



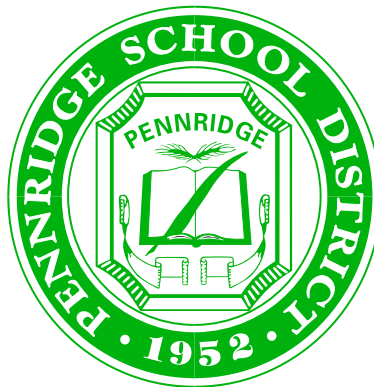
COLLECTIVE BARGAINING AGREEMENT

BETWEEN THE

Pennridge Education Association

and

Pennridge Board of School Directors



Pennridge School District

Perkasie, Pennsylvania

July 1, 2023 to June 30, 2028

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1 **COLLECTIVE BARGAINING AGREEMENT**

2
3 **I. RECOGNITION**

4
5 The Pennridge School Board recognizes the Pennridge Education
6 Association as the sole and exclusive bargaining representative for
7 classroom teachers, librarians, nurses, psychologists, guidance counselors,
8 corrective reading and study skills teachers, dental hygienists, and other
9 non-supervisory professional persons not management level or confidential
10 employees, who qualify or may soon qualify for state certificates, all of whom
11 shall be hereafter referred to interchangeably as "teachers" and/or
12 "employees."

13
14 The Pennridge School Board acknowledges that, pursuant to the Public
15 Employee Relations Act, the policy of the Commonwealth of Pennsylvania
16 has been that public employees have the right to organize and choose
17 freely their representatives and that public employers are required to
18 negotiate and bargain with employee organizations with respect to wages
19 and hours and other terms and conditions of employment all as set forth
20 in said Act and to enter into written agreements evidencing the result of
21 such bargaining and negotiations.
22

23 **II. TERM OF AGREEMENT**

24
25 The term of this Agreement shall begin on July 1, 2023 and shall
26 continue in full force and effect up to and including June 30, 2028.
27

28 **III. NO STRIKE-NO LOCKOUT PROVISIONS**

29
30 Both parties agree to faithfully abide by the provisions of the Pennsylvania
31 Public Employee Relations Act. As a condition of the various provisions of
32 this Agreement to which the parties have agreed, the bargaining agent
33 pledges that members of the bargaining unit will not engage in a strike (as
34 that term is defined by Acts 195 and 88) during the term of this Agreement,
35 or any extension thereof, and the employer pledges that it will not conduct,
36 or cause to be conducted, a lockout during the term of this Agreement, or
37 any extension thereof.
38

39 **IV. WAGES AND SALARY PROVISIONS**

40
41 The parties agree that wages and salaries to be affected by this Agreement
42 are accurately reflected in Appendix "A" made part of this Agreement and
43 that the schedule of wages and salaries set forth in Appendix "A" shall be
44 the schedule which shall remain in force for the period of this Agreement.
45

46 **V. OTHER EMPLOYEE BENEFITS AND CONDITIONS OF EMPLOYMENT**

47
48 The parties agree that other employee benefits to be provided under this
49 Agreement are accurately reflected in Appendix "B" attached hereto and made
50 part of this Agreement.

51
52 **VI. GRIEVANCE PROCEDURE**

53
54 The parties agree that grievances which arise out of the interpretation of this
55 Agreement shall be resolved in accordance with the grievance procedure
56 described in Appendix "C" attached hereto and made part of this Agreement.

57
58 **VII. JOB SECURITY AND JOB PROGRESSION**

59
60 The Pennsylvania School Code includes certain job security provisions,
61 certification, and other regulatory provisions associated with various classes
62 of employees. The parties hereby aver that such provisions of the School
63 Code represent their complete agreement and that said provisions shall
64 govern the manner in which the job security, job progression, and reduction
65 in force practices shall be affected with respect to members of the bargaining
66 unit.

67
68 In the event that additional provisions not inconsistent with or in conflict
69 with those enumerated in the School Code shall be agreed upon by the
70 parties with respect to job security, job progression, and reduction in force,
71 such provisions shall be made a part of Appendix "D" which shall be made
72 a part of this Agreement.

73
74 **VIII. OTHER ITEMS OF AGREEMENT**

75
76 Other items of a general nature that have been agreed to by the Pennridge
77 Education Association and the Pennridge School Board are listed in
78 Appendix "D" which shall be made a part of this Agreement.

79
80 **IX. CONFORMITY TO LAW-SAVINGS CLAUSE**

81
82 If any provision of this Agreement is or shall at any time be contrary to
83 law, then such provision shall not be applicable or performed or enforced
84 except to the extent permitted by law and any substitute action shall be
85 subject to appropriate consultation and negotiation with the Association.

In the event that any provision of this Agreement is or shall at any time be contrary to law, all other provisions of this Agreement shall continue in effect.

X. MODIFICATION OF AGREEMENT

This Agreement shall not be modified except by written amendment duly ratified and agreed to by both parties, which shall be physically attached to the official copies thereof.

XI. EFFECTIVE DATE AND SIGNATURE

This Agreement is to be effective as of the date of ratification by both parties, except where otherwise specifically provided.

IN WITNESS THEREOF, the parties hereto have caused these presents to be executed by their duly authorized officers after due and proper action authorizing same, intending that both parties be legally bound hereby on the date set forth below.

PENNRIDGE SCHOOL BOARD

PENNRIDGE EDUCATION ASSOCIATION

By

By

Attest

Attest

Dated

Dated

APPENDIX "A"
WAGES AND SALARY PROVISIONS

1. Basic Salary Schedule

The Basic Salary Schedules for the years 2023-2024, 2024-2025, 2025-2026, 2026-2027, and 2027-2028, are set forth on Pages 14 through 18, and reflect the following:

- A. 2023-2024: Step movement shall occur effective with the first pay period. The starting salary (Step 2, Bachelor's Degree) shall be increased to \$51,000. The top of scale, now Step 17 shall have an annual salary increased to \$110,333.
- B. 2024-2025: Step movement shall occur effective with the first pay period. The starting salary (Step 2, Bachelor's Degree) shall be increased to \$52,500. Top of scale (Step 17) increased to \$112,083. A new M + 15 column is added to the salary schedule. Beginning this year, no bargaining unit member may move into the M + 12 or M + 24 column.
- C. 2025-2026: Step movement shall occur effective with the first pay period. The starting salary (Step 2, Bachelor's Degree) shall be increased to \$54,000. Top of scale (Step 17) annual salary increased on \$113,343.
- D. 2026-2027: Step movement shall occur effective with the first pay period. The starting salary (Step 2, Bachelor's Degree) shall be increased to \$55,750. Top of scale (Step 17) annual salary increased to \$114,603.
- E. 2027-2028: Step movement shall occur effective with the first pay period. The starting salary (Step 2, Bachelor's Degree) shall be increased to \$56,500. Top of scale (Step 17) annual salary increased to \$116,028.

2. Contracted Employees Hired With No Prior Teaching Experience

Employees without prior outside public or private school experience will be placed by the Administration at the appropriate step within the Salary Schedule. The Administration may place such newly hired employees at any step up to and including Step 4 of the appropriate horizontal column.

160 **3. Step Placement for Individuals with Prior Teaching Experience Hired**
161 **Into Contract Positions**
162

163 Tenured teachers hired without prior Pennridge School District experience
164 but with prior teaching experience shall be placed on the Salary Schedule in
165 accordance with present Board policy.
166

167 **4. Long-Term Substitutes**
168

169 A. Non-tenured teachers without prior Pennridge School District
170 experience and without prior teaching experience hired as long-term
171 substitutes may be compensated at not less than ninety percent
172 (90%) of Step 2 for their first year of employment. In their second
173 year of employment, a non-tenured teacher may be compensated at
174 not less than ninety percent (90%) of Step 3 of the Salary Schedule
175 and shall thereafter continue to advance on the Salary Schedule as
176 would any other teacher and may receive a minimum of ninety
177 percent (90%) of the applicable step.
178

179 B. Non-tenured teachers with no prior Pennridge School District
180 experience but with prior public school teaching experience hired as
181 long-term substitutes may be placed on or above Step 2 of the Salary
182 Schedule and may be compensated at a minimum of ninety percent
183 (90%) of the applicable step. During their second year of
184 employment with the District and thereafter, such long-term
185 substitutes will continue to advance on the Salary Schedule as
186 would any other teacher and may receive a minimum of ninety
187 percent (90%) of the applicable step.
188

189 C. Tenured teachers with no prior Pennridge School District experience
190 hired as long-term substitutes may be placed on or above Step 4 of
191 the Salary Schedule and may be compensated at a minimum of
192 ninety-five percent (95%) of the applicable step. During their second
193 year of employment with the District and thereafter, such long-term
194 substitutes will advance on the Salary Schedule as would any other
195 teacher and may receive a minimum of ninety-five percent (95%) of
196 the applicable step.
197

198 D. Tenured teachers with prior Pennridge School District experience
199 hired as long-term substitutes will be placed on the Salary Schedule
200 in accordance with present Board policy and may be compensated
201 at ninety-five percent (95%) of the applicable step. Such teachers
202 will also advance on the Salary Schedule as would any other teacher
203 and may receive a minimum of ninety-five percent (95%) of the
204 applicable step.
205

206 **5. Contracted Vacancies**

- 207
- 208 A. Whenever a contracted vacancy occurs on or after September 1, the
- 209 District shall have the option of filling the vacant position with a long
- 210 term substitute. The District shall have until April 30 to award a
- 211 contract if the contracted vacancy occurs after September 1 and prior
- 212 to or on January 31. If the contracted vacancy occurs after January
- 213 31, the District shall have ninety (90) days to award a contract. A
- 214 temporary or professional employee contract awarded for these
- 215 positions shall be retroactive to the start of the school year for those
- 216 who have been rated satisfactory by April 30 (if hired prior to or on
- 217 January 31) or at the conclusion of the ninety (90) days (if hired after
- 218 January 31). Seniority shall be calculated according to the terms of
- 219 Appendix D, Section 9 of the collective bargaining agreement between
- 220 the Pennridge Education Association and the Pennridge School
- 221 District and shall be retroactive to the first day of employment as a
- 222 long term substitute. For long term substitutes who have not been
- 223 rated satisfactory by April 30 (if hired prior to or on January 31), the
- 224 District may use the balance of the student year to determine if a
- 225 contract should be awarded.
- 226
- 227 B. All long term substitutes will be formally observed during their
- 228 employment period. Where a long-term substitute has been the
- 229 subject of documentation for performing duties in an unsatisfactory
- 230 manner, the substitute shall be subject to an immediate dismissal of
- 231 duties. The Association shall be advised as to the reason(s) for any
- 232 dismissal and be provided documentation upon request.
- 233

234 **6. Doctoral Reimbursement**

235

236 Those professional employees who obtain an earned doctorate from an

237 approved and accredited college shall have the sum of One Thousand Five

238 Hundred Dollars (\$1,500) added to gross salary. This increase shall become

239 a permanent part of the individual's salary.

