6,210.00
Football Asst HS M	46	\$135.00	\$6,210.00
Football Asst HS M	46	\$135.00	\$6,210.00
Football Head 7th M	24	\$135.00	\$3,240.00
Football Head 8th M	27	\$135.00	\$3,645.00
Football Head 9th M	31	\$135.00	\$4,185.00
Football Head HS M	70	\$135.00	\$9,450.00
Golf Head HS All	36	\$135.00	\$4,860.00
Golf Asst HS All	30	\$135.00	\$4,050.00
Hockey Asst HS F	42	\$135.00	\$5,670.00
Hockey Asst HS F	42	\$135.00	\$5,670.00
Hockey Head Grade 8	25	\$135.00	\$3,375.00
Hockey Asst Grade 7	24	\$135.00	\$3,240.00
Hockey Head HS F	51	\$135.00	\$6,885.00
Hockey Head Grade 9	28	\$135.00	\$3,780.00

Soccer Asst HS F	42	\$135.00	\$5,670.00
Soccer Asst HS F	42	\$135.00	\$5,670.00
Soccer Asst HS M	42	\$135.00	\$5,670.00
Soccer Asst HS M	42	\$135.00	\$5,670.00
Soccer Asst MS M (7th)	24	\$135.00	\$3,240.00
Soccer Asst MS F (7th)	24	\$135.00	\$3,240.00
Soccer Head HS F	51	\$135.00	\$6,885.00
Soccer Head HS M	51	\$135.00	\$6,885.00
Soccer Head MS F (8th)	25	\$135.00	\$3,375.00
Soccer Head MS M (8th)	25	\$135.00	\$3,375.00
Tennis Asst HS F	31	\$135.00	\$4,185.00
Tennis Head HS F	37	\$135.00	\$4,995.00
Volleyball Head HS F	51	\$135.00	\$6,885.00
Volleyball Asst. HS F	42	\$135.00	\$5,670.00
Volleyball Head. MS F	25	\$135.00	\$3,375.00

Volleyball Asst. MS F	24	\$135.00	\$3,240.00
WINTER ATHLETICS			
Basketball 7th M	25	\$135.00	\$3,375.00
Basketball Asst HS F	44	\$135.00	\$5,940.00
Basketball Asst HS F	44	\$135.00	\$5,940.00
Basketball Asst HS M	44	\$135.00	\$5,940.00
Basketball Asst HS M	44	\$135.00	\$5,940.00
Basketball 8th F	26	\$135.00	\$3,510.00
Basketball 7th F	25	\$135.00	\$3,375.00
Basketball 8th M	26	\$135.00	\$3,510.00
Basketball Head HS F	58	\$135.00	\$7,830.00
Basketball Head HS M	58	\$135.00	\$7,830.00
Basketball 9 F	27	\$135.00	\$3,645.00
Basketball 9 M	27	\$135.00	\$3,645.00
Bowling Head Coach HS	37	\$135.00	\$4,995.00

Bowling Asst Coach HS	31	\$135.00	\$4,185.00
Swimming Head Coach	43	\$135.00	\$5,805.00
Swimming Asst. Coach	37	\$135.00	\$4,995.00
Winter Track Head HS	37	\$135.00	\$4,995.00
Winter Track Asst.	31	\$135.00	\$4,185.00
Wrestling Asst HS M	44	\$135.00	\$5,940.00
Wrestling Asst HS M	44	\$135.00	\$5,940.00
Wrestling Asst MS M 7th	26	\$135.00	\$3,510.00

Wrestling Head HS M	58	\$135.00	\$7,830.00
Wrestling Head MS M (8th)	31	\$135.00	\$4,185.00
SPRING ATHLETICS			
Baseball Asst 7th M	23	\$135.00	\$3,105.00
Baseball Asst HS M	39	\$135.00	\$5,265.00
Baseball Asst. HS M	39	\$135.00	\$5,265.00

Baseball 8th M	24	\$135.00	\$3,240.00
Baseball 9th M	27	\$135.00	\$3,645.00
Baseball Head HS M	48	\$135.00	\$6,480.00
Lacrosse HS Asst. - F	38	\$135.00	\$5,130.00
Lacrosse HS Asst. - F	38	\$135.00	\$5,130.00
Lacrosse HS Asst. - M	38	\$135.00	\$5,130.00
Lacrosse HS Asst. - M	38	\$135.00	\$5,130.00
Lacrosse Head MS (8th) - F	25	\$135.00	\$3,375.00
Lacrosse Asst. MS (7th) - F	24	\$135.00	\$3,240.00
Lacrosse Head MS (8th) - M	25	\$135.00	\$3,375.00
Lacrosse Asst. MS (7th) - M	24	\$135.00	\$3,240.00
Lacrosse Head - HS F	47	\$135.00	\$6,345.00
Lacrosse Head - HS M	47	\$135.00	\$6,345.00
Softball Asst HS F	38	\$135.00	\$5,130.00
Softball Asst. HS F	38	\$135.00	\$5,130.00

