

NEGOTIATIONS AGREEMENT

By and Between

MIFFLINBURG AREA EDUCATION ASSOCIATION

And

MIFFLINBURG AREA SCHOOL DISTRICT

2022-2023

2023-2024

2024-2025

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ARTICLE I – RECOGNITION

The Mifflinburg Area Education Association, PSEA/NEA, hereinafter called the bargaining agent, is hereby recognized by the Mifflinburg Area School District, hereinafter called the employer, as the bargaining agent for the Mifflinburg Area Education Association, PSEA/NEA, hereinafter called the bargaining agent under the conditions of Pennsylvania Law (Act 195) providing for collective bargaining for public employees, as certified according to case PERA-R-780C dated 02/05/1971.

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

ARTICLE II - TERM OF AGREEMENT

The term of this Agreement shall begin on July 1, 2022 and shall continue in full force and effect until June 30, 2025, or until such later date as the two parties may hereinafter agree 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 thereto.

ARTICLE III – NO STRIKE, NO LOCKOUT

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

ARTICLE IV – SICK LEAVE

Each professional employee shall be provided with ten (10) sick days at the beginning of each school year. All unused sick days will carry over into the next school year. Up to four sick days per year may be used to care for a member of the immediate family who is ill. The list of immediate family members will be the same as defined in Article VII- Bereavement Leave.

After retiring with at least fifteen (15) years of service in the Mifflinburg Area School District, the District shall deposit sixty (60) dollars per day with a maximum of 300 days for unused accumulated sick leave days into the employee's District-approved 403(b) plan within 60 days of the effective date of retirement. This provision requires the same one-semester notification as described under Article XXII – Retirement Benefit.

ARTICLE V – EMERGENCY LEAVE

If it is necessary for a full-time employee to be absent from duty because of an unforeseen, dire emergency affording no options for relief, no deduction in salary will be made, pending Board approval as described below. Written justification of the emergency, submitted to the building principal, will be required to support the approval of such leave. The respective building principal shall recommend to the Superintendent for approval the granting of this leave. The number of days granted for emergency leave shall not exceed one (1) day per contracted year. This day shall not be deducted from sick leave days.

The Board may, at its discretion, extend emergency leave upon written request of the employee. Such extension, if granted, may be charged to the employee's accumulated sick leave days, and will only be considered if all accrued personal leave has been exhausted. The 3-day advanced approval (as outlined in Article VI - Personal Leave) will be waived in this situation.

ARTICLE VI – PERSONAL LEAVE

Three personal days are provided each year for all full-time employees in the Mifflinburg Area School District, to be used at the discretion of the employee. Personal days can be accumulated to a maximum of five days. Fewer days will be allocated if the result will be in excess of the maximum number of allowable days. A maximum of five days may be used in any one school year. Granting of leave is subject to the following: (a) requires approval three (3) days in advance by building level principal; and (b) planned absences for the day cannot exceed 12% per building, rounded to the nearest whole number. This limitation does not include absences that are initiated by the administration.

For employees who have used two (2) or less sick days, personal days not used during the school year may be paid to the employee at the current day-to-day substitute teacher rate. This compensation for unused days must be requested in writing by the last day of school. The business office shall add the payment to the last pay in June. This payment shall not be counted towards earned annual salary for the purpose of reporting to the Pennsylvania School Employees' Retirement System (PSERS).

No consideration for compensation will be allowed after July 1 of each year.

ARTICLE VII – BEREAVEMENT LEAVE

Employees shall be granted a maximum of five (5) consecutive working days per occurrence within a nine consecutive calendar day period, without loss of pay, in the event of a death in the "immediate family" of such employees as hereby defined: father, mother, brother, sister, son, daughter, son-in-law, daughter-in-law, step-child, husband, wife, parent-in-law, grandchild, near relative who resides in the same household, or any person with whom the employee has made their home. The funeral of the deceased must occur within the nine consecutive calendar day period. Consideration for commencement of bereavement leave will be given for delayed memorial services.

Employees shall be granted a day's leave of absence without loss of pay in the event of a death of a near relative or friend.

The Board of School Directors, at its discretion, may extend the period of approved bereavement leave upon written request of the employee. Such extension, if granted, may be deducted from the employee's accumulated available sick leave days in extenuating circumstances on a case-by-case basis.

ARTICLE VIII – IN-SERVICE LEAVE – PROFESSIONAL DEVELOPMENT

Professional in-service leave may be granted by the administration to full-time professional employees during the regular school year without loss of pay, or during vacation periods, to participate in a conference, workshop or convention in their field of instruction. The Superintendent shall see that all departments and respective schools have equal opportunities to avail themselves of this provision. The following principles govern the granting of professional leave:

- a) Participants should be active members of organizations sponsoring the convention, workshop or conference, unless invited as a guest.
- b) The location of the convention, workshop or conference and the degree to which such meetings interfere with the performance of regular duties shall be considered in granting requests.
- c) Professional in-service leave expense reimbursement shall be limited to food, housing, travel and registration fees, if not required for membership. In all cases reimbursement shall not exceed actual expenses and, whenever possible, supporting vouchers or receipts shall be submitted. Itemized meal receipts (not credit card receipts) must be submitted. Lodging, meals, and incidentals will be reimbursed for district employees only at rates not to exceed those determined by the IRS as published annually for the region hosting the conference/event. When meals are included with the registration or as part of the conference/workshop, there will be no additional reimbursement for those meals. Additional lodging expenses may be

approved when a conference and available lodging occur in the same facility. Travel will be reimbursed at the IRS mileage rate. Actual expenses will be reimbursed when prior approval is given due to unusual circumstances. Shared rooms and travel, where possible, is encouraged.

- d) Expenses will be paid where a full-time professional employee is chaperoning students but will not be paid for a PSEA/NEA-sponsored conference or when another group pays expenses.
- e) Participants will, on request, be required to submit a reasonable written or oral report as determined by the employee's immediate supervisor and/or the administrative staff.
- f) Requests for professional in-service leave should be submitted to the Superintendent through the respective principals at least four (4) weeks in advance. If the request for professional in-service leave is made less than four (4) weeks in advance, the employee shall notify the Superintendent in writing in an effort to secure approval. All requests should be submitted on the approval form and should include an estimate of expenses. Failure to submit the written request in time may jeopardize permission for leave and/or expenses.