240

241 **7. Withholding Increments of the Salary Schedule**

242

243 The salary specified in annual increments during the term of this

244 Agreement is set forth at the end of Appendix "A" to this Agreement.

245 However, the Board reserves the right to withhold any increment at any

246 time an employee's work has been rated unsatisfactory.

247

8. Summer School/Homebound Instruction/Curriculum/IEP Salary Schedule

- A. Except as set forth in this Section, all professional employees of the Pennridge School district who, write curriculum beyond the school year, and/or attend individual educational plan hearings or meetings and/or prepare individual educational plans beyond the school year shall be paid at the rate of Thirty-Two Dollars (\$32) per hour for the 2023–24 and 2024–25 School Years; and Thirty-Four Dollars (\$34) per hour for the remaining years of this Agreement.

All professional employees of the Pennridge School District who teach summer school/ESY or provide homebound instruction throughout the school year shall be paid at the rate of Forty-Five Dollars (\$45) per hour.

Mileage for homebound instruction shall be paid in accordance with District policy.

- B. Evaluations or other work conducted by psychologists during the summer, which shall be voluntary, shall be subject the following terms:

i. For each of the first three days worked during the summer, the psychologist shall elect either: (1) one exchange day to be used as described herein; or (2) payment of half of the psychologist's per diem rate, plus One Hundred Fifty Dollars (\$150.00).

ii. For any additional days worked during the summer, the District shall elect to provide the psychologist with either: (1) one exchange day to be used as described herein; or (2) payment of half of the psychologist's per diem rate, plus One Hundred Fifty Dollars (\$150.00).

iii. Use of Work Exchange Days:

(a) No work exchange day may be used on the first or last student day.

(b) No work exchange day may be used on a professional development day.

(c) No more than three work exchange days may be used in any month.

- (d) No more than two work exchange days per school year may be attached to a long weekend (i.e., when Friday and/or Monday are scheduled as a non-student day).
- (e) Work exchange days must be used no later than June 30 of the calendar year following the summer in which they are earned. Any unused days may not be carried over to the next school year and shall be forfeited.
- (f) The same advance notice, scheduling, and approval requirements that apply to personal days shall apply to work exchange days.
- iv. Determinations as to the number of summer work days needed by psychologists (if any) shall be made by the District in its sole discretion.
- C. For each day of work performed by a guidance counselor during the summer, the guidance counselor shall receive half of his/her per diem rate, plus One Hundred Fifty Dollars (\$150.00).

9. Teaching an Additional/Sixth Section

Prior to the Implementation of Block Scheduling

Teachers at the middle school and high school may teach a sixth section of instruction (or an equivalent amount of minutes in the teaching schedule) in place of his/her duty period for an additional stipend. Any such opportunity shall be sent to all staff by e-mail and posted electronically for a period of five days, during which appropriately certificated teachers may volunteer. If more than one teacher volunteers, the opportunity shall be awarded in the following order: (i) to the tenured teacher with the most seniority in the building; (ii) if no tenured teacher in the building volunteers, to the non-tenured teacher with the most seniority in the building; (iii) if no teacher in the building volunteers, to the teacher in another building (tenured or non-tenured) with the most seniority. No mileage reimbursement shall be paid to any teacher who volunteers to teach a sixth section. The District shall have the right to decline an offer to volunteer if the sixth section would interfere with the teacher's primary job responsibilities. No teacher who is then on a performance improvement plan shall be selected to teach a sixth section.

The teacher selected will receive a prorated stipend of Three Thousand Five Hundred Dollars (\$3,500.00) for a one-credit course, or One Thousand Seven Hundred Fifty (\$1,750.00) for a half-credit course.

Upon the Implementation of Block Scheduling

Teachers at the middle school and high school may teach an additional whole block or half block of instruction in place of his/her duty period or planning time for an additional stipend. Any such opportunity shall be sent to all staff by e-mail and posted electronically for a period of five days, during which appropriately certificated teachers may volunteer. If more than one teacher volunteers, the opportunity shall be awarded in the following order: (i) to the tenured teacher with the most seniority in the building; (ii) if no tenured teacher in the building volunteers, to the non-tenured teacher with the most seniority in the building; (iii) if no teacher in the building volunteers, to the teacher in another building (tenured or non-tenured) with the most seniority. No mileage reimbursement shall be paid to any teacher who volunteers to teach an additional whole or half block. The District shall have the right to decline an offer to volunteer if the additional section would interfere with the teacher's primary job responsibilities. No teacher who is then on a performance improvement plan shall be selected.

The teacher selected will receive a prorated stipend of Three Thousand Seven Hundred Fifty Dollars (\$3,750.00) for a one-credit course, or One Thousand Eight Hundred Seventy Five (\$1,875.00) for a half-credit course.

10. Chaperone Duty

In the absence of volunteers, the School District has the right to require teachers to chaperone/participate in two (2) events beyond the normal school day hours. This does not include events which are an outgrowth of the regular school day assignments (for example, band concert, chorus concert, art shows, etc.) or a paid extra duty assignment.

11. Duties

Teachers are not required to perform early bus or after school detention duties. Teachers may volunteer for these duties.

374 **12. Open House**

375
376 Prior to Implementation of Block Scheduling

377
378 All teachers will be required to attend one (1) Open House. The date and
379 time of the Open House shall be provided to teachers by August 15. If a
380 teacher is assigned to multiple buildings, district administration shall
381 notify the teacher by August 15 which Open House to attend. New
382 teachers that are hired after August 15 will be notified of the date and time
383 of the Open House at the building level during Teacher Induction, if not
384 sooner.

385
386 Upon Implementation of Block Scheduling

387
388 High school and middle school teachers will be required to attend two (2)
389 Open Houses per school year, one per semester. All other teachers will be
390 required to attend one (1) Open House. The date and time of the fall
391 semester Open House shall be provided to teachers by August 15. The
392 date and time of the spring semester high school Open House shall be
393 provided to teachers by December 15. High school and middle school
394 teachers shall not be required to attend a faculty meeting during the
395 month in which the second open house occurs. If a teacher is assigned to
396 multiple buildings, district administration shall notify the teacher by
397 August 15 which Open House(s) to attend. New teachers that are hired
398 after August 15 will be notified of the date and time of the fall Open House
399 at the building level during Teacher Induction, if not sooner.

400
401 **13. Act 48**

402
403 If the School District does not provide free courses needed to satisfy Act
404 48 teacher certification for Association members who have maximum
405 eligibility on the yearly salary schedule, the School District shall
406 compensate the teacher One Hundred Eighty Dollars (\$180) per credit or
407 50% of the cost of the conference needed to satisfy Act 48 teacher
408 certification.

409
410 **14. Extra-Duty Pay Schedule**

- 411
412 A. Compensation for extra-duty responsibility positions shall be a
413 dollar value as listed in the EDR Schedule on pages 19 to 29 of this
414 Agreement.
415
416 B. Compensation for nurse and/or Emergency Medical Technician
417 (E.M.T) coverage at district events shall consist of the following:
418

1. Payment of Sixty Dollars (\$60) for event, which shall consist of simultaneous events.
 2. Payment of Fifty Dollars (\$50) for back-to-back events, for a total of One Hundred Dollars (\$100).
- C. The Superintendent, or his or her designee, shall provide to the President of the Association a report, no later than the end of the first semester of each school year, that contains the following information:
1. Estimated compensation breakdown as to how "Intramural" funds are expected to be awarded in elementary, middle and high schools for the school year.
 2. Estimated compensation breakdown as to how "High School Club" funds are expected to be awarded in the high school for the school year.
- D. The Superintendent, or his or her designee, shall provide to the President of the Association a report no later than July 31 of each year that contains the following information for the school year that just concluded:
1. All EDR contracted positions that are listed in the current collective bargaining agreement.
 2. Names of individuals, designated as either professional staff or nonprofessional staff, who received the contracted EDR position.
 3. Any and all EDR contracted positions that were not filled.
 4. Compensation breakdown as to how "Intramural" funds were awarded in elementary, middle, high schools.
 5. Compensation breakdown as to how "High School Club" funds were awarded in the high school.
- E. Any EDR-contracted position that has an "asterisk" (*) symbol after it as listed on the EDR Schedule, may have the contracted responsibility, and as such, compensation, divided by agreed upon percent between the relevant individuals. Such agreements are only for the duration of the current school year and must be approved by the building principal.

F. Department Coordinators

1. A department must have six (6) or more teachers as a prerequisite to establish and/or maintain an EDR coordinator position. The Extra-Duty Review Committee will consider and review any requests to add or remove an EDR coordinator position, including in connection with this prerequisite, in the manner set forth in Section 15.I.
2. Compensation for department coordinators shall be calculated using the following formula:

Grade Level of Responsibility	Percent of Base Compensation
K-12	100% of \$2,500
6-12	85% of \$2,500
7-12	80% of \$2,500
8-12	75% of \$2,500
9-12	70% of \$2,500

- G. Total compensation for Mentor Teachers serving in that role for a full school year shall be One Thousand Dollars (\$1,000). Compensation shall be earned on a pro-rata basis based on the number of student days served in that role.
- H. Any EDR contracted position that has a “Circumflex” (^) symbol after it as listed on the EDR Schedule will “sunset” when the current person who holds the E.D.R. contract ceases to work in that capacity.
- I. The Extra-Duty Review Committee will consider and review any requests for changes, additions, or deletions to the Extra-Duty Pay Schedule. The Extra Duty Review Committee will review the proposals of the Administration and Association during the term of this Agreement. Whenever appropriate, the Committee will formulate a recommendation to the Board. The Committee will consist of two (2) Board Members, two (2) administrators appointed by the President of the Board and three (3) Association members appointed by the President of the Association.

