AGREEMENT

BETWEEN

EAST STROUDSBURG BOARD OF EDUCATION

AND

EAST STROUDSBURG EDUCATION ASSOCIATION

2024-2025
to
2029-2030

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AGREEMENT

This agreement is entered into on this 26th day of February, 2024, by and between the Board of School Directors, East Stroudsburg Area School District, hereinafter called the "Board", and the East Stroudsburg Education Association, hereinafter called the "Association".

ARTICLE I – RECOGNITION

The Board hereby recognizes the Association as the exclusive representative of its employees in an appropriate bargaining unit, as hereinafter defined, for the purpose of collective bargaining with respect to wages, hours and other terms and conditions of employment in accordance with the provisions of Act 195 of 1970 and Act 88 of 1992.

ARTICLE II – BARGAINING UNIT

The unit deemed appropriate for the purpose of collective bargaining shall consist of all regular full-time professional employees employed by the Board as teachers, nurses, school counselors, librarians, dental hygienists, literacy/math coaches, instructional technology specialists, school psychologists, speech and language pathologists, dean of students, athletic directors, athletic trainers, MTSS coaches, curriculum specialists, district instructional coaches, reflection coaches, Alternatives to Expulsion coaches, behavior analysts, and special education consultants excluding, however, all managerial, supervisory, confidential, and non-certified employees. Schedule "B" positions and salaries will remain within the Bargaining Unit. Whenever the term "teacher" is used in this Agreement, it shall also mean "bargaining unit member" unless the context of the article/section clearly indicates otherwise.

ARTICLE III – SALARY SCALES

The salaries of all employees covered by this Agreement are set forth in Schedules "A" and "B", which are attached hereto and made a part hereof.

ARTICLE IV – WAIVERS

This Agreement incorporates the entire understanding of the parties on all negotiable matters and no additional negotiations will be conducted on any matters, whether contained herein or not, during the period of this Agreement, except by mutual agreement in writing.

ARTICLE V – STATUTORY SAVINGS CLAUSE

Nothing contained herein shall be construed to deny or restrict to any teacher such rights as he/she may have under the Pennsylvania School Code or other applicable laws and regulations.

ARTICLE VI – NO STRIKE/NO LOCKOUT

Neither the Association nor any of its members shall take part in any strike, as that term is defined in Act 195 of 1970 and Act 88 of 1992, during the term of this Agreement. The Board will not lock-out the employees covered by this Agreement.

ARTICLE VII – MANAGEMENT RIGHTS CLAUSE

The parties recognize the right of the District to manage. Anything to the contrary notwithstanding, nothing in this Agreement shall be deemed to constitute a waiver by the Board, or to deny or restrict the Board in the exercise of, the rights, responsibilities or authority granted to it under applicable statutes.

ARTICLE VIII – JUST CAUSE

No employee shall be disciplined or discharged except for just cause. Any employee asked to attend a meeting with a management representative which the employee reasonably believes may result in discipline or discharge shall be entitled to have an Association representative present at such meeting in accordance with applicable law. An employee who is subject to discipline and/or discharge may elect a hearing as provided by law or may file a grievance, but not both. In the event a grievance is filed, the employee will be required to sign a written waiver of a hearing before the Board. In the event the employee refuses to sign the waiver, the grievance shall be deemed withdrawn without the right to re-file and not be processed.

ARTICLE IX – GRIEVANCE PROCEDURE

A. In the event a grievance arises between the parties, or between the Board and any employee covered by this Agreement, as to the interpretation of any of the provisions of this Agreement, the grievance shall be handled in accordance with the following procedure:

1. Any Bargaining Unit Member that has a grievance shall discuss it first with the administrator directly responsible for the matter being grieved in an attempt to resolve the matter informally at that level. A grievance to be considered under this procedure must be initiated by the grievant within ten (10) business days from the time when the grievant knew or should have known of its occurrence.

2. If, as a result of the discussion, the matter is not resolved to the satisfaction of the grievant within ten (10) business days, he/she shall set forth his/her grievance in writing to the administrator directly responsible for the matter being grieved on a form provided by the Board, a copy of which is attached. The administrator shall communicate his/her decision to the grievant in writing within ten (10) business days of the receipt of the written grievance.

3. If the grievance is not resolved satisfactorily in the foregoing step, the grievant may appeal the decision, within ten (10) business days of its receipt, to the Superintendent of Schools. The appeal to the Superintendent must be made in writing and specify the grievant's dissatisfaction with the decision previously rendered. The Superintendent shall attempt to resolve the matter within ten (10) business days, if practical. The Superintendent shall communicate his/her decision in writing to the grievant.

4. If the grievance is not resolved satisfactorily in the foregoing step, the grievant may request a review by the Board of the Superintendent's decision. The request must be made ten (10) business days of receipt of the decision in the foregoing step and shall be submitted in writing through the Superintendent of Schools, who shall attach all related papers and forward same to the Board. The Board, or a committee thereof, shall review the grievance and render a decision to the grievant in writing within thirty (30) business days of its receipt of the grievance. Copies of the Board's response will also be provided to the Association.

   A grievant may be represented at any stage of the grievance procedure by himself/herself, or at his/her option, by a representative selected or approved by the Association.

B. Disputes or grievances arising out of the interpretation of the provisions of this Agreement which have not been resolved satisfactorily in the foregoing steps of the grievance procedure may be submitted to arbitration by the Association. If arbitration is requested, the Association shall notify the Board within ten (10) business days of receipt of the Board's decision in Step 4 of the grievance procedure. Grievances concerning any matter not specifically part of this Agreement, or any matter for which a specific method of review is prescribed by law or any regulation of the State Secretary of Education, or any matter which according to law is either beyond the scope of Board authority or limited to action by the Board alone, shall not be deemed to be arbitrable.

The following procedure shall be used to secure the services of an arbitrator:

1. A joint request by the parties will be made to the Bureau of Mediation requesting a list of persons qualified to function as an impartial arbitrator in the dispute in question;

2. If the parties are unable to agree upon a mutually satisfactory arbitrator from the submitted list, they will request the Bureau of Mediation submit a second list of names; and,

3. If the parties are unable to agree upon a mutually satisfactory arbitrator after exhausting the second list, either party may request, within ten (10) calendar days of receipt of such list, the Bureau of Mediation to designate an impartial arbitrator.

The arbitrator shall limit himself/herself to the interpretation of the Agreement and shall not add to, nor subtract anything from, the Agreement between the parties. The decision of the arbitrator shall be final and binding.

The cost for the services of the arbitrator, including per diem expenses, if any, and actual and necessary travel and subsistence expenses and the cost of the hearing room, shall be borne equally by the Board and the Association. Any other expenses incurred shall be paid by the party incurring same.

ARTICLE X – SALARIES

A. Salary Notification

Prior to the start of a new school term, the Board agrees to notify each professional employee of his/her salary for that year and the number of total accumulated sick and personal leave days he/she has accrued.

B. Salary Scale: Vertical Step Movement

During each year of this agreement (2024-25, 2025-26, 2026-27, 2027-28, 2028-29 & 2029-30), eligible bargaining unit members (i.e. bargaining unit members who have worked half a school year or more during the previous school year) shall advance one step on the salary schedule (Schedule A).

C. Salary Scale: Horizontal Movement Beyond Bachelor's Degree

Horizontal movement on the salary schedule shall be granted for each six (6) credits earned beyond the Bachelor's Degree to a maximum of thirty (30) credits. Credits may be either undergraduate or graduate level credits and require no prior administrative approval. However, a "Notice of Course Work" form must be submitted to the personnel office at the time of enrollment to ensure proper accounting for credits and timely salary adjustments.

D. Salary Scale: Horizontal Movement Beyond Master Equivalency/Master's Degree

All employees who have attained by August 31, 1994, a Master's Equivalency Degree issued by the fall of 1994 based on course work completed prior to August 31, 1994, shall be granted horizontal movement to and beyond the Master's column. After August 31, 1994, employees attaining a Master's Equivalency Degree shall be granted horizontal movement to but not beyond the Master's column. During the term of this Agreement, employees attaining a Master's Equivalency Degree will follow this policy as long as PDE recognized said Degree. Only those employees who have attained a Master's Degree from an accredited college or university shall be granted horizontal movement beyond the Master's column after the aforementioned date. Credits earned after the Master's Degree will be recognized for horizontal movement on the salary schedule only if properly defined and approved by the Superintendent in advance as being relative to the employee's subject area and teaching assignment. Credits will not be recognized if the employee fails to maintain a "B" average. It is the intent of this paragraph that "C" grades will count only if balanced by an "A" in another course.

Horizontal movement on the salary schedule shall be granted for each six (6) graduate credits earned after the Master's Degree to a maximum of forty-eight (48) graduate credits. Horizontal movement shall also be granted for the earned Doctorate as indicated in the detailed salary schedule. These credits must have prior administrative approval.

Effective December 20, 2021:

1) newly hired bargaining unit members will no longer be eligible for horizontal movement for IU credits
2) all existing bargaining unit members will continue to be eligible for horizontal movement for IU credits Post Masters

Post Baccalaureate/Pre-Masters columns are no longer eligible for horizontal movement for IU credits. This applies to both new and existing staff that have submitted and been approved for the applicable course(s) prior to January 1, 2022.

E. Salary Scale: Longevity Compensation

This provision shall become available effective with the first workday of the 2025-2026 work year and each work year thereafter. To be eligible for longevity compensation, bargaining unit members must satisfy no less than twenty (20) years of PSERS service of which at least fifteen (15) of those years of service must have been provided to the East Stroudsburg Area School District as a professional staff member..

$1,000 longevity compensation annually for those members with twenty (20) through twenty-four (24) years of PSERS service (i.e. a member who will be beginning their 21st, 22nd, 23rd, 24th, 25th years)

$1,500 longevity compensation annually for those members with twenty-five (25) through twenty-nine (29) years of PSERS service (i.e. a member who will be beginning their 26th, 27th, 28th, 29th, 30th years)

$2,000 longevity compensation annually for those members with thirty (30) years PSERS service and each year thereafter. (which means a member who will be beginning their 31st year or beyond)

Longevity compensation shall be considered pay for remunerative work performed during the normal work year. It shall be construed that longevity compensation is not pensionable and shall not be subject to employee PSERS contribution. Therefore, longevity compensation will not be calculated towards a member's Final Average Salary (FAS).**

** *Should it be determined that longevity compensation is eligible for pension calculations as written above, the District and Association agree that from that date forward, all future longevity payments shall then be pensionable and shall then be subject to employee PSERS contribution. Therefore, longevity compensation will then be calculated towards a member's Final Average Salary (FAS).*

F. Horizontal Movement Effective Date

Horizontal movement on the salary schedule shall become effective on the date of the first (1st), ninth (9th) and seventeenth (17th) pay. In order to have the salary adjustment become effective on those dates, all required documentation must be submitted to the Personnel Office forty-five (45) calendar days prior to either the first (1st), ninth (9th) and seventeenth (17th).

G. Transcripts

Any and all credits submitted for horizontal movement on the salary schedule must be documented by official transcripts.

H. Pay Periods

Pay for all personnel covered by this Agreement shall be distributed in twenty-six (26) bi-weekly periods throughout the calendar year. The pay periods shall be periodically adjusted to account for the odd day (s) encountered each year so that the periods will align with the school year beginning dates. It is intended that these periodic adjustments will be made at approximately five (5) year intervals by adding a one (1) week pay period in December or January of the affected year. The School District shall have the discretion to pay by direct deposit.

I. Supplemental Days

The following Professional positions are afforded the "up to" amount of Supplemental Days during the summer months with the approval of their immediate supervisor and/or director. These days would be compensated at the per diem rate for the employee and may only be taken in half or full day increments.

