

CONTRACT BETWEEN

THE STATE COLLEGE AREA EDUCATION ASSOCIATION

AND

THE STATE COLLEGE AREA SCHOOL DISTRICT

FOR

JULY 1, 2023 THROUGH JUNE 30, 2028

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PREAMBLE*

The Association and the Board firmly believe that our educational system is dedicated to youth -- to their academic, personal, and social growth. The primary function of the professional staff and the Board is to assure each student attending the State College Area School District the highest level of educational opportunities available. The Board recognizes teaching as a profession and believes with the Association that the objectives of an educational program can be realized when mutual understanding and cooperation exist between the Board and its professional staff.

** This section is not an integral part of the Contract and therefore the Grievance Procedure does not apply.*

AGREEMENT

THIS AGREEMENT is made and entered into on June 5, 2023, by the STATE COLLEGE AREA SCHOOL DISTRICT, party of the first part, hereinafter called the "BOARD," or "EMPLOYER," or "DISTRICT" and the STATE COLLEGE AREA EDUCATION ASSOCIATION, party of the second part, hereinafter called the "ASSOCIATION."

As consideration for the promises herein contained, it is mutually agreed as follows:

ARTICLE 1 **RECOGNITION**

The Board recognizes the Association as the exclusive bargaining agent for the employees in the bargaining unit of the Association as certified by the Pennsylvania Labor Relations Board under the terms and conditions of Act 195 as amended by Act 88 of 1992, known as "Public Employee Relations Act," hereinafter referred to as "Act," which Act provides for collective bargaining for public employees.

Both parties hereto 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.

Employees in this contract shall be defined as in the Pennsylvania Labor Relations Board Certification: teachers, coordinators, librarians, guidance counselors, home-school visitor, nurses, dental hygienist, mental health clinicians, and therapists.

ARTICLE 2 **TERM OF AGREEMENT**

The term of this Agreement shall begin July 1, 2023, and shall continue in full force and effect until June 30, 2028, or until such later date as the parties may hereinafter agree is to be the extended ending date. Any such extended date shall be evidenced by an amendment to this Agreement, to which amendment both parties shall signify their approval by affixing their signatures hereto.

ARTICLE 3
NO LOCK OUT, NO STRIKE PROVISION

Both parties agree to faithfully abide by the provisions of Pennsylvania Public Employee Bargaining Law, Act 195 as amended by Act 88 of 1992. As a condition of the various provisions of this Agreement, to which the parties have agreed, the bargaining agent pledges that members of the Association will not engage in a strike (as the term is defined in Act 195 as amended by Act 88), sanction or slowdown during the term of this Agreement, and the Employer pledges that it will not conduct, or cause to be conducted, a lock out during the term of this Agreement.

The Employer agrees that the Association shall not be held responsible for so-called "wildcat" or unauthorized strikes, slow downs, stoppages, boycotts or secondary boycotts, provided:

1. within 24 hours after receiving written notification from the Employer that a strike, slowdown, boycott or secondary boycott is in progress, the Association shall state to the Employer in writing it has not sanctioned such action; and
2. the Association shall promptly order its members to return to work, notwithstanding the existence of any wildcat picket line.

The Association's prompt written disavowal for responsibility shall relieve the Association of legal responsibility to the employer therefor. The Employer agrees that in consideration of the performance by the Association of the undertakings herein assumed, there shall be no liability by suit for damages or otherwise on the part of the Association, its officers, agents or members for breach of contract of any kind or character whatsoever.

ARTICLE 4
DUES DEDUCTION AND FAIR SHARE

- (A) The Board agrees to deduct from the salaries of professional employees membership dues in professional organizations at the written request of any member of the bargaining unit, and to transmit the monies monthly so deducted by one (1) check promptly to the Association.
- (B) The Association will certify to the Business Office in writing, by October 15 of each year, the current rate of dues and a membership list of any professional organization for the applicable school year. The Association will provide a signed authorization statement from each individual employee in the bargaining unit who desires to have dues deducted. An ongoing statement from year to year will be acceptable. The

authorization card shall include a stipulation entitling the Employer to withhold any dues remaining if an employee leaves the employment of the District prior to the completion of the school year.

- (C) The Association may amend the membership list not more than twice each year by October 15 and February 15.
- (D) Deductions referred to in paragraph (A) above will be made in as nearly equal monthly installments as is practicable during the school year.
- (E) Form to be used: see APPENDIX A.
- (F) Fair Share:
 1. Each non-member in the bargaining unit represented by the Association shall be required to pay a fair share fee as provided for by Act 84 of 1988.
 2. The Board and the Association agree to comply with all provisions of said law.
 3. The Association agrees to extend to all non-members the opportunity to join the Association.
 4. If any legal action is brought against the Board as a result of any actions it is requested to perform by the Association pursuant to this Article, the Association agrees to provide for the defense of the Board at the Association's expense and through counsel selected by the Association. The Board agrees to give the Association immediate notice of any such legal action brought against it, and agrees to cooperate fully with the Association in the defense of the case. If the Board does not cooperate fully with the Association, any obligation of the Association to provide a defense under this Article shall cease.
 5. The Association agrees in any action so defended, to indemnify and hold the Board harmless for any monetary damages the Board might be liable for as a consequence of its compliance with this Article; except that it is expressly understood that this save harmless provision will not apply to any legal action which may arise as a result of any willful misconduct by the Board or as a result of the Board's failure to properly perform its obligations under this Article.
 6. As a result of the ruling the U.S. Supreme Court issued on June 27, 2018 in *Janus v. AFSCME, Council 31*, 138 S.Ct. 2448, 2456, 201 L.Ed.2d 924 (2018), the parties recognize that numbers 1 through 5 in Article 4 (F) are not legally enforceable. The parties are therefore not seeking enforcement of this language. If the Supreme Court decision in *Janus v. AFSCME, Council 31*, 138 S.Ct. 2448, 2456, 201 L.Ed.2d 924 (2018) is reversed or overturned, or the collection of Fair Share fees is made legal in some other manner, the parties agree to resume enforcement of Article 4 (F) numbers 1 through 5.

ARTICLE 5
SUBSTITUTES

A substitute teacher will be considered and accorded all insurance benefits and short-term leave benefits of a regular professional employee if he/she is a full-time substitute and has substituted 91 or more consecutive school days during a school year.

ARTICLE 6
PART-TIME CONDITIONS

A part-time employee, defined as less than 0.6667, is ineligible for contracted benefits, effective for any staff hired after July 1, 2013. Any part-time employee employed by the District prior to June 30, 2013 will be eligible for benefits based upon the language in the 2006-2011 contract.

Employees demoted to part-time status will be given first opportunity to fill vacancies for which they are properly certified, when they occur, after furloughed teachers are first called back.

ARTICLE 7
AMENDMENT OF CONTRACT

This Agreement may be amended by mutual written consent.

ARTICLE 8
SEVERABILITY CLAUSE

In the event any provision, section, sentence, clause or part of this Agreement shall be held to be invalid, such invalidity shall not affect or impair any remaining provision, section, sentence, clause or part of this Agreement, it being the intent of the parties that the remainder shall be and shall remain in full force and effect.

ARTICLE 9
RATIFICATION

The terms of this contract shall be ratified by the appropriate procedures of both the Board and the Association before the contract can be considered final.

ARTICLE 10
GRIEVANCE PROCEDURE

(A) Definitions:

1. A “grievance” shall mean a complaint by a member of the bargaining unit or a group of the same, that there has been a violation, misinterpretation or misapplication of a term or terms of this Agreement.
2. An “aggrieved party” is the person or persons making the complaint.
3. A “party in interest” is the person or persons making the complaint and any person who might be required to take action or against whom action might be taken in order to resolve the complaint.
4. The term “days” when used shall mean working school days.

(B) Purpose: The purpose of this procedure is to secure, at the lowest possible administrative level, equitable solutions to grievances. Grievance procedures will be kept as informal and confidential as may be appropriate at any level of the procedure.

(C) General Procedures:

1. Since it is important that the grievance be processed as rapidly as possible, the number of days indicated at each level should be considered a maximum, and every effort should be made to expedite the process.
2. Nothing herein contained will be construed as limiting the right of any employee having a grievance to discuss the matter informally with appropriate members of the administration.
3. At levels beyond Level One of a grievance after it has been formally presented, a member of the Grievance Committee of the Association will attend any meetings, hearings, appeals or other proceedings required to process the grievance.
4. The time limits provided herein may be extended by written agreement of the parties.

(D) Initiation and Processing:

1. Level One
 - a. A grievance to be considered under this procedure must be initiated, at Level One, in writing within twenty (20) days from the time the grievant knew of its occurrence. An employee with a grievance shall first notify his/her immediate administrative officer of the situation. The matter will then be discussed between the two parties with a member of the Grievance Committee of the Association. The objective of the first discussion will be the informal resolution of the matter and it shall be held within seven (7) days after written notification of the grievance, at a time mutually convenient to the parties concerned.

2. Level Two

- a. In the event that the employee is not satisfied with the disposition of his/her grievance at Level One, and if he/she desires further action, he/she shall, within seven (7) days, file the grievance in writing with the chairman of the Grievance Committee. The Grievance Committee within seven (7) days shall make a judgment on the merits of the request. If the Grievance Committee decides either that the request lacks merit or accepts the decision at Level One, it shall so notify the employee(s). If the Grievance Committee decides that the request has merit, or the employee is dissatisfied with the Grievance Committee's decision, either party shall refer such request in writing to the Superintendent. Such requests must be made to the Superintendent within seven (7) days after the decision is rendered by the Grievance Committee.
- b. The Superintendent shall designate himself/herself and/or one other person or two other persons to represent the administration. Within seven (7) days after receipt of the written request by the Superintendent, he/she and/or his/her representatives shall meet with the aggrieved party and his/her representative to consider and resolve the grievance.

3. Level Three

- a. If the Superintendent or his/her representatives and the aggrieved party and his/her representative cannot resolve the matter to the satisfaction of the party involved within seven (7) days of the meeting as provided in subparagraph (D)2.b of this Article 10, it shall be referred for consideration to the Board of School Directors. After such referral, Association representatives and the Board shall meet within ten (10) days for the purpose of considering and resolving the grievance in a mutually satisfactory manner.

4. Level Four

- a. If the Association desires to carry the grievance to this level, the grievance shall be referred to binding arbitration as provided in Section 903 of Act 195.

ARTICLE 11
GRIEVANCE PROCESSING

The Board agrees that records of grievances shall not be forwarded to any prospective employer.

ARTICLE 12
JOB SECURITY AND JOB PROGRESSION

- (A) The Pennsylvania Public School Code includes certain job security provisions, certification and other regulatory provisions associated with the various classes of employees. The parties hereby aver that such provisions of the School Code represent their complete agreement and that such provisions shall govern the manner in which the job security, job progression and reduction in force practices shall be effected with respect to members of the bargaining unit.
- (B) POSTING: When a vacancy or temporary vacancy arises or is anticipated within the bargaining unit, it shall be posted for bid by internal and external candidates for a minimum of two calendar weeks. Notification of the vacancy announcement will be sent to all bargaining unit members at the time of the posting. The announcement shall contain the minimum certification requirements, initial location, closing date, and job description, when available. Interviews will be conducted after the vacancy has been posted for the minimum two calendar week period. If any changes are made to the position requirements, then the position will be re-posted.
- (C) AWARDING POSITIONS:
1. All qualified bargaining unit candidates who apply will be offered an interview.
 2. All bargaining unit candidates shall be notified of the outcome of their application within fifteen (15) workdays of the Board of School Directors approval of the hire of the successful candidate.

ARTICLE 13
LENGTH OF CONTRACT

The basic teaching contract for members of the bargaining unit will be for 190 days, including the equivalent of two (2) in-service days for developing and maintaining educational records.

ARTICLE 14
TEACHER'S DAY

As professional people, all employees are expected to spend the time required to do an effective job in their respective areas of endeavor.

