

**COLLECTIVE BARGAINING AGREEMENT
BETWEEN
SCHUYLKILL VALLEY SCHOOL DISTRICT
AND
SCHUYLKILL VALLEY EDUCATION ASSOCIATION**

SCHOOL YEARS

2023-24 through 2027-28

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SCHUYLKILL VALLEY SCHOOL DISTRICT
Leesport, Pennsylvania 19533-0915

THIS AGREEMENT made this _____ day of June 2022, by and between the BOARD OF SCHOOL DIRECTORS OF THE SCHUYLKILL VALLEY SCHOOL DISTRICT, Leesport, Berks County, Pennsylvania, hereinafter called the "Board", and the SCHUYLKILL VALLEY EDUCATION ASSOCIATION, hereinafter called the "Association", WITNESSETH:

I. DEFINITIONS

A. "Act 195" shall mean the Public Employee Relations Act, enacted July 23, 1970 as amended.

B. "District" shall mean the Schuylkill Valley School District.

C. "Board" shall mean the Board of School Directors of the Schuylkill Valley School District, Leesport, Pennsylvania.

D. "Association" shall mean the Schuylkill Valley Education Association.

E. "School Year" shall consist of 188 days (1 flexible in-service/187 in-school days) which shall be scheduled beginning July 1 of one year and ending June 30 of the following year. The topic(s) and the date(s) of the in-service will be determined by the District's Professional Development Committee which will be comprised of administrators and faculty.

F. "School Term" shall mean the period of time elapsing between the opening of school in the Fall of one year and the closing of school in the Spring of the following year.

G. "School Code" shall mean the Pennsylvania Public School Code of 1949, enacted March 10, 1949, as amended.

H. "Superintendent" shall mean the Superintendent of Schools of the Schuylkill Valley School District.

I. "Principal" shall mean the person designated by the Board as the Primary School Principal, Middle School Principal or High School Principal, whichever is applicable.

J. "Grievance" shall mean an alleged violation, an alleged misinterpretation, or an alleged improper application of a provision of this Agreement.

K. "Bargaining Unit" shall mean the employees of the school district in the unit as certified by the Pennsylvania Labor Relations Board on April 29, 1976 and amended on April 22, 1986 and as further amended on May 18, 2000.

L. "Employees" shall mean any member of the Bargaining Unit working as a regular full-time professional employee. "Regular Part-Time Professional Employee" shall mean professional employee regularly working no more than four (4) full days a week.

M. "School Day" - The school day shall not exceed seven and one-half (7 1/2) hours with a minimum of one thirty (30) minute duty free lunch period per day. The working day shall

include all normal school activities. Starting and closing times for the school days shall be established by the administration.

N. "Long-Term Substitute" - An employee who is hired for more than forty-five (45) consecutive days. If Employer knows that long-term substitute will be employed for more than 45 consecutive days when hired, then benefits and pay should begin on first day.

II. RECOGNITION

The Board hereby recognizes the Association as the exclusive bargaining agent for the district employees as certified in the Bargaining Unit under the conditions of Pennsylvania Law, Act 195.

Both parties aver that this Agreement sets forth the terms and conditions to which each party agrees to be bound, and that such Agreement has been reached voluntarily without undue or unlawful coercion or force by either party.

III. TERM OF AGREEMENT

The term of this Agreement shall begin on July 1, 2023 and shall continue in full force and effect ending on June 30, 2028, or until such a later date as the parties might hereinafter agree is to be the extended ending date. Any such extended date shall be evidenced by a written amendment to this Agreement, which shall be executed by the respective officers of the parties hereto and their seals attached thereto. This Agreement shall be effective for all purposes on July 1, 2023.

IV. NO STRIKE-NO LOCKOUT

Both parties agree to faithfully abide by the provisions of the Pennsylvania Public Employee Bargaining Law, Act 195 and Act 88 of 1992. As a condition of the various provisions of this Agreement to which the parties have agreed, the Association pledges that members of the Bargaining Unit will not engage in a strike (as that term is defined in Act 195 and Act 88 of 1992) during the term of this Agreement, and the Board pledges that it will not conduct or cause to be conducted on its behalf, a lockout during the term of this Agreement.

V. WAGES AND SALARY PROVISIONS

The parties agree that wages and salaries to become effective according to this Agreement are accurately reflected in Appendix "A" attached to and made a part of this Agreement and that the Salary Schedule is applicable for full-time professional employees and for regular part-time professional employees not serving as long-term substitute teachers. Wages and salaries as reflected in Appendix "A" are effective July 1, 2023.

Long-term substitute teachers will be paid on Step 1 of the salary scale for their first year and on Step 2 for long-term substitute work beyond the first year. Any long-term substitute teacher, who is employed for at least ninety (90) days during the school year, shall be granted one (1) year of credit for step movement on the salary schedule.

All payroll shall be directly deposited into the Employee's bank account for those hired on or after July 1, 2020.

VI. DEMOTIONS

In the event of a demotion, at least thirty (30) days prior to the demotion, the administration will meet with the Association to discuss the reason(s) and the process for choosing the individual to be demoted. The parties will also discuss and explore other cost-saving possibilities. Nothing in this clause limits the District's right to demote as provided for in the Pennsylvania School Code. Individuals who are demoted shall have recall rights to the first full-time position that becomes available in the area of certification from which the individual was demoted.

VII. ADDITIONAL BENEFITS

The parties agree that other benefits to be provided under this Agreement are accurately reflected in Appendix "B" attached to and made a part of this Agreement.

Any changes in other employee benefits to which the parties may agree conditioned upon in the term of this Agreement, as provided in Section III, shall be evidenced by a revised Appendix "B" which shall be executed by the parties and attached hereto and made a part of this Agreement.

Regular part-time professional employees shall be entitled to receive benefits under Appendix "B" on a pro-rated basis at their option.

Benefits for long-term substitute teachers will be provided for those substitutes who do not have any other source of coverage(s). These benefits do not include tuition reimbursement and dental coverage. No benefits will be provided for dependents of long-term substitute teachers.

VIII. GRIEVANCE PROCEDURE

It is in the interest of the general public, and in the interest of the students in our schools that both employer and employees serve, that grievances be settled as expeditiously as possible.

The parties agree that grievances which arise from an alleged violation, an alleged misinterpretation or an alleged improper application of a provision of this Agreement, shall be resolved in accordance with the grievance procedure described in Appendix "C" attached hereto and made a part of this Agreement.

IX. SEPARABILITY PROVISION

If any provision of this agreement or any application of this Agreement to any employee or group of employees is held to be contrary to law, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

X. STATUTORY SAVINGS CLAUSE

Nothing contained herein shall be construed to deny or restrict to any professional employee such rights as he/she may have under the Public School Code of 1949, as amended, the Public Employee Relations Act, Act 195 and Act 88 of 1992, or other applicable laws and

regulations. The rights granted to professional employees hereunder shall be deemed to be in addition to those elsewhere. However, matters contained in the Pennsylvania School Code of 1949, as amended, or other applicable laws and regulations referenced in this provision, are not subject to the grievance arbitration of this Agreement.

XI. MEET AND DISCUSS

A committee of representatives of the Association may request to meet with a committee appointed by the Board to discuss such matters as are required under the "Meet and Discuss" provisions of Act 195. Requests for such meetings shall be in writing stating specific matters to be considered for such discussion. Such meetings shall be conducted within fifteen (15) school days after the request is received. Provided, that any decisions or determinations on matters so discussed shall remain with the public employer and be deemed final on any issue or issue raised.