Position	Up to a Maximum # of Days
MTSS	5
Dental Hygienist	5
School Nurses	10
School Psychologist	10
Speech & Language Pathologist	10
Elementary School Counselor	13
Intermediate School Counselor	16
Secondary School Counselor	20
Out of District - Educational Consultant	20
School Counselor Department Chairperson	3
School Nurse Chairperson	7

J. School Counselors/Pay Increases

It is agreed that the salary year for existing school counselors continue to be on July 1 through June 30 basis with the contractual increases being granted in the first pay of July. The salary for existing school counselors will be based on the salary scale that will begin effective in the following September. All newly hired school counselors beginning employment after July 1, 2000 will have their salary year in accordance with all other bargaining unit members and have their salaries adjusted with the beginning of each new contract year.

K. Tuition Reimbursement

The Board agrees to pay tuition reimbursement for graduate credits under the following conditions:

1. Only graduate credits taken beyond those required for permanent certification will be eligible for reimbursement. As of September 1, 2000, the only exception will be those bargaining unit members who are taking credits toward permanent certification (i.e. 24 credits) and who are enrolled in a bona fide masters graduate program may receive tuition reimbursement for up to twelve (12) of those twenty-four credits as provided below in item 3.

2. Credits will be recognized for tuition reimbursement only if properly defined and approved by the Superintendent in advance as being relative to the employee's subject area and teaching assignment. Credits will not be recognized if the employee fails to maintain a "B" average. It

is the intent of this paragraph the "C" grades will count only if balanced by an "A" grade in other courses.

3. Effective September 1, 2000, tuition reimbursement for courses taken beyond the first twenty-four (24) credits shall be reimbursed at actual cost not to exceed the cost per credit rate at East Stroudsburg University. Effective September 1, 2010, the annual amount will be based on a maximum of twelve (12) credits annually for credits taken. Those persons on sabbatical leave for the purpose of professional development shall have an annual reimbursable amount based on a maximum of 24 credits taken during the period of the leave. It is understood that if a bargaining unit member takes the above credits elsewhere, the same annual dollar amount allowable will also apply to them.

4. For the duration of this contract, a maximum of nine (9) I.U. credits shall be eligible for tuition reimbursement in a given school year.

5. Requests for reimbursement may be made only by those employees who are in regular, full-time employment at the time the reimbursement request is made.

6. Request for reimbursement must be accompanied by an official transcript and a receipt of payment.

7. Tuition reimbursement for completed coursework will be made within thirty (30) calendar days after the second Board of Education meeting following the submission of documentation listed above in #6 to the personnel office.

8. The employee agrees to repay tuition reimbursement under the following conditions:

a. Any employee, between zero (0) and less than five (5) years of experience in the East Stroudsburg Area School District, who resigns from the District within four (4) years after receiving tuition reimbursement shall return part or all of the reimbursement received according to the following schedule:

Reimbursement received during the prior number of months:	Percentage of Reimbursement owed back to the District
12	100%
24	100%
36	100%
48	50%

Prior to their effective resignation date, a promissory note with a payment plan will be signed by the employee. The first payment will be within fifteen (15) days of the effective resignation date and full payment will be within six (6) months of the effective resignation date. At the request of the employee, payments may be deducted from payroll checks subsequent to a schedule agreeable to the District and the employee.

b. Any employee, between five (5) and ten (10) years of experience in the East Stroudsburg Area School District, who resigns from the District within three (3) years after receiving tuition reimbursement shall return part or all of the reimbursement received according to the following schedule:

Reimbursement received during the prior number of months:	Percentage of Reimbursement owed back to the District
12	100%
24	100%
36	50%

Prior to their effective resignation date, a promissory note with a payment plan will be signed by the employee. The first payment will be within fifteen (15) days of the effective resignation date and full payment will be within six (6) months of the effective resignation date. At the request of the employee, payments may be deducted from payroll checks subsequent to a schedule agreeable to the District and the employee.

c. Any employee, with more than ten (10) years of experience in the East Stroudsburg Area School District, who resigns from the District within two (2) years after receiving tuition reimbursement shall return part or all of the reimbursement received according to the following schedule:

Reimbursement received during the prior number of months:	Percentage of Reimbursement owed back to the District
12	100%
24	50%

Prior to their effective resignation date, a promissory note with a payment plan will be signed by the employee. The first payment will be within fifteen (15) days of the effective resignation date and full payment will be within six (6) months of the effective resignation date. At the request of the employee, payments may be deducted from payroll checks subsequent to a schedule agreeable to the District and the employee.

d. Any employee who retires from full-time public education will not be required to reimburse the District for credits taken no matter when the credits were taken.

L. Travel Expense

The Board agrees to reimburse teachers who are required to drive their personal automobiles on approved school business at the IRS-established rate. If the IRS establishes a new rate, that rate will become the approved rate for reimbursement following the rate change which payments will be paid prospectively. Mileage is subject to approval by the School Superintendent or his designee.

M. Mentor Teachers

Teacher mentors are to be paid in accordance with salary appearing in Schedule "B" for a full year of participation with a pro-rata amount for less than a full year. Participating teacher-mentors are not expected to serve as supervisors.

N. Class Coverage

The Board and Association will cooperate in forming a pool of teachers willing to provide coverage for another teacher's class. The compensation for performing these duties shall be as shown under class coverage in Schedule "B". Teachers performing such coverage shall only be paid for actual coverage time. Such class coverage shall apply to coaching responsibilities, advisor duties, illness and other valid reasons as approved by the Superintendent.

ARTICLE XI – HOURS OF WORK – EMPLOYEES

A. Work Day

The normal workday for employees shall be seven and one-half (7½) hours, including a duty-free thirty (30) minute lunch period. However, employees shall devote to their assignments the time necessary to meet their professional responsibilities.

B. Report In – Out Times

The Superintendent shall establish the reporting and leaving times of employees covered by this Agreement within their normal workday. The parties recognize, however, that such times are subject to change to meet the needs of the District. If a change is necessary, the Association will be notified. Also, periodically, teachers may be obliged to extend their teaching day to assist with the supervision of transported pupils and abnormal transportation difficulties or any other unforeseen emergency.

C. Early Dismissal

On days of early closing (inclement weather or other District-wide or building specific emergency situation), the following protocol will be followed:

1. Teachers will remain for no more than thirty (30) minutes after students are released;
2. If student supervision is required in an early dismissal due to inclement weather or an emergency situation, principals will ask for 2 volunteers to stay until all students are picked up. If no one volunteers, then 2 teachers will be selected on a rotating basis of seniority beginning with the least senior teachers that will ensure the health, welfare, and safety of the students.

a) By September 15, Association Building Representatives shall ask for teachers to sign-up to volunteer to stay in the event of an early dismissal due to inclement weather or an emergency situation. The Association Building Representatives will provide the names of the volunteers to the principal.
b) If 10 teachers do not volunteer, then Association Building Representatives would identify and notify the least senior teachers in the building (according to District Human Resources Seniority List) that they will be needed in the event of early dismissal. Representatives would give the list to the principal.

D. Faculty Meetings

Teachers may be required to remain after the end of the regular workday, without additional compensation, for the purpose of attending general faculty or departmental meetings. Such meeting shall not exceed three (3) per month, shall begin promptly, and shall run for no more than one (1) hour. So far as practical, such meetings shall not be called on Fridays, on a day preceding a school holiday, or any day following the regular scheduled monthly Board meeting, or on any day upon which teacher attendance is not required.

E. School Year/School Calendar

The school calendar shall consist of one hundred and eighty (180) instructional days for pupils and teachers. Four (4) teacher days are to be added to be used for in-service. The times of these four (4) days are to be established as 8:30 a.m. to 2:00 p.m. with two (2) fifteen (15) minute breaks or equivalent thereof. District may require newly hired bargaining unit members to experience three professional development/induction days in the first year of their employment prior to the start of the work year.

After adoption of the school calendar by the Board and prior to the close of the school term, a copy of said calendar shall be provided to the President of the Association. In the event a new school year begins prior to September 1 of each contract, said bargaining unit members required to work will receive the new rate of pay of the upcoming contract period.

F. IEP Preparation / Paperwork Requirement Days

Pending pre-approval from both the immediate supervisor and building principal, release time during the school year in either half-day or full day increments for the following bargaining unit members: Special Education teachers, ESL teachers, Gifted teachers, and Speech Language Therapists.

1. Members in those categories listed above shall receive four (4) work days, or the equivalent of four (4) work days, during the course of the school year;

2. Upon a member's request, they shall receive one (1) work day, or the equivalent of one (1) work day, during the summer recess. This day shall be paid at the per diem rate.

G. Attending Graduation

Administration and Association will encourage attendance of faculty at graduation.

H. Student/Teacher Ratios

In the interest of promoting good teaching, the Board, recognizing its responsibility concerning optimal student/teacher ratios, will consider faculty suggestions and continue to monitor class size on a regular basis.

I. Elementary/Secondary Planning Time

1. For elementary level teachers, the District shall provide a minimum of 425 minutes of uninterrupted, self-directed time in a six-day cycle. In the event that elementary changes to a five-day cycle, the District shall provide a minimum of 325 minutes of uninterrupted, self-directed time in a five-day cycle.

2. For intermediate school level teachers, the District shall provide a minimum of 504 minutes of uninterrupted, self-directed time in a six-day cycle. In the event that intermediate changes to a five-day cycle, the District shall provide a minimum of 420 minutes of uninterrupted, self-directed time in a five-day cycle.

3. For high school level teachers, the District shall provide a minimum of 420 minutes of uninterrupted, self-directed time in a five-day cycle.

4. Teacher responsibilities during this time may include, but are not limited to planning, preparation, grading, assessing, contacting families, and collaborating with colleagues.

5. Planning time loss may occur due to circumstances such as emergencies, fire drills, IEP meetings, meetings with administration, rotational student arrival/departure duties, short-term monitoring of school programs, and two-hour delays. In cases such as these, teachers would not be owed the lost time or financial compensation for it.

J. Cafeteria Aides

The Board agrees to provide cafeteria aides at all district schools for the student lunch periods.

K. Reduction of Staff

The Board and Association realize that with the contemplated changes caused by school construction, organizational design, etc., that a concern exists regarding a potential layoff of staff.

There is every intent of maintaining the number of full-time staff that are currently employed in the District. If, for some unforeseen reason, it would be necessary to implement the procedures enumerated in the School Code and interpreted by case law for suspension/furlough, the Association shall be notified prior to the implementation of the suspension/furlough.

L. Dress

Members of the bargaining unit will dress professionally in business casual or better as per District policy unless other dress is warranted due to duties as determined by the building principal or Central Administration.

M. Teacher Training

The District agrees to provide adequate training to all professional staff affected by the implementation of a new federal, state, district-wide, or school or department specific initiative. All training shall occur in a reasonable time period prior to the implementation of the initiative.

N. Online Courses

Association's bargaining unit members will have the right of first refusal before the District can use any instructor or vendor outside the bargaining unit for on-line courses. It is the position of both parties that both the instruction and the duty of facilitating the on-line instruction will always be offered to the bargaining unit before any outside instructor/vendor is utilized for these services.

The specifics of the on-line courses are reviewed and outlined in a yearly Memorandum of Understanding signed by the Association and the District.

ARTICLE XII – EMPLOYEE BENEFITS

A. Healthcare Benefits

The Board agrees to provide healthcare benefits for bargaining unit members and their eligible dependents through the Employees Benefit Trust of Eastern Pennsylvania (EBTEP). Medical insurance and prescription coverage for bargaining unit employees and their eligible dependents will be provided by Highmark Blue Cross Blue Shield and PPO Blue. The plan documents will be updated as necessary. The District shall not make changes to the benefit levels provided to employees. However, the District shall not be responsible for changes to the plan if made unilaterally by EBTEP except for changes that EBTEP is required to make due to applicable federal and/or state laws.

Employees shall contribute the following amounts toward healthcare:

A bargaining unit member with employee coverage will pay $55 per pay period
A bargaining unit member with employee and spouse coverage will pay $60 per pay period.
A bargaining unit member with employee and child coverage will pay $60 per pay period.
A bargaining unit member with employee and children coverage will pay $65 per pay period.
A bargaining unit member with family coverage will pay $70 per pay period.