ARTICLE 15
RELEASED TIME

- (A) Members of the bargaining unit involved in grievances will be given released time, with pay, to attend hearings necessary to resolve grievances at Level Four, provided that adequate coverage is provided by the Association: adequate coverage to be determined by the appropriate building principal.
- (B) The President of the Association will be released with pay for up to ten days each year to attend hearings or proceedings involving the Association provided that adequate coverage is provided by the Association: adequate coverage to be determined by the appropriate building principal. The Association president will submit requests for released time as far in advance as is feasible, listing the number of days requested and specifying the meetings to be attended. The same provision shall pertain to all other members requesting absence under this section.
- (C) The President of the Association will be provided released time for work of the Association subject to the following conditions:
1. That no more than 50% of the person's time be released for this purpose.
 2. That the person's schedule for the year be approved in advance by the appropriate building principal before the year's work begins.
 3. That there will be no cost to the District for this purpose. Costs will be assumed by the Association either by direct payment or by providing coverage: adequate coverage to be determined by the appropriate building principal.
 4. Reimbursement for the salary of an elementary teacher shall be at the rate of up to 50% of the salary of the President with the actual salary determined by an individual review by the administration and the officers of the Association each time an elementary teacher serves.
 5. Reimbursement for a President who is a secondary teacher shall be based on the number of periods the President is released.
 6. The District will be reimbursed an amount to include the actual cost for retirement, social security and workers' compensation less any state reimbursements for these costs. There will be no cost to the District for this released time.
- (D) The Board shall provide up to a total of twenty (20) days released time with pay for Association representatives to attend state meetings providing the Association pays for the substitute. Additional days needed for an Association member to serve on state or national committees may be granted by the Superintendent upon written request of the Association.

ARTICLE 16
PAID PERSONAL LEAVE POLICY

The Board agrees that members of the bargaining unit will be entitled to short-term leaves for personal reasons as hereinafter set forth, and payments during such leaves will be governed in accordance with the following:

(A) Family and Medical Leave Act - For purposes of the Family and Medical Leave Act (FMLA), an eligible employee is any employee who has worked for the District for at least 12 months, and who has worked at least 1,250 hours within the 12-month period immediately prior to the absence.

A qualifying employee is eligible during any fiscal year for a total of either 12 or 26 work weeks (depending on the reason for the absence) of unpaid FMLA leave. As outlined in this contract, the District provides additional leave time in some situations. FMLA leave may be for one or more of the following:

1. the birth of an employee's child, including prenatal doctor visits as well as caring for the newborn child;
2. the placement of a child with the employee for adoption or foster care;
3. the care for a seriously ill child, spouse, or parent of the employee;
4. the employee's own serious health condition – including, but not limited to an illness, injury, impairment, or physical or mental condition involving inpatient care at a medical facility or continuing treatment by a healthcare provider, or any additional conditions as described in the Act which causes the employee to be unable to perform the functions of her/his position;
5. a qualifying military exigency; or
6. the care of a covered service member injured in the line of duty.

Absences may be of an ongoing nature or, when medically necessary, may be taken as an intermittent leave or on a reduced leave schedule.

(B) Full pay for absence in the following situations:

1. For Personal Illness – in any school year each active employee is entitled to ten (10) days sick leave. Any such unused leave shall be cumulative from year to year in the school district of current employment. All or any part of such accumulated unused leave may be taken with full pay in any one or more school years.

Further, an additional day of sick leave will be granted for each month (20 days) or major fractions thereof (11 or more days) of the contract. This would apply to the following personnel:

- a. Those persons on extended contracts

b. Summer school personnel

Prolonged absences are to be discussed with the supervisor and the Human Resources Office in advance, when possible – if advance notice is not possible, then as soon as practicable.

In certain situations, donated sick days may be available when an employee's illness/injury necessitates absence in excess of available sick days. See Article 39.

2. Immediate Family Care Days

a. Immediate family shall be defined as:

- children
- grandchildren
- grandparents, and grandparents-in-law
- parents, including step and foster parents
- siblings
- spouse/domestic partner, and parents thereof
- son-in-law, daughter-in-law, brother-in-law, sister-in-law, niece, nephew, aunt and uncle – if the individual is a member of the employee's household

b. "Family Care" includes situations such as:

- Doctor's appointment for immediate family member
- Adoption/Foster Care
- Child rearing
- Sick immediate family member
- Emergency child care need

c. In July of each school year, each active employee accrues six days to care for a family member. Any such unused leave shall be cumulative from year to year.

- If the employee exhausts all of their available Family Care days and has additional need, donated Family Care days may be available. See Article 39.
- Short-term absences: Up to 6 Family Care days may be used in the school year when the employee is needed to care for a family member. The employee will include the family member when entering the absence in the District's attendance system. If more than 6 are needed to be used, the employee should discuss such a situation with the Human Resources Office for donated Family Care days to be used.
- Extended absences: If an employee's family member has an extended illness, or for an ongoing intermittent need, or in the case of the birth, adoption, or foster care of a child, the employee should discuss such a situation with the Human Resources Office. If the absence fits into the

definition of family care, the employee may use accrued and unused Family Care days to continue pay during the absence. Such absences will not exceed 20 work days total, unless an exception is granted.

- d. Employees who retire from the State College Area School District in accordance with Article 34, Retirement Benefit Pay, shall combine their sick day and family care day accruals for the purpose of determining their retirement benefit pay. All other provisions of Article 34 shall be applicable.

e.

Event	FMLA Applicable?	Contact Human Resources?	Sick Days/Family Care Days
Pregnancy and birth	Yes	Yes	<ol style="list-style-type: none"> 1. Sick Days are used to cover any absences related to the pregnancy, including six calendar weeks postpartum. 2. If an employee exhausts all sick days prior to the end of the six calendar week postpartum period, then the employee may request donated sick days and/or use accrued Family Care days to remain in pay status. 3. If the employee desires to be absent beyond the postpartum period, then the employee may use accrued Family Care days to remain in paid status for up to an additional twenty consecutive work days. 4. If following the postpartum period, the employee does not have sufficient accrued Family Care days to cover the additional absence, then the employee may request donated Family Care days. 5. Employee may use Personal days.
New Parents who do not give birth (paternity, adoption, foster)	Yes	Yes	<ol style="list-style-type: none"> 1. Because the employee is not disabled, sick days cannot be used. Employee may use Family Care and/or Personal days to remain in pay status for up to 20 work days within a calendar year following birth/adoption/fostering. 2. Employee may use Personal days. 3. If the employee does not have sufficient accrued days to cover the absence, then the employee may request donated Family Care days.
Family member has an ongoing or extended disability	Yes	Yes	<ol style="list-style-type: none"> 1. The employee should discuss such a situation with the Human Resources Office. If the absence fits into the definition of family care, employee may use Family Care and/or Personal days to remain in pay status for the duration of the approved absence. 2. Employee may use Personal days. 3. If the employee does not have sufficient accrued days to cover the absence, then the employee may request donated

			Family Care days.
Family member's doctor appointment or illness, emergency child care	Maybe	Maybe	<p>1. Because the employee is not disabled, sick days cannot be used.</p> <p>2. Up to 6 Family Care days may be used in the school year. If a situation occurs that requires more than 6 days to be used, the employee should discuss the possibility of using donated Family Care days with Human Resources.</p> <p>4. Employee may use Personal days.</p> <p>5. If the employee does not have sufficient accrued days to cover the absence, then the employee may request donated Family Care days.</p>

3. Bereavement Days

- a. Immediate Family – up to five days for each occurrence for the employee's:
 - children, and spouses/domestic partners thereof
 - fiancé, and parents thereof
 - grandchildren, and spouses/domestic partners thereof
 - grandparents, and spouses/domestic partners thereof
 - grandparents-in-law
 - parents, including step and foster parents, and spouses/domestic partners thereof
 - siblings, and spouses/domestic partners thereof
 - spouse/domestic partner, and parents and siblings thereof
 - any person with whom the employee has made his/her home
- b. Extended Family – up to two days for each occurrence for the employee's:
 - aunts or uncles
 - nieces or nephews
- c. Close Friend or Near Relative – one (1) day each occurrence.

4. For Personal Business – not to exceed six (6) days per year in this category.

- a. A limit of ten percent (10%) of the professional personnel or a minimum of two professionals assigned to the building may be granted this personal leave on any one day.
- b. There will be no percentage limit for a religious holiday.
- c. Written approval must be requested of and granted by the building principal at least one week prior to the day for which the personal leave is requested.
- d. Requirements of the above restrictions (a, b, c) may be waived in the case of emergency.
- e. Each employee who has completed five (5) years of satisfactory continuous service in the District will be provided with four (4) days of

personal leave. All other employees will receive three (3) days of personal leave. The days may be accumulated up to six (6) days and no more than five (5) may be taken consecutively at one time.

f. If on July 1 of any year the accumulated unused personal days, with the new year's days added, will exceed six (6), the excess number of days will be transferred to the employee's sick leave accumulation.

5. Jury Duty – compensated by full salary minus jury compensation.

6. Court Cases – when leave is necessary by reason of being subpoenaed as a witness at a court case or as a litigant in a civil case.

7. For Educational Purposes – the Board agrees that members of the bargaining unit may attend meetings for educational purposes and make school visitations subject to the following conditions:

a. Number attending

The number attending the same meeting to be endorsed by the building principal or director and approved by the Assistant Superintendent.

b. Approval

Approval of the building principal or the Assistant Superintendent will be necessary. Approval must be requested in writing at least one week prior to the absence.

c. Reimbursement

A substitute will be provided by the District. Salaries will be paid by the District for substitutes. Expenses will be paid by the District to include only meals, lodging, registration fee and mileage to and from such meetings.

(C) Employees will be paid one-half salary if such absence is for education reasons for which a fee or stipend other than travel expense is paid.

(D) Approval for staff absences in categories 1 through 7 under (B), and under (C) may be granted by the building principal. The Director of Student Services may grant such approval for members of that department.

(E) All short term leaves not covered above will be without pay. A request must be submitted in writing to the Superintendent at least one week in advance.

(F) All substitutes will be paid from District funds.

(G) All Board approved leaves of absence will count as continuous service. Members of the bargaining unit who are granted by the Board other leaves of absence without pay, shall, upon their return, retain salary credits for years of experience at the same level

as attained at the beginning date of such leave, but shall receive no additional credit or salary increments during time while on leave.

ARTICLE 17

LEAVE FOR MEMBERS INDUCTED INTO THE ARMED FORCES

The provisions of federal and state laws regarding leaves and rights retained by persons on leave for military services shall apply to all members of the bargaining unit. Any member of the bargaining unit desiring to return to the District prior to the originally designated approved date shall submit a request in writing as far in advance as possible. This request is not to be interpreted as an automatic approval.

ARTICLE 18

EXTENDED LEAVE OF ABSENCE WITHOUT PAY

Members of the bargaining unit, unable to work for reason of sickness or accident, and whose accumulated sick leave runs out, will automatically be granted a leave of absence, without remuneration of any kind, except for the benefits provided in Article 35 of this Agreement, for a period of two (2) years, or recuperation, whichever comes first. Any member of the bargaining unit desiring to return to the District prior to the originally designated approved date shall submit a request in writing as far in advance as possible. A physician's statement, indicating that the employee can return to work, must be provided to the Human Resources Office prior to the employee's actual return date. This request is not to be interpreted as an automatic approval. See Article 16 for FMLA provisions.

ARTICLE 19

CHILDBEARING/CHILDREARING/ADOPTION/FOSTER CARE LEAVE

Employees shall be granted a childbearing/childrearing/adoption/foster care leave in accordance with the FMLA provisions outlined in Article 16 under the following conditions:

(A) Childbearing Leave:

1. Disability caused or contributed to by pregnancy, miscarriage, abortion, childbirth, and recovery therefrom are, for all job-related purposes, temporary disabilities and are covered by FMLA.
2. A female employee may take childbearing leave for those days that she is disabled. Should the disability extend beyond six (6) weeks following delivery, a completed FMLA Medical Certification form shall be provided to the Human Resources Office.
3. It is expected that requests for such leave shall be given, in writing, to the Board thirty (30) days prior to the commencement of leave, except where medical complications make it impossible to fulfill a thirty-day notice.
4. Such leave shall be without pay, unless accumulated paid leave is available for use during this period of disability as outlined in Article 16, Section (B).