Softball Head HS F	48	\$135.00	\$6,480.00
Softball 7th	23	\$135.00	\$3,105.00
Softball 8th	24	\$135.00	\$3,240.00
Tennis Asst HS M	28	\$135.00	\$3,780.00
Tennis Head HS M	34	\$135.00	\$4,590.00
Track Asst HS	31	\$135.00	\$4,185.00
Track Asst HS	31	\$135.00	\$4,185.00
Track Asst HS	31	\$135.00	\$4,185.00
Track Asst HS	31	\$135.00	\$4,185.00
Track Asst MS All	24	\$135.00	\$3,240.00
Track Asst MS All	24	\$135.00	\$3,240.00
Track Asst MS All	24	\$135.00	\$3,240.00
Track Head HS All	43	\$135.00	\$5,805.00
Track Head MS All	25	\$135.00	\$3,375.00

NON ATHLETIC SUPPLEMENTALS			
HIGH SCHOOL			
Academic Challenge Team Coach HS	10	\$135.00	\$1,350.00
Art Club	10	\$135.00	\$1,350.00
Arts and Crafts Club	5	\$135.00	\$675.00
Athletic Director Asst HS	59	\$135.00	\$7,965.00

Band Concert HS	8	\$135.00	\$1,080.00
Band Front HS	27	\$135.00	\$3,645.00
Band Marching HS	57	\$135.00	\$7,695.00
Band Percussion HS	27	\$135.00	\$3,645.00
Band Stage HS	12	\$135.00	\$1,620.00
A-cappella	13	\$135.00	\$1,755.00
Concert Choir	8	\$135.00	\$1,080.00

Chorus (Musical)	18	\$135.00	\$2,430.00
Color Day Chairperson HS	2	\$135.00	\$270.00
Color Day Chairperson HS	2	\$135.00	\$270.00
Color Day Chairperson HS	2	\$135.00	\$270.00
Costume Coordinator	9	\$135.00	\$1,215.00
DECA	19	\$135.00	\$2,565.00
Detention Monitor HS	15	\$135.00	\$2,025.00
Drama Production HS	26	\$135.00	\$3,510.00
Environmental Club	5	\$135.00	\$675.00
Envirothon	2	\$135.00	\$270.00
Faculty Manager HS	50	\$135.00	\$6,750.00
Falcon Friends	7	\$135.00	\$945.00
Freshman Class Advisor HS	9	\$135.00	\$1,215.00
Grade Coordinator 9th	6	\$135.00	\$810.00
Grade Coordinator 10th	6	\$135.00	\$810.00

Grade Coordinator 11th	6	\$135.00	\$810.00
Grade Coordinator 12th	6	\$135.00	\$810.00
Graduation Project	24	\$135.00	\$3,240.00
Homecoming Day Chairman HS	5	\$135.00	\$675.00
Intra Basketball Fall HS F	5	\$135.00	\$675.00
Intra Basketball Fall HS M	5	\$135.00	\$675.00
Intra. Lacrosse HS All	5	\$135.00	\$675.00
Intra Hockey HS All	5	\$135.00	\$675.00
Intra Tennis Spring HS All	5	\$135.00	\$675.00
Intra Weight Trng HS	5	\$135.00	\$675.00
Intra Weight Trng HS Head	5	\$135.00	\$675.00
Junior Class Advisor HS	17	\$135.00	\$2,295.00
Junior Class Musical HS	44	\$135.00	\$5,940.00
Junior Statesman	7	\$135.00	\$945.00

Key Club Advisor	9	\$135.00	\$1,215.00
Maximi Advisor HS	8	\$135.00	\$1,080.00
Maximi Technical Advisor HS	8	\$135.00	\$1,080.00
Model UN	4	\$135.00	\$540.00
National Honor Society HS	8	\$135.00	\$1,080.00
Orchestra HS	10	\$135.00	\$1,350.00
Pit Orchestra Musical HS	10	\$135.00	\$1,350.00
Percussion Ensemble	8	\$135.00	\$1,080.00

Pottsgrovia Advisor HS	28	\$135.00	\$3,780.00
Pottsgrovia Business Manager	16	\$135.00	\$2,160.00
Reading Olympics	5	\$135.00	\$675.00
Robotics Advisor	19	\$135.00	\$2,565.00
Senior Class Advisor HS	26	\$135.00	\$3,510.00
Senior Class Play HS	22	\$135.00	\$2,970.00