Starting January 1, 2028:

A bargaining unit member with employee coverage will pay $70 per pay period
A bargaining unit member with employee and spouse coverage will pay $75 per pay period.
A bargaining unit member with employee and child coverage coverage will pay $75 per pay period.
A bargaining unit member with employee and children coverage will pay $80 per pay period.
A bargaining unit member with family coverage will pay $85 per pay period.

Bargaining unit employees who choose healthcare benefits will pay the following deductibles:

Healthcare Deductibles:

Calendar Years	**In Network**	
	Single	**Family**
January 1, 2025	$500	$1,500
January 1, 2026	$500	$1,500
January 1, 2027	$500	$1,500
January 1, 2028	$500	$1,500
January 1, 2029	$500	$1,500
January 1, 2030	$500	$1,500

The District will offer a $2,500 hearing aid benefit to active teachers once every two (2) years.

The District will continue to support a 125 plan (Flexible Spending Account and a Dependent Care Account) for the purposes of health care expenses and dependent care expenses. The employee contribution may be paid before taxes are deducted from the gross pay.

These programs are considered voluntary for the employee and, therefore, at the employee's option. Employee contributions will be subject to the IRS annual limitations.

B. Dental Insurance

The Board agrees to pay the monthly premiums for equal to or better than dental coverage for each employee covered by this Agreement and his/her eligible dependents as set by the standard as provided by United Concordia, or an equivalent plan except that payment under the program shall be limited to a maximum of $1,500 per person for all services rendered in any calendar year, except for orthodontics which specifies a $1,500 lifetime maximum. There will be fifty (50%) percent coverage for periodontics, prosthetics (beginning January 1, 2025) and orthodontics riders including adult non-cosmetic orthodontic care. (see Appendix for Plan Document)

C. Vision Insurance

The Board agrees to pay the monthly premiums for equal to or better than vision care coverage for each employee covered by this Agreement and his/her eligible dependents as set by the standards as provided by Vision Benefits of America. (see Appendix for Plan Document)

1. Each member or eligible dependent will be able to receive reimbursement from the District once every two (2) years for the twenty-five dollar ($25) co-payment.

2. The member will submit to the Benefits Coordinator, either the original vision provider's receipt or original Vision Benefits of America's (VBA's) explanation of benefits if the vision service or corrective eyewear paid for was applicable to the co-payment.

3. Reimbursement for the member or eligible dependent co-pay will be made within thirty (30) calendar days after the second Board of Education meeting following submission of the documentation listed above in #2 to the Benefits Coordinator.

4. The member will have six (6) calendar months after the date of service/purchase to submit the eligible receipts(s) or explanation of benefits as outlined above to the Benefits Coordinator.

5. The total allowance for contacts under the VBA Managed Vision Care Option I Program is $150 per member and per his/her eligible dependents.

D. Disability Insurance

The Board agrees to pay the monthly premiums for the Long-Term Disability Insurance plan that, upon approval, provides for a payment of 60% salary with an elimination period of the greater of an employee's accumulated sick time or 90 days with a maximum of $5,000 per month for each employee covered by this Agreement. The standard as set forth in this plan will be as provided by Sun Life Insurance Company.

E. Group Term Life Insurance

The Board agrees to pay the premium cost of group life insurance and accidental death and dismemberment insurance in an amount equal to fifty thousand dollars ($50,000). The Board will permit payroll deductions for additional life insurance coverage beyond the $50,000 level contingent upon the rates and terms and conditions of the underwriter being used by the district.

F. Health Insurance/Retirees

The Board agrees to pay the monthly premiums for health insurance for any employee who retires from the District through the Public School Employees Retirement System after July 1, 1983 (except as modified below), and who meets the following conditions:

1. Is age 60 or older with at least 25 years of service (of which at least 15 must have been with the East Stroudsburg Area School District); or,

2. Whose age plus years of service exceeds the sum of 83 while the retirement system 53/30 window is in effect, or 84 under the basic retirement system plan (of which at least 15 years of service must be in the East Stroudsburg Area School District).

This coverage shall be provided for the employee only until the end of the month when said employee reaches the normal age of Medicare eligibility. It shall be provided at the same level of coverage that is in effect for other employees covered by this agreement. The employee will be required to pay the difference between this individual coverage and any dependent coverage that he/she elects to carry in accordance with Board Policy #349.

Retirees shall not be made to contribute towards the purchase of their healthcare.

G. Payment for Unused Sick Leave at Retirement Eligibility

Unused sick leave at retirement shall be paid at the current daily substitute rate or $200 per unused day, whichever is higher, for sick day reimbursement at the time of his/her retirement. This payment shall be made in one lump sum as a non-elective contribution to a qualified 403(b) tax sheltered account with the employee not having the option for cash payment and shall not be construed to apply to the final average salary for purposes of retirement.

An official letter of retirement is due on or before the next day after Presidents' Day for that year. The District agrees to send email notification of this date every December 1.

However, the Board may waive this requirement in special cases. Payment for unused sick days, as identified above, shall be subject to the following limitations:

A. In order to be eligible for said payment, an employee must have twenty (20) years of service in the East Stroudsburg Area School District upon retirement.

B. Days transferred from another governmental entity will not be eligible for reimbursement but may be used for sick leave for illness.

C. Eligible bargaining unit members who qualify based on the above provisions shall be paid for each day of unused sick leave but not to exceed a maximum of two hundred twenty (220) sick days.

H. Student Enrollment in District

As a professional courtesy, the District will continue the practice of allowing bargaining unit members to enroll their children in the East Stroudsburg Area School District by viewing these children as eligible nonresident students, provided that all enrollment requirements are met.

I. Activity Passes

Activity passes shall be granted to each member of this bargaining unit and one (1) guest.

ARTICLE XIII – TRANSFERS & LEAVES OF ABSENCE

A. Transfers

1. Posting of Positions

The School District will post notices of all professional vacancies which it desires to fill; and teachers who desire to apply for such vacancies shall submit an application in writing to the Superintendent, or his designee, within the time limit specified in the notice. The District agrees to e-mail postings of all professional vacancies to all bargaining unit members as they occur.

2. Teaching Assignments

Tentative assignments will be given to teachers by the end of the school year, i.e., grade level to elementary teachers and specific courses within subject areas to secondary teachers. If there is any change in such assignment during the summer recess, or after the beginning of the school year, the teacher will be notified of the change and given the opportunity to discuss same with the Administration

3. Involuntary Transfers

If the Administration initiates a transfer without following the procedures enumerated in the preceding paragraph, the following procedures will be followed:

a. At the request of the employee, a conference will be held between the employee, building principal, the Assistant Superintendent for Personnel and, if requested, a member of the Association.

b. Reasons for the transfer will be discussed and, if requested, reduced to writing and given to the employee within three (3) working days after the conclusion of the conference.

c. Should the employee disagree with the reasons enumerated in letter b. above, he/she may respond specifically to those reasons and request that both the reasons, and the response, be placed in his/her personnel file.

d. When the District opens a new school and staffs positions at that school from current employees, consideration shall be given to:

   1. the overall needs of the District,
   2. credentials held,
   3. the desire of the employee to transfer,

4. the years of experience in the District; and
5. whether or not the transfer was involuntary for other than disciplinary reasons.

e. In the event a bargaining unit member is involuntarily transferred for reasons other than disciplinary reasons from one building to another, said bargaining unit member will have the right to transfer back to their former building if and when a position becomes available in his/her area of certification. Such right to return is rendered void once bargaining unit members exerts that right and is returned to their former building from which they were transferred. In the event that two (2) or more Bargaining Unit Members have been involuntarily transferred as listed above and only one (1) vacancy occurs, the Bargaining Unit Member with the greatest seniority in that area of certification will be awarded the position. The remaining such Bargaining Unit Members will retain their right to transfer as positions become available.

Elementary school professional staff (Employee A) who have been involuntary transferred due to necessary staff restructuring will be offered the first available position in their previous building up to and including the first teacher day of the new school year. Should a position become available after the first teacher day, the District will hire a new employee (Employee B) to fill that vacancy with the understanding that Employee A will be allowed the right to transfer to that position for the next school year. The District shall notify all professional staff (Employee A's) of any such available positions and the date of their availability (upcoming school year or next school year) as soon as possible.

Should Employee B successfully complete the school year and be invited to return he/she will be reassigned based on the anticipated need of the District. Employee A will be allowed to return to his/her previous school should a vacancy arise, however, the District does not guarantee that a desired grade level will be offered

f. In the event a bargaining unit member is involuntarily transferred for reasons other than disciplinary reasons, said bargaining unit member shall have the right to bump any properly certified bargaining unit member with less seniority within the District. If the bargaining unit member exercises this bumping right, the bargaining unit employee who is then involuntarily transferred shall retain all contractual rights afforded him/her. This language is not applicable in the event that the District must staff a new building.

g. It is understood that the reasons for transfers, except as noted in section "e" above, will not be subject to the grievance procedure.

B. Leaves of Absence

1. Sick Leave

Full time professional employees covered by this Agreement shall be credited with ten (10) days' sick leave at the beginning of each new school year. The District may account for sick leave in hours equivalent to the days accumulated for each employee. Any unused days of sick leave remaining at the end of a given year shall be credited as additional days of sick leave for the following year and shall be cumulative from year to year. Sick leave and personal leave will be prorated for employees working part time or for less than a full year.

Employee sick days may be used for illness of spouse, parent, child, and an immediate family member as defined in Bereavement Leave below.

When a professional employee's sick leave is gone, he/she will be paid the difference between his/her daily salary and the substitute's daily wage for five (5) days for each year of service. The lifetime maximum number of days for such payment shall not exceed ninety (90).

The Board may require the employee to furnish a certificate from a physician or other practitioner certifying that said employee was unable to perform his/her duties during the period of absence claimed as sick leave.

2. Bereavement Leave

Death of Spouse, Parent, Child

Up to five (5) consecutive or non-consecutive work days leave of absence will be allowed by this agreement for a husband, wife, domestic partner, mother, father, son, daughter, step-father, step-mother, step-son, or step-daughter.

Death of Immediate Family

Up to three (3) consecutive or non-consecutive work days leave of absence will be allowed by this Agreement. Members of the immediate family (inclusive of step) shall be defined as brother, sister, parent-in-law, son-in-law, daughter-in-law, grandchild, grandfather, grandmother or near relative who resides in the same household, or any person with whom the employee has made his/her home. This leave can only be used to attend the funeral and/or attend to the affairs of the deceased.

Death of Near Relative

One (1) day leave of absence will be allowed in the event of the death of a near relative by this Agreement. A near relative (inclusive of step) shall be defined as first cousin, aunt, uncle, niece, nephew, brother-in-law, or sister-in-law. This leave can only be used to attend the funeral and/or attend to the affairs of the deceased.

3. Sabbatical and Military Leave

The provisions of the Pennsylvania School Code, as amended, shall be deemed to apply in the case of sabbatical leaves, leaves for professional study, and leaves of absence for military service.

For the Purpose of Study, determination of full-time requirements shall be based on a statement of acceptance for full-time study from the institution offering the program.

4. Leave without Pay

May be granted to teachers, for the purposes of full-time study in his/her field of specialization, who have served the District for a minimum of three (3) years. This leave will be limited to one (1) full-year period: the first day of the school year through the last day of the school year.

Members of the bargaining unit may be granted unpaid leave upon the approval of the Director of Human Resources or designee. Such leave shall not be approved in an arbitrary or capricious manner.

5. Child Rearing Leave

Child rearing Leave without pay shall be equally available to the natural or adoptive parent of a newborn child, or an infant to the age of forty-eight (48) months, in the event of adoption. Child rearing leave shall be for a maximum period of one calendar year, and the employee shall return at the beginning of a semester, unless otherwise approved by the Director of Human Resources or designee at his discretion. A return at the beginning of a quarter may be requested and would be approved by the Director of Human Resources or designee. Whenever possible written application for leave must be made at least sixty (60) days prior to the proposed effective date of leave. The Board must approve all leaves of absence.

Return to service prior to the originally approved dates requires a written request sixty (60) days before the requested date of return, unless such period is waived at the discretion of the Administration in extenuating circumstances.