(B) Childrearing/Adoption/Foster Care Leave:

1. An employee, who is a parent of a newborn or adopted child, may be granted a childrearing leave under the following conditions:
 - a. Request for the childrearing leave shall be given, in writing, to the Board thirty (30) days prior to the commencement of the leave.
 - b. The termination date of the childrearing leave shall in no event be longer than the next complete school year.
 - c. Such leave shall be without pay, except as otherwise provided in Article 16.
 - d. The employee may retain health and life insurance coverage while on leave without pay, by remitting monthly, the applicable premium of said insurance to the Human Resources Office. The premium during any period of absence covered by FMLA will be the normal employee share of the monthly premium. The premium during any period of absence beyond that provided by FMLA will be the full monthly premium.
 - e. Upon return, a position similar to the one previously held will be made available. If a similar position no longer exists, a position for which the employee is properly certified shall be provided.
 - f. The provisions of this Article shall be applicable to employees who accept a child for adoption or foster care. It is understood that the thirty-day notice provision of section (a.) may be impossible to fulfill under these circumstances.
 - g. If both parents are employees of the District, only one (1) shall be entitled to childrearing leave at a time. In the case of adoption, both parents (including domestic partner) will be entitled to be on leave at the same time when bringing the child into their home.

ARTICLE 20
LEAVES OF ABSENCE FOR PROFESSIONAL DEVELOPMENT
OR RESTORATION OF HEALTH

A leave of absence, whether it be for professional development or restoration of health, shall be in accordance with Sections 1166 through and including 1171 of the School Code and the Family Medical Leave Act. Pursuant to Section 1166, any person who has ten (10) years of satisfactory service as a professional employee in the public school system of the Commonwealth of Pennsylvania, with at least five (5) consecutive years of such service in the District shall be entitled to a leave of absence for professional development or restoration of health.

The Board shall consider applications for leaves of absence from members of the bargaining unit who have been in the District service for less than five (5) consecutive years. The Board shall, however, retain sole discretion to grant or deny such requests.

The Board shall consider applications for leaves of absence for professional development which specify the goals, planned activities and/or needs underlying the request, and that meet the requirements of Section 1161.1 of the School Code: a leave of absence for professional development for a one-half school year shall consist of at least: nine (9) graduate credits or twelve (12) undergraduate credits or one hundred eighty (180) hours of professional development activities. A leave of absence for professional development for a full school year shall consist of: eighteen (18) graduate credits or twenty-four (24) undergraduate credits or three hundred sixty (360) hours of professional development activities. Requests for a leave of absence for professional development must be submitted to the Superintendent by April 1 of the preceding year. Requests for a leave of absence for professional development to begin in the second semester shall be submitted to the Superintendent ninety (90) calendar days before the beginning of that semester. After the leave of absence for professional development is completed, a report shall be submitted to the Superintendent indicating how the teacher accomplished the goals of the leave.

ARTICLE 21
SENIORITY

Seniority is to be used for the purpose of furloughing employees in the District.

Seniority within the District will be based on continuous service in the District. Full-time service will be given full credit. Part-time service will be prorated.

Seniority will apply to three groups:

Group I	Professional Employees
Group II	Temporary Professional Employees
Group III	Predictable Term Substitutes

Seniority within groups shall be used only in relation to furloughing procedures within the group and categories outlined in Section 11-1125.1 of the Public School Code of 1949 and shall not be used to determine who shall be advanced from one group to another. The Board is not obligated to employ a person who has served as a predictable term substitute or as a temporary professional employee.

Seniority from other groups becomes cumulative at the Group I Professional Employee level and the Group II Temporary Professional Employee level.

Seniority within the predictable term substitute group and applicable only while serving as a predictable term substitute, shall be determined as follows:

1. One unit of seniority credit will be given to any person who is officially designated as a predictable term substitute for any period of time during a school year.
2. The date of assignment during the school year shall have no effect on a person's seniority.

ARTICLE 22
CREDIT FOR PREVIOUS PROFESSIONAL SERVICE

Each member of the bargaining unit shall be given credit for previous professional service in accordance with the following rules:

- (A) Service will be defined as full-time service as a professional employee, as defined in School Code, Section 1101, in the Commonwealth of Pennsylvania. Predictable Term Substitute experience only in the District shall be accepted also.
- (B) For employees hired on or after July 1, 2023, credit for previous professional service will follow this schedule:
 1. Employees hired between July 1, 2023 and June 30, 2025 will be capped at 9 years of credit.
 2. Employees hired on or after July 1, 2025, will be capped at 8 years of credit.
 3. In any school year, a full year of credit for step movement will be given for 165 or more days worked starting from the date of hire or Board approval, whichever comes first. Any year when fewer than 165 days were worked shall not be counted toward step movement, except as provided by Article 23.

4. The Superintendent has discretion in assessing applicable previous service for hard-to-fill positions based on the candidate pool. At any time the Superintendent may grant up to 4 additional years of professional service. In addition, in extreme situations, the Superintendent may grant more than 4 additional years of professional service - this may happen up to 3 times between July 1, 2023 and June 30, 2028. If the District requests an additional extreme exception, the parties will re-open Article 22 to evaluate the use of a cap system. The District will notify the Association President for every exception described in this section B.4.

(C) Employees who are on a half step as of June 30, 2023, will be moved to the next whole step effective the first pay period of the 23/24 school year and compensated accordingly.

(D) Credit for service other than that described in section A above will be reviewed by the Superintendent or designee and recommended to the Board for approval. The Board reserves the right to allow credit for years served:

1. as a teacher either outside of the Commonwealth and/or outside of public education, or
2. in an appropriate applicable non-teaching position such as is allowed for teachers in vocational-technical schools for related experience.

The provisions described in section (B) are applicable.

(E) Decisions relative to this matter will be reviewed by the administration and may be recommended to the Board for action.

PA SCHOOL CODE – Section 1101. Definitions. —As used in this Article,

1. The term “professional employe” shall include those who are certificated as teachers, supervisors, supervising principals, principals, assistant principals, vice principals, directors of vocational education, dental hygienists, visiting teachers, home and school visitors, school counselors, child nutrition program specialists, school librarians, school secretaries the selection of whom is on the basis of merit as determined by eligibility lists and school nurses.
2. The term “substitute” shall mean any individual who has been employed to perform the duties of a regular professional employe during such period of time as the regular professional employe is absent on sabbatical leave or for other legal cause authorized and approved by the board of school directors or to perform the duties of a temporary professional employe who is absent.
3. The term “temporary professional employe” shall mean any individual who has been employed to perform, for a limited time, the duties of a newly created

position or of a regular professional employe whose services have been terminated by death, resignation, suspension or removal.

(1101 amended November 30, 1971, P.L. 546, No. 144)

ARTICLE 23

CREDIT FOR PROFESSIONAL SERVICE WITHIN DISTRICT

For salary increment purposes, a full year of credit will be given for 165 days or more, except for those members of the bargaining unit who are employed to fill a vacancy, in which case a full year of credit will be given for 120 days or more.

Vacancy, for the purposes of this Article, shall mean a newly created position or a vacancy caused by death, resignation, suspension or removal.

ARTICLE 24

SALARY ADJUSTMENTS UPON OBTAINING ADDITIONAL CREDITS

The Board agrees to adjust the salary of any bargaining unit member who receives additional credits entitling the professional employee to a salary adjustment. The salary adjustment will be made upon submission of an official transcript from a college/university or letter of satisfactory completion of an approved in-service course from the Pennsylvania Department of Education to the Human Resources Office no later than the first business day of the month in which the adjustment is to be made. Adjustments will be made effective beginning in the month in which the evidence of completion is received, provided that the appropriate paperwork is submitted by the first of the month.

ARTICLE 25

REIMBURSEMENT FOR TUITION

Members of the bargaining unit will be eligible for tuition reimbursement for up to nine (9) graduate credits per contract year, except that members in the following situations will be eligible for tuition reimbursement of up to twelve (12) credits per contract year:

1. Enrolled in an approved graduate degree program
2. A CTE teacher pursuing either CTE Vocational Instructional certification and/or a bachelor's degree

These credit limits will not apply to employees who are on an approved Leave of Absence for Professional Development.

The District will reimburse members of the bargaining unit tuition costs in aggregate not to exceed \$335,000 per contract year. The District will provide the Association with a report of District tuition costs by the last working day of February in each year of the Agreement. Employees will be reimbursed up to:

\$866 per credit or 85% of the current Penn State graduate credit rate,
whichever is greater

- (A) If the cap is reached in any given contract year, then teachers working toward their Instructional II certification shall be eligible for a lesser reimbursement amount until June 30 of that school year. Reimbursement in this circumstance shall be up to 50% of their per credit cost with a max of \$433 or 42.5% the current Penn State graduate credit rate, whichever is greater.
- (B) To be eligible for reimbursement, all courses to be taken must meet the relevant requirements listed in paragraphs (C) - (H) below and have prior approval. The approval process will include submission to the building principal or supervisor/administrator and the final approval will be made by the Assistant Superintendent.
- (C) Courses shall be offered by an institution of higher learning accredited through one of the following Regional Accreditation Institutions:
- Higher Learning Commission (HLC)
 - Middle States Commission on Higher Education (MSCHE)
 - New England Commission of Higher Education (NECHE)
 - Northwest Commission on Colleges and Universities (NWCCU)
 - Southern Association of Colleges and Schools Commission on Colleges (SACSCOC)
 - WASC Senior College and University Commission (WSCUC)

If, as of June 30, 2023, an employee is enrolled in an approved course or program with an institution of higher learning accredited outside of the institutions listed above, such employee may complete that course or program and be reimbursed as described above.

- (D) Courses shall be at the graduate level, and directly related to the professional employee's assigned area of certification or related to the pursuit of an additional

certification. Exceptions may be made by the Assistant Superintendent for the following:

1. certain undergraduate courses that are related to the employee's area of certification or the pursuit of an additional certification, or
2. certain undergraduate/graduate courses that are offered only at institutions outside of the listed accreditation institutions in (C) above and that are related to the employee's area of certification or the pursuit of an additional certification, or
3. technical courses or similar experiences which are offered outside of those usual institutions of higher learning if the course or experience complements the professional's area(s) of expertise or provides the latest information related to technology.

(E) The course shall be considered satisfactorily completed with evidence of an equivalent grade of B- or better when a letter grade is reported or 80% or better when a numerical grade is reported. If a course is graded on a Pass/Fail basis, a grade of Pass shall constitute satisfactory completion.

(F) If an employee separates from the District for any cause other than furlough, demotion, or retirement (including disability retirement) through PSERS within 180 days of completing a course subject to this Article that is paid in part or in whole by the District, the employee shall repay the District 100% of the funds expended on behalf of the employee for said course. If an employee separates from the District for any cause other than furlough, demotion, or retirement (including disability retirement) through PSERS from 181 through 365 days of completing a course subject to this Article that is paid in part or in whole by the District, the employee shall repay the District 50% of the funds expended on behalf of the employee for said course.

(G) The employee will observe the reasonable rules and regulations of the District in processing the application for approval and for reimbursement of tuition.

(H) Reimbursement shall be made within 15 working days of the employee's written evidence of course registration and an itemized receipt of payment. At the time reimbursement is requested, the employee will sign a contract, prepared by the District, acknowledging that the District may withhold the outstanding balance due from the employee's final paycheck of the year, if proof of satisfactory course completion is not provided or the employee becomes ineligible for some other reason.

For those employees registering at The Pennsylvania State University, the District will accept direct billing from the university.

ARTICLE 26
EXTRA PROFESSIONAL SERVICE

(A) Extended Contracts

1. Extended contracts shall cover work on a school related project, which has been requested by the District.
2. Extended contracts shall be awarded at the hourly rate of:

2023-24	\$37.00 per hour
2024-25	\$37.00 per hour
2025-26	\$38.00 per hour
2026-27	\$38.00 per hour
2027-28	\$39.00 per hour
3. The Board agrees that members of the bargaining unit who work on an extended contract may have the option of receiving their pay in a lump sum upon the satisfactory completion of their project. Such members may also have the option of receiving their pay in two (2) equal installments. The first payment would be made in the first regular paycheck following the completion of 50 percent of the project and the final payment upon satisfactory completion of the entire project.

(B) Extra In-Service

1. Extra in-service is defined as those program development activities that provide skills, practices, and knowledge necessary to implement instructional programs which have been approved by the building principal. These professional development activities do not relate to the day-to-day operation of the school but are clearly a part of the long-range development plan for the building.
2. Members of the bargaining unit shall be paid for extra in-service activities at the hourly rate of:

2023-24	\$37.00 per hour
2024-25	\$37.00 per hour
2025-26	\$38.00 per hour
2026-27	\$38.00 per hour
2027-28	\$39.00 per hour

(C) Flexible Work Year

When an employee is appointed by the Board of School Directors to perform the same, or substantially similar, work duties beyond the number of days defined as the basic teaching contract under Article 13, Length of Contract, such days will be paid at the employee's per diem rate.