XII. NO REPRISALS

No employee of the Bargaining Unit shall suffer any reprisals as a result of participation in Union-sanctioned activities.

XIII. WAIVER

The parties agree that no additional negotiations on this Agreement will be conducted at any time, whether contained herein or not, during the life of this Agreement.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement the 20th day of June, 2022.

By: David E. Moll
David E. Moll
President
Board of School Directors
Schuylkill Valley School District

By: Jeffrey Chillot
Jeffrey Chillot
President
Schuylkill Valley Education Association

APPENDIX "A" SALARY

A. MASTER'S EQUIVALENCY

1. Employees who obtained Master's Equivalency on or before January 31, 2000, shall continue to be eligible to be placed on the M column of the salary schedule and shall continue to be eligible to move across the salary schedule. Horizontal column movement will be limited to one (1) single horizontal column movement in each school year of this Agreement.

2. Master's Equivalency shall not be recognized for salary purposes for any employee not having obtained that status as of February 1, 2000, except as set forth in this Paragraph B. Employees who did not obtain Master's Equivalency on or before January 31, 2000, shall not be eligible to move beyond the M column on the salary schedule. The Board shall continue to place these employees on the M column of the salary schedule only if required by state statute to do so; however, the Board reserves the unilateral right to refuse to place employees with Master's Equivalency obtained on or after January 31, 2000, on the M column of the salary schedule if allowed by law to do so.

3. The following conditions apply to employees who currently hold M. Eq. and then receive a Master's Degree:

(a) Said employees shall remain at their current column placement through acquisition of a M. Eq. and any additional column movement achieved by earning post-M. Eq. credits. Horizontal column movement shall be limited to one (1) single horizontal column movement in the each school year of this Agreement.

(b) After earning a Master's Degree, with proper notification to the Superintendent, said employees shall be considered for horizontal column movement at the rate applicable to post-Master's column movement (six (6) credits per column) and limited to one (1) single horizontal column movement in each school year of this Agreement.

(c) Any additional credits earned post-M. Eq. that have not been used for column movement, but would place employees between columns (i.e., M. Eq. + 15 or M. Eq. + 21) will be utilized for movement if they were taken pre-Master's Degree attainment. A maximum of six credits or one column can be used and limited to one (1) single horizontal movement in each school year of this Agreement.

As in the above example a M. Eq. + 21 employees earning a Master's Degree would be on the M. Eq. + 12/Master + 6 column. Said employee would, with the acquisition of a Master's Degree, use those credits to be on the Master's + 12 column.

B. PLACEMENT AND MOVEMENT ON THE SALARY SCHEDULE

1. The District shall have discretion to place newly hired employees on the salary schedule as determined appropriate.

2. Step does not necessarily correspond to exact years of service, and each employee shall advance one (1) vertical step in each school year of this Agreement.

3. Employees on leave of absence for more than 135 teaching days in any school year shall receive credit for service for seniority purposes but shall not receive vertical step on the salary schedule.

(a) It shall be understood that all salaries above those mandated in the State Mandated Salary Schedule must be earned by achieving a final rating of satisfactory for total teaching performance during the course of the immediately preceding school year.

(b) Upon receiving an evaluation of satisfactory, the employee shall be immediately placed on the same step and column as if no unsatisfactory had been previously issued.

C. LONGEVITY

Bargaining unit employees serving their second or later year at Step 23 of the salary schedule (at any column placement) shall have Two Thousand Dollars (\$2000.00) added to their annual salary amount as set forth on the salary schedule for those years.

D. STEP AND COLUMN MOVEMENT

The salary schedules for each of the years covered by this Agreement are attached hereto on the following pages. Each school year of this Agreement, horizontal column movement may occur, but each employee shall be limited to one (1) single horizontal column movement per school year.

Column Movement from Bachelor's Degree to Master's Degree

1. For column movement from BS to M.Ed. at the start of a school year, a grade of "B" or "P" (pass/fail) or higher must be earned. Proof of attainment of the additional pre-approved credits must be provided by September 15 and must consist of an official transcript and a copy of the Master's Degree diploma.

2. For column movement from BS to M.Ed. at midyear, a grade of "B" or "P" (pass/fail) or higher must be earned. Proof of the attainment of the additional pre-approved credits must be provided by the last day of the first semester and must consist of an official transcript and a copy of the Master's Degree diploma.

Post-Master's Column Movement

1. A grade of "B" or "P" (in pass/fail courses) or higher must be earned and a proof of the attainment of the additional pre-approved credits must be provided by submitting one (1) official grade report by September 15 in order to receive horizontal column movement at the start of the current school year.

2. A grade of "B" or "P" (in pass/fail courses) or higher must be earned and proof of the attainment of the additional pre-approved credits must be provided by submitting one (1)

official grade report by the last day of the first semester in order to receive horizontal column movement at the beginning of the second semester of the current school year.

3. Movement to Doctorate Column is restricted to Doctoral Degree programs from an accredited university which certifies professional school employees for the state in which the university is located. The same requirements as set forth in subparagraphs (1) and (2) above relating to Post-Master's Column Movement apply.

**SCHUYLKILL VALLEY SCHOOL DISTRICT
SALARY SCHEDULE 2023-2024**

<u>Step</u>	<u>BACH.</u>	<u>MEQ</u> <u>MS</u>	<u>MEQ+12</u> <u>MS+6</u>	<u>MEQ+24</u> <u>MS+12</u>	<u>MEQ+36</u> <u>MS+18</u>	<u>MEQ+48</u> <u>MS+24</u>	<u>MEQ+60</u> <u>MS+30</u>	<u>MEQ+72</u> <u>MS+36</u>	<u>MEQ+84</u> <u>MS+42</u>	<u>DOC</u>
1	53,553	58,705	58,705	58,705	58,705	58,705	58,705	58,705	58,705	58,705
2	54,663	60,299	60,299	60,299	60,299	60,299	60,299	60,299	60,299	60,299
3	55,772	61,892	61,892	61,892	61,892	61,892	61,892	61,892	61,892	61,892
4	56,327	62,689	63,565	64,441	65,317	66,192	67,068	67,944	68,820	69,695
5	56,882	63,486	65,238	66,989	68,741	70,492	72,244	73,995	75,747	77,498
6	58,170	64,980	66,732	68,483	70,235	71,986	73,738	75,489	77,241	78,992
7	59,458	66,474	68,226	69,977	71,729	73,480	75,232	76,983	78,735	80,486
8	60,746	67,968	69,720	71,471	73,223	74,974	76,726	78,477	80,229	81,980
9	61,390	68,715	70,467	72,218	73,970	75,721	77,473	79,224	80,976	82,727
10	62,034	69,462	71,214	72,965	74,717	76,468	78,220	79,971	81,723	83,474
11	63,321	70,956	72,708	74,459	76,211	77,962	79,714	81,465	83,217	84,968
12	64,609	72,450	74,201	75,953	77,704	79,456	81,207	82,959	84,711	86,462
13	65,897	73,944	75,695	77,447	79,198	80,950	82,701	84,453	86,204	87,956
14	67,185	75,438	77,189	78,941	80,692	82,444	84,195	85,947	87,698	89,450
15	67,829	76,185	77,936	79,688	81,439	83,191	84,942	86,694	88,445	90,197
16	68,473	76,932	78,683	80,435	82,186	83,938	85,689	87,441	89,192	90,944
17	70,070	79,198	80,950	82,753	84,504	86,256	88,007	89,759	91,511	93,262
18	71,667	81,465	83,217	85,071	86,823	88,574	90,326	92,077	93,829	95,580
19	73,264	83,732	85,483	87,389	89,141	90,892	92,644	94,395	96,147	97,898
20	74,861	85,998	87,750	89,707	91,459	93,211	94,962	96,714	98,465	100,217
21	75,659	87,132	88,883	90,867	92,618	94,370	96,121	97,873	99,624	101,376
22	76,458	88,265	90,017	92,026	93,777	95,529	97,280	99,032	100,783	102,535
23	78,055	90,532	92,283	94,344	96,095	97,847	99,598	101,350	103,101	104,853
Long	80,055	92,532	94,283	96,344	98,095	99,847	101,598	103,350	105,101	106,853