ARTICLE IX – ASSOCIATION LEAVE

Association leave shall be granted to voting delegates to the Pennsylvania State Education Association Convention; provided however, that the ASSOCIATION agrees to reimburse the SCHOOL DISTRICT an amount equal to the prevailing rate of pay for substitutes for teachers granted such leave under this section.

This leave shall be limited to a maximum of four (4) events a year and a maximum of eight (8) voting delegates distributed among the four events, that is, an average of two (2) voting delegates per convention.

Request for ASSOCIATION leaves should be submitted to the Superintendent through the respective principals at least four (4) weeks in advance. All requests should be submitted on the approval form. Failure to submit the written request in time may jeopardize permission for leave.

ARTICLE X – IN-SERVICE LEAVE – EXTRA CURRICULAR ACTIVITIES

Extracurricular Activity in-service leave may be granted by the administration to extracurricular activity employees during the regular school year without loss of pay, or during vacation periods, to participate in a conference, workshop or convention in their activity. The Superintendent shall see that all extracurricular activities have equal opportunities to avail themselves to this provision. The following principles govern the granting of extracurricular activities leave:

- a) Participants should be active members of organizations sponsoring the convention, workshop or conference, unless invited as a guest.
 - 1. Maximum in-service leaves per Article X shall be one (1) per contract year, per sport or activity.
 - 2. Limit of three (3) persons per sport or activity.
- b) The location of the convention, workshop or conference and the degree to which such meetings interfere with the performance of regular duties shall be considered in granting requests.
- c) Extra Curricular activity in-service leave expense shall be limited to food, housing, travel and registration fees, if not required for membership. In all cases, reimbursement shall not exceed actual expenses and whenever possible, supporting vouchers or receipts shall be submitted. Limitation of expenses: (1) travel, (2) \$110 maximum per diem (room and board), and (3) registration fees. Actual expenses will be reimbursed, when prior approval is given, due to unusual circumstances. Shared rooms and travel, where possible, is encouraged.
 - 1. Maximum out-of-state reimbursement will be \$150.00 per staff member.
- d) Participants will, on request, be required to submit a reasonable written or oral report as determined by the employee's immediate supervisor and/or the administrative staff.
- e) Request for extra-curricular activity in-service leave should be submitted to the Superintendent through the Athletic Director or the respective principals at least four (4) weeks in advance. If the request for professional in-service leave is made less than four (4) weeks in advance, the employee shall notify the Superintendent in writing in an effort to secure approval. All requests should be submitted on the approval form in duplicate and should include an estimate of expenses. Failure to submit the written request in time may jeopardize permission for leave and/or expenses.

ARTICLE XI – COURT RELATED LEAVE

If it is necessary for an employee of the bargaining unit to be absent from duty because of assignments to jury duty or being required to appear in cases of adjudication when under subpoena to testify, no deduction in salary will be made. In cases of jury duty, the employee shall pay the school district all jury pay received unless jury pay is equal to or greater than the employee's daily rate. In such cases, the employee would not be paid by the employer for court related leave.

When the full-time employee's presence is not required in the courthouse, the employee shall report to his/her normal assignment in the school district.

ARTICLE XII – FAMILY AND MEDICAL LEAVE

There will be a link on the District website to access current FMLA regulations.

Eligible Employees

Only eligible employees are entitled to FMLA leave. An eligible employee is an employee who has satisfied each of the following conditions:

1. S/He has been employed by the district for at least twelve (12) months, which need not have been consecutive, prior to the commencement of the leave.
2. S/He has worked for the district for at least 1,250 hours over the twelve (12) month period immediately prior to the commencement of the leave.

Reason for Leave

The district will grant FMLA leave only for one (1) of the following reasons:

1. Child-rearing leave involving the birth of a child, or placement of a child with the employee for adoption or foster care. Leave for this purpose must end within one (1) year after the birth or placement.
2. A serious health condition of the employee's spouse, child or parent.
3. A serious health condition that makes the employee unable to perform the employee's job. This will include, without limitation, any serious health condition arising out of pregnancy or delivery.

Length of Leave

Eligible employees are entitled to up to twelve (12) weeks of FMLA leave in each twelve (12) month period beginning on July 1 of each year.

Spouses employed by the district are limited to:

1. A combined total of twelve (12) weeks of leave for the birth of a child or for placement with them of a child for adoption or for foster care.
2. A combined total of twelve (12) weeks of leave to care for a parent who has a serious health condition.

Benefits during Leave

FMLA leave is unpaid leave. However, whenever group health insurance is provided to an employee before the employee takes FMLA leave, the district will maintain the employee's health coverage under any group health plan during the leave on the same terms as if the employee continued to work, as follows:

1. If an employee fails to return to work at the conclusion of his/her FMLA leave, the district will recover from the employee amounts it paid for health insurance for the employee during the leave. However, the district will not recover amounts paid for health insurance for an employee during FMLA leave if the employee fails to return to work because of a serious health condition of the employee, the employee's spouse, child or parent, or if the employee fails to return for other reasons beyond his/her control. If an employee fails to return to work because of a serious health condition, the district will require the employee to provide medical certification of the condition within thirty (30) days of the district's request for such certification.
2. Where FMLA leave is substituted paid leave, the employee's share of group health plan premiums will be paid by the method normally used during paid leave.
3. Where FMLA leave is unpaid, the employee's share of group health plan premiums will be paid to the district. Employee payments must be made when payments would be made under COBRA.

In the event that an employee's payment is not made within thirty (30) days of the date on which it is due, the district will maintain health coverage by paying the employee's share and will recover amounts so paid from the employee.

Limitations on FMLA Leave

Intermittent leave or reduced leave schedule:

1. Intermittent leave or a reduced leave schedule may be taken for a serious health condition where this is medically necessary.
2. Intermittent leave or a reduced leave schedule may not be taken for the birth of a child or for placement of a child for adoption or foster care.
3. When intermittent leave or leave on a reduced leave schedule is requested based on planned medical treatment, the district may require the employee to transfer temporarily to an available alternative position for which the employee is qualified, and which better accommodates recurring periods of leave than does the employee's regular position. Alternatively, the district may alter an existing job to better accommodate the employee's need for intermittent or reduced leave. The alternative or altered position must have equivalent pay and benefits, but not equivalent duties.

When FMLA leave is needed to care for a family member or for the employee's own illness, and is for planned medical treatment, the employee must try to schedule treatment so as not to disrupt the employer's operation unduly.