(D) Flexible Work Day

In certain instances, the employee and the administration may mutually agree to

adjust the time of the work day.

(E) Homebound

Instructional members of the bargaining unit shall be paid for each hour of face-to-face homebound instruction for the homebound student at the all-inclusive hourly rate of \$50.00.

ARTICLE 27
PROFESSIONAL MEETINGS AND OBLIGATIONS

Employees will be paid extended contract rate for meetings and obligations outside the student day with the following exceptions:

1. Conferences with Students
2. Conferences with Parents/Guardians
3. Faculty, Department, and Building Level Committee Meetings
 - a. Faculty, department, and building level committee meetings may occur at most two per month in total.
4. School-Related Obligations
 - a. There will be a maximum of 2 school-related obligations per year outside of the student day - such as, but not limited to, Parents' Night, Back to School Night, PTO, etc.
 - b. Field Trips
 - c. Events eligible for Extra Pay for Extra Duty
 - d. Trade-time experiences
5. IEP or GIEP Meetings
 - a. If a non-Special Education Professional is required to attend more than 2 IEP/GIEP meetings outside of the student day in a month, then the Professional will be paid at the extended contract rate for the time in attendance at the meeting.

ARTICLE 28
WAGE AND SALARY PROVISION

The parties agree that the salary provision of this contract shall be as follows:

- (A) All employees with continuous service in the bargaining unit prior to July 1, 2015 (including those employed in PTS positions) shall have the option to select either the Credit Track or the Master's Track (See Appendix F). Employees selecting the Master's Track may not return to the Credit Track.

- (B) Employees hired into a bargaining unit position on or after July 1, 2015 shall follow the applicable option below:
 - 1. Those hired into a position outside of the CTE program shall follow the Master's Track (see Appendix F).
 - 2. Those hired into a position within the CTE program shall have the option to select either the Credit Track or the Master's Track (see Appendix F). Employees selecting the Master's Track may not return to the Credit Track.

- (C) Credits earned by an employee outside of a Master's degree program shall be counted toward column movement, regardless of whether the credits are earned before or after the Master's degree is earned. For example, an employee who earns 6 credits outside of a Master's degree program prior to completing the Master's degree shall be credited with M+6 upon completion of the Master's degree.

- (D) Salary will be based upon applicable years and educational credits/degrees as specified on the salary schedule obtained after the initial baccalaureate degree has been granted from an accredited college or university (see Appendix F).

- (E) Employees in the B+15 column as of June 30, 2015 shall be moved to the B+24 column as of July 1, 2015 and shall remain there until such time as they earn sufficient credits or degree, as applicable, to qualify for the next column.

- (F) Employees in the B+30 column as of June 30, 2015 shall remain in the newly retitled B+24 column as of July 1, 2015 until such time as they earn sufficient credits or degree, as applicable, to qualify for the next column.

- (G) Longevity Payment - The Board agrees to provide a longevity payment to professional employees who have completed twenty-three (23) years or more of service. This bonus will consist of a lump sum payment and will be calculated by multiplying the employee's current base salary by .02. This bonus will not become a part of the base salary. The bonus payment will be provided with the first pay of the school year.

ARTICLE 29
PAY PERIODS

Effective January 1, 2016, each employee in the bargaining unit will be paid on the last business day of the month via direct deposit to a bank/credit union account or to a debit card. During this contract, bargaining unit members may elect to withdraw their July and August paychecks on July 15. Members interested in taking this option must make their request, in writing, to the Payroll Department by May 15. Once this option is requested employees agree to accept their July-August paychecks on July 15 each year thereafter. Employees must make a written request by May 15 to the Payroll Department to discontinue this option. The Board will continue to provide for payroll deductions, on a monthly basis, to the State College Federal Credit Union.

ARTICLE 30
EXTRA PAY FOR EXTRA DUTY SCALE

The Board agrees to the “Extra Pay for Extra Duty Scale” on a per point basis as outlined in Appendix B as follows:

2023-24	\$490.00
2024-25	\$493.00
2025-26	\$497.00
2026-27	\$500.00
2027-28	\$504.00

ARTICLE 31
EXTRA COMPENSATION FOR STUDENT ACTIVITIES

The Board agrees to provide additional compensation at the rates listed below when additional time is provided:

- (A) At the request of the principal or designee, to chaperone student activities not directly related to classroom activities, to sell tickets, collect tickets or to usher student activities (a person serving in an extra pay/extra duty position will not receive extra compensation under this section of the contract if he/she is taking tickets, chaperoning, or ushering an activity related to that extra duty position). This section shall not apply to field trips.

2023-24 \$17.00 per hour

2024-25	\$17.00 per hour
2025-26	\$18.00 per hour
2026-27	\$18.00 per hour
2027-28	\$19.00 per hour

(B) For the coordination or supervision of intramural activities:

1. Intramural Coordination:

2023-24	\$21.00 per hour
2024-25	\$21.00 per hour
2025-26	\$22.00 per hour
2026-27	\$22.00 per hour
2027-28	\$23.00 per hour

2. Intramural Supervision:

2023-24	\$17.00 per hour
2024-25	\$17.00 per hour
2025-26	\$18.00 per hour
2026-27	\$18.00 per hour
2027-28	\$19.00 per hour

ARTICLE 32
TRAVEL REIMBURSEMENT

The District will reimburse professional employees who are required in the course of their work to drive their personal automobiles from one school building to another or on business of the District at the approved Internal Revenue Service rate per mile. Reimbursement shall be subject to the completion and approval of the proper travel reimbursement forms. (Not applicable to Homebound Instruction - refer to Article 26, Section E.)

ARTICLE 33
TAX SHELTERED ANNUITY

The Board agrees to continue in effect for the term of this Agreement the availability of its present tax sheltered annuity program for all members of the bargaining unit by means of payroll deductions. Beginning July 1, 2002 the Tax Sheltered Annuity companies that a bargaining unit member may choose to enroll in will be limited to the nine (9) companies that have the highest enrollment at the time. Bargaining unit members may choose to enroll in a company other than one of the aforementioned nine (9) if at least twenty (20)

employees choose to enroll with that company. All employees who have enrolled with companies prior to July 1, 2002 may continue that enrollment and their payroll deduction programs. Payments to the program will coincide with the end of the month pay period and the money will be withdrawn and sent to the program on payday.

In the event new federal laws are enacted during the term of this Agreement allowing changes in tax sheltered annuities, the Board agrees to open the Agreement, for this section only, to discuss this section.

ARTICLE 34
RETIREMENT BENEFIT PAY

Employees retiring from the District shall receive a retirement benefit pay as outlined below:

- (A) Retirement benefit pay to be given to any professional employee retiring from the District who meets the following requirements:
1. has terminated service by meeting requirements of School Code and/or early retirement legislation as adopted by the State Legislature;
 2. has permanent Pennsylvania Certification;
 3. has taught a minimum of ten (10) years in the District;
- (B) and who meets one of the following requirements:
1. has completed 35 years or more of credited service in the Pennsylvania Public School Employees' Retirement System (PSERS), regardless of age, or
 2. has completed 30 years or more of credited service in the PSERS and is at least age 60, or
 3. has completed 25 years or more of credited service in the PSERS and qualified for a withdrawal (early) retirement, or
 4. has completed 20 years of service in the District and is at least age 55, or
 5. if disabled after 10 years of service and qualified for disability allowance under the PSERS, or
 6. is at least 62 years of age.

Such retirement benefit pay shall be \$63.00 per day for each day of an employee's unused sick leave and family care days, provided the employee has accumulated a minimum of 30 days and not to exceed a maximum of 300 days or \$18,900. Upon the death of an employee, the retirement benefit payment will be made to his/her beneficiary(ies) or estate within thirty (30) days after notification of the estate representative.

The District shall take this money and make a non-elective employer contribution to the employee's 403(b) program. The employee shall have no cash.

See also Article 42 for additional retirement-related benefits.

ARTICLE 35
INCOME PROTECTION PLAN

- (A) The Board agrees to provide benefits in the amount of 60% of the employee's regular salary for a period of two (2) years in the event of sickness, and five (5) years in the event of accident, beginning on the 61st day of disability, not to exceed \$5,000 maximum per month.
- (B) Any benefits received under Section (A) above shall be integrated with sick leave, workers' compensation, social security benefits, and disability benefits paid from the Public School Employees' Retirement System; which benefits shall offset the income provided under this section of the contract. Employees shall be required to use all available sick leave before becoming eligible for income protection benefits.
- (C) The Board shall provide the necessary sick leave to cover those days wherein an employee's sick leave has expired and the beginning date that the income protection plan would become effective. In those situations wherein an employee becomes disabled [for a period exceeding ten (10) consecutive working days] and does not have sufficient sick leave days accumulated to cover the absence, the Board will advance sick leave days until the disability income insurance benefits become payable (maternity leave is excluded from this benefit). The advanced sick leave days shall be paid back to the District as the employee again earns sick leave days. If an employee leaves the employment of the District and has not repaid all the advanced sick leave days then the amounts still due will be deducted from the employee's final pay.
- (D) The Board agrees to continue paying for health insurance, as outlined in Article 37; and dental insurance, as outlined in Article 38 herein, while an employee is receiving benefits under the income protection plan.
- (E) The District will, at various times and through various media, keep employees informed regarding income protection coverage, procedures and issues.

ARTICLE 36
GROUP TERM LIFE INSURANCE

The Board agrees to provide group term life insurance for each member of the bargaining

unit as listed below:

- (A) For all employees an amount of \$50,000.
- (B) Accidental death and dismemberment coverage is provided in addition to the life insurance benefits.
- (C) Each member of the bargaining unit shall have the option to purchase an additional \$50,000 or \$100,000 at her/his expense through payroll deduction.
- (D) All employees, with the District through the end of the school year and terminating their services with the District at the end of the respective school year, shall be assured coverage through August 31 of that year or until comparable life insurance coverage begins through new employment elsewhere, whichever occurs first.

ARTICLE 37
HEALTH INSURANCE

- (A) Employees can select either the PPO Plan or the Qualified High Deductible Health Plan (QHDHP). The summary of benefits for the PPO Plan and the QHDHP is located in Appendix H.
- (B) Employees may elect to change plans annually during the open enrollment period or as permitted when a qualifying event occurs.
- (C) The monthly co-premium payments for each of the plans through December, 2024 are included in the tables below. In future years, changes in monthly co-premium costs will change according to the District's previous fiscal year's actual health care costs (as determined in each September) with a maximum increase of 12% each year. That is, if health care costs to the District rise 5% in 2024, then employee contribution to health care would rise 5% in January, 2025. If health care costs to the District fall 2% in 2024, then employee contribution to health care would fall 2% in January, 2025.

The District will forward the annual Healthcare report to the Association by September 30.

PPO	July 1, 2023- December 31, 2023 (No change)	January 1, 2024 - December 31, 2024	% increase of District annual cost as of September, 2023	\$ increase
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Individual	\$155.00	\$161.98	4.50%	\$6.97
Parent/Child(ren)	\$350.00	\$365.75	4.50%	\$15.75
Employee/Partner	\$425.00	\$444.13	4.50%	\$19.12
Family	\$465.00	\$485.93	4.50%	\$20.93

QHDHP	July 1, 2023- December 31, 2023 (No change)	January 1, 2024 - December 31, 2024	% increase of District annual cost as of September, 2023	\$ increase
Individual	\$60.00	\$62.70	4.50%	\$2.70
Parent/Child(ren)	\$115.00	\$120.18	4.50%	\$5.18
Employee/Partner	\$165.00	\$172.43	4.50%	\$7.42
Family	\$190.00	\$198.55	4.50%	\$8.55

This premium co-share will be made through monthly payroll deduction pursuant to a Section 125 Plan with pre-tax dollars.

(D) Wellness Incentives

The District and the Association will collaboratively develop a selection of wellness incentives. By participating in this program, employees will be able to reduce their monthly co-premium by up to \$15 per month. A description of the wellness activities will be included with the open enrollment materials annually.

(E) All employees, with the District through the end of the school year and terminating their services with the District at the end of the respective year, shall be assured coverage through August 31 of that year or until comparable health insurance benefits begin with new employment elsewhere, whichever occurs first.