- 496 J. The District will make every reasonable effort to accommodate
497 elementary teachers who perform extra-duty responsibilities by
498 granting release time to Head and Assistant Coaches on game days
499 only when necessary to fulfill the responsibilities of the extra-duty
500 position with the mutual understanding that a teacher's primary
501 responsibility is in the classroom.

502
503 **15. Payroll Deductions**
504

505 Employees may change their options for payroll deductions by notifying the
506 Business Office of the desired change in writing two (2) weeks prior to the
507 next regularly scheduled pay period. The change will be effective with the
508 next regularly scheduled pay period. Deductions authorized by employees
509 for Tax Sheltered Annuities will be forwarded to the appropriate Tax
510 Sheltered Annuity Company no later than three (3) business days from the
511 day the deduction is made.
512

513 **16. Same-Day Deposit**
514

- 515 A. The District may require employees to receive payroll through direct
516 deposit. New employees may be required to participate immediately
517 upon commencement of employment with the District.
518
519 B. Notice of a change in a bargaining unit member's choice of same day
520 deposit must be received, in writing, by the Business Office two (2)
521 weeks prior to the next regularly scheduled pay period.
522
523 C. The Association shall indemnify, defend, and hold the District
524 harmless against any and all claims, demands, suits, and/or other
525 forms of liability that arise on account of any dispute between the
526 Board and/or a bargaining unit member and/or a bank by reason
527 of action taken by the Board for the purpose of complying with any
528 of the provisions of this section.

529

PENNRIDGE EDUCATION ASSOCIATION, PSEA-NEA SALARY SCHEDULE 2023-24							
Step	B	B+12	B+24	M	M+12	M+24	M+30
2	51,000	51,500	52,000	56,000	58,000	59,500	61,500
3	51,500	52,000	52,500	57,000	59,000	60,500	62,500
4	52,000	52,500	53,000	58,500	60,500	62,000	64,000
5	52,500	53,000	54,000	60,000	62,000	64,000	66,500
6	53,000	54,500	55,500	62,500	64,500	67,000	69,500
7	54,500	57,000	58,000	65,000	67,000	70,000	72,500
8	56,000	59,500	60,500	67,500	70,000	73,000	75,500
9	58,500	62,000	64,000	70,000	73,000	76,000	78,500
10	60,000	63,500	67,500	74,000	76,000	79,000	81,500
11	61,500	65,000	70,000	78,000	79,500	82,000	84,500
12	63,000	66,500	73,000	81,000	83,000	85,000	88,500
13	64,500	68,000	76,000	84,000	87,000	90,000	92,500
14	66,000	69,500	79,000	88,000	91,000	94,000	97,000
15	67,500	71,000	82,000	91,000	95,000	98,000	101,500
16	69,000	72,500	87,500	94,000	99,000	102,000	106,000
17	70,500	74,000	92,287	97,490	102,831	106,113	110,333

530

531

PENNRIDGE EDUCATION ASSOCIATION, PSEA-NEA SALARY SCHEDULE 2024-25								
Step	B	B+12	B+24	M	M + 12	M+15	M+24	M+30
2	52,500	53,500	54,250	57,750	59,750	61,000	61,750	64,250
3	53,000	54,000	54,750	58,250	60,250	61,500	62,250	64,750
4	53,500	54,500	55,250	59,250	61,250	62,500	63,250	65,750
5	54,000	55,000	56,250	60,250	62,750	63,750	64,750	67,250
6	54,500	56,000	57,250	62,750	65,250	66,500	67,750	70,250
7	55,500	58,000	59,250	65,250	67,750	69,250	70,750	73,250
8	57,000	60,500	61,750	67,750	70,750	72,000	73,750	76,250
9	59,500	63,000	65,250	70,250	73,750	74,750	76,750	79,250
10	61,000	64,500	68,750	74,250	76,750	78,250	79,750	82,250
11	62,500	66,000	71,250	78,250	80,250	81,750	82,750	85,250
12	64,000	67,500	74,250	81,500	83,750	85,375	85,750	89,250
13	65,500	69,000	77,250	84,750	87,750	89,000	90,750	93,250
14	67,000	70,500	80,250	88,250	91,750	93,000	94,750	97,750
15	68,500	72,000	83,250	91,250	95,750	96,750	98,750	102,250
16	70,000	73,500	88,750	94,750	99,750	100,750	102,750	106,750
17	71,500	75,000	94,037	99,240	104,581	106,222	107,863	112,083

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PENNRIDGE EDUCATION ASSOCIATION, PSEA-NEA SALARY SCHEDULE 2025-26								
Step	B	B+12	B+24	M	M+12	M+15	M+24	M+30
2	54,000	55,500	56,297	58,900	61,091	62,247	63,373	65,593
3	54,500	56,000	56,797	59,650	61,841	62,997	64,123	66,343
4	55,000	56,500	57,297	60,400	62,591	63,747	64,873	67,093
5	55,750	57,250	57,797	61,150	63,341	64,497	65,623	67,843
6	56,500	58,000	58,297	63,150	65,841	66,997	68,623	70,843
7	57,500	59,000	59,797	65,650	68,341	69,747	71,623	73,843
8	58,500	61,500	62,297	68,150	71,341	72,497	74,623	76,843
9	60,500	64,000	65,797	70,650	74,341	75,247	77,623	79,843
10	62,000	65,500	69,297	74,650	77,341	78,747	80,623	82,843
11	63,500	67,000	71,797	78,650	80,841	82,247	83,623	85,843
12	65,000	68,500	74,797	81,900	84,341	85,872	86,623	89,843
13	66,500	70,000	77,797	85,150	88,341	89,497	91,623	93,843
14	68,000	71,500	80,797	88,400	92,341	93,372	95,623	98,343
15	69,500	73,000	84,297	91,500	96,341	97,172	99,623	102,843
16	71,000	74,500	89,797	95,000	100,841	101,422	103,623	107,843
17	72,500	76,000	95,297	100,500	105,841	107,482	109,123	113,343

PENNRIDGE EDUCATION ASSOCIATION, PSEA-NEA SALARY SCHEDULE 2026-27								
Step	B	B+12	B+24	M	M+12	M+15	M+24	M+30
2	55,750	57,000	57,457	60,560	62,301	63,657	64,533	66,753
3	56,250	57,500	57,957	61,310	63,051	64,407	65,283	67,503
4	56,750	58,000	58,457	62,060	63,801	65,157	66,033	68,253
5	57,250	58,500	58,957	62,810	64,551	65,907	66,783	69,003
6	57,750	59,000	59,457	63,810	66,051	67,407	68,783	71,003
7	58,500	59,750	59,957	65,810	68,551	69,907	71,783	74,003
8	59,250	62,250	62,457	68,310	71,551	72,657	74,783	77,003
9	61,250	64,750	65,957	70,810	74,551	75,407	77,783	80,003
10	62,750	66,250	69,457	74,810	77,551	78,907	80,783	83,003
11	64,250	67,750	71,957	78,810	81,051	82,407	83,783	86,003
12	65,750	69,250	74,957	82,060	84,651	86,032	86,783	90,003
13	67,250	70,750	77,957	85,310	88,651	89,657	91,783	94,003
14	68,750	72,250	80,957	88,410	92,751	93,457	95,783	98,503
15	70,250	73,750	85,207	91,910	96,751	97,582	100,033	103,253
16	71,750	75,250	90,807	96,010	101,851	102,432	104,633	108,853
17	73,250	76,750	96,557	101,760	107,101	108,742	110,383	114,603

PENNRIDGE EDUCATION ASSOCIATION, PSEA-NEA SALARY SCHEDULE 2027-28								
Step	B	B+12	B+24	M	M+12	M+15	M+24	M+30
2	56,500	58,250	59,357	61,410	63,251	64,582	65,533	67,753
3	57,000	58,750	59,857	62,160	64,001	65,332	66,283	68,503
4	57,500	59,250	60,357	62,910	64,751	66,082	67,033	69,253
5	58,000	59,750	60,857	63,660	65,501	66,832	67,783	70,003
6	58,500	60,250	61,607	64,410	66,651	68,032	69,433	71,653
7	59,000	60,750	62,357	66,410	69,151	70,532	72,433	74,653
8	59,750	62,750	63,357	68,910	72,151	73,282	75,433	77,653
9	61,750	65,250	66,357	71,410	75,151	76,032	78,433	80,653
10	63,250	66,750	69,857	75,410	78,151	79,532	81,433	83,653
11	64,750	68,250	72,357	79,410	81,651	83,032	84,433	86,653
12	66,250	69,750	75,357	82,660	85,151	86,657	87,433	90,653
13	67,750	71,250	78,357	85,910	89,151	90,282	92,433	94,653
14	69,250	72,750	81,607	89,410	93,401	94,407	96,683	99,403
15	70,750	74,250	86,457	93,160	98,001	98,832	101,283	104,503
16	72,250	75,750	92,232	97,435	103,276	103,857	106,058	110,278
17	73,750	77,250	97,982	103,185	108,526	110,167	111,808	116,028

EXTRA DUTY RESPONSIBILITY SCHEDULE

*Position and compensation may be split between 2 or more employees

^^This position will be eliminated when the person currently holding the EDR contract ceases to work in that capacity.