**SCHUYLKILL VALLEY SCHOOL DISTRICT
SALARY SCHEDULE 2024-2025**

	MEQ	MEQ+12	MEQ+24	MEQ+36	MEQ+48	MEQ+60	MEQ+72	MEQ+84		
<u>Step</u>	<u>BACH.</u>	<u>MS</u>	<u>MS+6</u>	<u>MS+12</u>	<u>MS+18</u>	<u>MS+24</u>	<u>MS+30</u>	<u>MS+36</u>	<u>MS+42</u>	<u>DOC</u>
1	54,803	59,955	59,955	59,955	59,955	59,955	59,955	59,955	59,955	59,955
2	55,913	61,549	61,549	61,549	61,549	61,549	61,549	61,549	61,549	61,549
3	57,022	63,142	63,142	63,142	63,142	63,142	63,142	63,142	63,142	63,142
4	57,577	63,939	64,815	65,691	66,567	67,442	68,318	69,194	70,070	70,945
5	58,132	64,736	66,488	68,239	69,991	71,742	73,494	75,245	76,997	78,748
6	59,420	66,230	67,982	69,733	71,485	73,236	74,988	76,739	78,491	80,242
7	60,708	67,724	69,476	71,227	72,979	74,730	76,482	78,233	79,985	81,736
8	61,996	69,218	70,970	72,721	74,473	76,224	77,976	79,727	81,479	83,230
9	62,640	69,965	71,717	73,468	75,220	76,971	78,723	80,474	82,226	83,977
10	63,284	70,712	72,464	74,215	75,967	77,718	79,470	81,221	82,973	84,724
11	64,571	72,206	73,958	75,709	77,461	79,212	80,964	82,715	84,467	86,218
12	65,859	73,700	75,451	77,203	78,954	80,706	82,457	84,209	85,961	87,712
13	67,147	75,194	76,945	78,697	80,448	82,200	83,951	85,703	87,454	89,206
14	68,435	76,688	78,439	80,191	81,942	83,694	85,445	87,197	88,948	90,700
15	69,079	77,435	79,186	80,938	82,689	84,441	86,192	87,944	89,695	91,447
16	69,723	78,182	79,933	81,685	83,436	85,188	86,939	88,691	90,442	92,194
17	71,320	80,448	82,200	84,003	85,754	87,506	89,257	91,009	92,761	94,512
18	72,917	82,715	84,467	86,321	88,073	89,824	91,576	93,327	95,079	96,830
19	74,514	84,982	86,733	88,639	90,391	92,142	93,894	95,645	97,397	99,148
20	76,111	87,248	89,000	90,957	92,709	94,461	96,212	97,964	99,715	101,467
21	76,909	88,382	90,133	92,117	93,868	95,620	97,371	99,123	100,874	102,626
22	77,708	89,515	91,267	93,276	95,027	96,779	98,530	100,282	102,033	103,785
23	79,305	91,782	93,533	95,594	97,345	99,097	100,848	102,600	104,351	106,103
Long	81,305	93,782	95,533	97,594	99,345	101,097	102,848	104,600	106,351	108,103

**SCHUYLKILL VALLEY SCHOOL DISTRICT
SALARY SCHEDULE 2025-2026**

<u>Step</u>	<u>BACH.</u>	<u>MEQ</u> <u>MS</u>	<u>MEQ+12</u> <u>MS+6</u>	<u>MEQ+24</u> <u>MS+12</u>	<u>MEQ+36</u> <u>MS+18</u>	<u>MEQ+48</u> <u>MS+24</u>	<u>MEQ+60</u> <u>MS+30</u>	<u>MEQ+72</u> <u>MS+36</u>	<u>MEQ+84</u> <u>MS+42</u>	<u>DOC</u>
1	56,303	61,455	61,455	61,455	61,455	61,455	61,455	61,455	61,455	61,455
2	57,413	63,049	63,049	63,049	63,049	63,049	63,049	63,049	63,049	63,049
3	58,522	64,642	64,642	64,642	64,642	64,642	64,642	64,642	64,642	64,642
4	59,077	65,439	66,315	67,191	68,067	68,942	69,818	70,694	71,570	72,445
5	59,632	66,236	67,988	69,739	71,491	73,242	74,994	76,745	78,497	80,248
6	60,920	67,730	69,482	71,233	72,985	74,736	76,488	78,239	79,991	81,742
7	62,208	69,224	70,976	72,727	74,479	76,230	77,982	79,733	81,485	83,236
8	63,496	70,718	72,470	74,221	75,973	77,724	79,476	81,227	82,979	84,730
9	64,140	71,465	73,217	74,968	76,720	78,471	80,223	81,974	83,726	85,477
10	64,784	72,212	73,964	75,715	77,467	79,218	80,970	82,721	84,473	86,224
11	66,071	73,706	75,458	77,209	78,961	80,712	82,464	84,215	85,967	87,718
12	67,359	75,200	76,951	78,703	80,454	82,206	83,957	85,709	87,461	89,212
13	68,647	76,694	78,445	80,197	81,948	83,700	85,451	87,203	88,954	90,706
14	69,935	78,188	79,939	81,691	83,442	85,194	86,945	88,697	90,448	92,200
15	70,579	78,935	80,686	82,438	84,189	85,941	87,692	89,444	91,195	92,947
16	71,223	79,682	81,433	83,185	84,936	86,688	88,439	90,191	91,942	93,694
17	72,820	81,948	83,700	85,503	87,254	89,006	90,757	92,509	94,261	96,012
18	74,417	84,215	85,967	87,821	89,573	91,324	93,076	94,827	96,579	98,330
19	76,014	86,482	88,233	90,139	91,891	93,642	95,394	97,145	98,897	100,648
20	77,611	88,748	90,500	92,457	94,209	95,961	97,712	99,464	101,215	102,967
21	78,409	89,882	91,633	93,617	95,368	97,120	98,871	100,623	102,374	104,126
22	79,208	91,015	92,767	94,776	96,527	98,279	100,030	101,782	103,533	105,285
23	80,805	93,282	95,033	97,094	98,845	100,597	102,348	104,100	105,851	107,603
Long	82,805	95,282	97,033	99,094	100,845	102,597	104,348	106,100	107,851	109,603