(F) The District agrees to pay employees who waive medical insurance coverage \$2,000 pro-rated over the year. Payment will be made in two installments, one in December and one in June. In order to waive coverage, the employee must document medical insurance through another entity. An employee who waives coverage may rejoin District coverage only during the annual open enrollment period or if there is an IRS qualifying event.

(G) Married couples or domestic partners both employed by the District shall be covered either under one family plan, one employee/partner plan, or by two individual plans, one for each employee.

- (H) Spouses and domestic partners who are eligible for health insurance coverage through their employer, be it another school district, intermediate unit, or vocational technical school; the Mount Nittany Medical Center/Physicians' Group and other, similar medical facilities/groups; an institution of higher education; a federal/state/local government and/or its respective agencies; or Wegmans, will be eligible for coverage under the District's health insurance only if the employee pays the full premium cost differential for such spouse/domestic partner.

Dependents who are eligible for health insurance coverage through their employer, be it another school district, intermediate unit, or vocational technical school; the Mount Nittany Medical Center/Physicians' Group and other, similar medical facilities/groups; an institution of higher education; a federal/state/local government and/or its respective agencies; or Wegmans, will be eligible for coverage under the District's health insurance only if the employee pays an additional \$100 per month for such dependent.

(I) Section 125/Flexible Spending Account

1. Premium co-share payments will be made through monthly payroll deduction pursuant to a Section 125 Plan with pre-tax dollars.
2. The District will make available a Flexible Spending Account for Health Care and Child Care as allowed by Internal Revenue Service Regulations. Employees participating in a Health Savings Account are not eligible to participate also in a Health Care Flexible Spending Account.

(J) Health Savings Account

Employees selecting the QHDHP shall have access to an associated Health Savings Account. Both the employee and the District may make contributions to the Health Savings Account. Annual District contributions shall be:

\$750 for individual coverage, \$1,500 for all other coverages – 75% of this amount to be added to the Health Savings Account by the 6th business day in January and 25% added on September 1.

Starting January 1, 2024, \$800 for individual coverage, \$1600 for all other coverages – 75% of this amount to be added to the Health Savings Account by the 6th business day in January and 25% added on September 1.

- (K) The Board offers, on an option basis, hospital and medical coverage to all eligible retired employees who have retired with the following conditions and prerequisites:

1. Benefits to continue until employee's 65th birthday.
2. Employees retiring will pay the actual District cost plus 2%

administrative costs.

3. Employee is retiring and receiving benefits from the Pennsylvania State Employees' Retirement System and meets one of the following conditions:
 - a. 15 years of continuous employment with the District
 - b. Superannuation (normal retirement)
 - c. 30 years of service in the PSERS
 - d. Disability retirement

ARTICLE 38 **DENTAL INSURANCE**

The Board agrees to continue to provide Dental Insurance for full-time employees and dependents during the term of this contract as explained in Appendix E.

ARTICLE 39 **SICK DAY AND FAMILY CARE DAY DONATION PROGRAM**

In the event an employee is (1) ill or injured, or (2) needs to care for a family member and needs to be absent from work, Articles 16, 18, and 20 outline procedures for the use of applicable accrued paid time off and additional time off without pay. In the event that an employee exhausts all available and applicable personal, sick, or family care days as described in Article 16, this program provides the opportunity for co-workers to donate some of their accrued sick or family care days, as applicable, in order to provide additional paid time off to the absent employee.

Procedure

1. When an employee is absent and about to exhaust all applicable paid time off, the employee or the employee's supervisor will contact the Human Resources Office advising of the need for donation.
2. After consulting with the employee, if the absent employee wishes to participate in the donation program, Human Resources will send a message to the members of the SCAEA bargaining unit.
3. All donating employees will remain anonymous.
4. The absent employee will be compensated at her/his regular rate of pay.
5. Donating employees must maintain at least 30 sick days or 3 family care days, as applicable, after donation.
6. Normally, employees can donate a day at a time, up to five sick days and five family care days in each school year.
7. Employees who wish to donate will follow the instructions as outlined by Human

- Resources. Human Resources will notify the donor when the donated time has been deducted from their accrued leave.
8. Donated days will be used in the order in which they were received.
 9. The absent employee may use the donated sick time until the disability period ends or disability insurance eligibility begins, whichever occurs first. See Article 16 (b) for any restrictions on the use of donated family care days.
 10. The absent employee may return with a balance of one sick day per month for the remainder of the school year from date of return, up to 10 donated sick days.
 11. The absent employee may return with a balance of one family care day per month for the remainder of the school year from date of return, up to 6 donated family care days.
 12. The District and the Association agree to meet as needed to review and revise this procedure.

ARTICLE 40
SPACE FOR SCAEA OFFICE

The Board agrees to continue to provide office space for the SCAEA Office. The Association agrees to reimburse the Board for custodial and utility services in the amount of \$1,000.00 per year for office rental. The payment is to be made no later than October 31 of each year.

ARTICLE 41
PROCEDURE FOR DISCIPLINING EMPLOYEES

While the disciplining of employees, for cause, is part of management prerogative, the Board recognizes that such disciplinary action must preserve the rights and due process of law for the employee being disciplined. Therefore, the following procedures for disciplining employees is agreed upon between the parties:

- (A) Definitions: For the purpose of this section, the terms “Discipline” and “Disciplinary Action” do not include the following items, all of which are regulated by the provisions of the Public School Code:
1. Suspension of employees for reasons of substantial decline in enrollment, alteration of program or other reason as set forth in Section 1124 of the Public School Code;
 2. dismissal;
 3. reduction in rank or compensation;
 4. transfer;
 5. reassignment.

This section, however, does include loss of pay during periods of temporary suspension as hereinafter provided.

- (B) The word "Suspension" does not include the suspension of employees for reasons of substantial decline in enrollment, alteration of program or other reasons which are covered by the provisions of Section 1124 of the Public School Code, but is intended to mean suspension only for disciplinary reasons.
- (C) Disciplinary action may include written reprimand or suspension from employment with or without loss of pay for not more than ten (10) days.
- (D) Disciplinary action may be invoked by the employee's immediate supervisor for cause.
- (E) Suspension, however, may be made only by the District Superintendent, which may be for up to ten (10) days with or without loss of pay.
- (F) No suspension shall become effective, without the employee's consent, until the employee has been given a hearing before the School Board or a duly authorized committee of the School Board, which hearing shall be held within fifteen (15) days after the receipt by the employee of a written statement of the charges upon which the suspension is based from the Chief School Administrator.
- (G) Any disciplinary decision of the Board, a board designee, or agent, or the Board Committee pursuant to this section may be appealed by the employee within fifteen (15) days from the decision to the Secretary of Education or to an Arbitrator in accordance with the provisions of Article 10, Grievance Procedure.

ARTICLE 42
SALARY ADJUSTMENT FOR
RETIREEES

The Board agrees to provide a separation payment to an employee who indicates in writing no later than December 1 or March 1 that s/he will retire effective with the end of that same school year. This separation payment will consist of a one-time amount, and will be based on a percentage of the salary to which the employee would have been entitled in the following school year, using the scale listed below. This separation payment will be in effect each year of this collective bargaining agreement.

Salary adjustment for retirees paid by years of service in the District as follows:

	<u>December 1</u>	<u>March 1</u>
10-15 years	3.0%	1.5%
16-20 years	4.0%	2.0%
21-25 years	5.0%	2.5%
26+ years	6.5%	3.25%

The District shall take this money and make a non-elective employer contribution to the employee's 403(b) program. The employee shall have no cash.

See also Article 34 for additional retirement-related benefits.

ARTICLE 43
REIMBURSEMENT FOR REQUIRED SPECIAL LICENSURE

When the District requires an employee to obtain/renew a special licensure in addition to the certifications required by the State of Pennsylvania to perform the duties of their position, the cost of that licensing fee will be reimbursed upon presentation of a receipt for the fee and a copy of the required license.

To be eligible for reimbursement, a special licensure must have prior approval of the building principal or supervisor and the Assistant Superintendent.

ARTICLE 44
COLLABORATIVE COMMITTEE

Overview

The District and Association agree to utilize a collaborative approach through regularly scheduled meetings to pursue dialogue for listening, consensus-building, problem-solving, and relationship development.

Composition

It is agreed that the District and the Association will meet on a quarterly basis. Participants for each meeting will vary depending on the topic under discussion. The Superintendent and the Association President will be permanent members and co-chair the committee.

Procedures

The Collaborative Committee may meet as often as needed, but not less than four (4) times per year, as determined by the two co-chairs. The question of whether or not a subject is proper for discussion will be decided by the co-chairs.

Agendas and selection of participants to address each topic will be the responsibility of the co-chairs.

ARTICLE 45
SAFE WORKING CONDITIONS

Potentially unsafe conditions will be evaluated as defined by federal law, state law, and/or Board policy as applicable.

The Superintendent or designee shall be responsible for determining unsafe and hazardous environmental and teaching conditions under which employees shall not be required to work. Structural concerns will be referred to the Safety Committee for investigation who shall forward their findings to the Superintendent. An employee who refuses to work under conditions determined by a reasonable person to be so severe as to cause bodily harm or injury will not be subject to discipline.

When an employee has reasonable cause to believe that to carry out any work process would create an undue hazard to their health or safety, the employee shall immediately report the circumstances of the unsafe condition to the building principal or supervisor, as applicable, for an immediate investigation.

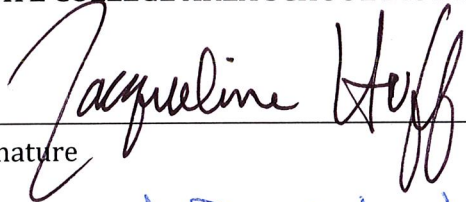
Employees will follow procedures for safety risks as outlined in District policies, safety plans, etc. The employee may take appropriate safety actions to avoid the unsafe condition, keeping the safety of the students and others in mind. In the event of imminent harm or hazard, the employee should call 911 and then immediately make every reasonable effort to inform the building principal/main office. The employee will not be required to perform the alleged unsafe assignment, and will not receive discipline for refusing to do so, until the matter has been reviewed with the employee's building principal or supervisor as applicable.

Employees who require medical attention while in the performance of duties should contact the Human Resources Office as soon as possible. If an employee becomes unable to work (as determined by a medical professional) because of a hazard, the Superintendent/designee and Association will discuss the incident. After investigation, if the Superintendent or designee determines that the employee is unable to work through no fault of their own, then the District will make the employee's income whole and not require the employee to use sick or personal time. In the case that the District did not adhere to federal law, state law, and/or Board policy, then the District will make the employee's income whole and not require the employee to use sick or personal time.

SCAEA will receive, upon request, a copy of any documentation of the inspection or appraisal of the alleged unsafe or hazardous working conditions.

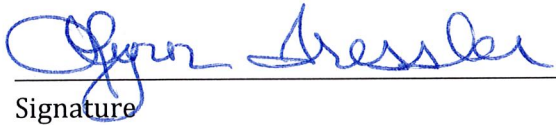
IN WITNESS WHEREOF, the parties hereto have executed this Agreement on June 5, 2023.

STATE COLLEGE AREA SCHOOL DISTRICT



Signature


Board President
Title



Signature

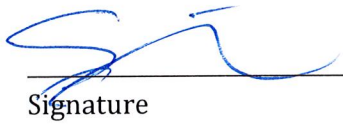
Board Secretary
Title

STATE COLLEGE AREA EDUCATION ASSOCIATION



Signature

SCAEA President
Title



Signature

SCAEA Chief Negotiator
Title

APPENDIX A
PAYROLL DEDUCTION AUTHORIZATION FOR PROFESSIONAL DUES

I hereby authorize the State College Area Education Association to enter into an agreement as defined by the existing contract with the State College Area School District to have my professional dues deducted from my salary in eight (8) equal installments. These dues will be those established by the local, state and National Education Associations, and each year shall be increased or decreased in an amount necessary to meet such increase or decrease as established by said associations. It is to be understood that this authorization for deduction of professional dues is to continue yearly until such time that I elect to cancel it by written request to the State College Area Education Association by October 1 of the dues year, or until I terminate my employment with the State College Area School District. Should I resign prior to the end of the school year, I authorize the balance of dues owed to the State College Area Education Association to be deducted from my final check.

Date: _____

Signed: _____

Building: _____

Address: _____

Date of Birth: _____

SSN: _____

APPENDIX B

EXTRA PAY FOR EXTRA DUTY - SCHEDULE

The Board agrees to the Extra Pay for Extra Duty schedule as attached hereto and made a part of this Agreement.