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Athletic EDRs – High School

Building	Activity Type	Season	Activity	Stipend
High School	Athletic	Fall	Cross Country, Head Coach, Men	\$3,500.00
High School	Athletic	Fall	Cross Country, Head Coach, Women	\$3,500.00
High School	Athletic	Fall	Football, Head Coach, Varsity	\$7,750.00
High School	Athletic	Fall	Football, Asst. Coach, Varsity #1 *	\$4,900.00
High School	Athletic	Fall	Football, Asst. Coach, Varsity #2 *	\$4,900.00
High School	Athletic	Fall	Football, Asst. Coach, Varsity #3 *	\$4,900.00
High School	Athletic	Fall	Football, Asst. Coach, Varsity #4 *	\$4,900.00
High School	Athletic	Fall	Football, Coach, Freshman, #1 *	\$3,975.00
High School	Athletic	Fall	Football, Coach, Freshman, #2 *	\$3,975.00
High School	Athletic	Fall	Golf, Head Coach	\$2,800.00
High School	Athletic	Fall	Golf, Asst. Coach *	\$500.00
High School	Athletic	Fall	Field Hockey, Head Coach, Varsity	\$4,325.00
High School	Athletic	Fall	Field Hockey, Asst. Coach, Varsity *	\$2,850.00
High School	Athletic	Fall	Field Hockey, Coach, Freshman *	\$2,550.00
High School	Athletic	Fall	Soccer, Head Coach, Varsity, Men	\$4,325.00
High School	Athletic	Fall	Soccer, Head Coach, Varsity, Women	\$4,325.00
High School	Athletic	Fall	Soccer, Asst. Coach, Varsity, Men #1 *	\$2,850.00
High School	Athletic	Fall	Soccer, Asst. Coach, Varsity, Men #2 *	\$2,850.00
High School	Athletic	Fall	Soccer, Asst. Coach, Varsity, Women #1 *	\$2,850.00
High School	Athletic	Fall	Soccer, Asst. Coach, Varsity, Women #2 *	\$2,850.00
High School	Athletic	Fall	Soccer, Coach, Freshman, Co-Ed *	\$2,550.00
High School	Athletic	Fall	Tennis, Head Coach, Varsity, Women	\$3,500.00
High School	Athletic	Fall	Tennis, Asst. Coach, Varsity, Women *	\$2,575.00
High School	Athletic	Fall	Volleyball, Head Coach, Varsity, Women	\$4,325.00
High School	Athletic	Fall	Volleyball, Asst. Coach, Varsity, Women *	\$2,850.00
High School	Athletic	Fall	Water polo, Head Coach, Varsity, Men	\$3,500.00
High School	Athletic	Fall	Water polo, Asst. Coach, Men *	\$2,575.00
High School	Athletic	Fall	Water polo, Head Coach, Varsity, Women	\$3,500.00
High School	Athletic	Fall	Water polo, Asst. Coach, Women *	\$2,575.00
High School	Athletic	Fall	Weight/Strength Coach *	\$900.00
High School	Athletic	Year	Cheerleading, Head Coach	\$4,325.00
High School	Athletic	Year	Cheerleading, Asst. Coach *	\$2,850.00
High School	Athletic	Year	Cheerleading, Freshman Coach *	\$2,550.00
High School	Athletic	Year	High School & Middle School Cross Country & Track Coordinator *	\$750.00
High School	Athletic	Year	Cross Country & Track Event Staff	\$40/event as needed

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EXTRA DUTY RESPONSIBILITY SCHEDULE

*Position and compensation may be split between 2 or more employees

^^This position will be eliminated when the person currently holding the EDR contract ceases to work in that capacity.

Athletic EDRs – High School

Building	Activity Type	Season	Activity	Stipend
High School	Athletic	Winter	Basketball, Head Coach, Varsity, Men	\$5,575.00
High School	Athletic	Winter	Basketball, Head Coach, Varsity, Women	\$5,575.00
High School	Athletic	Winter	Basketball, Asst. Coach, Varsity, Men #1 *	\$3,300.00
High School	Athletic	Winter	Basketball, Asst. Coach, Varsity, Men #2 *	\$3,300.00
High School	Athletic	Winter	Basketball, Asst. Coach, Varsity, Women #1 *	\$3,300.00
High School	Athletic	Winter	Basketball, Asst. Coach, Varsity, Women #2 *	\$3,300.00
High School	Athletic	Winter	Basketball, Coach, Freshman, Men *	\$2,975.00
High School	Athletic	Winter	Basketball, Coach, Freshman, Women *	\$2,975.00
High School	Athletic	Winter	Bowling, Head Coach	\$2,800.00
High School	Athletic	Winter	Bowling, Asst. Coach *	\$500.00
High School	Athletic	Winter	Swimming/Diving, Head Varsity, Men	\$4,325.00
High School	Athletic	Winter	Swimming/Diving, Head Varsity, Women	\$4,325.00
High School	Athletic	Winter	Swimming/Diving, Asst. Varsity, Men *	\$2,850.00
High School	Athletic	Winter	Swimming/Diving, Asst. Varsity, Women *	\$2,850.00
High School	Athletic	Winter	Weight/Strength Coach *	\$900.00
High School	Athletic	Winter	Winter Track, Head Coach, Men	\$3,500.00
High School	Athletic	Winter	Winter Track, Head Coach, Women	\$3,500.00
High School	Athletic	Winter	Winter Track, Asst. Coach, Men *	\$1,500.00
High School	Athletic	Winter	Winter Track, Asst. Coach, Women *	\$1,500.00
High School	Athletic	Winter	Wrestling, Head Coach, Varsity	\$5,575.00
High School	Athletic	Winter	Wrestling, Asst. Coach, Varsity *	\$3,300.00

EXTRA DUTY RESPONSIBILITY SCHEDULE

*Position and compensation may be split between 2 or more employees

^^This position will be eliminated when the person currently holding the EDR contract ceases to work in that capacity.

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Athletic EDRs – High School

Building	Activity Type	Season	Activity	Stipend
High School	Athletic	Spring	Baseball, Asst. Coach, Varsity, #1 *	\$2,850.00
High School	Athletic	Spring	Baseball, Asst. Coach, Varsity, #2 *	\$2,850.00
High School	Athletic	Spring	Baseball, Coach, Freshman *	\$2,550.00
High School	Athletic	Spring	Baseball, Head Coach, Varsity	\$4,325.00
High School	Athletic	Spring	Lacrosse, Asst. Coach, Varsity, Men *	\$2,850.00
High School	Athletic	Spring	Lacrosse, Asst. Coach, Varsity, Women *	\$2,850.00
High School	Athletic	Spring	Lacrosse, Coach, Freshman, Men *	\$2,550.00
High School	Athletic	Spring	Lacrosse, Coach, Freshman, Women *	\$2,550.00
High School	Athletic	Spring	Lacrosse, Head Coach, Varsity, Men	\$4,325.00
High School	Athletic	Spring	Lacrosse, Head Coach, Varsity, Women	\$4,325.00
High School	Athletic	Spring	Softball, Asst. Coach, Varsity, #1 *	\$2,850.00
High School	Athletic	Spring	Softball, Asst. Coach, Varsity, #2 *	\$2,850.00
High School	Athletic	Spring	Softball, Coach, Freshman *	\$2,550.00
High School	Athletic	Spring	Softball, Head Coach, Varsity	\$4,325.00
High School	Athletic	Spring	Special Olympics, Bocce Coach	\$500.00
High School	Athletic	Spring	Special Olympics, Bocce Coach	\$500.00
High School	Athletic	Spring	Spring Track, Asst. Coach, Varsity, Men, #1 *	\$2,850.00
High School	Athletic	Spring	Spring Track, Asst. Coach, Varsity, Men, #2 *	\$2,850.00
High School	Athletic	Spring	Spring Track, Asst. Coach, Varsity, Women, #1 *	\$2,850.00
High School	Athletic	Spring	Spring Track, Asst. Coach, Varsity, Women, #2 *	\$2,850.00
High School	Athletic	Spring	Spring Track, Head Coach, Varsity, Men	\$4,325.00
High School	Athletic	Spring	Spring Track, Head Coach, Varsity, Women	\$4,325.00
High School	Athletic	Spring	Tennis, Asst. Coach, Varsity, Men *	\$2,575.00
High School	Athletic	Spring	Tennis, Head Coach, Varsity, Men	\$3,500.00
High School	Athletic	Spring	Unified Spring Track & Field, Assistant Coach	\$750.00
High School	Athletic	Spring	Unified Spring, Head Coach Varsity	\$500.00
High School	Athletic	Spring	Volleyball, Asst. Coach, Varsity, Men *	\$2,850.00
High School	Athletic	Spring	Volleyball, Head Coach, Varsity, Men	\$4,325.00
High School	Athletic	Spring	Weight/Strength Coach *	\$900.00
High School	Athletic	Summer	Weight/Strength Coach, Summer *	\$675.00

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EXTRA DUTY RESPONSIBILITY SCHEDULE

*Position and compensation may be split between 2 or more employees

^^This position will be eliminated when the person currently holding the EDR contract ceases to work in that capacity.

Athletic EDRs – Middle School

Building	Activity Type	Season	Activity	Stipend
Central	Athletic	Year	Cheerleading, Head Coach (Central Middle School) **	\$2,350.00
North	Athletic	Year	Cheerleading, Head Coach (North Middle School) **	\$2,350.00
South	Athletic	Year	Cheerleading, Head Coach (South Middle School) **	\$2,350.00
Central	Athletic	Fall	Field Hockey, Asst. Coach (Central Middle School) *	\$1,800.00
North	Athletic	Fall	Field Hockey, Asst. Coach (North Middle School) *	\$1,800.00
South	Athletic	Fall	Field Hockey, Asst. Coach (South Middle School) *	\$1,800.00
Central	Athletic	Fall	Field Hockey, Head Coach (Central Middle School)	\$2,350.00
North	Athletic	Fall	Field Hockey, Head Coach (North Middle School)	\$2,350.00
South	Athletic	Fall	Field Hockey, Head Coach (South Middle School)	\$2,350.00
Central	Athletic	Fall	Football, Asst. Coach (Central Middle School) #1 *	\$2,100.00
Central	Athletic	Fall	Football, Asst. Coach (Central Middle School) #2 *	\$2,100.00
North	Athletic	Fall	Football, Asst. Coach (North Middle School) #1 *	\$2,100.00
North	Athletic	Fall	Football, Asst. Coach (North Middle School) #2 *	\$2,100.00
South	Athletic	Fall	Football, Asst. Coach (South Middle School) #1 *	\$2,100.00
South	Athletic	Fall	Football, Asst. Coach (South Middle School) #2 *	\$2,100.00
Central	Athletic	Fall	Football, Head Coach (Central Middle School)	\$2,650.00
North	Athletic	Fall	Football, Head Coach (North Middle School)	\$2,650.00
South	Athletic	Fall	Football, Head Coach (South Middle School)	\$2,650.00
Central	Athletic	Fall	Soccer, Asst. Coach (Central Middle School), Co-Ed *	\$1,800.00
North	Athletic	Fall	Soccer, Asst. Coach (North Middle School), Co-Ed *	\$1,800.00
South	Athletic	Fall	Soccer, Asst. Coach (South Middle School), Co-Ed *	\$1,800.00
Central	Athletic	Fall	Soccer, Head Coach (Central Middle School), Co-Ed	\$2,350.00
North	Athletic	Fall	Soccer, Head Coach (North Middle School), Co-Ed	\$2,350.00
South	Athletic	Fall	Soccer, Head Coach (South Middle School), Co-Ed	\$2,350.00

EXTRA DUTY RESPONSIBILITY SCHEDULE

*Position and compensation may be split between 2 or more employees

^^This position will be eliminated when the person currently holding the EDR contract ceases to work in that capacity.