Set painting coordinator HS	10	\$135.00	\$1,350.00
Set Construction	12	\$135.00	\$1,620.00
Show Choir HS	20	\$135.00	\$2,700.00
Spanish Club	4	\$135.00	\$540.00
Spark the Wave	9	\$135.00	\$1,215.00
Special Olympics	5	\$135.00	\$675.00
Sophomore Class Advisor HS	13	\$135.00	\$1,755.00
Stage Equipment & Scenery HS	13	\$135.00	\$1,755.00
Student Government Advisor HS	8	\$135.00	\$1,080.00
TSA	9	\$135.00	\$1,215.00
Video News Advisor	14	\$135.00	\$1,890.00
Webmaster	10	\$135.00	\$1,350.00
MIDDLE SCHOOL			
Academic Competitions	16	\$135.00	\$2,160.00

Art Club	5	\$135.00	\$675.00
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Band - 6th	6	\$135.00	\$810.00
Stage Band	10	\$135.00	\$1,350.00
Band - Marching MS	16	\$135.00	\$2,160.00
7th and 8th grade Band	10	\$135.00	\$1,350.00
Bell Choir MS	6	\$135.00	\$810.00
Choreographer Show Choir MS	5	\$135.00	\$675.00
Chorus Head MS	8	\$135.00	\$1,080.00
Color Guard Instructor	5	\$135.00	\$675.00
Detention Monitor MS	15	\$135.00	\$2,025.00
Events Coordinator	16	\$135.00	\$2,160.00
Faculty Manager MS	47	\$135.00	\$6,345.00
Falcon Friends	7	\$135.00	\$945.00
Intra Basketball Head MS F	5	\$135.00	\$675.00

Intra Basketball Head MS M	5	\$135.00	\$675.00
Intra Flag Football MS	5	\$135.00	\$675.00
Intra Golf Head Ms All	5	\$135.00	\$675.00
Intra Softball Head MS F	5	\$135.00	\$675.00
Intra Soccer MS	5	\$135.00	\$675.00
Intra Street Hockey Head MS All	5	\$135.00	\$675.00
Intra Tennis Head MS	5	\$135.00	\$675.00
Intra Volleyball Head MS All	5	\$135.00	\$675.00
Intra Wrestling Head MS M	5	\$135.00	\$675.00
Marching Band Assistant	7	\$135.00	\$945.00
Musical Director	39	\$135.00	\$5,265.00
Musical Choreographer	13	\$135.00	\$1,755.00
Math Club Advisor	7	\$135.00	\$945.00
National Honor Society MS	15	\$135.00	\$2,025.00
Newspaper Advisor	5	\$135.00	\$675.00

String Orchestra MS	10	\$135.00	\$1,350.00
MS Project REACH OUT	8	\$135.00	\$1,080.00
Reading Olympics	5	\$135.00	\$675.00
School Annual Advisor MS (memory book)	10	\$135.00	\$1,350.00
School Store Manager MS	12	\$135.00	\$1,620.00
Show Choir MS	13	\$135.00	\$1,755.00
Science Academy	7	\$135.00	\$945.00
Study Make up and Remediation Time	16	\$135.00	\$2,160.00
Student Government Advisor MS	21	\$135.00	\$2,835.00
Theatre Workshop	39	\$135.00	\$5,265.00
Web Page Editor MS	6	\$135.00	\$810.00
LOWER POTTS GROVE			
Academic Competitions	6	\$135.00	\$810.00
Chorus LP (grade 3)	4	\$135.00	\$540.00

Chorus LP (grade 4)	5	\$135.00	\$675.00
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Chorus LP (grade 5)	5	\$135.00	\$675.00
5th Grade Musical	4	\$135.00	\$540.00
Band - Advanced	7	\$135.00	\$945.00
Band - Beginner	5	\$135.00	\$675.00
Reading Olympics	5	\$135.00	\$675.00
Strings - Advanced	8	\$135.00	\$1,080.00
Strings - Beginner	5	\$135.00	\$675.00
Safety Patrol Sponsor	5	\$135.00	\$675.00
Web Page Editor LP	5	\$135.00	\$675.00
Club Coordinator LP - Fall	8	\$135.00	\$1,080.00
Club Coordinator LP - Spring	8	\$135.00	\$1,080.00
Elementary Club - Fall	5	\$135.00	\$675.00
Elementary Club - Fall	5	\$135.00	\$675.00

Elementary Club - Fall	5	\$135.00	\$675.00
Elementary Club - Fall	5	\$135.00	\$675.00
Elementary Club - Fall	5	\$135.00	\$675.00
Elementary Club - Fall	5	\$135.00	\$675.00
Elementary Club - Fall	5	\$135.00	\$675.00
Elementary Club - Fall	5	\$135.00	\$675.00
Elementary Club - Fall	5	\$135.00	\$675.00
Elementary Club - Fall	5	\$135.00	\$675.00
Elementary Club - Spring	5	\$135.00	\$675.00