- (A) Points for each Extra Pay for Extra Duty position shall be determined by application of the formula outlined in the "Extra Pay for Extra Duty Guidelines" as revised September 1, 1983.
- (B) An employee shall not receive less salary during the term of this contract for the same position than the previous year, except where the activity has been re-evaluated for fewer points.
- (C) Payments for Extra Pay for Extra Duty positions performed during the school year will be paid in twelve (12) equal installments or in one lump sum after the activity has been completed.
- (D) It is further understood and agreed that this provision in the Contract applies only to the salaries of extra duty contracts since the position is a matter of inherent managerial policy; therefore, the Board reserves the right to abolish any or all of the extra duty positions.
- (E) Suggested procedure for establishing interim compensation for newly established Extra Pay for Extra Duty positions:
 - 1. If a new position is established at a time occurring between contract negotiations, an interim rate of compensation will be established. This interim rate will be set by agreement between the Association represented by the President or designee and the chair of the negotiating committee, and the District. Said interim rate shall be established prior to the advertisement for and/or interview of prospective employees.
 - 2. The guiding principle in establishing this interim rate will be, insofar as is practical, to make it commensurate with existing positions having similar responsibilities and demands.
 - 3. The position will then be included for further consideration during the subsequent negotiations between the Association and the Board.
- (F) Where activity performance has been meritorious and/or where our participant(s) have been invited to join others in an event, payment will be made to the coach or sponsor to a maximum of three (3) consecutive days per qualifying event. Assistant coaches or sponsors may be included to a maximum of three (3) consecutive days per qualifying event. The Principal and/or Athletic Director will decide what is a

qualifying event and that decision will be final.

For athletic teams, this paragraph applies to postseason competitions. "Postseason" is defined as any competitions and practices for those competitions that occur after the last scheduled/played regular season event date. A maximum of six 2-hour postseason practices may be scheduled per week.

- (G) The base daily pay under this section for the head coach or non-athletic sponsor and for the assistant coach or coaches shall be as indicated below, not to exceed three days per event.

	Head Coach	Assistant Coach
2023-28	\$122.00	\$88.00

Additional compensation for assistant coaches or sponsors for practice time will be paid on an hourly rate equal to the Intramural Supervision rate. The head coach or sponsor will be paid at the Intramural Coordination rate.

The following athletic activities do not automatically qualify for or have as part of their regular schedule, District competition. They are listed as group A activities:

Baseball	(boys only)	Golf (boys and girls)
Basketball	(boys and girls)	Soccer (boys and girls)
Field Hockey	(girls only)	Softball (girls only)
Football	(boys only)	Volleyball (boys and girls)

The following athletic activities automatically qualify for or have included as part of the regular schedule, District competition. They are listed as group AB activities and include both boys and girls with the exception of boys-only wrestling:

Cross Country		Tennis	
Gymnastics		Track	
Indoor Track		Wrestling (boys only)	
Swimming			
Regular Season	=A	Regional Competition	=C
District Competition	=B	State or Beyond Competition	=D

Who is to be compensated:

Included		Payment for
<u>Job Description</u>		<u>Extended Time</u>
Athletics	A	B, C, D
	A, B (where automatic)	C, D
Non-Athletics	A, B, C	D

- (H) If a coach or sponsor feels that the point value for the activity is incorrect, a meeting will be arranged by the Executive Director of Human Resources with the Assistant Superintendent, the appropriate building principal, and the Coach or Sponsor. The three segments of Hours A, Hours B and involved students will be discussed by this group and a decision reached regarding a change in point value. The guiding principle in redefining rates will be, insofar as is practical, to make it commensurate with existing positions having similar responsibilities and demands. If the point value is to be redefined, a recommendation will be made to the Superintendent who may submit it to the Board for approval. Where a revision of points has been approved, it will become effective in the following school year.

APPENDIX C
TEAM LEADERS AND DIVISION CHAIRPERSONS

A team shall consist of two or more professional employees who share the planning, delivery and/or assessment of instruction to a shared group of students, division or grade level. This includes commonly recognized roles such as: division chair, team leader, unit chair, etc.

A team and/or team member shall perform all of the duties listed:

1. Coordinates team activities and programs during the year.
2. Facilitates communication among individual team members and conducts team meetings with a set agenda on a regular basis.
3. Discusses, initiates and monitors the implementation of team objectives for the year.
4. Provides communication between coordinators, specialists and/or the appropriate administrator and the team.
5. Assists, when possible, in the selection of team personnel.
6. Assists the administrator in the decision-making process at the building or department level.
7. Represents the team at building level meetings on a regular basis as required by the appropriate administrator.
8. Coordinates and assesses instructional activities and materials.
9. Assists in planning for team representation at parents' scheduling night or coordinating back-to-school nights.
10. Assigns routine duties to team members based on the needs of the team.
11. Communicates regularly with parents.
12. Performs other team related duties as requested by the appropriate administrator.

Basic Rate of Compensation

The base rate of compensation shall be:

2023-28	\$4,795.00
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and will be adjusted to compensate for the varying number of professionals on a team as follows:

1.5<2 (FTE)	.75 x base rate
2 - 4 (FTE)	1.00 x base rate
5 - 7 (FTE)	1.25 x base rate
8+ (FTE)	1.5 x base rate

The Principal, in consultation with the team, will review the roles and duties of the team and its members and jointly determine the allocation of the team's compensation. Year-long team responsibilities shall be paid on a monthly basis. Term defined responsibilities shall be paid at the completion of the assignment.

Where teams so desire, the amount designated for the performance of team duties may be divided among the members as follows:

Division chairpersons, unit chairperson, team leader and other team member roles may receive a % of the total team allotment.

Additional Information

An additional compensation of 10% of the base rate will be paid for each of the following additional duties, if assigned by the Principal, to be performed by the team:

1. Develop itemized budget for the team and monitor budgetary needs during the year.
2. Coordinate grouping and scheduling of students during the year and grouping of all students for the coming year.
3. Coordinate use of the team paraprofessional(s).
4. Coordinate special itinerant teacher schedules for the building.

It is further understood and agreed that these positions in the contract apply only to the salaries of the persons serving as team leaders/division chairpersons since the position is a matter of inherent managerial policy; therefore, the Board reserves the right to abolish the position of team leader/division chairperson.

APPENDIX D
INSTRUCTIONAL COORDINATOR'S PAY

Pay for each instructional coordinator shall be the base pay that the coordinator would receive as a full-time classroom teacher plus an increment equaling five percent (5%) of this base pay for coordinating staff.

In those cases where a coordinator has an extended contract for additional days or months of work per year, compensation for the additional time shall be added to the base for the additional time worked as follows:

2 additional weeks	6%
12 month coordinators	32%

It is further understood and agreed that this provision in the contract applies only to the salaries of coordinators since the position is a matter of inherent managerial policy; therefore, the Board reserves the right to abolish the position of coordinator or reduce the number of days that the coordinator works as a coordinator.

APPENDIX E
DENTAL INSURANCE

The Board will continue to provide a dental benefit insurance policy for all full-time employees, as follows:

<u>Preventive Services</u>	<u>General Services</u>
The plan will pay 100% for the following:	The plan will pay 100% for the following:
<ul style="list-style-type: none">● oral examinations● cleaning of teeth (twice per year)● space maintainers● emergency office visits● fluoride treatment	<ul style="list-style-type: none">● x-rays● fillings● anesthetics● antibiotics● extractions● oral surgery● endodontics● periodontics● repair of prosthetic appliances● major restorative

Further, the Board agrees to provide the above preventive and general services for dependents with sixty-six percent (66%) of the premium costs paid by the employer.

- (A) The maximum payments for benefits, as outlined above, for each calendar year is \$1,500.00 per employee/dependent.
- (B) A deductible of \$25.00 is applied against the incurred covered dental expenses, as outlined above, for each employee/dependent for each calendar year.
- (C) The major restorative feature is provided to dependents, with reimbursement at the rate of 75% of the usual/customary charge for the locale where the work is performed for dependents. The deductible and the maximum benefits as indicated in (A) and (B) are applicable for this coverage with fifty percent (50%) of the premium cost for this dependent major restorative feature paid by the employee.
- (D) If an employee's spouse has dental insurance available at his or her place of employment, the use of the District's dental insurance by such spouse and the family will be subject to the spouse's participation in the spouse's dental plan and coordination of benefits

APPENDIX F
ANNUAL SALARY SCHEDULES

2023-2024 Annual Salary Schedule							
Master's Track		BA	BA+24	M	M+15	M+30	DOC
Credit Track		BA	BA+24	BA+45	BA+60	BA+75	DOC
Step	Years						
1	0-1	\$54,466	\$58,314	\$59,671	\$61,365	\$63,376	\$65,344
2	2	\$55,216	\$59,064	\$60,421	\$62,115	\$64,126	\$66,094
3	3	\$55,966	\$59,814	\$61,171	\$62,865	\$64,876	\$66,844
4	4	\$57,066	\$60,914	\$62,271	\$63,965	\$65,976	\$67,944
5	5	\$58,106	\$61,954	\$63,311	\$65,005	\$67,016	\$68,984
6	6	\$59,679	\$63,587	\$64,973	\$66,696	\$68,738	\$70,735
7	7	\$61,286	\$65,254	\$66,671	\$68,425	\$70,496	\$72,524
8	8	\$62,926	\$66,957	\$68,405	\$70,191	\$72,294	\$74,353
9	9	\$64,601	\$68,697	\$70,177	\$71,996	\$74,131	\$76,222
10	10	\$66,312	\$70,474	\$71,988	\$73,840	\$76,008	\$78,133
11	11	\$68,060	\$72,291	\$73,839	\$75,725	\$77,928	\$80,087
12	12-13	\$69,846	\$74,149	\$75,732	\$77,652	\$79,891	\$82,085
13	14	\$71,673	\$76,047	\$77,667	\$79,624	\$81,898	\$84,128
14	15	\$73,538	\$77,988	\$79,645	\$81,640	\$83,952	\$86,220
15	16	\$75,446	\$79,973	\$81,668	\$83,701	\$86,052	\$88,358
16	17	\$77,398	\$82,003	\$83,738	\$85,810	\$88,200	\$90,546
17	18	\$79,393	\$84,079	\$85,855	\$87,968	\$90,399	\$92,785
18	≥19	\$86,473	\$94,051	\$95,469	\$97,624	\$100,096	\$102,525

2024-2025 Annual Salary Schedule							
Master's Track		BA	BA+24	M	M+15	M+30	DOC
Credit Track		BA	BA+24	BA+45	BA+60	BA+75	DOC
Step	Years						
1	0	\$56,395	\$61,405	\$62,820	\$64,696	\$67,204	\$69,429
2	1-2	\$57,145	\$62,155	\$63,570	\$65,446	\$67,954	\$70,179
3	3	\$57,895	\$62,905	\$64,320	\$66,196	\$68,704	\$70,929
4	4	\$59,345	\$64,355	\$65,770	\$67,646	\$70,154	\$72,379
5	5	\$60,675	\$65,685	\$67,100	\$68,976	\$71,484	\$73,709
6	6	\$62,404	\$67,460	\$68,897	\$70,794	\$73,325	\$75,573
7	7	\$64,159	\$69,260	\$70,720	\$72,641	\$75,194	\$77,465
8	8	\$65,939	\$71,087	\$72,571	\$74,515	\$77,092	\$79,387
9	9	\$67,745	\$72,942	\$74,450	\$76,418	\$79,020	\$81,338
10	10	\$69,579	\$74,825	\$76,358	\$78,351	\$80,978	\$83,322
11	11	\$71,440	\$76,738	\$78,297	\$80,316	\$82,968	\$85,337
12	12	\$73,330	\$78,681	\$80,266	\$82,311	\$84,990	\$87,386
13	13-14	\$75,249	\$80,655	\$82,267	\$84,339	\$87,045	\$89,468
14	15	\$77,199	\$82,660	\$84,301	\$86,401	\$89,135	\$91,586
15	16	\$79,180	\$84,699	\$86,368	\$88,498	\$91,260	\$93,740
16	17	\$81,193	\$86,772	\$88,471	\$90,629	\$93,422	\$95,931
17	18	\$83,239	\$88,879	\$90,608	\$92,798	\$95,621	\$98,161
18	≥19	\$89,099	\$96,908	\$98,369	\$100,590	\$103,444	\$106,016