Payment of premiums for life and health insurance may be made at employee expense or, at the employee's option, by the Board to the same extent that such premium payments are made for current active employees, provided that such benefit payments must be repaid to the District if the employee fails to return to full time service for a period of at least equal to the length of leave.

Sick leave for disabilities caused or contributed to by pregnancy prior to the date of the unpaid child rearing leave may be utilized on the same basis as sick leave for any other disabilities.

Upon return from child rearing leave, the bargaining unit member will be returned to his/her previous teaching assignment which includes building, grade level and subject areas, where applicable.

6. Personal Leave

Three (3) days of personal leave of absence for all professional employees shall be provided per school year. Bargaining unit members will be allowed to carry over a maximum of two (2) personal leave days into a subsequent school year for a total of up to five (5) days cumulative with reasons unnecessary. Reasonable notice must be given. Leave will not be granted on an Act 80 Day or in-service day or at the start of or at the end of the school term. However, no bargaining unit member shall be denied the utilization of a personal day on an in-service day when a Local, State, or Federal election is scheduled.

Any employee requesting the use of a personal day on an Act 80 Day or in-service day when a Local, State, or Federal election is scheduled must follow the necessary process as outlined by the district when an employee is working and/or volunteering at a polling site or candidate campaign.

At the end of the school year, any unused personal leave days exceeding two (2) days, which can be carried over into a subsequent year as explained above, will be added to the employee's sick leave accumulation in a subsequent school year.

Use of personal leave to extend a regularly scheduled school holiday shall be limited to five percent (5%) of the district faculty on any given day before or after school holiday.

In all other cases, teachers' absence for personal reasons will be limited to no more than 10% of the District's teachers on any one day. Approvals will be made in the order of receipt of leave requests.

7. Jury Duty

Employees who are required to serve on jury duty shall be paid their regular pay and shall pay over to the School District any compensation received for such jury duty.

8. Appearance in Court

An employee subpoenaed or otherwise required to appear in court as a witness on behalf of the East Stroudsburg Area School District during a regular work day will be paid their regular pay without loss of sick leave or personal leave. If such court appearance on behalf of the District occurs during times when school is not in session, the employee will be paid the curriculum rate.

9. Injury on the Job

An employee who is absent due to injury on the job incurred in the course of an employee's employment and who receives worker's compensation payments shall have the option to continue on the payroll just as if he/she were reporting for his/her regular work assignment and be paid the difference by the Board between any benefits received under Worker's Compensation and his/her salary. In such case, sick leave will be deducted on a pro rata basis. Alternatively, the employee may elect to utilize sick leave and return all worker's compensation payments to the District. Sick leave under this option will also be deducted on a pro rata basis. The injury must be reported to the school nurse or, in the absence of the school nurse, to the immediate supervisor or building administrator, within the timeframes outlined in the worker's compensation law. The employee has the duty to obtain treatment for work-related injuries and illnesses from one or more of the designated health care providers for ninety (90) days from the date of first visit to a designated provider. A list of such designated health care providers will be supplied to each employee.

A bargaining unit member who has received more than one (1) year of full worker's compensation disability with a physician's statement that states the member cannot perform his/her essential job functions, shall be discharged from his/her employment with the District. Consideration will be given to a bargaining unit member's request for transfer to an available position the bargaining unit member is qualified for and can perform the essential job functions. Discharge shall take effect on the latter of "more than one (1) year of full worker's compensation disability...," or upon the exhaustion of any member-eligible contractual or statutory entitlement (i.e., Sabbatical, Sick Days, etc.)

ARTICLE XIV - MEMBER/ASSOCIATION RIGHTS

A. Use of Facilities

The Association may have, in each school building, the use of a bulletin board in the faculty lounge for the posting of information of professional interest.

Also, the Association may use physical and/or electronic school mailboxes for correspondence with all bargaining unit members.

B. Payroll Deductions

The Board will permit payroll deductions for tax-sheltered annuities for employees covered by this Agreement. All companies presently approved by the Board shall be permitted to solicit the employees with one (1) company distributing all deductions to the balance of the participating companies. Additional companies shall be authorized to solicit employees only upon petition from the Association and approval by the Board. The Association agrees to save the Board harmless from any claim, loss or damage which may arise in connection with this Agreement.

The Board agrees to make payroll deductions available for those employees who desire to participate in any federal credit union. The Association agrees to save the Board harmless from any claim which may arise in connection with this Agreement.

C. Dues Deduction

The Board agrees to make payroll deductions of professional dues in the East Stroudsburg Education Association with the written authorization of each employee and to forward amounts deducted to the treasurer of the Association.

D. Personnel File

No derogatory material will be placed in a teacher's file unless the employee has been given the opportunity to read same and file an answer. The teacher shall sign the material to indicate that he/she has seen it, but such signature shall not signify agreement with the contents thereof.

E. Contents Available

A teacher will be afforded the opportunity, upon request, of inspecting his/her personnel file in the presence of the Superintendent or his/her designee, except for confidential material such as pre-employment information. The teacher may make reproductions of non-confidential file materials at his/her own expense. The amount charged will be minimal and not the same charged to non-employees.

F. Bomb Threat

In the event of a bomb scare or threat, teachers who participate in a bomb search shall do so on a voluntary basis.

G. Association Rights

1. Up to five (5) representatives of the Association shall be excused from duties during school hours for negotiations, grievance procedure, fact-finding and mediation without loss of pay, provided the Board has agreed to schedule such proceedings during school hours or when a fact-finding panel, fact-finder, or mediator designated by the Pennsylvania Labor Relations Board has scheduled such meetings during school hours. If the number needs to exceed five (5), there must be a discussion with administration.

2. The Association shall be provided up to 1 hour for an Association meeting in each building on the first teacher in-service day/Act 80 of the school year. The Association and the District will discuss the placement of this meeting on the in-service day agenda during the summer recess.

3. Association representatives shall have the right to meet with members of the Association and of the district staff at mutually convenient times when they are not engaged in instruction or student supervisory assignments.

4. The Association will be permitted to send up to five (5) delegates to represent the Association to attend State and Regional meetings without loss of pay. The Association will be responsible for the cost of the substitute teachers.

5. The Board or its representatives will meet with the Association quarterly to discuss issues relevant to the Association and/or District. By request, other members of administration can attend if requested.

6. The Association will be provided ten (10) minutes for Association purposes after faculty meetings if needed.

7. The Association will be provided one hour to meet with new teachers on one of the District scheduled "New Teacher Orientation Days."

ARTICLE XV - FAIR SHARE

Should this provision be considered lawful, each nonmember in the bargaining unit represented by the Association shall be required to pay a fair share fee as provided by law (Act. No. 1988-84).

The School District and the Association agree to comply with all provisions of said law.

If any legal action is brought against the School District as a result of any actions it is requested to perform by the Association pursuant this Article the Association agrees to provide for the defense of the School District at the Association's expense and through counsel selected the Association. The School District 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 School District does not fully cooperate with the Association, any obligation of the Association to provide a defense under this Article shall cease.

Notwithstanding anything herein to the contrary, full cooperation shall not be deemed to include the furnishing of any confidential, privileged or other records or information, the release or furnishing of which is prohibited or precluded by law.

The Association agrees in any action so defended to indemnify and hold the School District harmless for any monetary damages the School District 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 School District or as a result of the School District's failure to properly perform its obligations under this Article.

ARTICLE XVI - SEVERABILITY CLAUSE

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

ARTICLE XVII - DURATION OF AGREEMENT

This Agreement shall become effective as of September 1, 2024 and shall continue in full force and effect until midnight, August 31, 2030.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed by their proper officers on this the 26th day of February, 2024.

ATTEST:_____
Patricia L. Rosado
Secretary, Board of Education

BY:_____
Michael Catrillo
President, Board of Education

ATTEST:_____

BY:_____
Paul Kernan
President, East Stroudsburg Education Association

SCHEDULE "A" - SALARY SCHEDULE

East Stroudsburg Area School District 2024-2025 Salaries

EAST STROUDSBURG EDUCATION ASSOCIATION SALARY SCHEDULE 2024-2025 (Year One)																	
23-24 Step	24-25 Step	B	B+6	B+12	B+18	B+24	B+30	M	M+6	M+12	M+18	M+24	M+30	M+36	M+42	M+48	DR.
1 to 4	1	63,385	63,827	64,269	64,712	68,454	68,897	72,666	73,186	73,733	74,305	74,903	75,528	76,179	76,855	79,273	85,149
5	2	63,485	63,927	64,369	64,812	68,554	68,997	72,766	73,286	73,833	74,405	75,003	75,628	76,279	76,955	79,373	85,249
6	3	65,667	66,109	66,551	66,994	70,736	71,179	72,866	73,386	73,933	74,505	75,103	75,728	76,379	77,055	79,473	85,349
7	4	68,372	68,815	69,258	69,701	73,444	73,887	75,575	76,096	76,643	77,217	77,815	78,441	79,092	79,769	80,473	86,349
8	5	71,078	71,521	71,965	72,408	76,152	76,595	78,285	78,806	79,354	79,928	80,527	81,153	81,805	82,483	83,188	87,349
9	6	73,783	74,227	74,671	75,115	78,859	79,303	80,994	81,516	82,064	82,639	83,239	83,866	84,519	85,197	85,903	88,349
10	7	76,489	76,933	77,378	77,822	81,567	82,011	83,703	84,226	84,775	85,350	85,951	86,578	87,232	87,911	88,618	89,349
11	8	79,194	79,639	80,084	80,529	84,274	84,719	86,412	86,936	87,485	88,061	88,663	89,291	89,945	90,625	91,333	92,065
12	9	81,900	82,346	82,791	83,236	86,982	87,427	89,122	89,645	90,196	90,772	91,375	92,003	92,658	93,340	94,047	94,781
13	10	84,606	85,052	85,498	85,944	89,690	90,136	91,831	92,355	92,906	93,484	94,086	94,716	95,372	96,054	96,762	97,497
14	11	87,311	87,758	88,204	88,651	92,397	92,844	94,540	95,065	95,617	96,195	96,798	97,428	98,085	98,768	99,477	100,212
15 - 16	12	91,022	91,469	91,916	92,363	96,110	96,557	98,255	98,781	99,333	99,911	100,516	101,146	101,804	102,487	103,198	103,933

EAST STROUDSBURG EDUCATION ASSOCIATION SALARY SCHEDULE 2025-2026 (Year Two)																
Step	B	B+6	B+12	B+18	B+24	B+30	M	M+6	M+12	M+18	M+24	M+30	M+36	M+42	M+48	DR.
1	65,385	65,827	66,269	66,712	70,454	70,897	74,666	75,186	75,733	76,305	76,903	77,528	78,179	78,855	81,273	87,149
2	65,485	65,927	66,369	66,812	70,554	70,997	74,766	75,286	75,833	76,405	77,003	77,628	78,279	78,955	81,373	87,249
3	67,667	68,109	68,551	68,994	72,736	73,179	74,866	75,386	75,933	76,505	77,103	77,728	78,379	79,055	81,473	87,349
4	70,372	70,815	71,258	71,701	75,444	75,887	77,575	78,096	78,643	79,217	79,815	80,441	81,092	81,769	82,473	88,349
5	73,078	73,521	73,965	74,408	78,152	78,595	80,285	80,806	81,354	81,928	82,527	83,153	83,805	84,483	85,188	89,349
6	75,783	76,227	76,671	77,115	80,859	81,303	82,994	83,516	84,064	84,639	85,239	85,866	86,519	87,197	87,903	90,349
7	78,489	78,933	79,378	79,822	83,567	84,011	85,703	86,226	86,775	87,350	87,951	88,578	89,232	89,911	90,618	91,349
8	81,194	81,639	82,084	82,529	86,274	86,719	88,412	88,936	89,485	90,061	90,663	91,291	91,945	92,625	93,333	94,065
9	83,900	84,346	84,791	85,236	88,982	89,427	91,122	91,645	92,196	92,772	93,375	94,003	94,658	95,340	96,047	96,781
10	86,606	87,052	87,498	87,944	91,690	92,136	93,831	94,355	94,906	95,484	96,086	96,716	97,372	98,054	98,762	99,497
11	89,311	89,758	90,204	90,651	94,397	94,844	96,540	97,065	97,617	98,195	98,798	99,428	100,085	100,768	101,477	102,212
12	93,022	93,469	93,916	94,363	98,110	98,557	100,255	100,781	101,333	101,911	102,516	103,146	103,804	104,487	105,198	105,933