**SCHUYLKILL VALLEY SCHOOL DISTRICT
SALARY SCHEDULE 2026-2027**

<u>Step</u>	<u>MEQ</u>		<u>MEQ+12</u>	<u>MEQ+24</u>	<u>MEQ+36</u>	<u>MEQ+48</u>	<u>MEQ+60</u>	<u>MEQ+72</u>	<u>MEQ+84</u>	<u>DOC</u>
	<u>BACH.</u>	<u>MS</u>	<u>MS+6</u>	<u>MS+12</u>	<u>MS+18</u>	<u>MS+24</u>	<u>MS+30</u>	<u>MS+36</u>	<u>MS+42</u>	
1	57,553	62,705	62,705	62,705	62,705	62,705	62,705	62,705	62,705	62,705
2	58,663	64,299	64,299	64,299	64,299	64,299	64,299	64,299	64,299	64,299
3	59,772	65,892	65,892	65,892	65,892	65,892	65,892	65,892	65,892	65,892
4	60,327	66,689	67,565	68,441	69,317	70,192	71,068	71,944	72,820	73,695
5	60,882	67,486	69,238	70,989	72,741	74,492	76,244	77,995	79,747	81,498
6	62,170	68,980	70,732	72,483	74,235	75,986	77,738	79,489	81,241	82,992
7	63,458	70,474	72,226	73,977	75,729	77,480	79,232	80,983	82,735	84,486
8	64,746	71,968	73,720	75,471	77,223	78,974	80,726	82,477	84,229	85,980
9	65,390	72,715	74,467	76,218	77,970	79,721	81,473	83,224	84,976	86,727
10	66,034	73,462	75,214	76,965	78,717	80,468	82,220	83,971	85,723	87,474
11	67,321	74,956	76,708	78,459	80,211	81,962	83,714	85,465	87,217	88,968
12	68,609	76,450	78,201	79,953	81,704	83,456	85,207	86,959	88,711	90,462
13	69,897	77,944	79,695	81,447	83,198	84,950	86,701	88,453	90,204	91,956
14	71,185	79,438	81,189	82,941	84,692	86,444	88,195	89,947	91,698	93,450
15	71,829	80,185	81,936	83,688	85,439	87,191	88,942	90,694	92,445	94,197
16	72,473	80,932	82,683	84,435	86,186	87,938	89,689	91,441	93,192	94,944
17	74,070	83,198	84,950	86,753	88,504	90,256	92,007	93,759	95,511	97,262
18	75,667	85,465	87,217	89,071	90,823	92,574	94,326	96,077	97,829	99,580
19	77,264	87,732	89,483	91,389	93,141	94,892	96,644	98,395	100,147	101,898
20	78,861	89,998	91,750	93,707	95,459	97,211	98,962	100,714	102,465	104,217
21	79,659	91,132	92,883	94,867	96,618	98,370	100,121	101,873	103,624	105,376
22	80,458	92,265	94,017	96,026	97,777	99,529	101,280	103,032	104,783	106,535
23	82,055	94,532	96,283	98,344	100,095	101,847	103,598	105,350	107,101	108,853
Long	84,055	96,532	98,283	100,344	102,095	103,847	105,598	107,350	109,101	110,853

**SCHUYLKILL VALLEY SCHOOL DISTRICT
SALARY SCHEDULE 2027-2028**

<u>Step</u>	<u>BACH.</u>	<u>MEQ</u> <u>MS</u>	<u>MEQ+12</u> <u>MS+6</u>	<u>MEQ+24</u> <u>MS+12</u>	<u>MEQ+36</u> <u>MS+18</u>	<u>MEQ+48</u> <u>MS+24</u>	<u>MEQ+60</u> <u>MS+30</u>	<u>MEQ+72</u> <u>MS+36</u>	<u>MEQ+84</u> <u>MS+42</u>	<u>DOC</u>
1	59,053	64,205	64,205	64,205	64,205	64,205	64,205	64,205	64,205	64,205
2	60,163	65,799	65,799	65,799	65,799	65,799	65,799	65,799	65,799	65,799
3	61,272	67,392	67,392	67,392	67,392	67,392	67,392	67,392	67,392	67,392
4	61,827	68,189	69,065	69,941	70,817	71,692	72,568	73,444	74,320	75,195
5	62,382	68,986	70,738	72,489	74,241	75,992	77,744	79,495	81,247	82,998
6	63,670	70,480	72,232	73,983	75,735	77,486	79,238	80,989	82,741	84,492
7	64,958	71,974	73,726	75,477	77,229	78,980	80,732	82,483	84,235	85,986
8	66,246	73,468	75,220	76,971	78,723	80,474	82,226	83,977	85,729	87,480
9	66,890	74,215	75,967	77,718	79,470	81,221	82,973	84,724	86,476	88,227
10	67,534	74,962	76,714	78,465	80,217	81,968	83,720	85,471	87,223	88,974
11	68,821	76,456	78,208	79,959	81,711	83,462	85,214	86,965	88,717	90,468
12	70,109	77,950	79,701	81,453	83,204	84,956	86,707	88,459	90,211	91,962
13	71,397	79,444	81,195	82,947	84,698	86,450	88,201	89,953	91,704	93,456
14	72,685	80,938	82,689	84,441	86,192	87,944	89,695	91,447	93,198	94,950
15	73,329	81,685	83,436	85,188	86,939	88,691	90,442	92,194	93,945	95,697
16	73,973	82,432	84,183	85,935	87,686	89,438	91,189	92,941	94,692	96,444
17	75,570	84,698	86,450	88,253	90,004	91,756	93,507	95,259	97,011	98,762
18	77,167	86,965	88,717	90,571	92,323	94,074	95,826	97,577	99,329	101,080
19	78,764	89,232	90,983	92,889	94,641	96,392	98,144	99,895	101,647	103,398
20	80,361	91,498	93,250	95,207	96,959	98,711	100,462	102,214	103,965	105,717
21	81,159	92,632	94,383	96,367	98,118	99,870	101,621	103,373	105,124	106,876
22	81,958	93,765	95,517	97,526	99,277	101,029	102,780	104,532	106,283	108,035
23	83,555	96,032	97,783	99,844	101,595	103,347	105,098	106,850	108,601	110,353
Long	85,555	98,032	99,783	101,844	103,595	105,347	107,098	108,850	110,601	112,353

APPENDIX "B"

ADDITIONAL EMPLOYEE BENEFITS

A. TUITION COST REIMBURSEMENT-BASIS PROGRAM

Regular full-time professional employees shall be reimbursed for such tuition payment, registration fees and course fees.

1. All courses taken must be from an accredited college or in-service course approved by the Department of Education. Approved in-service courses are applicable to meeting certification requirements. Undergraduate courses and Department of Education approved in-service credits, as approved by the Superintendent, shall apply to salary schedule movement.

2. Tuition Reimbursement for graduate-level telecourses, audio-video based courses, and correspondence courses shall be made only if given by an accredited college or university which is approved to issue teacher certifications.

3. The employee shall present written notification to the Superintendent of the enrollment in a course seven (7) days prior to the first day of class. Such notification shall include course title, course number, credit hours and institution.

4. All proposed study, for whatever purpose, is subject to review and prior approval by the Superintendent and, absent such approval, any study taken is ineligible for reimbursement and/or placement on the Salary Schedule. The Superintendent shall respond, in writing, before the first day of applicant's course as to whether or not reimbursement will be approved for the employee.