The following special limitations on FMLA leave will apply for instructional employees:

1. Leave Taken near the End of an Academic Term (or Half-Year):

The district may require the instruction employee to continue his/her FMLA leave to the end of the term if:

- a. The leave begins more than five (5) weeks before the term's end will last at least three (3) weeks, and the employee would return to work within three (3) weeks of the end of the term.
- b. The leave is for a purpose other than the employee's serious health condition, begins during the five (5) week period before semester's end, will last more than two (2) weeks, and the employee would return during the two (2) weeks period before the end of the term.
- c. The leave is for a purpose other than the employee's serious health condition, begins during the three (3) weeks period before the end of a term, and will last more than five (5) days.

The entire period of leave taken counts as FMLA leave. However, if the annual FMLA leave entitlement of an employee who is required to take leave until the end of an academic term ends before the leave is completed; the district will still maintain health benefits, reinstate the employee and provide other FMLA entitlements when the leave ends.

2. Use of Intermittent Leave or Reduced Leave Schedule.

If an eligible instructional employee requests intermittent leave or leave on a reduced leave schedule based on foreseeable planned medical treatment, and if the employee would be on leave for more than twenty percent (20%) of the total number of working days over the period of the leave, then the employer may require the employee to choose either;

- a. to take leave for a period or periods not greater than the duration of the planned treatment.
- b. to transfer temporarily to an available alternative position for which the employee is qualified, which has equivalent pay and benefits, and which better accommodates recurring periods of leave than does the employee's regular position.

Application for FMLA Leave

Employees must give thirty (30) days notice of their need for FMLA leave where the need for the leave is foreseeable, or such notice as is practicable under the circumstances.

All requests for leave, both FMLA leave and non-FMLA leave shall be made in writing on a district form. The form shall request sufficient information to determine whether the leave qualifies as an FMLA leave.

Employees must provide periodic reports during FMLA leave regarding the employee's status and intent to return to work.

Substitution of Paid Leave for FMLA Leave

Employees may substitute accrued paid leave for FMLA leave where the employee's own serious health condition is involved. Otherwise, FMLA leave will be unpaid.

The district will designate an employee's use of paid leave as FMLA leave based on information from the employee, and it may so designate such to restrict an employee's use of FMLA to a total of 12 weeks. FMLA leave will be taken concurrently with available paid leave provided under this Agreement.

Certification of Serious Health Condition and Certification of Fitness for Work

Employees must provide medical certification supporting the need for leave due to a serious health condition of the employee or an immediate family member on a form to be provided by the district.

At the request and expense of the district, employees must provide second and, where the first and second opinions differ, third medical opinions regarding the need for leave due to a serious health condition. The district will deny leave until the required certification is supplied.

Employees must provide recertification of medical conditions every thirty (30) days, or more frequently at the discretion of the district, as allowed by the FMLA.

An employee who takes FMLA leave because of the employee's own serious health condition must provide certification that s/he is able to resume work provided the employee has been absent from work as a result or combination of a serious health condition for thirty (30) days or more.

The district will deny reinstatement until the requested certification is provided.

Maintenance of Records

The district will comply with the recordkeeping requirements of the FMLA.

Nothing contained in this provision shall be construed to limit the rights of the employee or the District under the FMLA or its implementing regulations.

ARTICLE XIII – TRANSFERS

Full-time professional employees shall be subject to transfer from one position to another within the confines of valid certification. Notification of transfer and the reason for transfer shall be made to the professional employee being transferred as early as possible prior to the effective date of such transfer. The Superintendent shall confer with the affected professional employees prior to the implementation of the transfer. The Superintendent shall have final disposition of the case subject to review by the School Board.

ARTICLE XIV – VACANCIES

A vacancy occurs when there is a new position or an opening in an existing position due to resignation, retirement or death and the Board is desirous of filling the position.

Full-time professional vacancies in the Mifflinburg Area School District will be posted in buildings during the school term. Vacancies during the summer will be posted at the high school, middle school, intermediate school and the Mifflinburg Elementary School. All vacancies will be posted on the district website, and all bargaining unit members will be notified of each vacancy by District email. The Association President will receive copies of all vacancies.

ARTICLE XV – COMPENSATION

An employee shall be placed on their salary step on the first day of each school term and no change in salary step shall be made during the school term. The district shall determine the salary step for an employee who did not actually work as a professional or temporary professional employee for the district for more than 90 days in the immediately preceding school term.

Step movement will be provided for each year of this agreement. Column movement may occur in any year as described below.

Upon completion of a Master's degree or equivalent state certificate, the employee will move from the bachelor level on the salary step to the master level.

The M+15 column provides additional compensation for bargaining unit members who have accumulated at least 15 graduate credits in the employee's field or the field of education taken after the attainment and/or earning of the Masters or Master's Equivalency degree.

The M+30 column provides additional compensation for bargaining unit members who have accumulated at least 30 graduate credits in the employee's field or the field of education taken after the attainment and/or earning of the Masters or Master's Equivalency degree.

Column movement will occur either at the start of the school year or at the beginning of the second semester. For degrees/credits awarded and evidenced during the first semester of the school year, salary increases will begin at the start of the second semester. For degrees/credits awarded and evidenced during the second semester of the school year or over the summer, salary increases will commence with the first pay of the new school year. For degrees/credits awarded in late summer, the full salary for column movement will be awarded as long as the transcript is received by the business office by September 30.

SALARY SCHEDULE

2022-2023 School Year

Step	B	M	M+15	M+30
1	\$53,000	\$54,180	\$54,680	\$55,180
2	\$54,025	\$55,310	\$55,810	\$56,310
3	\$55,050	\$56,440	\$56,940	\$57,440
4	\$56,075	\$57,570	\$58,070	\$58,570
5	\$57,100	\$58,700	\$59,200	\$59,700
6	\$58,125	\$59,830	\$60,330	\$60,830
7	\$59,150	\$60,960	\$61,460	\$61,960
8	\$60,175	\$62,090	\$62,590	\$63,090
9	\$61,200	\$63,220	\$63,720	\$64,220
10	\$62,225	\$64,350	\$64,850	\$65,350
11	\$63,250	\$65,480	\$65,980	\$66,480
12	\$64,275	\$66,610	\$67,110	\$67,610
13	\$65,300	\$67,740	\$68,240	\$68,740
14	\$66,325	\$68,870	\$69,370	\$69,870
15	\$67,350	\$70,000	\$70,500	\$71,000