EAST STROUDSBURG EDUCATION ASSOCIATION																
SALARY SCHEDULE																
2026-2027 (Year Three)																
Step	B	B+6	B+12	B+18	B+24	B+30	M	M+6	M+12	M+18	M+24	M+30	M+36	M+42	M+48	DR.
1	67,385	67,827	68,269	68,712	72,454	72,897	76,666	77,186	77,733	78,305	78,903	79,528	80,179	80,855	83,273	89,149
2	67,485	67,927	68,369	68,812	72,554	72,997	76,766	77,286	77,833	78,405	79,003	79,628	80,279	80,955	83,373	89,249
3	69,667	70,109	70,551	70,994	74,736	75,179	76,866	77,386	77,933	78,505	79,103	79,728	80,379	81,055	83,473	89,349
4	72,372	72,815	73,258	73,701	77,444	77,887	79,575	80,096	80,643	81,217	81,815	82,441	83,092	83,769	84,473	90,349
5	75,078	75,521	75,965	76,408	80,152	80,595	82,285	82,806	83,354	83,928	84,527	85,153	85,805	86,483	87,188	91,349
6	77,783	78,227	78,671	79,115	82,859	83,303	84,994	85,516	86,064	86,639	87,239	87,866	88,519	89,197	89,903	92,349
7	80,489	80,933	81,378	81,822	85,567	86,011	87,703	88,226	88,775	89,350	89,951	90,578	91,232	91,911	92,618	93,349
8	83,194	83,639	84,084	84,529	88,274	88,719	90,412	90,936	91,485	92,061	92,663	93,291	93,945	94,625	95,333	96,065
9	85,900	86,346	86,791	87,236	90,982	91,427	93,122	93,645	94,196	94,772	95,375	96,003	96,658	97,340	98,047	98,781
10	88,606	89,052	89,498	89,944	93,690	94,136	95,831	96,355	96,906	97,484	98,086	98,716	99,372	100,054	100,762	101,497
11	91,311	91,758	92,204	92,651	96,397	96,844	98,540	99,065	99,617	100,195	100,798	101,428	102,085	102,768	103,477	104,212
12	95,022	95,469	95,916	96,363	100,110	100,557	102,255	102,781	103,333	103,911	104,516	105,146	105,804	106,487	107,198	107,933

East Stroudsburg Area School District 2027-2028 Salaries

EAST STROUDSBURG EDUCATION ASSOCIATION SALARY SCHEDULE 2027-2028 (Year Four)																
Step	B	B+6	B+12	B+18	B+24	B+30	M	M+6	M+12	M+18	M+24	M+30	M+36	M+42	M+48	DR.
1	69,385	69,827	70,269	70,712	74,454	74,897	78,666	79,186	79,733	80,305	80,903	81,528	82,179	82,855	85,273	91,149
2	69,485	69,927	70,369	70,812	74,554	74,997	78,766	79,286	79,833	80,405	81,003	81,628	82,279	82,955	85,373	91,249
3	71,667	72,109	72,551	72,994	76,736	77,179	78,866	79,386	79,933	80,505	81,103	81,728	82,379	83,055	85,473	91,349
4	74,372	74,815	75,258	75,701	79,444	79,887	81,575	82,096	82,643	83,217	83,815	84,441	85,092	85,769	86,473	92,349
5	77,078	77,521	77,965	78,408	82,152	82,595	84,285	84,806	85,354	85,928	86,527	87,153	87,805	88,483	89,188	93,349
6	79,783	80,227	80,671	81,115	84,859	85,303	86,994	87,516	88,064	88,639	89,239	89,866	90,519	91,197	91,903	94,349
7	82,489	82,933	83,378	83,822	87,567	88,011	89,703	90,226	90,775	91,350	91,951	92,578	93,232	93,911	94,618	95,349
8	85,194	85,639	86,084	86,529	90,274	90,719	92,412	92,936	93,485	94,061	94,663	95,291	95,945	96,625	97,333	98,065
9	87,900	88,346	88,791	89,236	92,982	93,427	95,122	95,645	96,196	96,772	97,375	98,003	98,658	99,340	100,047	100,781
10	90,606	91,052	91,498	91,944	95,690	96,136	97,831	98,355	98,906	99,484	100,086	100,716	101,372	102,054	102,762	103,497
11	93,311	93,758	94,204	94,651	98,397	98,844	100,540	101,065	101,617	102,195	102,798	103,428	104,085	104,768	105,477	106,212
12	97,022	97,469	97,916	98,363	102,110	102,557	104,255	104,781	105,333	105,911	106,516	107,146	107,804	108,487	109,198	109,933

East Stroudsburg Area School District 2028-2029 Salaries

EAST STROUDSBURG EDUCATION ASSOCIATION SALARY SCHEDULE 2028-2029 (Year Five)																
Step	B	B+6	B+12	B+18	B+24	B+30	M	M+6	M+12	M+18	M+24	M+30	M+36	M+42	M+48	DR.
1	71,385	71,827	72,269	72,712	76,454	76,897	80,666	81,186	81,733	82,305	82,903	83,528	84,179	84,855	87,273	93,149
2	71,485	71,927	72,369	72,812	76,554	76,997	80,766	81,286	81,833	82,405	83,003	83,628	84,279	84,955	87,373	93,249
3	73,667	74,109	74,551	74,994	78,736	79,179	80,866	81,386	81,933	82,505	83,103	83,728	84,379	85,055	87,473	93,349
4	76,372	76,815	77,258	77,701	81,444	81,887	83,575	84,096	84,643	85,217	85,815	86,441	87,092	87,769	88,473	94,349
5	79,078	79,521	79,965	80,408	84,152	84,595	86,285	86,806	87,354	87,928	88,527	89,153	89,805	90,483	91,188	95,349
6	81,783	82,227	82,671	83,115	86,859	87,303	88,994	89,516	90,064	90,639	91,239	91,866	92,519	93,197	93,903	96,349
7	84,489	84,933	85,378	85,822	89,567	90,011	91,703	92,226	92,775	93,350	93,951	94,578	95,232	95,911	96,618	97,349
8	87,194	87,639	88,084	88,529	92,274	92,719	94,412	94,936	95,485	96,061	96,663	97,291	97,945	98,625	99,333	100,065
9	89,900	90,346	90,791	91,236	94,982	95,427	97,122	97,645	98,196	98,772	99,375	100,003	100,658	101,340	102,047	102,781
10	92,606	93,052	93,498	93,944	97,690	98,136	99,831	100,355	100,906	101,484	102,086	102,716	103,372	104,054	104,762	105,497
11	95,311	95,758	96,204	96,651	100,397	100,844	102,540	103,065	103,617	104,195	104,798	105,428	106,085	106,768	107,477	108,212
12	99,022	99,469	99,916	100,363	104,110	104,557	106,255	106,781	107,333	107,911	108,516	109,146	109,804	110,487	111,198	111,933

East Stroudsburg Area School District 2029-2030 Salaries

EAST STROUDSBURG EDUCATION ASSOCIATION SALARY SCHEDULE 2029-2030 (Year Six)																
Step	B	B+6	B+12	B+18	B+24	B+30	M	M+6	M+12	M+18	M+24	M+30	M+36	M+42	M+48	DR.
1	73,385	73,827	74,269	74,712	78,454	78,897	82,666	83,186	83,733	84,305	84,903	85,528	86,179	86,855	89,273	95,149
2	73,485	73,927	74,369	74,812	78,554	78,997	82,766	83,286	83,833	84,405	85,003	85,628	86,279	86,955	89,373	95,249
3	75,667	76,109	76,551	76,994	80,736	81,179	82,866	83,386	83,933	84,505	85,103	85,728	86,379	87,055	89,473	95,349
4	78,372	78,815	79,258	79,701	83,444	83,887	85,575	86,096	86,643	87,217	87,815	88,441	89,092	89,769	90,473	96,349
5	81,078	81,521	81,965	82,408	86,152	86,595	88,285	88,806	89,354	89,928	90,527	91,153	91,805	92,483	93,188	97,349
6	83,783	84,227	84,671	85,115	88,859	89,303	90,994	91,516	92,064	92,639	93,239	93,866	94,519	95,197	95,903	98,349
7	86,489	86,933	87,378	87,822	91,567	92,011	93,703	94,226	94,775	95,350	95,951	96,578	97,232	97,911	98,618	99,349
8	89,194	89,639	90,084	90,529	94,274	94,719	96,412	96,936	97,485	98,061	98,663	99,291	99,945	100,625	101,333	102,065
9	91,900	92,346	92,791	93,236	96,982	97,427	99,122	99,645	100,196	100,772	101,375	102,003	102,658	103,340	104,047	104,781
10	94,606	95,052	95,498	95,944	99,690	100,136	101,831	102,355	102,906	103,484	104,086	104,716	105,372	106,054	106,762	107,497
11	97,311	97,758	98,204	98,651	102,397	102,844	104,540	105,065	105,617	106,195	106,798	107,428	108,085	108,768	109,477	110,212
12	101,022	101,469	101,916	102,363	106,110	106,557	108,255	108,781	109,333	109,911	110,516	111,146	111,804	112,487	113,198	113,933

SCHEDULE "B"- EXTRA-RESPONSIBILITY PAY SCHEDULE

Athletics Category						
LEVEL I POSITIONS HS	**2024-25**	**2025-26**	**2026-27**	**2027-28**	**2028-29**	**2029-30**
Athletic Director*	13,328	13,994	14,694	15,428	16,200	17,010
(Associate) Athletic Director*	9,865	10,358	10,876	11,420	11,991	12,590
Athletic Trainer*	13,442	14,114	14,820	15,561	16,339	17,156
Assistant Athletic Trainer*	8,065	8,468	8,892	9,336	9,803	10,293
(Associate) Int Athletic Director*	9,672	10,155	10,663	11,196	11,756	12,344
Equipment Manager*	10,000	10,500	11,025	11,576	12,155	12,763
Football						
Football Head Coach*	10,322	10,838	11,379	11,948	12,546	13,173
Varsity Assistant*	6,781	7,120	7,476	7,850	8,242	8,654
Varsity Assistant*	6,781	7,120	7,476	7,850	8,242	8,654
Varsity Assistant*	6,781	7,120	7,476	7,850	8,242	8,654
Varsity Assistant*	6,781	7,120	7,476	7,850	8,242	8,654
Varsity Assistant*	6,781	7,120	7,476	7,850	8,242	8,654
Freshman Head Coach*	6,099	6,404	6,725	7,061	7,414	7,785
Freshman Assistant*	4,785	5,024	5,275	5,539	5,816	6,107
Basketball - Boys						
Head Coach*	8,810	9,250	9,712	10,198	10,708	11,243
Varsity Assistant*	5,721	6,008	6,308	6,623	6,954	7,302
Varsity Assistant*	5,721	6,008	6,308	6,623	6,954	7,302
Freshman Coach*	4,615	4,845	5,088	5,342	5,609	5,890
Basketball - Girls						
Head Coach*	8,810	9,250	9,712	10,198	10,708	11,243
Varsity Assistant*	5,721	6,008	6,308	6,623	6,954	7,302
Varsity Assistant*	5,721	6,008	6,308	6,623	6,954	7,302
Freshman Coach*	4,615	4,845	5,088	5,342	5,609	5,890
Wrestling						
Head Coach*	8,429	8,851	9,293	9,758	10,246	10,758
Varsity Assistant*	5,571	5,850	6,142	6,449	6,772	7,111
LEVEL II POSITIONS HS						
Baseball						
Head Coach*	6,755	7,092	7,447	7,819	8,210	8,621
Varsity Assistant*	4,628	4,860	5,103	5,358	5,626	5,907
Junior Varsity*	4,538	4,765	5,003	5,253	5,516	5,792
Junior Varsity Assistant*	3,800	3,990	4,190	4,399	4,619	4,850
Softball						
Head Coach*	6,755	7,092	7,447	7,819	8,210	8,621
Varsity Assistant*	4,628	4,860	5,103	5,358	5,626	5,907
Junior Varsity*	4,538	4,765	5,003	5,253	5,516	5,792
Junior Varsity Assistant*	3,800	3,990	4,190	4,399	4,619	4,850
longevity eligible						