5. Reimbursement shall be granted at the rate of one hundred percent (100%) of the actual cost of tuition for courses taken prior to and leading to permanent certification or the Master's Degree, not to exceed thirty-six (36) credits. Tuition reimbursement under this paragraph shall be limited to no more than twelve (12) credits per year. Reimbursement shall be granted at the rate of one hundred percent (100%) for post-master's study offered for Pennsylvania Department of Education continuing education credit through the Berks County Intermediate Unit. Reimbursement shall be granted for related course fees up to a maximum of Fifty Dollars (\$50.00) per course.

6. The District will develop annually Pennsylvania Department of Education approved continuing education courses at no charge to the employees for credit and/or placement on the Salary Schedule.

7. Reimbursement shall be granted at the rate of seventy-five percent (75%) of the actual cost of tuition for courses taken after obtaining the Master's Degree, for a second Master's Degree or taken in pursuit of additional certification. Tuition reimbursement made under this paragraph shall be limited to no more than twelve (12) credits per year.

8. A grade of "B" or "P" (in pass/fail courses) is the minimum grade to be eligible for reimbursement. A college report card may be used for proof of grade.

9. The employee shall also submit an official tuition payment receipt with grade report.

10. The District will set aside annually an amount not to exceed \$15,000 for all bargaining unit employees for courses of study, the purposes for which are other than enumerated above.

11. The employee must agree, in writing, to remain in the employ of the District for at least two (2) full semesters following the completion of the course work for which tuition payment is being requested unless prevented from so doing by reason of illness or other extenuating circumstances approved by the Superintendent of Schools. Failure to comply with these provisions will require that the employee repay to the District all monies received for the tuition payment in question.

12. Payment will be made the month following submission of the receipt. An employee shall be eligible to receive reimbursement of course work while on sabbatical leave of absence for study, not to exceed twelve (12) credits in one (1) year. However, if the employee on sabbatical leave receives grants, endowments or other sources of funds which pays for employee's course work, such course work shall not be reimbursed. The employee will be required to affirm, in writing, that no other source of funds will be available for the course work while on sabbatical leave.

B. POST MASTER'S DEGREE CREDIT COMPENSATION

The District shall reimburse employees for graduate study beyond an earned Master's Degree to a maximum of a Doctorate Degree, but limited to twelve (12) credits per year.

1. Reimbursement shall be granted at the rate of seventy-five percent (75%) of the actual cost of tuition for courses taken after obtaining a Master's Degree. Tuition reimbursement made under this paragraph shall be limited to no more than twelve (12) credits per year.

2. The employee must present written notification to the Superintendent of his/her intent to enroll in a post Master's graduate course at least seven (7) days prior to effective beginning date of such course.

3. The above notification shall include the course title and the name of institution of higher learning in which it will be pursued. Movement to the Doctorate Column is restricted to Doctoral Degree programs from an accredited university which certifies professional school employees for the state in which the university is located. Undergraduate courses approved by the Superintendent shall be reimbursed and will be used for salary schedule movement.

4. The approval of the Superintendent will be required in order to qualify for this type of tuition reimbursement.

5. A grade of "B" or "P" (in pass/fail courses) or higher must be earned in each course to be eligible for reimbursement. Proof shall be required by submitting one (1) official grade report indicating an earned grade of "B" or "P" or higher and the official tuition payment receipt.

6. These provisions shall be effective for all persons who have previously earned post Master's Degree graduate courses.

C. INSURANCE PROGRAM

1. Medical

(a) For regular full-time professional employees who so elect, the District will provide and pay a portion of the full coverage premium for a program of group medical benefits to be provided through the Berks County School Districts' Health Trust.

(b) Employees electing coverage will pay a portion of the monthly premium through payroll deduction, such amounts to be deducted on a pre-tax basis. Monthly employee contribution rate for the school years 2023-2024 through 2027-2028 is twelve percent (12%). Payments will be deducted from pay through an IRS Section 125 plan.

(c) The Association and the District accept the benefits of the Berks County School Districts' Health Trust throughout the term of this Agreement. In the event the Trust dissolves, is abandoned, or lapses, the Board shall have the right, following consultation with the Association, to implement a plan substantially equivalent to the Berks County School Districts' Health Trust coverages and deductibles. Regular full-time professional employees on maternity leave must continue to pay their portion of premium amounts for the plan benefits and the District will pay its portion for such employees through the month following delivery.

(d) The District and the Association agree to form a Joint Health Care Alternative Exploration Committee, with equal representation, to explore and discuss health care cost control initiatives. The committee shall immediately begin researching and exploring alternative sources of health care insurance to the Trust. If an appropriate alternative is found, the Association will work with the District to implement the alternative.

(e) If the District is required to pay the "Excise Tax" under the Patient Protection Affordable Care Act for medical benefits provided to employees under this section, the District and Association shall immediately commence negotiations to make medical benefit plan changes to eliminate the District's exposure to such tax.

If those negotiations do not result in any agreement within sixty (60) days, the District and the employees whose medical plan elections resulted in the exposure to "Excise Tax" shall equally share the responsibility for the payment of any tax owed.

The employees' proportionate share of any tax payment shall be collected through payroll withholdings, and the District shall provide the Association and affected employees with written explanation of any such withholdings.

2. Dental

For regular full-time professional employees who so elect, the District will provide the United Concordia Dental Plan as in effect June 30, 2023, or substantially equivalent programs and coverages.

3. Prescription

The District will provide a prescription drug plan for regular full-time professional employees and their families as in effect June 30, 2023 through the Berks County School

Districts' Health Trust which plan may be amended from time to time by the Trust. In the event the Trust dissolves, is abandoned, or lapses, the Board shall have the right, following consultation with the Association, to implement a plan substantially equivalent to the Berks County School Districts' Health Trust coverages and deductibles.

4. Term Life

The District will provide a group term life insurance program in the amount of Fifty Thousand Dollars (\$50,000.00)

D. RETIREMENT SEVERANCE AND SPECIAL SICK DAY PROVISIONS

1. The District will provide retirement severance as follows:

15 years experience in district	\$1,800.00
20 years experience in district	\$2,400.00
25 plus years experience in district	\$3,000.00
30 plus years experience in district	\$3,600.00

In order to be eligible for this benefit, an employee must notify the District by April 1 of their intent to retire at the end of the school year. This retirement severance will be prorated for regular part-time employees. The deadline of April 1 may be waived by the Superintendent on a case-by-case basis, in his/her sole and absolute discretion.

2. In addition, a regular full-time professional employee may be absent from his/her duties each year with full pay because of their illness or the illness of his/her father, mother, brother, sister, son, daughter, husband, wife for no more than the total number of days for illness earned and accrued in accordance with 24 P.S. §1154, as amended from time to time and sick day earned and accrued. The bargaining unit member must be attending to the relative to qualify for this absence. These days of absence, if taken, regardless of the reason, shall be computed in the number of days of sick leave eligibility of the bargaining unit member. They may be taken singly or consecutively. Regular part-time employees shall have this provision prorated based on the number of days worked divided by 188.

3. The District and the Association agree to participate in a Sick Leave Bank. The bank will be available to regular full-time and part-time employees who have exhausted their personal sick day allotment.