Athletic EDRs – Middle School

Building	Activity Type	Season	Activity	Stipend
Central	Athletic	Winter	Basketball, Asst. Coach (Central Middle School), Men *	\$1,800.00
Central	Athletic	Winter	Basketball, Asst. Coach (Central Middle School), Women *	\$1,800.00
North	Athletic	Winter	Basketball, Asst. Coach (North Middle School), Men *	\$1,800.00
North	Athletic	Winter	Basketball, Asst. Coach (North Middle School), Women *	\$1,800.00
South	Athletic	Winter	Basketball, Asst. Coach (South Middle School), Men *	\$1,800.00
South	Athletic	Winter	Basketball, Asst. Coach (South Middle School), Women *	\$1,800.00
Central	Athletic	Winter	Basketball, Head Coach (Central Middle School), Men	\$2,350.00
Central	Athletic	Winter	Basketball, Head Coach (Central Middle School), Women	\$2,350.00
North	Athletic	Winter	Basketball, Head Coach (North Middle School), Men	\$2,350.00
North	Athletic	Winter	Basketball, Head Coach (North Middle School), Women	\$2,350.00
South	Athletic	Winter	Basketball, Head Coach (South Middle School), Men	\$2,350.00
South	Athletic	Winter	Basketball, Head Coach (South Middle School), Women	\$2,350.00
Central	Athletic	Winter	Wrestling, Asst. Coach (Central Middle School) *	\$1,800.00
North	Athletic	Winter	Wrestling, Asst. Coach (North Middle School) *	\$1,800.00
South	Athletic	Winter	Wrestling, Asst. Coach (South Middle School) *	\$1,800.00
Central	Athletic	Winter	Wrestling, Head Coach (Central Middle School)	\$2,350.00
North	Athletic	Winter	Wrestling, Head Coach (North Middle School)	\$2,350.00
South	Athletic	Winter	Wrestling, Head Coach (South Middle School)	\$2,350.00

EXTRA DUTY RESPONSIBILITY SCHEDULE

*Position and compensation may be split between 2 or more employees

^^This position will be eliminated when the person currently holding the EDR contract ceases to work in that capacity.

Athletic EDRs – Middle School

Building	Activity Type	Season	Activity	Stipend
Central	Athletic	Spring	Lacrosse, Asst. Coach (Central Middle School) *	\$1,800.00
North	Athletic	Spring	Lacrosse, Asst. Coach (North Middle School) *	\$1,800.00
South	Athletic	Spring	Lacrosse, Asst. Coach (South Middle School) *	\$1,800.00
Central	Athletic	Spring	Lacrosse, Head Coach (Central Middle School)	\$2,350.00
North	Athletic	Spring	Lacrosse, Head Coach (North Middle School)	\$2,350.00
South	Athletic	Spring	Lacrosse, Head Coach (South Middle School)	\$2,350.00
Central	Athletic	Spring	Softball, Asst. Coach (Central Middle School) *	\$1,800.00
North	Athletic	Spring	Softball, Asst. Coach (North Middle School) *	\$1,800.00
South	Athletic	Spring	Softball, Asst. Coach (South Middle School) *	\$1,800.00
Central	Athletic	Spring	Softball, Head Coach (Central Middle School)	\$2,350.00
North	Athletic	Spring	Softball, Head Coach (North Middle School)	\$2,350.00
South	Athletic	Spring	Softball, Head Coach (South Middle School)	\$2,350.00
Central	Athletic	Spring	Track, Asst. Coach (Central Middle School) #1 *	\$1,800.00
Central	Athletic	Spring	Track, Asst. Coach (Central Middle School) #2 *	\$1,800.00
North	Athletic	Spring	Track, Asst. Coach (North Middle School) #1 *	\$1,800.00
North	Athletic	Spring	Track, Asst. Coach (North Middle School) #2 *	\$1,800.00
South	Athletic	Spring	Track, Asst. Coach (South Middle School) #1 *	\$1,800.00
South	Athletic	Spring	Track, Asst. Coach (South Middle School) #2 *	\$1,800.00
Central	Athletic	Spring	Track, Head Coach (Central Middle School)	\$2,350.00
North	Athletic	Spring	Track, Head Coach (North Middle School)	\$2,350.00
South	Athletic	Spring	Track, Head Coach (South Middle School)	\$2,350.00
	Athletic	Spring	Track Event Staff	\$40/event as needed

EXTRA DUTY RESPONSIBILITY SCHEDULE

*Position and compensation may be split between 2 or more employees

^^This position will be eliminated when the person currently holding the EDR contract ceases to work in that capacity.

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Non-Athletic EDRs – District Wide

564

Building	Activity	Stipend
DISTRICT WIDE	Department Coordinator - Art Education, K-12	\$2,500.00
DISTRICT WIDE	Department Coordinator - ELD - K-12	\$2,500.00
DISTRICT WIDE	Department Coordinator - Health and Physical Education, K-12	\$2,500.00
DISTRICT WIDE	Department Coordinator - Guidance, K-12	\$2,500.00
DISTRICT WIDE	Department Coordinator - Library Science, K-12	\$2,500.00
DISTRICT WIDE	Department Coordinator - Music Education, K-12	\$2,500.00
DISTRICT WIDE	Department Coordinator - Nursing, K-12	\$2,500.00
DISTRICT WIDE	Mentor Teacher	\$1,000.00
DISTRICT WIDE	New Teacher Buddy	\$250.00
MS & HS	Department Coordinator - STEM Technology, Secondary (6-12)	\$2,125.00
MS & HS	Department Coordinator - Family & Consumer Science, Secondary (6-12)	\$2,125.00
MS & HS	Department Coordinator - Foreign Language Education (8-12)	\$1,875.00
Elementary	Department Coordinator - STEM Technology Grades 1-5	\$1,875.00

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EXTRA DUTY RESPONSIBILITY SCHEDULE

*Position and compensation may be split between 2 or more employees

^^This position will be eliminated when the person currently holding the EDR contract ceases to work in that capacity.

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Non-Athletic EDRs – High School

568

Building	Activity Type	Activity	Stipend
High School	Non-Athletic	Audio/Visual Aids * ^	\$550.00
High School	Non-Athletic	Band Director	\$6,900.00
High School	Non-Athletic	Band, Asst. Director *	\$3,000.00
High School	Non-Athletic	Marching Band Instructor #1 *	\$1,000.00
High School	Non-Athletic	Marching Band Instructor #2 *	\$1,000.00
High School	Non-Athletic	Marching Band Instructor #3 *	\$1,000.00
High School	Non-Athletic	Color Guard Advisor	\$2,500.00
High School	Non-Athletic	Band, Jazz Band Director	\$2,600.00
High School	Non-Athletic	Band, Lab Band Director	\$1,100.00
High School	Non-Athletic	Class Advisor, Freshman #1 *	\$1,000.00
High School	Non-Athletic	Class Advisor, Freshman #2 *	\$1,000.00
High School	Non-Athletic	Class Advisor, Sophomore #1 *	\$1,000.00
High School	Non-Athletic	Class Advisor, Sophomore #2 *	\$1,000.00
High School	Non-Athletic	Class Advisor, Junior #1 *	\$1,900.00
High School	Non-Athletic	Class Advisor, Junior #2 *	\$1,900.00
High School	Non-Athletic	Class Advisor, Senior #1 *	\$2,100.00
High School	Non-Athletic	Class Advisor, Senior #2 *	\$2,100.00
High School	Non-Athletic	Concert Choir Director	\$3,300.00
High School	Non-Athletic	Debate Team Advisor *	\$900.00
High School	Non-Athletic	Subject Leader - English, 9-12	\$1,250.00
High School	Non-Athletic	Subject Leader - Math, 9-12	\$1,250.00
High School	Non-Athletic	Subject Leader - Science, 9-12	\$1,250.00
High School	Non-Athletic	Subject Leader - Social Studies, 9-12	\$1,250.00
High School	Non-Athletic	All School Play Director *	\$2,000.00
High School	Non-Athletic	Indoor Drumline *	\$750.00
High School	Non-Athletic	Indoor Guard Advisor *	\$1,500.00
High School	Non-Athletic	Indoor Guard Asst. Advisor *	\$500.00
High School	Non-Athletic	Intramural (High School)	\$1,000.00
High School	Non-Athletic	Key Club Advisor *	\$1,400.00
High School	Non-Athletic	Musical - Choreographer *	\$1,250.00
High School	Non-Athletic	Musical - Co-Producer *	\$3,325.00
High School	Non-Athletic	Musical - Set/Sound Director #1 *	\$1,650.00
High School	Non-Athletic	Musical - Set/Sound Director #2 *	\$1,650.00
High School	Non-Athletic	National Honor Society Advisor *	\$1,400.00
High School	Non-Athletic	Newspaper Advisor *	\$1,400.00
High School	Non-Athletic	Orchestra Director	\$2,500.00

EXTRA DUTY RESPONSIBILITY SCHEDULE

*Position and compensation may be split between 2 or more employees

^^This position will be eliminated when the person currently holding the EDR contract ceases to work in that capacity.