2023-2024 School Year

Step	B	M	M+15	M+30
1	\$54,000	\$55,950	\$56,450	\$56,950
2	\$55,025	\$57,025	\$57,525	\$58,025
3	\$56,050	\$58,100	\$58,600	\$59,100
4	\$57,075	\$59,175	\$59,675	\$60,175
5	\$58,100	\$60,250	\$60,750	\$61,250
6	\$59,125	\$61,325	\$61,825	\$62,325
7	\$60,150	\$62,400	\$62,900	\$63,400
8	\$61,175	\$63,475	\$63,975	\$64,475
9	\$62,200	\$64,550	\$65,050	\$65,550
10	\$63,225	\$65,625	\$66,125	\$66,625
11	\$64,250	\$66,700	\$67,200	\$67,700
12	\$65,275	\$67,775	\$68,275	\$68,775
13	\$66,300	\$68,850	\$69,350	\$69,850
14	\$67,325	\$69,925	\$70,425	\$70,925
15	\$68,350	\$71,000	\$71,500	\$72,000

2024-2025 School Year

Step	B	M	M+15	M+30
1	\$55,000	\$57,700	\$58,200	\$58,700
2	\$56,025	\$58,725	\$59,225	\$59,725
3	\$57,050	\$59,750	\$60,250	\$60,750
4	\$58,075	\$60,775	\$61,275	\$61,775
5	\$59,100	\$61,800	\$62,300	\$62,800
6	\$60,125	\$62,825	\$63,325	\$63,825
7	\$61,150	\$63,850	\$64,350	\$64,850
8	\$62,175	\$64,875	\$65,375	\$65,875
9	\$63,200	\$65,900	\$66,400	\$66,900
10	\$64,225	\$66,925	\$67,425	\$67,925
11	\$65,250	\$67,950	\$68,450	\$68,950
12	\$66,275	\$68,975	\$69,475	\$69,975
13	\$67,300	\$70,000	\$70,500	\$71,000
14	\$68,325	\$71,025	\$71,525	\$72,025
15	\$69,350	\$72,050	\$72,550	\$73,050

Any member of the bargaining unit who has twenty-five (25) years of credited teaching service shall receive a longevity service salary increment of \$600. Any member of the bargaining unit who has thirty (30) years of credited teaching service shall receive a longevity service salary increment of \$1,200. Such payment shall be in addition to any salary increase in the top step. The salary for such persons shall be either \$600 or \$1,200 higher than the salary in the top step in the appropriate column.

The above salary provision is based on a work year of one hundred eighty-six (186) days. The administration will be responsible for the agenda for five (5) of the 186 days. At least one day will be provided for classroom preparation time prior to the start of the school year. This classroom preparation time is to be used by the teacher between July 1 and the first day of school at the discretion of the teacher. Past practices on these days are not applicable.

ARTICLE XVI – THE WORKDAY

The teacher's workday will consist of 7.5 hours per day. One hour faculty/department meetings per month will be held with a maximum of nine per year. These meetings are scheduled at the discretion of the administration and will be held on an as-needed basis.

ARTICLE XVII – METHOD OF PAYMENT

Each employee covered by the provision of this Agreement shall receive his annual salary in equal bi-weekly payments. Pay will be deposited directly into their checking or savings accounts.

ARTICLE XVIII – DUES DEDUCTION

The Board agrees to deduct dues from the salary of members of the Mifflinburg Area Education Association, the Pennsylvania State Education Association and the National Education Association as follows:

- a) Deductions shall be made in equal installments from ten (10) pays beginning with the first day in October. (No changes may be made after deductions have been computerized.)
- b) Monies so collected shall be paid to the Mifflinburg Area Education Association. The SCHOOL DISTRICT shall remit all sums collected to the ASSOCIATION only, and shall not be required to make any remittance to any organization with which the ASSOCIATION is affiliated. The SCHOOL DISTRICT assumes no liability in connection with such deductions or remittances and the ASSOCIATION shall indemnify and hold harmless the SCHOOL DISTRICT against any and all claims, suits or other forms of liability which may arise out of or by reason of the deduction of ASSOCIATION dues.

The Mifflinburg Area Education Association shall provide the board with a list of those employees who have thereon and by personal signature authorized the board to deduct dues for the Associations listed in part "a" above, no later than September 20th of each school year.

ARTICLE XIX – EXTENDED CONTRACTS

Full-time professional employees with contracts exceeding the contracted school year shall be paid their salary for the approved school year plus (+) .09 times (x) that salary for each additional month employed. A month is interpreted to mean twenty (20) workdays.

Full-time professional employees with contracts for twelve (12) months (230 days) shall be paid at a rate of 1.24 times (x) the regular salary.

ARTICLE XX – EXTRA CURRICULAR ACTIVITIES COMPENSATION

Extra compensatory duties shall be compensated according to the following pay scales provided that the Mifflinburg Area School District authorizes such positions and duties and the respective activities are offered and conducted. Board approved extra-curricular personnel will receive written notification prior to the start of the activity. The Superintendent reserves the right, upon board approval, to increase individual activity personnel's salaries. All salaries paid in this provision shall be adjusted each July 1 of each year of the contract.

Athletics

All practices, activities and events will be supervised by a coach. These positions do not have protection under tenure and each appointment is to be renewed or terminated each year. It is further understood that these positions are not hereby established, authorized or continued and that the wages and salaries stated are applicable only if, when and so long as the employer authorizes the positions and has members of the bargaining unit assigned to them. In the event a season does not occur, associated salaries will not be paid.

When there are any vacancies in extra-curricular athletic activities, the athletic salary schedule will be used to determine a salary.

In case a coach has experience (excluding non-school experience) at different levels in the same sport (in or out of the district), they will receive credit for one year of varsity for every two years of junior varsity and/or three years of junior high coaching.

Salaries may be modified upon written agreement with the Superintendent if responsibilities are divided. The district may increase the compensation for extended seasons upon recommendation of the administration and approval of the school board. Extended season compensation will be awarded for the following levels: Districts, Regionals, and States.