	2024-25	2025-26	2026-27	2027-28	2028-29	2029-30
Soccer - Boys						
Head Coach*	6,258	6,571	6,899	7,244	7,607	7,987
Varsity Assistant*	4,386	4,605	4,835	5,077	5,331	5,598
Junior Varsity*	4,473	4,697	4,931	5,178	5,437	5,709
Soccer - Girls						
Head Coach*	6,258	6,571	6,899	7,244	7,607	7,987
Varsity Assistant*	4,386	4,605	4,835	5,077	5,331	5,598
Junior Varsity*	4,473	4,697	4,931	5,178	5,437	5,709
Field Hockey						
Head Coach*	6,384	6,703	7,038	7,390	7,760	8,148
Varsity Assistant*	4,386	4,605	4,835	5,077	5,331	5,598
Track and Field - Boys						
Head Coach*	6,894	7,239	7,601	7,981	8,380	8,799
Varsity Assistant*	4,487	4,711	4,947	5,194	5,454	5,726
Varsity Assistant*	4,487	4,711	4,947	5,194	5,454	5,726
Track and Field - Girls						
Head Coach*	6,894	7,239	7,601	7,981	8,380	8,799
Varsity Assistant*	4,487	4,711	4,947	5,194	5,454	5,726
Varsity Assistant*	4,487	4,711	4,947	5,194	5,454	5,726
Swimming						
Head Coach*	8,636	9,068	9,521	9,998	10,497	11,022
Varsity Assistant*	5,608	5,888	6,183	6,492	6,817	7,157
Volleyball - Girls						
Head Coach*	6,258	6,571	6,899	7,244	7,607	7,987
Varsity Assistant*	4,386	4,605	4,835	5,077	5,331	5,598
LEVEL III POSITIONS HS						
Cheerleading - Fall						
Head Coach*	4,846	5,088	5,342	5,610	5,890	6,185
Varsity Assistant*	3,386	3,556	3,733	3,920	4,116	4,322
JV Coach*	2,750	2,888	3,032	3,183	3,343	3,510
Cheerleading - Winter						
Head Coach*	4,846	5,088	5,342	5,610	5,890	6,185
Varsity Assistant*	3,386	3,556	3,733	3,920	4,116	4,322
JV Coach*	2,750	2,888	3,032	3,183	3,343	3,510
LEVEL IV POSITIONS HS						
Rifle						
Head Coach*	4,846	5,088	5,342	5,610	5,890	6,185
Varsity Assistant*	3,386	3,556	3,733	3,920	4,116	4,322
***longevity eligible**						

	2024-25	2025-26	2026-27	2027-28	2028-29	2029-30
Cross Country						
Head Coach*	4,943	5,191	5,450	5,723	6,009	6,309
Varsity Assistant*	3,386	3,556	3,733	3,920	4,116	4,322
Golf						
Head Coach*	4,243	4,455	4,678	4,912	5,157	5,415
Junior Varsity Assistant*	2,489	2,613	2,744	2,881	3,025	3,177
Tennis - Boys						
Head Coach*	4,243	4,455	4,678	4,912	5,157	5,415
Junior Varsity Assistant*	2,489	2,613	2,744	2,881	3,025	3,177
Tennis - Girls						
Head Coach*	4,243	4,455	4,678	4,912	5,157	5,415
Junior Varsity*	2,489	2,613	2,744	2,881	3,025	3,176
Unified Sports						
Unified Bocce						
Head Coach*	4,243	4,455	4,678	4,912	5,157	5,415
Assistant Coach*	2,489	2,613	2,744	2,881	3,025	3,177
Unified Track and Field						
Head Coach*	4,243	4,455	4,678	4,912	5,157	5,415
Assistant Coach*	2,489	2,613	2,744	2,881	3,025	3,177
Winter Track and Field						
Head Coach*	4,243	4,455	4,678	4,912	5,157	5,415
Assistant Coach*	2,489	2,613	2,744	2,881	3,025	3,177
LEVEL V POSITIONS INT						
Football						
Int School Head Coach*	5,462	5,735	6,022	6,323	6,639	6,971
Int School Asst*	3,987	4,186	4,396	4,615	4,846	5,088
Int School Asst*	3,987	4,186	4,396	4,615	4,846	5,088
Int School Asst*	3,987	4,186	4,396	4,615	4,846	5,088
Wrestling						
Junior High Head Coach (7-9)*	5,571	5,850	6,142	6,449	6,772	7,111
Junior High Assistant Coach (7-9)	4,067	4,270	4,483	4,708	4,943	5,190
Basketball - Boys						
Int School Head Coach*	4,119	4,325	4,541	4,768	5,007	5,257
Int School Asst Coach*	3,308	3,473	3,647	3,829	4,020	4,221
Basketball - Girls						
Int School Head Coach*	4,119	4,325	4,541	4,768	5,007	5,257
Int School Asst Coach*	3,308	3,473	3,647	3,829	4,020	4,221
longevity eligible						

LEVEL VI POSITIONS INT	2024-25	2025-26	2026-27	2027-28	2028-29	2029-30
Field Hockey						
Int School Head Coach*	3,162	3,320	3,486	3,660	3,843	4,035
Int School Asst*	2,625	2,756	2,894	3,039	3,191	3,350
Soccer - Boys						
Int School Head Coach*	3,162	3,320	3,486	3,660	3,843	4,035
Int School Assistant*	2,625	2,756	2,894	3,039	3,191	3,350
Soccer - Girls						
Int School Head Coach*	3,162	3,320	3,486	3,660	3,843	4,035
Int School Assistant*	2,625	2,756	2,894	3,039	3,191	3,350
Cross Country						
Int School Head Coach*	3,162	3,320	3,486	3,660	3,843	4,035
Baseball						
Int School Head Coach*	3,162	3,320	3,486	3,660	3,843	4,035
Assistant Coach*	2,574	2,702	2,837	2,979	3,128	3,285
Softball						
Int School Head Coach*	3,162	3,320	3,486	3,660	3,843	4,035
Assistant Coach*	2,574	2,702	2,837	2,979	3,128	3,285
Track and Field - Boys						
Int School Head Coach*	3,162	3,320	3,486	3,660	3,843	4,035
Track and Field - Girls						
Int School Head Coach*	3,162	3,320	3,486	3,660	3,843	4,035
Volleyball - Boys						
Int School Head Coach*	3,162	3,320	3,486	3,660	3,843	4,035
Assistant Coach*	2,574	2,702	2,837	2,979	3,128	3,285
Volleyball - Girls						
Int School Head Coach*	3,162	3,320	3,486	3,660	3,843	4,035
Assistant Coach*	2,574	2,702	2,837	2,979	3,128	3,285
longevity eligible						

Activities Category

POSITION	2024-25	2025-26	2026-27	2027-28	2028-29	2029-30
Chess Team Coach*	2,401	2,521	2,647	2,780	2,919	3,065
Class Coverage -- per hour	35	37	39	41	43	45
Class Advisor						
Freshman	1,346	1,413	1,484	1,558	1,636	1,718
Sophomore	1,346	1,413	1,484	1,558	1,636	1,718
Junior	1,451	1,524	1,600	1,680	1,764	1,852
Senior	1,647	1,730	1,816	1,907	2,002	2,103
Club Advisor	1,240	1,302	1,367	1,436	1,507	1,583
Department Heads (Elem/Sec)						
3 or less	3,699	3,884	4,078	4,282	4,496	4,721
4 to 6	3,914	4,110	4,316	4,531	4,758	4,996
7 or more	4,374	4,593	4,823	5,064	5,317	5,583
Detention Supervisor -- per hour	35	37	39	41	43	45
Intramural Advisors -- per hour	28	30	32	34	36	38
Mentors (excluding speech) - per year	850	893	937	984	1,033	1,085
National Honor Society Advisor	1,343	1,410	1,481	1,555	1,632	1,714
Newspaper Advisor High School	2,881	3,025	3,177	3,335	3,502	3,677
Stage Manager High School*	4,302	4,517	4,743	4,980	5,229	5,490
Stage Manager Intermediate*	3,254	3,417	3,587	3,767	3,955	4,153
Student Council Advisor HS	2,564	2,692	2,827	2,968	3,117	3,273
Student Council Advisor INT	1,826	1,917	2,013	2,114	2,219	2,330
Band Director High School*	7,438	7,810	8,201	8,611	9,041	9,493
Assistant*	4,682	4,916	5,162	5,420	5,691	5,975
Band Director Intermediate*	2,542	2,669	2,803	2,943	3,090	3,244
Color Guard Advisor*	3,459	3,632	3,813	4,004	4,204	4,414
Band Jazz Director High School*	2,146	2,254	2,366	2,484	2,609	2,739
Band Jazz Director Intermediate*	2,146	2,254	2,366	2,484	2,609	2,739
Marching Band Instructor*	2,117	2,223	2,334	2,450	2,573	2,702
Band Advisor (Summer) -- per hour	35	37	39	41	43	45
longevity eligible						

	2024-25	2025-26	2026-27	2027-28	2028-29	2029-30
Choral Directors						
High School*	4,111	4,316	4,532	4,759	4,997	5,246
Intermediate*	2,741	2,878	3,021	3,172	3,331	3,498
Elementary*	1,957	2,055	2,158	2,266	2,379	2,498
Elementary Band Director*	1,957	2,055	2,158	2,266	2,379	2,498
Director of School Productions HS (Fall)*	2,943	3,090	3,245	3,407	3,577	3,756
Assistant*	1,813	1,904	1,999	2,099	2,204	2,314
Director of School Productions HS (Spring)*	2,943	3,090	3,245	3,407	3,577	3,756
Assistant*	1,813	1,904	1,999	2,099	2,204	2,314
Choreographer HS*	1,500	1,575	1,654	1,736	1,823	1,914
Set Designer HS*	1,500	1,575	1,654	1,736	1,823	1,914
Director of School Productions Intermediate*	2,943	3,090	3,245	3,407	3,577	3,756
Assistant*	1,813	1,904	1,999	2,099	2,204	2,314
Drama Musical Director High School*	1,702	1,787	1,877	1,970	2,069	2,172
Drama Musical Director Intermediate*	1,659	1,742	1,829	1,920	2,017	2,117
Mock Trial Head Coach*	2,823	2,965	3,113	3,268	3,432	3,604
Scholastic Scrimmage Head Coach*	2,569	2,698	2,833	2,974	3,123	3,279
Speech/Debate Team Advisor - HS*	2,208	2,319	2,434	2,556	2,684	2,818
Summer Curriculum Writing, Planning - per hr	38	40	42	44	46	48
Development and Research Night						
School, ESACA/Summer School,						
and Homebound (includes mileage)						
Summer Weight Training Coach	3,122	3,278	3,442	3,614	3,794	3,984
Yearbook Advisors						
Editor Advisor High School	2,957	3,105	3,260	3,423	3,594	3,774
Assistant	1,716	1,801	1,892	1,986	2,085	2,190
Business Advisor	1,950	2,047	2,150	2,257	2,370	2,489
Editor Advisor Intermediate	2,117	2,223	2,334	2,450	2,573	2,702
Assistant	1,561	1,639	1,721	1,807	1,898	1,993
longevity eligible						

A. Any individual who has held one of the qualifying schedule B positions listed above with an asterisk (*) for 5 or more years shall receive a longevity stipend above his/her base salary as outlined below. In addition, the individual must have held the same schedule B position for the stated number of years (years served in that position do not have to be consecutive) to qualify for the longevity stipend.