Elementary Club - Spring	5	\$135.00	\$675.00
Elementary Club - Spring	5	\$135.00	\$675.00
Elementary Club - Spring	5	\$135.00	\$675.00
Elementary Club - Spring	5	\$135.00	\$675.00
Elementary Club - Spring	5	\$135.00	\$675.00

Elementary Club - Spring	5	\$135.00	\$675.00
Elementary Club - Spring	5	\$135.00	\$675.00
Elementary Club - Spring	5	\$135.00	\$675.00
Elementary Club - Spring	2.5	\$135.00	\$337.50
RINGING ROCKS			
All School Musical	2	\$135.00	\$270.00
Web Page Editor RR	5	\$135.00	\$675.00
Club Coordinator RR - Fall	8	\$135.00	\$1,080.00
Club Coordinator RR - Spring	8	\$135.00	\$1,080.00
Elementary Club RR - Fall	5	\$135.00	\$675.00
Elementary Club - RR - Fall	5	\$135.00	\$675.00
Elementary Club - RR - Fall	5	\$135.00	\$675.00
Elementary Club - RR- Fall	5	\$135.00	\$675.00
Elementary Club - RR - Fall	5	\$135.00	\$675.00

Elementary Club - RR - Fall	5	\$135.00	\$625.00
Elementary Club - RR -Spring	5	\$135.00	\$675.00

Elementary Club - RR -Spring	5	\$135.00	\$675.00
Elementary Club - RR -Spring	5	\$135.00	\$675.00
Elementary Club - RR -Spring	5	\$135.00	\$675.00
Elementary Club - RR -Spring	5	\$135.00	\$675.00
Elementary Club - RR -Spring	5	\$135.00	\$675.00
WEST POTTS GROVE			
Web Page Editor WP	5	\$135.00	\$675.00
Club Coordinator WP - Fall	8	\$135.00	\$1,080.00
Club Coordinator WP - Spring	8	\$135.00	\$1,080.00
Elementary Club - Fall	5	\$135.00	\$625.00
Elementary Club - Fall	5	\$135.00	\$625.00
Elementary Club - Fall	5	\$135.00	\$675.00

Elementary Club - Fall	5	\$135.00	\$675.00
Elementary Club - Fall	5	\$135.00	\$675.00
Elementary Club - Fall	5	\$135.00	\$675.00
Elementary Club Spring	5	\$135.00	\$675.00
Elementary Club Spring	5	\$135.00	\$675.00
Elementary Club Spring	5	\$135.00	\$675.00
Elementary Club Spring	5	\$135.00	\$675.00
Elementary Club Spring	5	\$135.00	\$675.00
Elementary Club Spring	5	\$135.00	\$675.00

EXHIBIT (D)

BENEFIT SUMMARY – MEDICAL AND RX

Pottsgrove SD
BENEFIT SUMMARY - MEDICAL & RX (2022.05.24)

PC 520 80 50	Proposed	
	PC 310	PC 10 20 70
100%	90%	100%
Embedded	Embedded	Embedded
\$500	\$300	\$0
\$1,000	\$600	\$0
Embedded	Embedded	Embedded
\$3,000	\$2,300	\$1,500
\$6,000	\$4,600	\$3,000
\$25	\$20	\$15
\$50	\$40	\$30
Deductible + \$300 / day (up to 5 days)	Deductible + 10%	\$100/day (5 day max)
Deductible + \$300 copay	Deductible + 10%	\$100
\$150	\$150	\$150
\$40	\$40	\$40
100%	100%	100%
\$50	\$40	\$30
\$0	\$0	\$0
Deductible + \$50 copay	Deductible + 10%	\$30
Deductible + \$100 copay	Deductible + 10%	\$60
Deductible + \$50 copay	Deductible + 10%	\$30
50%	70%	70%
\$3,000	\$2,000	\$1,000
\$6,000	\$4,000	\$2,000
\$7,500	\$5,000	\$4,000
\$15,000	\$10,000	\$8,000
\$10	\$10	\$10
\$30	\$30	\$30
\$50	\$50	\$50
\$50	\$50	\$50
2x retail	2x retail	2x retail
Musculoskeletal; Advanced Cardiology; Radiation Oncology; Genetic/Genome Testing	Musculoskeletal; Advanced Cardiology; Radiation Oncology; Genetic/Genome Testing	Musculoskeletal; Advanced Cardiology; Radiation Oncology; Genetic/Genome Testing
Unlimited AUM	Unlimited AUM	Unlimited AUM
24	68	279
88.4%	91.4%	94.1%