Compensation:	Varsity Head Coach -	\$300.00 per level of competition
	Varsity Approved Paid Assistants -	\$150.00 per level of competition

Athletic Pay Schedule

	2022-23	2023-24	2024-25
POSITION	MINIMUM SALARY ^{1,2}	MINIMUM SALARY ^{1,2}	MINIMUM SALARY ^{1,2}
FALL SPORTS			
Head Varsity Football Coach	\$4,908	\$5,055	\$5,207
Assistant Varsity Football Coach	\$3,507	\$3,612	\$3,720
Assistant Varsity Football Coach	\$3,507	\$3,612	\$3,720
Assistant Varsity Football Coach	\$3,507	\$3,612	\$3,720
Head Jr. High Football Coach	\$2,279	\$2,347	\$2,417
Assistant Jr. High Football Coach	\$1,929	\$1,987	\$2,047
Assistant Jr. High Football Coach	\$1,929	\$1,987	\$2,047
Varsity Field Hockey Coach	\$4,208	\$4,334	\$4,464
Assistant Field Hockey Coach	\$3,156	\$3,251	\$3,349
Varsity Boys Soccer Coach	\$4,208	\$4,334	\$4,464
Assistant Boys Soccer Coach	\$3,156	\$3,251	\$3,349
Varsity Girls Soccer Coach	\$4,208	\$4,334	\$4,464
Assistant Girls Soccer Coach	\$3,156	\$3,251	\$3,349
Jr High Softball Coach	\$1,929	\$1,987	\$2,047
Varsity Girls Tennis Coach	\$2,804	\$2,888	\$2,975
Golf Coach	\$2,804	\$2,888	\$2,974
Cross Country Coach	\$3,507	\$3,613	\$3,721
Assistant Cross Country Coach	\$2,804	\$2,888	\$2,975
8 th Grade Girls Basketball Coach	\$1,929	\$1,987	\$2,047
7 th Grade Girls Basketball Coach	\$1,929	\$1,987	\$2,047
WINTER SPORTS			
Varsity Boys Basketball Coach	\$4,908	\$5,055	\$5,207
Assistant Varsity Boys Basketball Coach	\$3,507	\$3,612	\$3,720
9 th Grade Boys Basketball Coach	\$1,929	\$1,987	\$2,047
8 th Grade Boys Basketball Coach	\$1,929	\$1,987	\$2,047
7 th Grade Boys Basketball Coach	\$1,929	\$1,987	\$2,047
Varsity Girls Basketball Coach	\$4,908	\$5,055	\$5,207
Assistant Varsity Girls Basketball Coach	\$3,507	\$3,612	\$3,720
Varsity Wrestling Coach	\$4,908	\$5,055	\$5,207
Assistant Varsity Wrestling Coach	\$3,507	\$3,612	\$3,720
Head Jr. High Wrestling Coach	\$1,929	\$1,987	\$2,047
Assistant Jr. High Wrestling Coach	\$1,929	\$1,987	\$2,047
Bowling Coach	\$2,804	\$2,888	\$2,974
SPRING SPORTS			
Varsity Baseball Coach	\$4,208	\$4,334	\$4,464
Assistant Varsity Baseball Coach	\$3,156	\$3,251	\$3,349
Varsity Softball Coach	\$4,208	\$4,334	\$4,464
Assistant Varsity Softball Coach	\$3,156	\$3,251	\$3,349
Varsity Boys Track Coach	\$4,208	\$4,334	\$4,464
Assistant Boys Track Coach	\$3,156	\$3,251	\$3,349
Varsity Girls Track Coach	\$4,208	\$4,334	\$4,464
Assistant Girls Track Coach	\$3,156	\$3,251	\$3,349
Head Boys Lacrosse Coach	\$4,208	\$4,334	\$4,464
Head Girls Lacrosse Coach	\$4,208	\$4,334	\$4,464
Jr High Boys Soccer Coach	\$1,929	\$1,987	\$2,047
Jr High Girls Soccer Coach	\$1,929	\$1,987	\$2,047
Varsity Boys Tennis Coach	\$2,804	\$2,888	\$2,975
8 th Grade Field Hockey Coach	\$1,929	\$1,987	\$2,047
7 th Grade Field Hockey Coach	\$1,929	\$1,987	\$2,047
CHEERLEADING			
Head Cheerleading Coach - Fall	\$1,753	\$1,806	\$1,860
Assistant Cheerleading Coach - Fall	\$1,139	\$1,174	\$1,209
Head Cheerleading Coach - Winter	\$1,753	\$1,806	\$1,860
Assistant Cheerleading Coach - Winter	\$1,139	\$1,174	\$1,209

NOTES

¹ When there are vacancies, the minimum salary column will be used to determine the starting salary. The employer may pay more than the minimum salary to any individual without increasing the minimum for the position when a successor is hired for the position.

² Coaches who continue in their positions will receive increases in their established salary according to the following increment: 8% for 2022-23, and 5% per year for the 2023-24 and 2024-25 years.

Activity Pay Schedule

The following positions will be paid at the listed rate for each year of this contract:

Position (number of positions)	Rate each year
Assigned Mentor Teachers	\$500
Freshman Class Advisors (2)	\$700
Sophomore Class Advisors (2)	\$950
Junior Class Advisors (2)	\$2,000
Senior Class Advisors (2)	\$3,700

For the remaining positions listed below, when there are vacancies, the minimum salary column will be used to determine the starting salary. The employer may pay more than the minimum salary to any individual without increasing the minimum for the position when a successor is hired for the position.

	2022-23	2023-24	2024-25
POSITION	MINIMUM SALARY	MINIMUM SALARY	MINIMUM SALARY
Departmental Lead Teachers (7) ¹	\$3,544	\$3,651	\$3,760
HS Student Council Advisors (2) ¹	\$782	\$806	\$830
HS Yearbook Advisor ¹	\$3,239	\$3,336	\$3,436
MS Yearbook Advisor ¹	\$782	\$806	\$830
Director of Intramurals ^{1,4}	\$1,102	\$1,135	\$1,169
HS Weight Room Director ¹	\$1,102	\$1,135	\$1,169
Game Managers ²	\$9,027	\$9,297	\$9,576
Fall Play			
Director ¹	\$1,653	\$1,702	\$1,753
Fall Play Assistants ³	\$6,188	\$6,374	\$6,565
Spring Musical			
Director ¹	\$2,424	\$2,497	\$2,571
Spring Musical Assistants ³	\$9,997	\$10,297	\$10,606
Marching Band			
Director ¹	\$3,856	\$3,972	\$4,091
Marching Band Assistants ³	\$7,746	\$7,978	\$8,218

NOTES

¹ Advisors who continue in the same titled positions will receive increases in their established salary according to the following increment: 8% for 2022-23, and 5% per year for the 2023-24 and 2024-25 years.

² For Game Managers, this is a total annual allocation. The Athletic Director is to use this amount to establish a per-event rate.

³ Distributions of allocations for the Fall Play, Spring Musical, and Marching Band assistants are to be determined in advance by the respective director. The amount shown is the total allocation for assistants.