In the years 5, 6, 7, 8, 9, and 10, individuals will receive a $250 stipend.
In the years 11, 12, 13, 14, and 15, individuals will receive a $500 stipend.
In years 16 and beyond, individuals will receive a $750 stipend.

B. The District agrees to continue keeping annual records of all individuals serving Schedule B positions for the purposes of awarding longevity stipends.

C. Post-season incentive should be added for any season that extends beyond the last regular season event. Amount will be determined by dividing the position stipend by the number of weeks of the regular season. This amount will be added for each week the team continues to practice/play beyond the regular season.

EAST STROUDSBURG AREA SCHOOL DISTRICT

GRIEVANCE REPORT FORM

The Grievance Report Form will be available electronically as agreed upon by the East Stroudsburg Area School District and the East Stroudsburg Area Education Association.

HIGHMARK. PPO Blue

East Stroudsburg Area SD Professional
10213465, 10213467,10213469

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	In Network	Out of Network
General Provisions		
Effective Date	April 1, 2024	
Benefit Period(1)	Calendar Year	
Deductible (per benefit period) Individual Family (Aggregate)	 $500 $1,500	 $1,000 $3,000
Plan Pays – payment based on the plan allowance	100%	80% after deductible
Out-of-Pocket Limit (Once met, plan pays 100% coinsurance for the rest of the benefit period) Individual Family	 none none	 $2,000 $4,000
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 Family	 $9,450 $18,900	 not applicable not applicable
Office/Clinic/Urgent Care Visits		
Retail Clinic Visits & Virtual Visits	100% after $15 copay	80% after deductible
Primary Care Provider Office Visits & Virtual Visits	100% after $15 copay	80% after deductible
Specialist Office Visits & Virtual Visits	100% after $15 copay	80% after deductible
Virtual Visit Originating Site Fee	100% after deductible	80% after deductible
Urgent Care Center Visits	100% after $15 copay	80% after deductible
	Copayment, if any, does not apply to Urgent Care Center Visits prescribed for the treatment of Mental Health or Substance Abuse	
Telemedicine Services (3)	100% after $10 copay	not covered
Preventive Care (4)		
Routine Adult Physical Exams	 100% (deductible does not apply)	 80% after deductible
Adult Immunizations	100%(deductible does not apply)	80% after deductible
Routine Gynecological Exams, including a Pap Test	100%(deductible does not apply)	80% (deductible does not apply)
Mammograms, Annual Routine	100%(deductible does not apply)	80% (deductible does not apply)
Mammograms, Medically Necessary	100%(deductible does not apply)	80% (deductible does not apply)
Diagnostic Services and Procedures	100%(deductible does not apply)	80% after deductible
(Nutritional Therapy	100%(deductible does not apply)	80% after deductible
	Limit: 6 visits per benefit period. Covered for any diagnosis	
Prostate Cancer Screening	100%(deductible does not apply)	80% (deductible does not apply)
Routine Pediatric Physical Exams	 100%(deductible does not apply)	 80% after deductible
Pediatric Immunizations	100%(deductible does not apply)	80% (deductible does not apply)
Diagnostic Services and Procedures	100%(deductible does not apply)	80% after deductible
Emergency Services		
Emergency Room Services(5)	100% after $35 copay (Waived if admitted. Deductible does not apply)	
Ambulance – Emergency (6)	80% (deductible does not apply)	80% (deductible does not apply)
Ambulance – Non-Emergency (6)	80% after deductible	80% after deductible
Hospital and Medical / Surgical Expenses (including maternity)(5)		
Hospital Inpatient	100% after deductible	80% after deductible
Hospital Outpatient	100% after deductible	80% after deductible

Benefit	In Network	Out of Network
Maternity (non-preventive facility & professional services) including dependent daughter	100% after deductible	80% after deductible
Medical Care (including inpatient visits and consultations)/Surgical Expenses	100% after deductible	80% after deductible
Therapy and Rehabilitation Services		
Physical Medicine	100% after deductible	80% after deductible
	limit: 36 visits/benefit period aggregate with speech therapy and occupational therapy - Limit does not apply when Therapy Services are prescribed for the treatment of Mental Health or Substance Abuse	
Respiratory Therapy	100% after deductible	80% after deductible
Speech Therapy	100% after deductible	80% after deductible
	limit: 36 visits/benefit period aggregate with occupational therapy and physical medicine - Limit does not apply when Therapy Services are prescribed for the treatment of Mental Health or Substance Abuse	
Occupational Therapy	100% after deductible	80% after deductible
	limit: 36 visits/benefit period aggregate with speech therapy and physical medicine - Limit does not apply when Therapy Services are prescribed for the treatment of Mental Health or Substance Abuse	
Spinal Manipulations	100% after deductible	80% after deductible
	limit: 18 visits/benefit period	
Cardiac Rehabilitation Therapy	100% after deductible	80% after deductible
	Limit: 3 times a week for 12 weeks per benefit period	
Infusion Therapy	100% after deductible	80% after deductible
Chemotherapy	100% after deductible	80% after deductible
Radiation Therapy	100% after deductible	80% after deductible
Dialysis	100% after deductible	80% after deductible
Mental Health / Substance Abuse		
Inpatient Mental Health Services	100% after deductible	80% after deductible
Inpatient Detoxification / Rehabilitation	100% after deductible	80% after deductible
	Limit: unlimited	
Outpatient Mental Health Services (includes virtual behavioral health visits)	100% after deductible	80% after deductible
Outpatient Substance Abuse Services	100% after deductible	80% after deductible
Other Services		
Allergy Extracts and Injections	100% after deductible	80% after deductible
Autism Spectrum Disorder Including Applied Behavior Analysis (7)	100% after deductible	80% after deductible
Assisted Fertilization Procedures (Limited to Artificial Insemination - 3 attempts per lifetime)	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	80% after deductible
Basic Diagnostic Services (standard imaging, diagnostic medical, lab/pathology, allergy testing)	100% after deductible	80% after deductible
Durable Medical Equipment, Orthotics, Prosthetics, and Ostomy Supplies	100% after deductible	80% after deductible
	limit: $5,000 dollars/benefit period	
Home Health Care	100% after deductible	80% after deductible
Hospice	100% after deductible	80% after deductible
	limit: 180 days/ lifetime and respite care maximum of 5 days for every 3 months	
Infertility Counseling, Testing	100% after deductible	80% after deductible
	Testing to determine infertility only	
Private Duty Nursing	100% after deductible	80% after deductible
	limit: 240 hours/benefit period	
Skilled Nursing Facility Care	100% after deductible	80% after deductible
	limit: 100 days/benefit period	
Transplant Services	100% after deductible	80% after deductible
Precertification Requirements (8)	Yes	Yes

Benefit	In Network	Out of Network
Prescription Drugs		
Prescription Drug Deductible Individual Family	none none	
Prescription Drug Program (9) Hard 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 Open Benefit Design	**Retail Drugs (30-day Supply)** Plan Pays 80% **Maintenance Drugs through Mail Order (90-day Supply)** $20 generic copay $20 brand 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) Telemedicine Services (acute care for minor illnesses available on-demand 24/7), must be performed by a Highmark Designated Telemedicine Provider. Additional services provided by a Designated Telemedicine Provider are paid according to the benefit category that they fall under (e.g. Behavioral Health is eligible under the Outpatient Mental Health Services benefit).
(4) Services are limited to those listed on the Highmark Preventive Schedule with enhancements (Women's Health Preventive Schedule may apply).
(5) Benefits for Emergency Care Services rendered by an Out-of-Network Provider will be paid at the Network services level. Benefits for Hospital Services or Medical Care Services rendered by an Out-of-Network Provider to a member requiring an inpatient admission or observation immediately following receipt of Emergency Care Services will be paid at the Network services level. The member will not be responsible for any amounts billed by the Out-of-Network Provider that are in excess of the plan allowance for such services.
(6) Air Ambulance services rendered by out-of-network providers will be covered at the highest network level of benefits.
(7) After initial evaluation, Applied Behavioral Analysis will be covered as specified above. All other Covered Services for the treatment of Autism Spectrum Disorders will be covered according to the benefit category (e.g. speech therapy, diagnostic services). Treatment for Autism Spectrum Disorders does not reduce visit/day limits.
(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. This formulary covers all FDA-approved generic and brand-name drugs. Under the hard 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. To obtain medications for hemophilia, you must use a specific pharmacy, please contact member services for more details. The Copay Armor program helps members to afford high cost medications (mostly specialty) by leveraging manufacturer coupon dollars. Members will not need to change where prescriptions are filled and will be contacted by Pillar Rx for cost savings enrollment.

Health benefits or health benefit administration may be provided by or through Highmark Blue Cross Blue Shield, First Priority Health or First Priority Life, all of which are independent licensees of the Blue Cross Blue Shield Association.

Discrimination is Against the Law

The claims administrator complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex. The claims administrator does not exclude people or treat them differently because of race, color, national origin, age, disability, or sex.

The claims administrator:

- Provides free aids and services to people with disabilities to communicate effectively with us, such as:
  - Qualified sign language interpreters
  - Written information in other formats (large print, audio, accessible electronic formats, other formats)
- Provides free language services to people whose primary language is not English, such as:
  - Qualified interpreters
  - Information written in other languages

If you need these services, contact the Civil Rights Coordinator.

If you believe that the claims administrator has failed to provide these services or discriminated in another way on the basis of race, color, national origin, age, disability, or sex, including sex stereotypes and gender identity, you can file a grievance with: Civil Rights Coordinator, P.O. Box 22492, Pittsburgh, PA 15222, Phone: 1-866-286-8295, TTY: 711, Fax: 412-544-2475, email: CivilRightsCoordinator@highmarkhealth.org. You can file a grievance in person or by mail, fax, or email. If you need help filing a grievance, the Civil Rights Coordinator is available to help you. You can also file a civil rights complaint with the U.S. Department of Health and Human Services, Office for Civil Rights electronically through the Office for Civil Rights Complaint Portal, available at https://ocrportal.hhs.gov/ocr/portal/lobby.jsf, or by mail or phone at:

U.S. Department of Health and Human Services
200 Independence Avenue, SW
Room 509F, HHH Building
Washington, D.C. 20201
1-800-368-1019, 800-537-7697 (TDD)

Complaint forms are available at http://www.hhs.gov/ocr/office/file/index.html.

Please note that your employer – and not the claims administrator - is entirely responsible for determining member eligibility and for the design of your plan/ program; including, any exclusion or limitation described in the benefit Booklet.

ATTENTION: If you speak English, language assistance services, free of charge, are available to you. Call the number on the back of your ID card (TTY: 711).

ATENCIÓN: Si usted habla español, servicios de asistencia lingüística, de forma gratuita, están disponibles para usted. Llame al número en la parte posterior de su tarjeta de identificación (TTY: 711).

请注意：如果您说中文，可向您提供免费语言协助服务。
请拨打您的身份证背面的号码（TTY：711）。

CHÚ Ý: Nếu quý vị nói tiếng Việt, chúng tôi cung cấp dịch vụ hỗ trợ ngôn ngữ miễn phí cho quý vị. Xin gọi số điện thoại ở mặt sau thẻ ID của quý vị (TTY: 711).

ВНИМАНИЕ: Если вы говорите по-русски, вы можете воспользоваться бесплатными услугами языковой поддержки. Позвоните по номеру, указанному на обороте вашей идентификационной карты (номер для текст-телефонных устройств (TTY): 711).

Geb Acht: Wann du Deitsch schwetzscht, kannscht du en Dolmetscher griege, un iss die Hilf Koschdefrei. Kannscht du die Nummer an deinre ID Kard dahinner uffrufe (TTY: 711).

알림: 한국어를 사용하시는 분들을 위해 무료 통역이 제공됩니다. ID 카드 뒷면에 있는 번호로 전화하십시오 (TTY: 711).

ATTENZIONE: se parla italiano, per lei sono disponibili servizi di assistenza linguistica a titolo gratuito. Contatti il numero riportato sul retro della sua carta d'identità (TTY: 711).