569

Non-Athletic EDRs – High School

570

Building	Activity Type	Activity	Stipend
High School	Non-Athletic	Football Game Refreshment Stand Director #1	\$110/game
High School	Non-Athletic	Football Game Refreshment Stand Director #2	\$110/game
High School	Non-Athletic	Students Against Destructive Decisions (S.A.D.D.) Advisor *	\$1,000.00
High School	Non-Athletic	Student Council Advisor *	\$2,500.00
High School	Non-Athletic	Student Council Asst. Advisor *	\$500.00
High School	Non-Athletic	Yearbook Advisor *	\$3,775.00
High School	Non-Athletic	Yearbook Asst. Advisor / Business Manager *	\$1,600.00
High School	Non-Athletic	6 High School Clubs @ \$600/club	\$3,600.00

571

Non-Athletic EDRs – Middle School

572

573

574

Building	Activity Type	Activity	Stipend
Central	Non-Athletic	Audio/Visual Aids (Central Middle School) * ^	\$550.00
North	Non-Athletic	Audio/Visual Aids (North Middle School) * ^	\$550.00
South	Non-Athletic	Audio/Visual Aids (South Middle School) * ^	\$550.00
Central	Non-Athletic	Band, Jazz Band Director (Central Middle School)	\$800.00
North	Non-Athletic	Band, Jazz Band Director (North Middle School)	\$800.00
South	Non-Athletic	Band, Jazz Band Director (South Middle School)	\$800.00
Central	Non-Athletic	Intramural (Central Middle School)	\$1,500.00
North	Non-Athletic	Intramural (North Middle School)	\$1,500.00
South	Non-Athletic	Intramural (South Middle School)	\$1,500.00
Central	Non-Athletic	National Junior Honor Society Advisor	\$300.00
North	Non-Athletic	National Junior Honor Society Advisor	\$300.00
South	Non-Athletic	National Junior Honor Society Advisor	\$300.00
Central	Non-Athletic	Outdoor Activities Director (Central Middle School) - 1 position per 6th grade section	Curriculum Rate - up to 2 hours
North	Non-Athletic	Outdoor Activities Director (North Middle School) - 1 position per 6th grade section	Curriculum Rate - up to 2 hours
South	Non-Athletic	Outdoor Activities Director (South Middle School) - 1 position per 6th grade section	Curriculum Rate - up to 2 hours
Central	Non-Athletic	Play Asst. Director (Central Middle School) *	\$550.00
North	Non-Athletic	Play Asst. Director (North Middle School) *	\$550.00
South	Non-Athletic	Play Asst. Director (South Middle School) *	\$550.00

575

EXTRA DUTY RESPONSIBILITY SCHEDULE

*Position and compensation may be split between 2 or more employees

^^This position will be eliminated when the person currently holding the EDR contract ceases to work in that capacity.

Building	Activity Type	Activity	Stipend
Central	Non-Athletic	Play Director (Central Middle School) *	\$1,575.00
North	Non-Athletic	Play Director (North Middle School) *	\$1,575.00
South	Non-Athletic	Play Director (South Middle School) *	\$1,575.00
Central	Non-Athletic	Service Learning Advisor	\$600.00
North	Non-Athletic	Service Learning Advisor	\$600.00
South	Non-Athletic	Service Learning Advisor	\$600.00
Central	Non-Athletic	Student Council Advisor (Central Middle School)	\$1,250.00
North	Non-Athletic	Student Council Advisor (North Middle School)	\$1,250.00
South	Non-Athletic	Student Council Advisor (South Middle School)	\$1,250.00
Central	Non-Athletic	Subject Area Leader - English (Central Middle School)	\$950.00
Central	Non-Athletic	Subject Area Leader - Math (Central Middle School)	\$950.00
Central	Non-Athletic	Subject Area Leader - Science (Central Middle School)	\$950.00
Central	Non-Athletic	Subject Area Leader - Social Studies (Central Middle School)	\$950.00
North	Non-Athletic	Subject Area Leader - English (North Middle School)	\$950.00
South	Non-Athletic	Subject Area Leader - English (South Middle School)	\$950.00
North	Non-Athletic	Subject Area Leader - Math (North Middle School)	\$950.00
South	Non-Athletic	Subject Area Leader - Math (South Middle School)	\$950.00
North	Non-Athletic	Subject Area Leader - Science (North Middle School)	\$950.00
South	Non-Athletic	Subject Area Leader - Science (South Middle School)	\$950.00
North	Non-Athletic	Subject Area Leader - Social Studies (North Middle School)	\$950.00
South	Non-Athletic	Subject Area Leader - Social Studies (South Middle School)	\$950.00
Central	Non-Athletic	Yearbook Advisor (Central Middle School)	\$800.00
North	Non-Athletic	Yearbook Advisor (North Middle School)	\$800.00
South	Non-Athletic	Yearbook Advisor (South Middle School)	\$800.00

576

577

EXTRA DUTY RESPONSIBILITY SCHEDULE

*Position and compensation may be split between 2 or more employees

^^This position will be eliminated when the person currently holding the EDR contract ceases to work in that capacity.

Non-Athletic EDRs – Elementary School

Building	Activity Type	Activity	Stipend
Bedminster	Non-Athletic	Intramural (Bedminster)	\$1,000.00
Deibler	Non-Athletic	Intramural (Deibler)	\$1,000.00
Grasse	Non-Athletic	Intramural (Grasse)	\$1,000.00
Guth	Non-Athletic	Intramural (Guth)	\$1,000.00
Sellersville	Non-Athletic	Intramural (Sellersville)	\$1,000.00
Seylar	Non-Athletic	Intramural (Seylar)	\$1,000.00
West Rockhill	Non-Athletic	Intramural (West Rockhill)	\$1,000.00
Bedminster	Non-Athletic	Safety Patrol (Bedminster) *	\$400.00
Deibler	Non-Athletic	Safety Patrol (Deibler) *	\$400.00
Grasse	Non-Athletic	Safety Patrol (Grasse) *	\$400.00
Guth	Non-Athletic	Safety Patrol (Guth) *	\$400.00
Sellersville	Non-Athletic	Safety Patrol (Sellersville) *	\$400.00
Seylar	Non-Athletic	Safety Patrol (Seylar) *	\$400.00
West Rockhill	Non-Athletic	Safety Patrol (West Rockhill) *	\$400.00
Bedminster	Non-Athletic	Student Council Advisor (Bedminster) *	\$400.00
Deibler	Non-Athletic	Student Council Advisor (Deibler) *	\$400.00
Grasse	Non-Athletic	Student Council Advisor (Grasse) *	\$400.00
Guth	Non-Athletic	Student Council Advisor (Guth) *	\$400.00
Sellersville	Non-Athletic	Student Council Advisor (Sellersville) *	\$400.00
Seylar	Non-Athletic	Student Council Advisor (Seylar) *	\$400.00
West Rockhill	Non-Athletic	Student Council Advisor (West Rockhill) *	\$400.00

APPENDIX "B"
OTHER EMPLOYEE BENEFITS

1. Sick Leave

In any school year whenever a professional or temporary professional employee is prevented by illness or accidental injury from following his or her occupation, the District shall pay to said employee for each day of absence the full salary to which the employee may be entitled as if said employee were actually engaged in the performance of duty for a period of ten (10) days. In the event an eligible employee is employed for less than a full school year, or is employed as a long-term substitute, the number of sick days earned and accrued shall be calculated on a pro-rata basis. Whenever there is a doctor's appointment related to an employee's absence for illness or accidental injury, the employee shall be entitled to use sick leave to cover the absence if the appointment cannot be made other than during the work day. Within the ten (10) yearly accrued sick days, absences with pay up to a maximum four (4) days per year for employees will be allowed upon request for the following urgent reason(s):

- a. Sudden illness of a family member
- b. Family needs for medical attention
- c. Legal activities which cannot be handled at other times.

Any such unused leave shall be cumulative from year to year in the District without limitation. All or any part of such cumulated or unused sick leave may be taken with full pay in any or all school years.

Whenever it becomes necessary for the employee to be absent for illness, the employee is required to report the absence to the District Substitute Service. It is also the responsibility of the employee to enter their absences into the District's absence software systems then in place and to monitor their use of sick leave. Any employee who is aware that sick leave may be required for more than five (5) work days must notify the District by completing the proper forms in advance. A doctor's note releasing an employee to return to work is required for any absences beyond five (5) days. Additional paperwork may be required for any leave beyond five (5) days.

Professional and temporary professional employees who sever their employment with one school district and enter into employment with the Pennridge School District shall be entitled to all accumulated sick leave not exceeding a maximum of twenty-five (25) working days acquired during their employment in the school districts of Pennsylvania.

The Board of School Directors may require the employee to furnish a certificate from a physician or other practitioner certifying that said employee was unable to perform his or her duties during the period of absence for which compensation is required to be paid under this section.

2. Personal Leave

Professional employees of the District shall be entitled to three (3) days of personal leave each school year. Personal leave may not be used in periods of more than three (3) consecutive days. Exceptions can be made with the Superintendent's approval for urgent unforeseen emergencies.

An employee shall be permitted at the end of any school year to request payment for each unused personal leave day at the rate of \$65.00 per day.

Employees shall be permitted to carry over as many as two (2) personal days from one school year to the next and may in such instances use as many as five (5) personal days during a school year without restriction on how they are to be used except as stated above and further except that personal days may not be taken either the day before or the day after a day of unpaid leave.

Employees shall not be permitted to use personal leave days without providing at least one (1) week notice to the Building Administration unless there is an emergency which would by its nature preclude the employee from providing such notice, in which case, notice must be provided as much in advance as is possible.

Not more than 10% of the staff in a building may be absent on the same day except in the case of an emergency. Any dispute regarding personal leave shall be referred to the Leave Policy Committee as defined in Section 6. H. of Sabbatical Leave/Leave of Absence for Professional Development.

3. Notification of Leave

Employees will be notified with each paycheck of the number of accumulated sick leave days and personal leave days.