Members of the bargaining unit will have available the total number of days based on the following formula during the term covered by the agreement:

Number of years covered by the Collective Bargaining Agreement
x 100 days = total number of days available. The total number of
days will be available on the first day of the Collective Bargaining
Agreement

The Association agrees to assume sole responsibility for the administration of the Sick Leave Bank and further agrees to work cooperatively with the District's administration in keeping employees' records up-to-date regarding their involvement with the Sick Leave Bank.

4. Upon retirement, members of the bargaining unit shall receive Thirty-Five Dollars (\$35.00) for each day of accumulated, unused sick leave.

5. The District shall make a non-elective employer contribution to the employee's existing 403(b) retirement account equal to the compensation to which the employee is entitled under this Appendix "B" Section D (1) (Retirement Severance) and D (4) (Unused Sick Leave). The employee shall have no cash option. Employee must establish a 403(b) account prior to separation of service or the employee will forfeit this benefit. Payment shall be made to the employee only upon retirement from the public school system. Should the employee die, the District shall make the maximum payment allowed by the IRS regulations to the employee's 403(b) account. When notification of retirement is received, the District shall notify the employee, in writing, that they must open a 403(b) account prior to their last working day to be eligible for the benefit.

E. PAYMENT OF NON-INSTRUCTIONAL ASSIGNMENTS

The District will reimburse teachers for service rendered on non-instructional assignments which are scheduled during non-school hours. The reimbursement for such service shall be established at the rate of Forty Dollars (\$40.00) per event. In a situation where an event lasts significantly longer or shorter than the normal/standard amount of time (approx. 3 hours), the supervising administrator may adjust the \$40.00 fee based on the length of the event. If this occurs, the supervising administrator shall inform the individual/s involved prior to the event.

The following assignments shall not be considered for reimbursement:

1. Meet the teacher's Night/Parents Visitation Programs.
2. Open House.
3. Annual District Winter and Spring Concerts - only those individual music teachers responsible for the program.
4. Class Trips
5. Commencement Exercises-Secondary Teachers only.

F. MILEAGE REIMBURSEMENT

Reimbursement for expenses incurred through use of private automobiles for authorized school district purposes shall be established at IRS rate. Authorization for district use of private automobile and approval if reimbursement for such use must be received from the building principals or other appropriate school district officials.

G. PERSONAL DAY PROVISION

Employees with less than ten (10) years of service with the District shall be entitled to two (2) paid personal days per school year. Employees with ten (10) or more years of service with the district shall be entitled to three (3) paid personal days per school year. The use of any personal day is subject to the following:

1. Employee must notify the Superintendent and Building Principal one (1) week prior to using a personal day.

2. No more than ten percent (10%) of employees may use a personal day on the same day unless otherwise granted by the Superintendent.

3. No more than ten (10) personal days may be carried over to the following year. Each year of the contract, personal days in excess of ten (10) will be reimbursed at the amount of one hundred ten dollars (\$110) per personal day. This reimbursement will be placed into a TSA as a non-elective contribution.

4. The use of more than five (5) accumulated personal days in a particular year is subject to Superintendent approval, in his/her sole discretion.

H. JUST CAUSE PROVISION

No member of the Bargaining Unit shall be dismissed or disciplinarily suspended without just cause.

I. PROFESSIONAL HOURLY RATES

The Board of School Directors will reimburse teachers for voluntary curriculum writing, non-mandated summer in-service and staff development, summer school and homebound instruction at the rate of \$27.00 per hour for the term of this Agreement.

Professional employees who are required to work before or after the school year shall be reimbursed at their per diem rate with the exception of those performing administrative duties.

J. EXTRA AND CO-CURRICULAR ACTIVITIES

Salaries for extra and co-curricular activities shall be as represented in Appendix "D."

K. PREPARATION TIME

1. Employees in the Bargaining Unit will be granted preparation time during each work day. Employees at the K-5 levels will be granted no less than forty (40) consecutive minutes preparation time daily. Employees at the 6-12 levels will be granted no less than one (1) period daily.

2. Preparation time shall be free of all other activities, duties and assignments.

3. All teacher preparation time shall be scheduled after the arrival and prior to the dismissal of the students.

L. SENIORITY PROVISIONS

1. Seniority shall mean the total length of an employee's continuous service in the District in perspective with the seniority list as approved by both parties as of June 30 of each year based on total hours worked in a school year. One full year shall be equal to 188 days X 7.5 hours=1410 total hours. Part-time employee's service shall be prorated.

2. Seniority shall accrue during suspension (except disciplinary suspension) layoff and all approved leaves of absence.

3. Whenever an employee is demoted, the employee shall continue to accrue seniority as if there had been no demotion.

4. Seniority shall be broken only for resignation, retirement or lawful discharge.

5. Ties in seniority hired after July 1, 1992, shall be broken by lottery.

6. The employer shall post, in each building on or before September 15 of each year, a list reflecting the seniority and certification of each employee.

7. Any exception to this list must be filed with the District within sixty (60) days of the posting. The seniority list shall be amended to reflect subsequent certification changes as they occur.

M. CHILDBEARING/CHILDREARING LEAVE

1. An employee who has become a parent by natural birth shall be granted, upon request, unpaid leave for the purpose of child care. Such leave shall not exceed twelve (12) consecutive calendar months. Failure of employee to make him/herself available for return after expiration of the said period shall constitute a resignation.

2. Requests for childbearing/childrearing leave shall be submitted, in writing, to the Superintendent. Requests shall be submitted at the earliest possible time but not later than thirty (30) calendar days before leave is to commence. All childbearing/childrearing requests must be accompanied by a physician's certificate setting forth the expected date of birth. However, as a result of the uncertainties involved in childbearing, and due to unforeseen circumstances caused by and about the delivery of the child, the Superintendent may waive, extend or contract the thirty-day notice provision upon reasonable cause exhibited by the employee.

3. An employee who adopts a child under the age of six (6) years shall be granted, upon request, an unpaid adoptive leave of up to twelve (12) consecutive calendar months which shall begin when the child is physically turned over to the employee or on a date reasonably in advance thereof as may be agreed by the Superintendent and employee. The employee shall give notice of the desire to take such leave as soon as the employee knows that the child intended to be adopted will be acquired.

4. Application for return to employment shall be made at least two (2) weeks prior to the end of the childbearing/childrearing leave, and shall be accompanied by a physician's excuse certificate where applicable, that the employee, at the termination of the leave, will be capable of fully carrying out his/her duties.

5. Upon application for return to employment following such childbearing/childrearing leave, the employer shall offer said employee the position he/she held prior to the leave, or a substantially equivalent position (in pay and skill) for which the employee is qualified if such positions are vacant and available. If such positions are not vacant and available, the District shall offer the employee any other available position for which the employee is qualified until

such time as the employer can, through recognized permanent procedures, offer the employee the position he/she held prior to the leave or one substantially similar for which he/she is qualified. A job filled by a substitute shall be treated as vacant and available.

6. During childbearing/childrearing leave, the employee shall not be entitled to economic benefits, except as set forth in Section C (1), additional steps on salary schedule or payments by employer on behalf of employee to the Pennsylvania School Employee's Retirement Board. Employee will continue to accrue seniority and may continue medical, dental, life insurance, or other health and welfare coverage at his/her own expense.

N. RELEASE TIME FOR PRESIDENT

The Board recognizes that regular interaction between the Superintendent and the association leadership is needed for a positive educational environment to be achieved. The Superintendent shall provide the association president flexibility in class scheduling to allow the addressing of association matters. The Superintendent will extend the same flexibilities to any association president, regardless if he/she happens to be from a building other than the high school.