⁴ Intramural staff will be compensated at the contractual rate with students as defined in Article XXI of this agreement.

ARTICLE XXI - HOURLY RATES OF PAY

Professional employees who are contracted to work more than the contracted school day shall be paid at the rate of \$33.00 per hour when working with students; i.e., homebound instruction, approved tutorial instruction, adult education; and \$28.00 when not working with students; i.e., in-service, meetings, curriculum. Hourly pay will only be awarded for administratively approved activities.

Employees who lose their preparation period when a substitute teacher cannot be obtained shall be compensated at the hourly working with students rate.

ARTICLE XXII – RETIREMENT BENEFIT

After retiring from service with the Mifflinburg Area School District, professional employees who are eligible for this Article may select a benefit in accordance with one of the three options articulated here, commensurate with their qualifying years of service. There shall be no pyramiding of retirement options.

Option 1

After retiring with at least twenty-five (25) years of service (in the PA Public School Employees' Retirement System), the District shall deposit fifteen-thousand dollars (\$15,000) into either:

- a. a Health Reimbursement Account (HRA) for the purpose of affording health care. The employee may utilize this reimbursement for health care premiums incurred after retiring from the District. The HRA shall be administered by a District-specified vendor at no cost to the District. The payment to the HRA will be made within 60 days of the effective date of retirement. This will be a one-time payment.
- or
- b. a District-sponsored 403(b) plan in the name of the employee. This will be a one-time payment.

Option 2

After retiring with at least thirty (30) years of service (in the PA Public School Employees' Retirement System), the District shall deposit thirty-thousand dollars (\$30,000) into either:

- a. a Health Reimbursement Account (HRA) for the purpose of affording health care. The employee may utilize this reimbursement for health care premiums incurred after retiring from the District. The HRA shall be administered by a District-specified vendor at no cost to the District. The payment to the HRA will be made within 60 days of the effective date of retirement. This will be a one-time payment.

or

- b. a District-sponsored 403(b) plan in the name of the employee. This will be a one-time payment.

Option 3

After retiring with thirty-five (35) years of service (in the PA Public School Employees' Retirement System) and fifteen (15) years of service in the Mifflinburg Area School District, the District shall deposit forty thousand (\$40,000) dollars, [ten thousand (\$10,000) dollars per year] into a Health Reimbursement Account (HRA) for the purpose of providing health care. The employee shall be eligible to purchase any available health care plan offered by the District for him/herself and/or spouse/dependents, subject to the operating guidelines of the insurance carrier. The HRA shall be administered by a District-specified vendor at no cost to the District for the life of the Agreement. The first payment to the HRA will be made within 60 days of the effective date of retirement.

In order to be eligible for the retirement benefit as outlined in this article, the employees must notify the school district at least one (1) semester prior to the effective date of the retirement. However, special extenuating circumstances, such as but not limited to, medical complications and/or emergencies, can be reviewed on an individual basis.

ARTICLE XXIII – MILEAGE REIMBURSEMENT

Professional employees who are authorized to travel in the performance of duties for the school district shall be reimbursed at the rate set by the Internal Revenue Service; or, if no such rate, at the last prevailing rate. Organization of mileage shall begin at the building to which the professional employee must first report for scheduled work or obtain materials. All mileage reports must be filed, on the approved form, the second Monday succeeding the month in which the mileage was incurred.

Professional employees contracted for homebound instruction shall be reimbursed for travel from their assigned building or home, whichever is shorter, to the place of instruction and return.

Failure to submit mileage reimbursement requests monthly may negate reimbursement.

ARTICLE XXIV – INSURANCE

The employer shall provide a health insurance plan for all eligible employees offered through the Central Susquehanna Region School Employees' Health & Welfare Trust. The District will make available the same insurance plans that are available in 2022-2023 for the entire length of the contract. This is not a request for the District to shop for plans outside of the Central Susquehanna Region School Employees' Health & Welfare Trust. Rather the District is

required to negotiate with the Trust to honor the plans offered at the start of this contract and maintain their availability at least until the conclusion of this contract.

The employer will commit an established amount for the insurance coverage of each eligible full-time employee. The established amount will be equal to the following tiered monthly rates:

	2022-2023	2023-2024	2024-2025
	School Year	School Year	School Year
Family	\$2,391	\$2,511	\$2,636
Parent & Children	\$1,623	\$1,704	\$1,789
Parent & Child	\$1,196	\$1,256	\$1,319
Husband & Wife	\$1,879	\$1,973	\$2,072
Single	\$854	\$897	\$942

Employees who select a plan that costs the same amount or less than the District commitment will not be required to contribute any premium share. Employees who select a healthcare plan that exceeds the District commitment will pay the difference as premium share through prorated monthly payroll installments.

If there is a premium holiday offered by the CS Trust for any month of this agreement, the premium holiday shall be extended to all members of the Bargaining Unity for any premium share due in that month.

In the event that any active plan triggers the Cadillac Tax, all members of the collective bargaining unit who are enrolled in such plans will, at that time, move into another plan offered by the CS Trust.

All members of the collective bargaining unit who enroll in an IRS Qualified High Deductible Health Plan (QHDHP) (current or future Blue Cross or Geisinger Plans) during the course of this agreement will receive a district contribution equal to one-half of the published individual deductible for that plan into the CS Trust's Health Savings Account (HSA). In such an event, no premium share will be deducted.

Section 125 plan

A Section 125 plan administered by a district-specified vendor shall also provide for employee premium contributions, flexible spending account contributions, and health savings account (HSA) contributions at no cost to the School District.

Opt-Out

Employees who choose not to receive health care coverage as provided in this Article (opt-out) shall select one of two options as compensation:

- a. as a single payment of \$4000, included in the last pay in June, or
- b. as a District contribution to the District's approved Health Retirement Account (HRA) in the amount of \$4,000.

These payments are taxable to the extent allowed by law. Payments like this to an employee in lieu of a benefit the employee is eligible to receive, or any reimbursement received by the employee are not eligible for retirement contributions to the Pennsylvania School Employees' Retirement System (PSERS). Employees wishing to Opt-Out (i.e. not participate in the District's health care coverage) shall notify the District prior to July 1 for the benefit year, with the understanding that the opt-out period begins September 1. The Opt-Out shall not apply to husband and wife couples employed by the District. The employee will have coverage reinstated under the District's health care insurance should a qualifying event occur. In the event the qualifying event and reinstatement of benefits, the opt-out payment shall be prorated.