4. Bereavement Leave

These absences have no relationship to sick or personal leave. They are not deductible from the days of accumulated sick or personal leave.

Whenever a professional or temporary professional employee shall be absent from duty because of a death in the immediate family of said employee, there shall be no deduction in salary of said employee for an absence not in excess of three (3) school days. The Superintendent may extend the period of absence with pay at his discretion as the exigencies of the case may warrant.

Members of the immediate family shall be defined as father, mother, step-parent, brother, sister, son, daughter, step-child, husband, wife, grandchild, grandparent, parent-in-law, child-in-law, or near relative who resides in the same household, or any person with whom the employee has made his/her home.

Whenever a professional or temporary professional employee is absent because of the death of a near relative, there shall be no deduction in the salary of said employee for absence on the day of the funeral. The Superintendent may extend the period of absence with pay at his discretion as the exigencies of the case may warrant. A near relative shall be defined as first cousin, aunt, uncle, niece, nephew, brother-in-law or sister-in-law. A request for leave upon the death of a foster child shall be handled at the discretion of the Superintendent.

6. Sabbatical Leave/Leave of Absence for Professional Development

Sabbatical leaves will be granted to employees for restoration of health or for other purposes at the discretion of the Board. Leaves of absence also shall be provided for professional development.

Professional employees shall be granted a sabbatical leave or leave of absence for professional development in accordance with the following provisions:

A. The applicant must have completed ten (10) years of service in the public school system of Pennsylvania, five (5) of which shall have been consecutive in the Pennridge School District. After a sabbatical leave or leave of absence for professional development has been taken, one such leave shall be allowed after each seven (7) years of service.

B. Sabbatical applications (other than for restoration of health) submitted with appropriate documentation by April 1 will be considered for the following school year. Sabbaticals for restoration of health will be considered on an as needed basis.

The District will grant leave requests provided they meet the requirements of this Agreement and Section 1166.1(B) of the Public School Code, as amended. In the event that the number of requests exceed ten percent (10%) of the number of persons eligible for such leave, then the leaves will be granted in accordance with the seniority system outlined below.

No person, regardless of seniority, will be granted a sabbatical leave or leave of absence for professional development in place of a person already granted a leave.

The seniority system used to determine priority for leave requests will be calculated on the basis of each employee's total seniority with the District minus the amount of time taken for previous leave(s). For example, an employee with 35 years of service who had previously taken a one (1)-year sabbatical leave and a half-year sabbatical leave would have 33.5 years for leave purposes. An employee with 34 years of service who had never taken a sabbatical leave would have 34 years for leave purposes and would, therefore, have priority over the other employee.

- C. Applications for a sabbatical leave or leave of absence for professional development must be submitted to the Director of Human Resources. This request shall include both the reason for and the time of the leave.
- D. Sabbatical leaves for health and leaves of absence for professional development shall be granted for a period of one (1) semester, for one (1) school year, or for two (2) semesters during two (2) consecutive years.
- E. The employee on sabbatical leave or leave of absence for professional development shall receive one-half of his/her regular salary during the period he/she is on sabbatical leave or leave of absence for professional development.
- F. No sabbatical leave or leave of absence for professional development shall be granted unless the applicant agrees to return to his/her employment with the school district for a period of not less than one (1) school year immediately following the leave unless, in the case of a sabbatical leave for restoration of health, the employee is prevented by illness or physical disability from returning to his/her employment within the meaning of Section 1168 of the Public School Code, as amended.
- G. The number of leaves to be granted in a school year will be limited to ten percent (10%) of the number of persons eligible for such leaves.
- H. The Leave Policy Committee which reviews teacher requests for personal leave also will review applications for sabbatical leaves and leaves of absences for professional development when the Superintendent or applicant requests. The Leave Policy Committee will be composed of the Superintendent, one (1) building principal, and three (3) professional employees. The professional employees will be appointed by the President of the

Pennridge Education Association. The building principal will be appointed by the Superintendent. Any requests denied by the Superintendent and the Board will be accompanied by a statement explaining why the request was denied.

I. An applicant for sabbatical leave for restoration of health shall submit with the application a supporting statement and recommendation either from his/her own physician or a school physician or both.

J. In the event any of the conditions set forth in these provisions are violated during the period of sabbatical leave or leave of absence for professional development, payments to the applicant will stop.

7. Childrearing Leave

An employee who is expecting or whose spouse is expecting the birth or adoption of an infant who the employee contemplates will reside in his/her household, and who wishes to continue employment following a period of absence taken for the purpose of rearing the child, shall be granted a childrearing leave of absence without pay. There will be no loss of prior accrued sick leave or seniority. Only one childrearing leave may be taken for each child. In the case of a multiple birth or the adoption of multiple children, there shall be only one (1) childrearing leave.

An employee has the right to three (3) semesters for childrearing leave, which shall run concurrently with any designated FMLA leave for the same birth or adoption. The first semester shall be the one in which the childrearing leave is to begin. The employee must notify the Superintendent or his/her designee, at least thirty (30) calendar days prior to commencing childrearing leave and shall state therein the intended duration of the leave. Leave requests should not be extended unless out of medical necessity or a change in circumstances in which event such requests shall not be unreasonably denied. Upon a change in circumstance, the employee shall have the option of requesting an earlier return to work date following a written request to the district at least sixty (60) calendar days prior to the time he/she wishes to return. The Board shall have the option of accepting less than sixty (60) calendar days if replacement of said employee has not been secured by the time of notification.

An employee returning on the first teacher day shall return to his or her former position if it still exists. An employee returning after the first day shall, at the discretion of the Superintendent and for reasons of educational continuity, be returned either to his or her former position or to a comparable position for which he or she is qualified with the understanding the employee shall return to his or her former position if it exists at the

beginning of the next school year.

In the event childrearing leave does not extend beyond concurrent FMLA leave for the same birth or adoption, reinstatement shall be consistent with the applicable provisions of the FMLA.

8. Jury Duty

If an employee is called for jury duty, it shall be his/her responsibility to promptly notify the Superintendent, and to obtain and provide to the District a statement from a court official stating the per diem rate paid for the time served. The District will pay the difference between the jury pay and the employee's normal per-diem rate. While on jury duty, an employee shall not be charged with this time against any of his/her leave benefits.

9. Military Leave

The District shall provide leave to eligible employees in connection with military service as required by all applicable state and federal law.

10. Insurance Coverage During Leave

Employees granted an authorized leave shall be allowed to remain a member of the District's Group Health, Dental, Vision, and Prescription Insurance Plans on the condition that they pre-pay each monthly premium for such participation one month in advance.

11. Hospitalization - Major Medical

The Pennridge School Board will provide hospitalization/Major Medical coverage for all full-time employees and their families, subject to the provisions of sub-section 15 below. (Family is defined as spouse and children.) Those employees not employed full time, but employed 50% or more, shall pay a pro-rata share of the cost of this benefit.

The hospitalization plan shall be the Blue Cross PC 20 plan, in accordance with the schedule set forth as Exhibit B. The Board shall be permitted to change the carrier, platform, and/or third-party administrator for the medical insurance plan provided that the coverage is substantially equivalent to that coverage provided as of the date of the change. The Administration must also provide notice and consult with the Association prior to a change in carrier, platform, and/or third-party administrator.

For the 2023-2024 through the 2025-2026 school year, employees who elect coverage shall be subject to an up-front deductible of Four Hundred Fifty Dollars (\$450) (single coverage) or Nine Hundred Dollars (\$900) (family coverage) for in-network services, and an up-front deductible of Six Hundred

Dollars (\$600) (single coverage) or One Thousand Two Hundred Dollars (\$1,200) for out-of-network services.

For each subsequent year of this Agreement, employees who elect coverage shall be subject to an up-front deductible of Five Hundred Dollars (\$500) (single coverage) or One Thousand Dollars (\$1,000) (family coverage) for in-network services, and an up-front deductible of Six Hundred Dollars (\$600) (single coverage) or One Thousand Two Hundred Dollars (\$1,200) for out-of-network services.

12. Dental

The Pennridge School Board shall provide dental coverage for all full-time employees, subject to the provisions of sub-section 15 below. The Dental Plan shall provide equal coverage to subscriber and dependents as follows:

	<u>Subscriber</u>	<u>Dependents</u>
Diagnostic	100%	100%
Preventive	100%	100%
Basic Restorative	100%	100%
Oral Surgery	100%	100%
Endodontic	100%	100%
Periodontic	90%	90%
Major Restorative	100%	100%
Denture Repair	100%	100%

The Board shall provide One Thousand Dollars (\$1,000) orthodontic coverage on a 50/50 co-pay basis. An employee with individual coverage shall be required to make an annual co-payment of Twenty-Five Dollars (\$25) for all procedures, except for Diagnostic and Preventative that shall require no such co-payment. An employee with family coverage shall be required to make an annual co-payment of Twenty-Five Dollars (\$25) for each family member for all procedures, except for Diagnostic and Preventative that shall require no such co-payment. Co-payments for an employee with family coverage shall not exceed Seventy-Five Dollars (\$75) annually. Those employees not employed full time, but employed 50% or more, shall pay a pro-rata share of the cost of this benefit. The Board shall be permitted to change the carrier, platform, and/or third-party administrator provided that the coverage is substantially equivalent to that coverage provided as of the date of change. The Administration must also provide notice and consult with the Association prior to a change in carrier, platform, and/or third-party administrator.

13. Vision

The Board shall provide a Vision Benefit of America Vision Plan for employees and dependents. Those teachers not employed full time, but

employed 50% or more, shall pay a pro-rata share of the cost of this benefit. The Board shall be permitted to change the carrier, platform, and/or third-party administrator provided that the coverage is substantially equivalent to that coverage provided as of the date of change. The Administration must also provide notice and consult with the Association prior to a change in carrier, platform, and/or third-party administrator.