2025-2026 Annual Salary Schedule							
Master's Track		BA	BA+24	M	M+15	M+30	DOC
Credit Track		BA	BA+24	BA+45	BA+60	BA+75	DOC
Step	Years						
1	0-1	\$59,000	\$66,296	\$67,770	\$69,826	\$72,831	\$75,315
2	2-3	\$60,873	\$67,046	\$68,520	\$70,576	\$73,581	\$76,065
3	4	\$61,623	\$67,796	\$69,270	\$71,326	\$74,331	\$76,815
4	5	\$63,243	\$69,416	\$70,890	\$72,946	\$75,951	\$78,435
5	6	\$65,129	\$71,333	\$72,821	\$74,891	\$77,912	\$80,411
6	7	\$67,033	\$73,266	\$74,770	\$76,856	\$79,891	\$82,405
7	8	\$68,953	\$75,218	\$76,737	\$78,839	\$81,890	\$84,420
8	9	\$70,890	\$77,188	\$78,723	\$80,841	\$83,909	\$86,454
9	10	\$72,846	\$79,176	\$80,729	\$82,863	\$85,947	\$88,510
10	11	\$74,820	\$81,185	\$82,754	\$84,906	\$88,007	\$90,587
11	12	\$76,813	\$83,214	\$84,801	\$86,969	\$90,089	\$92,686
12	13	\$78,826	\$85,263	\$86,868	\$89,055	\$92,192	\$94,807
13	14-15	\$80,859	\$87,333	\$88,957	\$91,163	\$94,319	\$96,953
14	16	\$82,913	\$89,426	\$91,069	\$93,294	\$96,469	\$99,122
15	17	\$84,989	\$91,541	\$93,203	\$95,448	\$98,643	\$101,316
16	18	\$87,086	\$93,679	\$95,362	\$97,627	\$100,843	\$103,536
17	≥19	\$91,726	\$99,765	\$101,269	\$103,555	\$106,791	\$109,506

2026-2027 Annual Salary Schedule							
Master's Track		BA	BA+24	M	M+15	M+30	DOC
Credit Track		BA	BA+24	BA+45	BA+60	BA+75	DOC
Step	Years						
1	0	\$61,000	\$69,387	\$70,919	\$73,156	\$76,659	\$79,401
2	1-2	\$62,801	\$70,137	\$71,669	\$73,906	\$77,409	\$80,151
3	3-4	\$63,901	\$71,237	\$72,769	\$75,006	\$78,509	\$81,251
4	5	\$65,811	\$73,147	\$74,679	\$76,916	\$80,419	\$83,161
5	6	\$67,855	\$75,206	\$76,745	\$78,989	\$82,499	\$85,249
6	7	\$69,906	\$77,272	\$78,819	\$81,071	\$84,589	\$87,346
7	8	\$71,966	\$79,348	\$80,903	\$83,163	\$86,688	\$89,453
8	9	\$74,035	\$81,433	\$82,996	\$85,264	\$88,798	\$91,570
9	10	\$76,113	\$83,527	\$85,099	\$87,375	\$90,917	\$93,698
10	11	\$78,200	\$85,632	\$87,212	\$89,496	\$93,047	\$95,837
11	12	\$80,296	\$87,746	\$89,335	\$91,628	\$95,188	\$97,986
12	13	\$82,403	\$89,871	\$91,468	\$93,771	\$97,339	\$100,147
13	14	\$84,519	\$92,006	\$93,613	\$95,925	\$99,503	\$102,320
14	15-16	\$86,646	\$94,152	\$95,769	\$98,090	\$101,678	\$104,504
15	17	\$88,784	\$96,310	\$97,936	\$100,267	\$103,865	\$106,701
16	18	\$90,933	\$98,479	\$100,115	\$102,457	\$106,065	\$108,911
17	≥19	\$94,353	\$102,622	\$104,169	\$106,521	\$110,139	\$112,996

2027-2028 Annual Salary Schedule							
Master's Track		BA	BA+24	M	M+15	M+30	DOC
Credit Track		BA	BA+24	BA+45	BA+60	BA+75	DOC
Step	Years						
1	0-1	\$63,680	\$72,179	\$73,769	\$76,186	\$80,186	\$83,186
2	2-3	\$66,180	\$74,679	\$76,269	\$78,686	\$82,686	\$85,686
3	4-5	\$68,380	\$76,879	\$78,469	\$80,886	\$84,886	\$87,886
4	6	\$70,580	\$79,079	\$80,669	\$83,086	\$87,086	\$90,086
5	7	\$72,780	\$81,279	\$82,869	\$85,286	\$89,286	\$92,286
6	8	\$74,980	\$83,479	\$85,069	\$87,486	\$91,486	\$94,486
7	9	\$77,180	\$85,679	\$87,269	\$89,686	\$93,686	\$96,686
8	10	\$79,380	\$87,879	\$89,469	\$91,886	\$95,886	\$98,886
9	11	\$81,580	\$90,079	\$91,669	\$94,086	\$98,086	\$101,086
10	12	\$83,780	\$92,279	\$93,869	\$96,286	\$100,286	\$103,286
11	13	\$85,980	\$94,479	\$96,069	\$98,486	\$102,486	\$105,486
12	14	\$88,180	\$96,679	\$98,269	\$100,686	\$104,686	\$107,686
13	15	\$90,380	\$98,879	\$100,469	\$102,886	\$106,886	\$109,886
14	16-17	\$92,580	\$101,079	\$102,669	\$105,086	\$109,086	\$112,086
15	18	\$94,780	\$103,279	\$104,869	\$107,286	\$111,286	\$114,286
16	≥19	\$96,980	\$105,479	\$107,069	\$109,486	\$113,486	\$116,486

APPENDIX G
PLANNING TIME FOR ELEMENTARY PROFESSIONALS

All elementary professionals will have dedicated planning time during the instructional day. The building administrator, in consultation and agreement with the faculty involved, will be responsible for assigning applicable planning times within each professional's schedule.

Elementary professionals will have dedicated planning time incorporated into their schedule on the following basis:

Classroom Teachers will have:

At least 350 minutes of planning time per five-day cycle.

All other professionals will have:

At least one 50-minute planning period each day.

Adjustments may be made to account for a day with either a delayed start or early dismissal.

APPENDIX H
HEALTH CARE PLAN SUMMARY – PPO

State College Area School District - PPO Benefit Summary

On the chart below, you'll see what your plan pays for specific services. You may be responsible for a facility fee, clinic charge or similar fee or charge (in addition to any professional fees) if your office visit or service is provided at a location that qualifies as a hospital department or a satellite building of a hospital.

Benefit	Network	Out-of-Network
General Provisions		
Benefit Period(1)	Calendar Year	
Deductible (per benefit period)		
Individual	\$350	\$700
Family	\$700	\$1,400
Plan Pays – payment based on the plan allowance	90% after deductible	70% after deductible
Out-of-Pocket Limit (Once met, plan pays 100% coinsurance for the rest of the benefit period)		
Individual	\$1,250	\$2,500
Family	\$2,500	\$5,000
Total Maximum Out-of-Pocket (Includes deductible, coinsurance, copays, prescription drug cost sharing and other qualified medical expenses, Network only)(2) Once met, the plan pays 100% of covered services for the rest of the benefit period.		
Individual	\$6,850	Not Applicable
Family	\$13,700	Not Applicable
Office/Clinic/Urgent Care Visits		
Retail Clinic Visits & Virtual Visits	100% after \$25 copay	70% after deductible
Primary Care Provider Office Visits & Virtual Visits	100% after \$25 copay	70% after deductible
Specialist Office & Virtual Visits	100% after \$25 copay	70% after deductible
Virtual Visit Originating Site Fee	90% after deductible	70% after deductible
Urgent Care Center Visits	100% after \$50 copay	
Telemedicine Services(3)	100% after \$20 copay	
Preventive Care(4)		
Routine Adult physical exams	100% (deductible does not apply)	70% after deductible
Adult immunizations	100% (deductible does not apply)	70% after deductible
Colorectal cancer screening	100% (deductible does not apply)	70% after deductible
Routine gynecological exams, including a Pap Test	100% (deductible does not apply)	70% (deductible does not apply)
Mammograms, annual routine	100% (deductible does not apply)	70% after deductible
Mammograms, medically necessary	100% (deductible does not apply)	70% after deductible
Diagnostic services and procedures	100% (deductible does not apply)	70% after deductible
Routine Pediatric physical exams	100% (deductible does not apply)	70% after deductible
Pediatric immunizations	100% (deductible does not apply)	70% (deductible does not apply)
Diagnostic services and procedures	100% (deductible does not apply)	70% after deductible
Emergency Services		
Emergency Room Services	100% after \$100 copay (waived if admitted)	
Ambulance	90% after network deductible	
Ambulance – Non-Emergency	90% after deductible	70% after deductible
Hospital and Medical/Surgical Expenses (including maternity)		
Hospital Inpatient	90% after deductible	70% after deductible
Hospital Outpatient	90% after deductible	70% after deductible
Maternity (non-preventive facility & professional services) including dependent daughter	90% after deductible	70% after deductible
Medical Care (including inpatient visits and consultations)/Surgical Expenses	90% after deductible	70% after deductible
Therapy and Rehabilitation Services		
Physical Medicine	100% after \$25 copay	70% after deductible
	Limit: 30 visits/benefit period	
Respiratory Therapy	90% after deductible	70% after deductible
Speech & Occupational Therapy	100% after \$25 copay	70% after deductible
	Limit: 30 visits per therapy/benefit period	
Spinal Manipulations	100% after \$25 copay	70% after deductible
	Limit: 20 visits/benefit period	
Other Therapy Services (Cardiac Rehab, Infusion Therapy, Chemotherapy, Radiation Therapy and Dialysis)	90% after deductible	70% after deductible
Mental Health/Substance Abuse		
Inpatient	90% after deductible	70% after deductible
Inpatient Detoxification/Rehabilitation	90% after deductible	70% after deductible

Outpatient Mental Health (includes virtual behavioral health visits)	100% after \$25 copay	70% after deductible
Outpatient Substance Abuse (includes virtual behavioral health visits)	90% after deductible	70% after deductible
Other Services		
Allergy Extracts and Injections	90% after deductible	70% after deductible
Autism Spectrum Disorder including Applied Behavior Analysis(5)	90% after deductible	70% after deductible
Assisted Fertilization Procedures	Not Covered	Not Covered
Dental Services Related to Accidental Injury	Not Covered	Not Covered
Diagnostic Services Advanced Imaging (MRI, CAT, PET scan, etc.)	90% after deductible	70% after deductible
Basic Diagnostic Services (standard imaging, diagnostic medical, lab/pathology, allergy testing)	90% after deductible	70% after deductible
Durable Medical Equipment, Orthotics and Prosthetics	90% after deductible	70% after deductible
Home Health Care	90% after deductible Limit: 90 visits/benefit period	70% after deductible
Hospice	90% after deductible	70% after deductible
Infertility Counseling, Testing and Treatment(6)	90% after deductible	70% after deductible
Private Duty Nursing	90% after deductible Limit: 240 hours/benefit period	70% after deductible
Skilled Nursing Facility Care	90% after deductible Limit: 100 days/benefit period	70% after deductible
Transplant Services	90% after deductible	70% after deductible
Precertification Requirements(7)	Yes	
Prescription Drugs		
Prescription Drug Deductible Individual Family	None None	
Prescription Drug Program(8) Soft Mandatory Generic Defined by the National Pharmacy Network - Not Physician Network. Prescriptions filled at a non-network pharmacy are not covered. Your plan uses the Comprehensive Formulary with an Incentive Benefit Design.	Retail Drugs (31/60/90-day Supply) 85% Generic Plan Payment 75% Brand Formulary Plan Payment 70% Brand Non-Formulary Plan Payment Maintenance Drugs through Mail Order (90-day Supply) \$10 generic copay \$30 formulary brand copay \$50 non-formulary brand copay	
Specialty Pharmacy (30 day supply)	\$3 Generic Copay \$10 Brand Formulary Copay \$16 Brand Non-Formulary Copay	

This is not a contract. This benefits summary presents plan highlights only. Please refer to the policy/ plan documents, as limitations and exclusions apply. The policy/ plan documents control in the event of a conflict with this benefits summary.