O. SECTION 125 PLAN

The Board will adopt and maintain a plan designated to permit employee contributions to a flexible spending account (maximum contribution set according to IRS maximum contribution) and/or a dependent care benefit program (current maximum contribution of \$5,000) and for premium share on a pre-tax basis pursuant to Section 125 of the Internal Revenue Code. The parties agree to make any necessary revisions to the above provisions consistent with regulations issued pursuant to the Patient Protection and Affordable Care Act of 2010. Under the flexible spending account, an employee may elect to have amounts withheld from current pay to be used to fund out-of-pocket medical expenses incurred by the employee during the calendar year or otherwise in accordance with applicable law and regulations. Under the dependent care benefit program, an employee may elect to have amounts withheld from current pay to be used to fund dependent care costs uncured by the employee during the calendar year. The above-defined IRS Section 125 plan will be administered by a contractor selected by the Board in compliance with Internal Revenue Service rules and regulations governing such arrangements. Administrative costs of the Section 125 Plans will be borne equally by the District and the employee.

APPENDIX "C"
GRIEVANCE PROCEDURE

A. DEFINITION

A grievance is hereby defined as an alleged violation, an alleged misinterpretation, or an alleged improper application of a provision of this Agreement.

B. PURPOSE

The purpose of this procedure is to secure, at the lowest possible level, equitable solutions to allegations regarding the meaning, interpretation or application of this Agreement. Proceedings will be kept informal and confidential as may be appropriate at each level. Nothing herein should be construed as limiting the right of any employee to discuss a matter informally with his or her respective Building Principal.

C. PROCEDURES

The parties of this Agreement aver that an orderly and expeditious resolution of grievances shall be affected as follows:

1. Level I – Principal

Within fifteen (15) school days of the grievance, the aggrieved shall submit the grievance, in writing, to the Building Principal. The Principal shall hold a conference with the aggrieved and render his decision, in writing, within five (5) school days after receipt of the grievance.

2. Level II – Superintendent of Schools

If the grievance is not resolved at Level I, within five (5) school days after receiving the Principal's decision, the aggrieved may submit a request, in writing, for a conference with the Superintendent. The Superintendent and those he/she may further name, shall conduct such conference within ten (10) school days after receipt of the request; and he/she shall render his/her decision, in writing, within five (5) school days following the date of the conference.

3. Level III – Board of School Directors

(a) If the grievance is not resolved at Level II, within five (5) school days after receiving the Superintendent's decision, the aggrieved may submit a request, in writing, addressed to the Secretary, for a hearing before the Board of School Directors.

(b) The Board or a duly constituted committee thereof, and those the Board may further name, shall conduct a hearing with the aggrieved within fifteen (15) school days after receiving the request.

(c) The decision of the Board shall be forwarded, in writing, within ten (10) school days following the date of the hearing.

4. Level IV – Arbitration

(a) If the grievance is not resolved at Level III, the Association only may, within fifteen (15) school days after receiving the Board's decision, submit a request for binding arbitration in accordance with the provisions of Section 903 of Act 195. A copy of such request shall be submitted to the attention of the Secretary of the Board of School Directors.

(b) Within twenty (20) school days after such written notice of submission to arbitration, the parties shall attempt to agree upon a mutually acceptable arbitrator. If the parties are unable to agree upon an arbitrator and to obtain a commitment from him/her to serve in that capacity with the specified period, the procedures as defined in Section 903(1) of Act 195 shall apply.

D. GENERAL PROVISIONS

1. Written decisions rendered at each level shall clearly set forth the decision and reasons therefore and shall be transmitted, as required, to all parties in interest, including the Association.

2. Forms to effect the provisions of this section shall be available in the office of each school building.

3. All meetings and hearings under this procedure shall be considered private and shall not be open to the public. Only the parties in interest, their designated representatives, and necessary witnesses shall be in attendance.

4. All grievance procedures shall be conducted outside of the normal school day unless the parties to the grievance shall otherwise agree.

5. Employees shall suffer no loss of pay if requested to attend grievance hearings during the normal school day.

6. If no decision is rendered within the times specified in Section C, Subsections 1, 2 or 3, of this procedure, the aggrieved may proceed to the next level.

7. Any aggrieved person may be represented at any and all stages of the grievance procedure by a person of his/her choosing, and he/she shall have the right to call witnesses to testify on his/her behalf.

APPENDIX "D"

EXTRA-CURRICULAR ASSIGNMENTS

Extra-Curricular Advising

Salaries for Extra-Curricular Advising Positions are determined by starting with the Base Stipend and adding 1.75% each year to the salary. All current advisor salaries will start where they end up after the 2022-23 school year.

Activity Advisor Salary Schedule

High School

Name of Club	Base Stipend
Academic Challenge	\$960
Agricultural Club	\$960
Ambassador Program Coordinator	\$960
Around the Valley TV	\$960
Art Activity Director	\$960
Athletic Training Club	\$960
Audio Visual Club	\$960
Book Club	\$600
Director of Community Aquatics: Academic Year	\$4,800
Director of Community Aquatics: Summer	\$2,400
Director of Instrumental Music	\$2,400
Director of Jazz Band	\$720
Director of Vocal Music	\$2,400
Dungeons and Dragons	\$600
Equipment Manager (non-football)	\$2,400
Equipment Manager (football)	\$600
Fall Play Director	\$3,250
Fall Play Assistant Director	\$2,520
FBLA	\$1,925
Freshman Class	\$800
Future Medical Professionals	\$720
Gay Straight Alliance	\$600
Graduation Project Coordinator	\$1,440
Junior class	\$960
Leo Club	\$960
Literary Magazine	\$1,080
Marching Band Director	\$4,320
Marching Band Assistant – Band Front	\$3,240
Marching Band Assistant – Drill and Brass	\$2,280
Marching Band Assistant – Percussion	\$2,400
Mental Health Matters	\$960
Mock Trial	\$1,440
National Honor Society	\$1,320
Panther Manufacturing Club	\$600
Panther Project Club	\$720
Pantherette	\$1,440

Name of Club	Base Stipend
POP Assistant Music Director	\$2,000
POP Business/House Manager	\$1,150
POP Choreographer	\$1,200
POP Drama Director/Producer	\$6,180
POP Musical Director	\$4,020
POP Stage Manager	\$1,150
POP Technical Director	\$3,000
PYEA	\$1,560
Reading Olympics	\$960
Robotics	\$960
Rock Climbing Fall	\$1,320
Rock Climbing Spring	\$1,320
Science Olympiad	\$1,440
SEGA	\$720
Senior Class	\$1,560
Ski and Snowboard Club	\$960
SODAA	\$960
Strength Club	\$1,440
Student Activities Director	\$4,920
Student Council	\$1,560
Summer Weight Program Supervisor	\$1,560
Summer Weight Program Assistant	\$600
Summer Weight Program Assistant	\$600
Unified Track and Field Coach Special Olympics	\$1,080
Weight room Supervisor – school year	\$2,640
Welfare of Animals	\$1,080
World Affairs Club	\$960
World Language Club	\$720
Yearbook Editor	\$3,600
Yearbook Business Manager	\$840
Zen Club	\$840