تنبيه: إذا كنت تتحدث اللغة العربية، فهناك خدمات المعاونة في اللغة المجانية متاحة لك. اتصل بالرقم الموجود خلف بطاقة هويتك (جهاز الاتصال لذوي صعوبات السمع والنطق: 711).

ATTENTION: Si vous parlez français, les services d'assistance linguistique, gratuitement, sont à votre disposition. Appelez le numéro au dos de votre carte d'identité (TTY: 711).

ACHTUNG: Wenn Sie Deutsch sprechen, steht Ihnen unsere fremdsprachliche Unterstützung kostenlos zur Verfügung. Rufen Sie dazu die auf der Rückseite Ihres Versicherungsausweises (TTY: 711) aufgeführte Nummer an.

ધ્યાન આપશો: જો તમે ગુજરાતી ભાષા બોલતા હો, તો ભાષા સહાયતા સેવાઓ, મફતમાં તમને ઉપલબ્ધ છે. તમારા ઓળખપત્રના પાછળના ભાગે આવેલા નંબર પર ફોન કરો (TTY: 711).

UWAGA: Dla osób mówiących po polsku dostępna jest bezpłatna pomoc językowa. Zadzwoń pod numer podany na odwrocie karty ubezpieczenia zdrowotnego (TTY: 711).

Kominike : Si se Kreyòl Ayisyen ou pale, gen sèvis entèprèt, gratis-ticheri, ki la pou ede w. Rele nan nimewo ki nan do kat idantite w la (TTY: 711).

ប្រការចងចាំ ៖ បើលោកអ្នកនិយាយ ភាសាខ្មែរ ហើយត្រូវការសេវាកម្មជំនួយផ្នែកភាសា ដែលអាចផ្តល់ជូនលោកអ្នកដោយឥតគិតថ្លៃ។ សូមទូរស័ព្ទទៅលេខដែលមាននៅលើខ្នងកាតសម្គាល់របស់របស់លោកអ្នក (TTY: 711) ។

ATENÇÃO: Se a sua língua é o português, temos atendimento gratuito para você no seu idioma. Ligue para o número no verso da sua identidade (TTY: 711).

ATENSYON: Kung nagsasalita ka ng Tagalog, may makukuha kang mga libreng serbisyong tulong sa wika. Tawagan ang numero sa likod ng iyong ID card (TTY: 711).

注： 日本語が母国語の方は言語アシスタンス・サービスを無料でご利用いただけます。ID カードの裏に明記されている番号に電話をおかけください（TTY: 711）。

توجه: اگر شما به زبان فارسی صحبت می کنید، خدمات کمک زبان، به صورت رایگان، در دسترس شماست. با شماره واقع در پشت کارت شناسایی خود (TTY: 711) تماس بگیرید.

BAA ÁKONÍNÍZIN: Diné k'ehgo yáníłti'go, language assistance services, éí t'áá níík'eh, bee níká a'doowoł, éí bee ná'ahóót'i'. ID bee nééhózingo nanitinígíí bine'dęę' (TTY: 711) jį' hodiilnih.

ध्यान दें: यदि आप हिन्दी बोलते हैं, तो आपके लिए निःशुल्क भाषा सहायता सेवा उपलब्ध है। आपके सदस्य पहचान (ID) कार्ड के पीछे दिए गए नंबर पर फोन करें। (TTY: 711).

توجہ فرمائیں: اگر آپ اردو بولتے ہیں، زبان معاونت سروس، مفت میں آپ کے لیے دستیاب ہے۔ اپنے شناختی کارڈ کی پشت پر درج شدہ نمبر پر کال کریں (TTY: 711).

గమనిక: మీరు తెలుగు మాట్లాడితే, లాంగ్వేజ్ అసిస్టెన్స్ సర్వీసెస్, ఛార్జీ లేకుండా, మీకు అందుబాటులో ఉన్నాయి. మీ మెంబర్ ఐడెంటిఫికేషన్ కార్డు (ఐడి) వెనుక ఉన్న నంబరుకు కాల్ చేయండి (TTY: 711).

โปรดทราบ: หากคุณพูด ไทย, มีบริการช่วยเหลือด้านภาษาให้คุณโดยไม่มีค่าใช้จ่าย โทรไปยังหมายเลขที่อยู่ด้านหลังบัตรประจำตัวประชาชนของคุณ (TTY: 711)

ध्यान दिनुहोस्: यदि तपाई नेपाली भाषा बोल्नुहुन्छ भने, तपाईंका लागि भाषा सहायता सेवाहरू निःशुल्क उपलब्ध हुनुछन्। तपाईंको आइडी कार्डको पछाडि भागमा रहेको नम्बर (TTY: 711) मा फोन गर्नुहोस्।

Aandacht: Indien u Nederlands spreekt, is de taaladviesdienst gratis beschikbaar voor u. Bel het nummer op de achterkant van uw identificatie (ID) kaart (TTY: 711).

United Concordia dental

Dental Benefits Summary for East Stroudsburg Area School District
254025000, 001, 002

Effective Date: January 1, 2024

New Enhanced Network: *Elite Prime*

Benefit Category[1]	CONCORDIA FLEX PLAN	
	In-Network[2]	Non-Network[2,3]
Class I – Diagnostic/Preventive Services		
Exams	100%	100%
Bitewing X-rays		
All Other X-rays		
Cleanings & Fluoride Treatments		
Sealants		
Space Maintainers		
Palliative Treatment		
Class II – Basic Services		
Basic Restorative (Fillings)	100%	100%
Simple Extractions		
Repairs of Crowns, Inlays and Onlays		
Endodontics		
Inlays, Onlays, Crowns		
Complex Oral Surgery		
General Anesthesia		
Class III – Major Services		
Nonsurgical Periodontics	50%	50%
Surgical Periodontics		
Orthodontics (To Any Age)		
Diagnostic, Active, Retention Treatment	50%	50%
Included Plan Features		
The College Tuition Benefit® – College Savings Program [4]	• Earn Tuition Rewards® points redeemable for tuition discounts • Receive 2,000 at signup, then 2,000 points/year • Each child enrolled receives a one-time bonus of 500 Tuition Rewards points • One Tuition Rewards point = $1 reduction in full tuition • Use Tuition Rewards points at participating private colleges and universities	
Maximums & Deductibles (applies to the combination of services received from network and non-network dentists)		
Calendar Year Program Deductible (per member/per family) (January 1 – December 31)	None	
Calendar Year Program Maximum (per member) (January 1 – December 31)	$1,250 Excludes Orthodontics	
Lifetime Orthodontic Maximum (per member)	$1,500	
Reimbursement	**Elite Prime**	**Advantage MAC in PA; 90th Percentile outside PA**

Representative listing of covered services – your employer's Summary Plan Description provides a detailed description of benefits.

Dental plans are administered by United Concordia Companies, Inc. Administrative and claims offices located at 1800 Center Street Suite 2B 220, Camp Hill, PA 17011. Call 1-800-332-0366 or visit www.ucci.com for more information.

1. Unmarried dependent children covered to age 19. Unmarried dependent students covered to age 23.
2. Reimbursement is based on our schedule of maximum allowable charges (MACs). Network dentists agree to accept our allowances as payment in full for covered services. Non-network dentists may bill the member for any difference between our allowance and their fee (also known as balance billing). United Concordia Dental's standard exclusions and limitations apply.
3. United Concordia creates out-of-network charges utilizing FAIR Health data supplemented with our charge data as appropriate. We then calculate the out-of-network charge at the 90th Percentile of such data. Non-network dentists may bill the member for any difference between our allowance and their fee.
4. Tuition Rewards® is a Registered Trademark of and administered by SAGE Scholars, Inc. Participation in the program is contingent upon enrollment with SAGE Scholars, Inc. Tuition Rewards are not an underwritten benefit but a value-added program. Tuition Rewards not available in all jurisdictions (SAGE). SAGE is not a subsidiary or affiliate of United Concordia Companies. Inc. (UCCI). Subject to eligibility requirements and terms and conditions. Tuition Rewards are a value-added program and not an insured benefit. Program participation subject to enrollment with SAGE. "Points" are credits that may be used to discount the cost of Tuition and have no cash value. UCCI does not provide services related to this program. Tuition Rewards not available in all jurisdictions. Program subject to change without notice.

The Plan complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex.

English	ATTENTION: If you speak English, language assistance services, free of charge, are available to you. Call 1-800-332-0366 (TTY: 711).
Español (Spanish)	ATENCIÓN: Si habla español, le ofrecemos de ayuda lingüística gratuita. Llame al 1-800-332-0366 (TTY: 711).
繁體中文 (Chinese)	注意：如果您使用繁體中文，您可以免費獲得語言援助服務。請致電 1-800-332-0366 (TTY: 711)。

vba

Expert Solutions. Exceptional Service.

Employee Benefit Trust of Eastern PA

VBA #1087

Effective: 7/1/19

$0 Exam / $25 Materials Copay

FREQUENCY OF SERVICE Last Date of Service:	Employee	Spouse	Children (Up to age 19 EOBY)
			DEPENDENT AGE: 23 EOBY
Vision Exam	24 Months	24 Months	12 Months
Lenses	24 Months	24 Months	12 Months
Frames	24 Months	24 Months	24 Months

BENEFITS: Employee can select either:	VBA Participating Provider Amount Covered/Benefit (Less Copayment)[G]	Non-Participating Provider Amount Reimbursed (Zero Copayment)
Vision Exam (Glasses or Contacts)	100%	$32
Clear Standard Lenses (Pair):		
Single Vision	100%	$24
Bifocal	100%	$36
Blended Bifocal	100%	$36
Trifocal	100%	$46
Progressives[D]	Controlled Cost[E]	$46
Lenticular	100%	$72
Polycarbonate[C]	100%	N/A
Scratch Coat-1 Yr	100%	N/A
Frame[B]	100%	$24
-OR-		
Elective Contacts (in lieu of eyeglass benefits)		
Material Allowance	$150	$150
Fitting Fee	15% off UCR[A]	N/A
-OR-		
Medically Necessary Contacts[F]	100%	$150

A Usual, Customary, and Reasonable.

B Within the program's $25 wholesale allowance (approximately $62 to $75 retail).

C Available In-Network at no charge for children under age 19.

D Progressive lenses typically retail from $150 to $400, depending on lens options. VBA's controlled costs generally range from $45 to $175.

E Unless otherwise prohibited by law.

F Medically Required Contacts may only be selected in lieu of all other material benefits listed herein.

G A $25 copayment applies to the total cost of the lenses and/or frames ordered from a VBA Member Doctor only, but does not apply to the exam or contact material allowance.

Limitations

VBA is designed to cover visual needs rather than cosmetic materials and consequently includes some limitations in order to control costs. The following options or services will generally result in additional charges to the patient or are not covered under the plan.

ADDITIONAL CHARGES

A patient selecting any of the following items will be responsible for the additional charges, all of which are monitored and controlled by VBA.

- Tinted Lenses
- Photochromic/Polarized Lenses
- Polycarbonate (covered under age 19)
- Hi-index Lenses
- Progressive (available starting at $45)
- The coating of the lens or lenses (except 1 year scratch protection)
- A frame that costs more than the plan allowance
- Rimless Frames
- Anti-Reflective/Backside UV/Optifog

Additionally, costs for contact lenses/services in excess of the plan's scheduled reimbursement allowances are the responsibility of the patient.

NOT COVERED

The contract gives VBA the right to waive any of the plan limitations if, in the opinion of our optometric consultants, it is necessary for the patient's welfare. VBA provides no benefit for professional services or materials connected with the following:

- Orthoptics or vision training
- Non-prescription lenses
- Two pair of glasses in lieu of bifocals
- Medical or surgical treatment of the eyes
- Any eye examination, or corrective eyewear, required by an employer as a condition of employment
- Services or materials provided as a result of any Worker's Compensation Law or similar legislation
- Glasses and contacts during the same eligibility period

Lenses and frames furnished under this program which are lost or broken will not be replaced except at the normal intervals when services are otherwise available.

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vba