- a) A revision statement which shall be executed by the parties and attached hereto and made part of this Agreement shall evidence any changes in employee benefits to which the parties may agree conditioned upon a change in the term of this Agreement. Said benefit revisions shall not become effective until approved by the carrier.
- b) The settlement or payment of claims shall not be subject to the grievance procedure included in this Agreement.
- c) Responsibility for the proper filing of the necessary and required insurance forms rests with the employee and not the employer.
- d) When the employer has properly provided said plan, in no case and under no circumstances shall the employer be required to provide a cash settlement or any other substitute benefit in any form, in lieu of the insurance benefits.
- e) In addition it will provide coverage to the persons on approved leaves provided a signed statement of their intent to return is executed. This coverage will be at the employee's expense. The payment should be made monthly to the school district. Approved leaves shall mean military, exchange teacher, professional study and parenting.

Dental

The employer shall provide to all eligible employees a family coverage co-insurance basic and supplemental dental care plan offered through the CS Trust.

Spousal Rule Eligibility Requirement

The Mifflinburg Area School District will make coverage for insurance benefits available to spouses of employees in limited circumstances. Spouses who work for and are eligible for medical coverage from other employers (this does not apply to private sector employers) will not be eligible for MASD medical coverage, nor for a prorated opt-out benefit.

ARTICLE XXV – TUITION REIMBURSEMENT

The Mifflinburg Area School District will reimburse full-time or part-time professional personnel for tuition paid by said personnel for successfully passed credits, subject to the following provisions:

1) Maximum Provisions

- a) The maximum tuition reimbursement shall be for the actual tuition cost up to seventy-five (75%) percent of the current Penn State University's graduate rate.
- b) The Board shall pay up to seventy – five (75%) percent of the current Penn State University's graduate rate for courses taken. Credits must be in the employee's field or in the field of education.
- c) Three hundred (300) collegiate credits are available for the bargaining unit in each year of this Agreement.
- d) No bargaining unit member may be reimbursed for more than 12 credits per year.

2) Courses taken must carry full college credit (either graduate or undergraduate). All approved courses including Internet courses, must have the approval of the administration and shall be applicable for certification and/or be in the approved program at a college/university or from other accredited institutions.

3) Reimbursement will be for tuition only.

4) Courses must be successfully completed and passed with a grade of "B" or better.

5) Courses must have the approval of the Superintendent prior to the start of the course. The Superintendent will return the completed forms indicating approval/disapproval within three weeks of being submitted. Failure to obtain pre-approval for courses means the tuition cost may not be reimbursed. These courses shall be applicable for certification and/or be in an approved program at a college/university. Approval priority shall be as follows: (a) certification/Act 48; (b) approved collegiate program; (c) enrichment/refresher work in teaching areas.

- 6) If a course is cancelled, the Bargaining Unit member must contact the Superintendent as soon as possible. Another course may be taken if another pre-approval form is submitted.
- 7) Employees who do not continue in full-time or part-time employment with the district for two calendar years immediately following the completion of the credits referred to herein shall reimburse the District for these credits on their last day of employment.
- 8) Reimbursement will be made the month after the course starts upon presentation to the business office of:
 - a) A receipted invoice or cancelled check for the tuition already paid.
 - b) An official transcript or report card showing successful completion of the course or courses with a grade of "B" or better must be submitted to the business office.
 - c) If the district makes a reimbursement and the teacher does not successfully complete the course or does not remain in the district for the following two calendar years, the teacher will be responsible for the return of all payments to the district. If there is a penalty for dropping a course after the district reimburses the teacher, it will be the teacher's responsibility to pay for the penalty. The teacher must satisfy the return of all reimbursed funds or be subjected to a payroll deduction for the same amount.
- 9) The above regulations automatically rule out reimbursement for credits which are "tuition free" because of grants, fellowship or scholarships received by professional personnel.
- 10) Reimbursement limitations:

The course is counted and reimbursed the school year in which it ends.
- 11) Under no circumstances will the District directly pay the learning institution. Only the employee taking the course will be reimbursed.

ARTICLE XXVI – DISTRICT RIGHTS

Nothing contained in this Agreement shall be deemed to impair the employer's basic managerial rights under the law, which shall include, but shall not be limited to, such areas of discretion or policy as the functions and programs of the public employer, standards of services, its overall budget, utilization of technology, the organization structure and selection and directions of personnel.

Any action taken by the Board of Education for which procedures for redress are covered by the School Code of 1949, as amended, shall not be governed by the provisions of Article XXXI – Grievance Procedure.

Nothing contained in this provision shall be deemed to impair the employees' rights under the just cause of this Agreement.

ARTICLE XXVII – JUST CAUSE

No professional employee shall be disciplined, reprimanded or reduced in rank or compensation without just cause

Just cause shall mean immorality, incompetence, intemperance, cruelty, persistent negligence, mental derangement, persistent and willful violation of the school laws of the Commonwealth and/or procedures, regulations and policies of the Mifflinburg Area School District.

ARTICLE XXVIII – CRITICISM

Criticism by a supervisor or an administrator of a professional employee's instructional methodology shall be made in confidence. Criticism of an employee, which may affect the employment status of that professional employee, shall be discussed with the employee in confidence.

Criticism by a professional employee of a supervisor or an administrator shall likewise be made in confidence. Criticism, which may affect the stature of the school district, shall be discussed with the chief school administrator.

The Employer shall use discretion in following applicable laws for public meetings.

ARTICLE XXIX – SEPARABILITY

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

ARTICLE XXX – WAIVER PROVISION

The parties to this contract hereby waive the right to further bargain any item contained in this contract during the term of this Agreement. Should the unforeseen arise, the parties may mutually agree to reopen the contract for purposes of renegotiating the specific item(s) affected.

ARTICLE XXXI – GREIVANCE PROCEDURE

Nothing herein contained will be construed as limiting the right of any employee having a grievance to discuss the matter informally with the appropriate members of the administration provided that any adjustment is not inconsistent with the terms of this Agreement. It is recommended that grievant(s) shall attempt to resolve the issue(s) prior to filing formal grievance paperwork.

The parties to this Agreement agree that an orderly and expeditious resolution of a grievance arising out of the interpretation of this Agreement shall provide for a five (5) step process, which is described in the following paragraphs:

Step I – Person or persons initiating the alleged grievance shall present the grievance, in writing and on a form provided by the employer, to the building principal or evaluating supervisor within fifteen (15) days after the occurrence. In the event this grievance cannot be resolved by the building principal or evaluating supervisor, the grievance should be initiated at Step II.