Middle School

Name of Club	Base Stipend
Art Activity Director	\$960
Assistant Marching Band Director – Percussion	\$960
Director of Instrumental Music	\$1,200
Director of Jazz Band	\$720
Director of Vocal Music	\$1,200
Girls on the Run Coordinator	\$960
Manager JH Winter Sports Contests	\$1,920
Math Counts	\$1,080
Middle School Musical Director	\$1,920
Middle School Musical Producer	\$2,520
Middle School Musical Set/Costume/Makeup	\$1,200
Mountain Bike Club	\$840
National Junior Honor Society	\$1,080
Outdoor Education Coordinator	\$1,200
Outdoor Education Coordinator Assistant	\$600

Name of Club	Base Stipend
Outdoor Education Coordinator Assistant	\$600
Reading Olympics	\$1,080
Science Olympics	\$1,080
Skateboard Club	\$840
Ski & Snowboard Club	\$960
Special Olympics	\$960
Student Activities Director	\$1,080
Student Council	\$1,560
TV Advisor	\$960
Yearbook Editor	\$1,080

Elementary School

Name of Club	Base Stipend
Art Activity Director	\$960
Director of Instrumental Music	\$1,200
Director of Vocal Music	\$1,200
Family Reading/Math Night Coordinator	\$480
Girls on the Run Coordinator	\$960
No Place for Hate	\$600
Reading Olympics	\$1,080
Ready, Set, Read Program Coordinator	\$1,440
Student Activities Director	\$1,080
Title I Program Coordinator	\$720
Yearbook Editor	\$1,080

** The Director of Instrumental Music – HS and Director of Vocal Music – HS positions are based on 60 hours of work outside the school day. Since the duties for these positions can greatly vary from year to year, any hours above 60 shall be paid at the SVEA contracted rate. A formal log to document hours spent and duties must be provided to support reimbursement for additional hours.

& The Director of Instrumental Music – MS and Director of Vocal Music – ES positions are based on 40 hours of work outside the school day. Since the duties for this position can greatly vary from year to year, any hours above 40 should be paid at the SVEA contracted rate. A formal log to document hours spent and duties must be provided to support reimbursement for additional hours.

NOTES:

1. Longevity will be credited to all advisors, directors and assistants based on the years of experience they have in that position.
2. Any of the positions on the Extra-Curricular Advising Salary Schedule may be shared by two or more individuals who are compatible and agree to share the responsibilities of the position. Under such circumstances the stipend for the position will be based on the person actually filling the position who has the greatest stipend in the position. The stipend will then be divided among the individuals filling the position. The combined salaries of all sharing the responsibilities of the position can not exceed the total salary

allotted to the position based on the method explained in this item. No person may earn more by sharing positions than he/she would have made had he/she held the position by themselves.

3. If a position(s) is not filled, that position's salary may not be divided among the remaining people advising that activity.
4. A committee of two (2) Board Members, two (2) Association officers, the Athletic Director and the Building Principal(s) shall meet on an annual basis to review the list of positions on the Extra-Curricular Advising Salary Schedule. This yearly meeting will be scheduled by the Athletic Director during January of each year.
5. While positions may be added or deleted during the life of the contract, the base stipend will remain as listed in the contract. Positions may be added or deleted by the Board based on student interest, student participation and budgetary considerations. Salaries for new activities will be based on the salaries of equivalent activities.

Middle School Activities

The principal at the middle school may annually at his/her discretion identify a program of activities not to exceed \$3,600. The principal shall obtain Board approval for this program annually, and no 1.75% increase will be awarded for these activities.

Elementary School Activities

The principal at the elementary school may annually at his/her discretion identify a program of activities not to exceed \$3,600. The principal shall obtain School Board approval for this program annually, and no 1.75% increase will be awarded for these activities.

Department Chair Salaries

Salaries for Board-approved Department Chair positions are determined by adding the Department Size Points, the Experience Points and the Responsibility Points and then multiplying the Total Points by the Unit Point Value. This system was developed by a committee of department chairs and administrators.

(DEPARTMENT SIZE POINT + EXPERIENCE POINTS + RESPONSIBILITY POINTS) X
UNIT POINT VALUE = SALARY

Department Size Points

Each member of the Department including the chair = 1 Point

EXPERIENCE POINT CHART		UNIT POINT VALUE
1 Year	1 Point	\$120.00
2 – 3 Years	2 Points	
4 – 5 Years	3 Points	
6 – 10 Years	4 Points	
11 – 15 Years	5 Points	
16+ Years	6 Points	

Responsibility Points

- Level 1 Responsibilities – 2 points
- Level 2 Responsibilities – 4 points
- Level 3 Responsibilities – 6 points
- Level 4 Responsibilities – 8 points

Mentor Teacher Salaries/Induction Plan

Salaries for Board-approved Mentor Teachers shall be One Thousand One Hundred Seventy-Five Dollars (\$1,175) per school year for the term of this Agreement. Mentor Teachers serve as mentors for new Professional staff members as required by the District's Staff Induction Plan. Mentor Teachers for new professional staff members who have already completed the PDE Induction requirements shall serve as half-year mentors and shall be paid Five Hundred Eight-Seven and 50/100 Dollars (\$587.50) throughout the term of this Agreement. The responsibilities of a Mentor Teacher are as stipulated in the Staff Induction Plan.

APPENDIX "E"

**MEMORANDUM OF AGREEMENT
between the
Schuylkill Valley Education Association
and the
Schuylkill Valley School District
REGARDING BUILDING CONDITIONS**

When a professional employee has a concern about a building condition, the professional employee should communicate the concern in writing to the building principal. The principal will consult with appropriate staff (i.e., the head custodian, director of buildings and grounds) to determine a reply and/or remedy and so communicate to the professional employee in writing. If the professional employee is dissatisfied with the response and/or action taken, the employee may appeal the matter in writing to the superintendent of schools.

If the professional employees seriously believe that the physical environment does affect the learning and working environment, and they will cooperate in identifying any substandard conditions by using the procedures and processes currently in place and described above so that the administration and the Board can investigate and work to correct the matter. If, however, the procedures and processes currently in place fail to adequately address concerns of a serious nature, then the Association may bring such concerns to the Board for further consideration. As there is not currently a formal mechanism for reporting such concerns to the Board, the Association shall inform the Board of such situations in writing, and a meeting shall be scheduled at a mutually agreeable time.

APPENDIX "F"

**MEMORANDUM OF UNDERSTANDING
between the
Schuylkill Valley Education Association
and the
Schuylkill Valley School District**

The following understandings shall not be considered part of the Collective Bargaining Agreement nor subject to grievance arbitration.

1. It is agreed that in May of each year of this contract, representatives of the SVEA, the administration and the Board will meet to review enrollment projections for the successive school year and to discuss the number of sections of grades K-5 to be funded by the Board in accordance with the existing Class Size Policy.

2. It is agreed that should a vacancy occur on the professional staff, all Employees will be notified of that vacancy. Any appropriately certified Employee may request transfer to that position. When the administration reaches its decision on filling the vacancy, the Superintendent or appropriate principal will meet with those who requested transfer to inform them of the decision.

3. Should a transfer from a position be initiated by the administration, the Employee will receive notice of the transfer and have an opportunity to meet with the Superintendent or appropriate principal to discuss the reason(s) for the transfer. The Employee will have the right to have representation from the SVEA at meetings which address this topic.

Nothing in this memorandum will limit the Superintendent's authority in Policy 409, Professional Employees, Assignment and Transfer.