- (1) Your group's benefit period is based on a Calendar Year which runs from January 1 to December 31.
- (2) The Network Total Maximum Out-of-Pocket (TMOOP) is mandated by the federal government. TMOOP must include deductible, coinsurance, copays, prescription drug cost share and any qualified medical expense.
- (3) Services are provided for acute care for minor illnesses. Services must be performed by a Highmark approved telemedicine provider. Virtual Behavioral Health visits provided by a Highmark approved telemedicine provider are eligible under the Outpatient Mental Health benefit.
- (4) Services are limited to those listed on the Highmark Preventive Schedule (Women's Health Preventive Schedule may apply).
- (5) Air Ambulance services rendered by out-of-network providers will be covered at the highest network level of benefits.
- (6) Coverage for eligible members to age 21. After initial analysis, services will be paid according to the benefit category (e.g. speech therapy). Treatment for autism spectrum disorders does not reduce visit/day limits.
- (7) Treatment includes coverage for the correction of a physical or medical problem associated with infertility. Infertility drug therapy may or may not be covered depending on your group's prescription drug program.
- (8) If you receive services from an out-of-area provider or an out-of-network provider, you must contact Highmark Utilization Management prior to a planned inpatient admission, prior to receiving certain outpatient services or within 48 hours of an emergency or unplanned inpatient admission to obtain any required precertification. If precertification is not obtained and it is later determined that all or part of the services received were not medically necessary or appropriate, you will be responsible for the payment of any costs not covered by your health plan.
- (9) The Highmark formulary is an extensive list of Food and Drug Administration (FDA) approved prescription drugs selected for their quality, safety and effectiveness. The formulary was developed by Highmark Pharmacy Services and approved by the Highmark Pharmacy and Therapeutics Committee made up of clinical pharmacists and physicians. All plan formularies include products in every major therapeutic category. Plan formularies vary by the number of different drugs they cover and in the cost-sharing requirements. Your program includes coverage for both formulary and non-formulary drugs at the copayment or coinsurance amounts listed above. Under the soft mandatory generic provision, when you purchase a brand drug that has a generic equivalent, you will be responsible for the brand-drug copayment plus the difference in cost between the brand and generic drugs, unless your doctor requests that the brand drug be dispensed. Your plan requires that you use Alliance Rx Walgreens Prime specialty pharmacy to obtain select specialty medications. To obtain medications for hemophilia, you must use a specific pharmacy, please contact member services for more details.

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APPENDIX H
HEALTH CARE PLAN SUMMARY – QHDHP

State College Area School District - QHDHP Benefit Summary

This program is a qualified high deductible plan as defined by the Internal Revenue Service. It is designed for use with a Health Savings Account (HSA). On the chart below, you'll see what your plan pays for specific services. You may be responsible for a facility fee, clinic charge or similar fee or charge (in addition to any professional fees) if your office visit or service is provided at a location that qualifies as a hospital department or a satellite building of a hospital. If you enroll as an individual, the deductible and out-of-pocket maximums for the "Employee Only Plan" apply. If you enroll as a family, the deductible and out-of-pocket maximums for the "Family Plan" apply and can be satisfied by one or more of your family members.

Benefit	Network	Out-of-Network
General Provisions		
Benefit Period(1)	Calendar Year	
Deductible (per benefit period)		
Employee Only Plan	\$1,600	\$3,000
Family Plan	\$3,200	\$6,000
Plan Pays – payment based on the plan allowance	100% after deductible	70% after deductible
Out-of-Pocket Limit (Includes prescription drug expenses, coinsurance and copay. Once met, plan pays 100% coinsurance for the rest of the benefit period)		
Employee Only Plan	\$1,600	\$3,000
Family Plan	\$3,200	\$6,000
Total Maximum Out-of-Pocket (Includes deductible, coinsurance, copays, prescription drug cost sharing and other qualified medical expenses, Network only)(2) Once met, the plan pays 100% of covered services for the rest of the benefit period.		
Employee Only Plan	\$3,200	Not Applicable
Family Plan	\$6,400	Not Applicable
Office/Clinic/Urgent Care Visits		
Retail Clinic Visits & Virtual Visits	100% after \$25 copay after deductible	70% after deductible
Primary Care Provider Office Visits & Virtual Visits	100% after \$25 copay after deductible	70% after deductible
Specialist Office & Virtual Visits	100% after \$25 copay after deductible	70% after deductible
Virtual Visit Originating Site Fee	100% after deductible	70% after deductible
Urgent Care Center Visits	100% after \$50 copay after deductible	70% after deductible
Telemedicine Services(3)	100% after \$20 copay after deductible	
Preventive Care(4)		
Routine Adult physical exams	100% (deductible does not apply)	70% after deductible
Adult immunizations	100% (deductible does not apply)	70% after deductible
Colorectal cancer screening	100% (deductible does not apply)	70% after deductible
Routine gynecological exams, including a Pap Test	100% (deductible does not apply)	70% (deductible does not apply)
Mammograms, annual routine	100% (deductible does not apply)	70% after deductible
Mammograms, medically necessary	100% after deductible	70% after deductible
Diagnostic services and procedures	100% (deductible does not apply)	70% after deductible
Routine Pediatric physical exams	100% (deductible does not apply)	70% after deductible
Pediatric immunizations	100% (deductible does not apply)	70% (deductible does not apply)
Diagnostic services and procedures	100% (deductible does not apply)	70% after deductible
Hospital and Medical/Surgical Expenses (including maternity)		
Hospital Inpatient	100% after deductible	70% after deductible
Hospital Outpatient	100% after deductible	70% after deductible
Maternity (non-preventive facility & professional services) including dependent daughter	100% after deductible	70% after deductible
Medical Care (including inpatient visits and consultations)/Surgical Expenses	100% after deductible	70% after deductible
Emergency Services		
Emergency Room Services	100% after \$100 copay after network deductible (copay waived if admitted)	
Ambulance	100% after network deductible	
Ambulance – Non-Emergency	100% after deductible	70% after deductible
Therapy and Rehabilitation Services		
Physical Medicine	100% after \$25 copay after deductible	70% after deductible
	Limit: 30 visits/benefit period	
Respiratory Therapy	100% after deductible	70% after deductible
Speech & Occupational Therapy	100% after \$25 copay after deductible	70% after deductible

	Limit: 30 visits per therapy/benefit period	
Spinal Manipulations	100% after \$25 copay after deductible	70% after deductible
	Limit: 20 visits/benefit period	
Other Therapy Services (Cardiac Rehab, Infusion Therapy, Chemotherapy, Radiation Therapy and Dialysis)	100% after deductible	70% after deductible
Mental Health/Substance Abuse		
Inpatient	100% after deductible	70% after deductible
Inpatient Detoxification/Rehabilitation	100% after deductible	70% after deductible
Outpatient (includes virtual behavioral health visits)	100% after \$25 copay after deductible	70% after deductible
Other Services		
Allergy Extracts and Injections	100% after deductible	70% after deductible
Autism Spectrum Disorder including Applied Behavior Analysis(5)	100% after deductible	70% after deductible
Assisted Fertilization Procedures	Not Covered	Not Covered
Dental Services Related to Accidental Injury	Not Covered	Not Covered
Diagnostic Services		
Advanced Imaging (MRI, CAT, PET scan, etc.)	100% after deductible	70% after deductible
Basic Diagnostic Services (standard imaging, diagnostic medical, lab/pathology, allergy testing)	100% after deductible	70% after deductible
Durable Medical Equipment, Orthotics and Prosthetics	100% after deductible	70% after deductible
Home Health Care	100% after deductible	70% after deductible
	Limit: 90 visits/benefit period	
Hospice	100% after deductible	70% after deductible
Infertility Counseling, Testing and Treatment(6)	100% after deductible	70% after deductible
Private Duty Nursing	100% after deductible	70% after deductible
	Limit: 240 hours/benefit period	
Skilled Nursing Facility Care	100% after deductible	70% after deductible
	Limit: 100 days/benefit period	
Transplant Services	100% after deductible	70% after deductible
Precertification Requirements(7)		YES
Prescription Drugs		
Prescription Drug Deductible		
Individual	Integrated with medical deductible	
Family	Integrated with medical deductible	
Prescription Drug Program(8)	Retail Drugs (31/60/90-day Supply)	
Soft Mandatory Generic	90% Generic Plan Payment after plan deductible	
Defined by the National Pharmacy Network - Not Physician Network.	75% Brand Formulary Plan Payment after plan deductible	
Prescriptions filled at a non-network pharmacy are not covered.	70% Brand Non-Formulary Plan Payment after plan deductible	
	Maintenance Drugs through Mail Order (90-day Supply)	
	\$10 Generic Copay after plan deductible	
	\$30 Brand Formulary Copay after plan deductible	
	\$50 Brand Non-Formulary Copay after plan deductible	
Your plan uses the Comprehensive Formulary with an Incentive Benefit Design.		
	\$3 Generic Copay after plan deductible	
	\$10 Brand Formulary Copay after plan deductible	
	\$16 Brand Non-Formulary Copay after plan deductible	
Specialty Pharmacy (30 day supply)		

This is not a contract. This benefits summary presents plan highlights only. Please refer to the policy/ plan documents, as limitations and exclusions apply. The policy/ plan documents control in the event of a conflict with this benefits summary.

- (1) Your group's benefit period is based on a Calendar Year which runs from January 1 to December 31.
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- (4) Services are limited to those listed on the Highmark Preventive Schedule (Women's Health Preventive Schedule may apply).
- (5) Air Ambulance services rendered by out-of-network providers will be covered at the highest network level of benefits.
- (6) Coverage for eligible members to age 21. After initial analysis, services will be paid according to the benefit category (e.g. speech therapy). Treatment for autism spectrum disorders does not reduce visit/day limits.
- (7) Treatment includes coverage for the correction of a physical or medical problem associated with infertility. Infertility drug therapy may or may not be covered depending on your group's prescription drug program.
- (8) If you receive services from an out-of-area provider or an out-of-network provider, you must contact Highmark Utilization Management prior to a planned inpatient admission, prior to receiving certain outpatient services or within 48 hours of an emergency or unplanned inpatient admission to obtain any required precertification. If precertification is not obtained and it is later determined that all or part of the services received were not medically necessary or appropriate, you will be responsible for the payment of any costs not covered by your health plan.
- (9) The Highmark formulary is an extensive list of Food and Drug Administration (FDA) approved prescription drugs selected for their quality, safety and effectiveness. The formulary was developed by Highmark Pharmacy Services and approved by the Highmark Pharmacy and Therapeutics Committee made up of clinical pharmacists and physicians. All plan formularies include products in every major therapeutic category. Plan formularies vary by the number of different drugs they cover and in the cost-sharing requirements. Your program includes coverage for both formulary and non-formulary drugs at the copayment or coinsurance amounts listed above. Under the soft mandatory generic provision, when you purchase a brand drug that has a generic equivalent, you will be responsible for the brand-drug copayment plus the difference in cost between the brand and generic drugs, unless your doctor requests that the brand drug be dispensed. Your plan requires that you use Alliance Rx Walgreens Prime specialty pharmacy to obtain select specialty medications. To obtain medications for hemophilia, you must use a specific pharmacy, please contact member services for more details.

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APPENDIX I
RESEARCH OF SALARY

The parties recognize the need to examine and revise the salary provisions of the contract on a regular basis. Therefore, the parties agree to begin to meet by March 1, 2027, to collaboratively research and gather data, the goal of which will be to agree on information and sets of data to guide the parties' negotiations teams when bargaining the next contract.

APPENDIX J
REVIEW OF EXTRA DUTY/EXTRA PAY PROCESS

The parties agree to begin meeting by September 30, 2025, to examine and revise the "Extra Pay For Extra Duty Guidelines" of Appendix B and Article 30 as applicable. The goal of which is to collaboratively develop a process for determining the creation, implementation and annual review of new and existing Extra Pay For Extra Duty positions on or before the 2027-2028 school year. Both the Association and the Board will vote on the proposed Memorandum of Understanding prior to implementation.

APPENDIX K
STUDENT THERAPIES/SUPPORT SPACES

The parties recognize the need to examine and discuss solutions to address the lack of appropriate therapeutic space available for professionals to deliver such services as hearing support, vision support, speech therapy, occupational therapy, and physical therapy. In an effort to make improvements, appropriate administrators and the aforementioned service providers will collaborate at the start of each school year and also on an ongoing basis, as needed, to evaluate the procedures regarding the allocation of appropriate therapeutic space assignments and assess the appropriate communication process.

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