The building principal or evaluating supervisor shall reply to the grievance within five (5) days after initial presentation of the grievance.

Step II – If the action in Step I above fails to resolve the grievance within the five (5) days to the satisfaction of the affected parties, the grievance may be referred to the personnel director/business manager within five (5) days.

The personnel director/business manager shall reply to the grievance within five (5) days after the grievance has been presented.

Step III – If the action in Step II above fails to resolve the grievance to the satisfaction of the affected parties, the grievance may be referred to the Superintendent within five (5) days.

The superintendent shall reply to the grievance within five (5) days after the grievance has been presented.

Step IV – If the action in Step III above fails to resolve the grievance, the aggrieved party may, within five (5) days, refer the grievance in writing to the Secretary of the Board of School Directors. The Board shall review said grievance within twenty (20) days of submission and may set a hearing date. Said hearing date to be scheduled within thirty (30) days of submission. In the event of a hearing on the grievance at this level, the grievant shall be present to provide information and answer questions.

Step V – If the action in Step IV above fails to resolve the grievance to the satisfaction of the affected parties, the grievance may be referred to binding arbitration by the Association within ten (10) days of the final written decision of the Board, as provided in Section 903 of the Act.

If the grievance fails to meet the criteria of Section 903 of the Act, the decision of the Board of Education in Step IV shall be final.

Arbitrator's Jurisdiction

Nothing contained herein, however, shall empower any arbitrator in rendering his/her decision to in any way directly or indirectly expand, modify or amend the terms and provisions of this Collective Bargaining Agreement.

Failure on the part of the grievant (Step I through IV) and/or Association (Step I through V) to move the grievance to the next step in accordance with the state limits shall determine the grievance to have been settled at that level.

Days shall be defined as any day during which the applicable first level supervisor or Principal's, Superintendent's or Board Secretary's office is formally open for district business.

ARTICLE XXXII – PRINTING/DISTRIBUTION OF AGREEMENT

Copies of this Agreement shall be printed with the expenses shared by the Board and the Association on an agreed format within 30 days from its date of signature.

ARTICLE XXXIII – PART-TIME EMPLOYEE

A "part-time employee" is defined as a professional employee employed for less than 520 hours per semester. On average, this amounts to less than 34 hours in a six (6) day cycle.

For the purposes of determining eligibility for fringe benefits, employees shall be considered in full service if employed one-half (1/2) day or more. A "full-service part-time employee" is defined as teaching at least 22.5 hours but less than 34 hours in a six (6) day cycle. The calculation of these hours will be based on actual assigned teaching time or principal's assignments and will not include an uninterrupted thirty (30) minute lunch period nor would it include preparation time,

As defined in this article, full-service part-time employees shall be entitled to health and dental insurance.

Compensation for full-service part-time employees will be established as a prorated value on the salary scale, based on the hours scheduled and calculated in consistency with paragraph 2 of this article.

Full-service part-time employees shall be entitled to prorated allocations of benefit accrual days (i.e. sick days and personal days), based on their assignment.

Full-service part-time employees shall be required to attend in-service activities and faculty meetings. Additional hourly pay may be authorized for in-service activities that extend the employee's work time beyond the hours included in salary. Monthly one-hour faculty meeting attendance is expected in full when scheduled, and when these meetings are not

contiguous with the employee's assigned work time, the employee will be compensated to remain in service during the interim time period, and may be expected to perform duties and assignments as deemed appropriate by the supervisor. On such days the employee will be granted a thirty (30) minute duty free lunch.

ARTICLE XXXIV – LONG-TERM SUBSTITUTES

A long term substitute employee (LTS) is a professionally certified employee who is hired by the district to perform professional duties for a period consisting of ninety (90) or more consecutive work days instead of a temporary professional or professional employee absent from his/her assignment. Day-to-day substitute employees are employees who perform professional duties for ninety (90) or less consecutive workdays in the stead of a temporary professional or professional employee absent from his/her duties as a result of sick leave usage or a district-approved leave of absence. The district and the association agree that day-to-day substitute employees are not members of the bargaining unit.

Full-time LTS shall be entitled to a salary placement on the first step, Bachelors or the salary schedule commencing on the ninety-first (91st) consecutive day of employment. LTS shall be entitled to all fringe benefits accorded to part-time employees on a pro-rata basis. Part-time LTS shall be entitled to salary and benefits on a pro-rata basis.

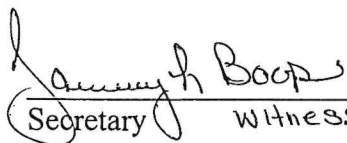
LTS are not entitled to any special or preferential consideration for any vacancy in the bargaining unit but shall be treated as a non-employee applicant. The termination of an LTS's employment after or during a school term due to the return of the regular employee shall not be subject to the grievance procedure.

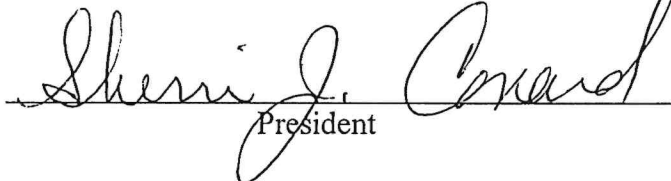
ARTICLE XXXV – EFFECTIVE DATES/SIGNATURES

This Agreement is made and entered into this 16th day of June, 2022, by and between the Mifflinburg Area School District and the Mifflinburg Area Education Association.

ATTEST:

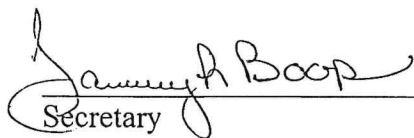
MIFFLINBURG AREA EDUCATION ASSOCIATION, PSEA/NEA

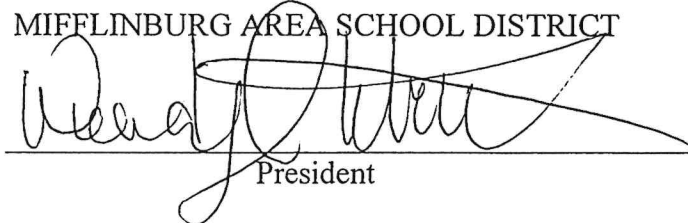

Secretary witness


President

ATTEST:

MIFFLINBURG AREA SCHOOL DISTRICT


Secretary


President