14. Prescription

The Board shall provide prescription drug coverage for employees and dependents in accordance with the schedule set forth as Exhibit B, subject to the provisions of sub-section 15 below. Retail drug prescriptions shall be subject to a maximum 30-day supply, and shall be subject to the following deductibles: Ten Dollars (\$10) for generic brand drugs, Thirty Dollars (\$30) for formulary drugs, Fifty Dollars (\$50) for non-formulary drugs, and 10% of the cost for specialty drugs. Mail order prescriptions shall be subject to a maximum 90-day supply, and shall be subject to deductibles that are twice the amount of the deductible for retail prescriptions. Those employees not employed full time, but employed 50% or more, shall pay a pro-rata share of the cost of this benefit. The Board shall be permitted to change the carrier, platform, and/or third-party administrator provided that the coverage is substantially similar to that coverage in place as of the effective date of the change. The Administration must also provide notice and consult with the Association prior to a change in carrier, platform, and/or third-party administrator.

15. Insurance Premium Co-Payment/Contribution

The employee premium contribution shall be as follows:

2023-2024 school year:	14%
2024-2025 school year:	14.5%
2025-2026 school year:	14.5%
2026-2027 school year:	15%
2027-2028 school year:	15%

16. Flexible Spending Account Plan

The District and the Association will maintain the current Section 125 Flexible Spending Account Plan to allow participants to use tax laws to their advantage in funding medical co-payments, unreimbursed medical expenses and dependent care expenses as permitted by law, including the ability to carry over unused account balances to the extent permitted by law.

957 **17. Life Insurance**

958
959 The Pennridge School Board will pay the premium for life insurance coverage
960 with death benefits in the amount of Sixty Thousand Dollars (\$60,000) for
961 each full-time employee. Employees are advised that the imputed value of
962 any such coverage over \$50,000 (as determined by the Internal Revenue
963 Service) is taxable income to the employee, and is subject to withholding.
964 To avoid this tax issue, employees may elect to decrease their death benefit
965 to Fifty Thousand Dollars (\$50,000). Such insurance shall allow for
966 continuation of benefits at the employee's expense after leaving the District.
967

968 Within thirty-one (31) calendar days following termination of employment,
969 the employee may convert all or part of his/her group life insurance.
970

971 **18. Employee Liability Insurance**

972
973 The Personal Liability Policy covers the employee for compensatory damages
974 and court costs up to One Million Five Hundred Thousand (\$1,500,000) for
975 each person or total aggregate in connection therewith for which he/she is
976 legally liable. The Policy does not cover any fine levied against the insured
977 because the fine is a punitive rather than compensatory action. The Policy
978 also does not cover any costs incurred in any criminal court since such costs
979 are in connection with a punitive action.
980

981 **19. Disability Insurance**

982
983 The District shall provide a core level of disability insurance coverage for all
984 full-time employees, in accordance with the schedule set forth as Exhibit A.
985 Those employees not employed full time, but who are employed 50% or more,
986 shall receive a pro-rata share of this benefit.
987

988 The District shall be responsible for the full cost of the premium for the core
989 level of coverage, but shall not have any responsibility for the administration
990 of the disability insurance coverage. The cost of any coverage in addition to
991 the core level of coverage, including "buy-ups," shall be the sole
992 responsibility of the employee electing such coverage.
993

994 The District shall be permitted to change the carrier for the disability
995 insurance plan provided that the coverage is substantially equivalent to the
996 coverage set forth in Exhibit A as determined by the Association after
997 consultation with the Administration.
998

999 An employee qualifying for disability insurance benefits may, for a twelve-
1000 month period, continue to participate in the District's health plans provided
1001 that he or she remits the applicable premium obligation (as specified in
1002 Appendix B) in accordance with the pre-payment requirement required
1003 under Appendix B Section 10 (Insurance Coverage During Leave) and

thereafter on a regular basis, which shall be no less frequent than monthly. Following twelve months of continuing health care at the premium obligation applicable to an active employee, the employee may continue to participate in the District's group health plans for up to eighteen (18) additional months at his or her sole and exclusive expense under the terms of COBRA and the Public Health Services Act. This is not intended to abrogate any rights a retiree may have to continue to participate in the District's group health plans at their sole and exclusive expense under the Pennsylvania School Code.

20. Employee Assistance Program

The District and the Association will maintain the Employee Assistance Program ("EAP") for all employees in the bargaining unit. The cost of such program will continue to be borne equally by the Pennridge Education Association and the District.

21. Credit Reimbursement/Horizontal Salary Schedule Advancement

A. General Provisions

1. All courses must be graduate-level courses from the Bucks County Intermediate Unit's list of approved colleges/universities, as may be modified from time to time by mutual agreement of the Superintendent and the Association, unless special permission is granted by the Superintendent. The current list of approved colleges/universities is set forth in Exhibit C hereto. Contact Human Resources for current information regarding additions or other changes to the approved list that may occur during the term of this Agreement. No in-service or correspondence courses will be approved. For reimbursement and horizontal salary schedule advancement a school year shall be defined as beginning September 1 and ending August 31 of each contract year. Classes must require a minimum of 36 instructional hours. If a class requires less than 36 instructional hours, the graduate credit reimbursement may be reduced proportionately.

All bargaining unit members who, as of September 1, 2018, are enrolled in a Masters or Doctoral program at a college or university not on the attached list of approved colleges/universities, but who previously received Superintendent approval for credit reimbursement, may continue to the completion of their program based on that approval.

2. All graduate credits shall be verified with a photostatic copy of

a record from the college or university awarding the graduate credit.

3. Not more than twelve (12) credits in affective growth or personal betterment will be approved. Special permission to take additional credits may be granted by the Superintendent if the proposed courses are directly related to the employee's current assignment.
4. All courses, including on-line courses, will be approved if they are accepted by the college as part of an established program leading to a Masters or Doctoral degree. However, the Superintendent must approve such established program based upon educational merit, relationship to the employee's current position at Pennridge, or an employee's individual needs. Courses which are not part of an established program leading to a Master's or Doctoral degree, but are from a school on the list of approved colleges/universities, shall be considered for approval in the sole discretion of the Superintendent.
5. For the avoidance of doubt, the provisions of this Section 20 shall not be applicable to long-term substitutes.

B. Credit Reimbursement

1. All courses must be approved in advance by the Superintendent or his/her designee. Course approval shall not be given to employees who are on a Performance Improvement Plan (PIP) and/or received a "Needs Improvement," "Failing" or "Unsatisfactory" as an overall rating on his/her most recent performance evaluation. Exceptions will be made where, in the discretion of the Superintendent, the course for which reimbursement is requested is directly related to a domain in which a "needs improvement" or "failing" rating was received.
2. Course Approvals received in the Human Resources Department less than two (2) weeks before the first class meeting will not be approved for reimbursement.
3. If the Superintendent requests that an employee participate in a course, such course shall be approved for reimbursement.
4. The maximum number of credits for reimbursement in any one school year shall be twelve (12). The maximum number of credits for reimbursement for courses begun after September 1, but before May 1, shall be six (6). The maximum number of credits may be exceeded upon the approval of the

1098 Superintendent. Reimbursement requests and appropriate
1099 documentation must be submitted no later than six (6) months
1100 following the last day of class.

- 1101
- 1102 5. No reimbursement shall be made when tuition is paid under
1103 government educational assistance, university assistance, or
1104 other grants available to an employee.
1105
- 1106 6. The reimbursement level for credits earned as an approved
1107 graduate degree program during the school year will be One
1108 Hundred Eighty Dollars (\$180) per credit for a grade of "B" or
1109 above, except when such credits are used to satisfy the
1110 requirements for Level II certification, in which case the
1111 reimbursement level shall be Two Hundred Twenty-Five
1112 Dollars (\$225) per credit for a grade of "B" or above
1113
- 1114 7. For purposes of reimbursement, a passing grade in a Pass/Fail
1115 course shall be reimbursed as if a grade of "B" had been
1116 received.
1117
- 1118 8. Reimbursement shall be made within two regularly scheduled
1119 Board meetings after the employee submits evidence that the
1120 course has been completed and a grade has been assigned.
1121
- 1122 9. Employees shall be reimbursed for courses taken beyond the
1123 Masters Column at a rate of 50% per credit hour of the amount
1124 set forth in Paragraph 6 above for courses taken outside of their
1125 subject area and reimbursed at 90% per credit hour of the
1126 amount set forth in Paragraph 6 above for courses within their
1127 subject area.
1128
- 1129 10. An employee who receives credit reimbursement is expected to
1130 remain in the service of the District for one (1) full school year
1131 following receipt of any such reimbursement. If the employee
1132 fails to satisfy this requirement, the employee shall be required
1133 to re-pay the District all amounts reimbursed for the course(s)
1134 at issue unless: (a) the employee is unable to work for the
1135 District because of a permanent disability; (b) if, upon
1136 successful completion of a degree program, the employee
1137 applies but is not selected for a vacant administrative or
1138 supervisory position within the District for which the employee
1139 is qualified, and accepts an administrative or supervisory
1140 position at another district; or (c) this requirement is waived by
1141 the Board of School Directors in its sole and exclusive
1142 discretion. No waiver shall be granted under subparts (a) or (b)
1143 of this paragraph if the employee is discharged for cause.
1144

1145 **C. Horizontal Salary Schedule Advancement**

- 1146
- 1147 1. All courses beyond the B + 24 column must be approved in
- 1148 advance by the Superintendent or his/her designee.
- 1149
- 1150 2. Late submission for a course that is part of an approved
- 1151 Master's program will be approved for horizontal movement
- 1152 but not for reimbursement. If the course is not part of an
- 1153 approved program, both reimbursement and horizontal
- 1154 movement will be forfeited.
- 1155
- 1156 3. Course work must be completed prior to September 1 of the
- 1157 school year for which credit is being requested.
- 1158
- 1159 4. Horizontal Salary Schedule Advancement Request Forms, to
- 1160 be supplied by the District, must be submitted with proper
- 1161 verification pending receipt of an official transcript prior to
- 1162 September 30 of the year in which column movement is
- 1163 requested. Exceptions may be made at the discretion of the
- 1164 Superintendent in extraordinary circumstances, such as
- 1165 delay in receipt of the official transcript for reasons outside
- 1166 the employee's control.
- 1167
- 1168 5. Employees hired after September 1, 1985 will be encouraged to
- 1169 enter a Master's Degree Program in his/her effort to obtain
- 1170 permanent certification. Those choosing not to, but acquiring
- 1171 a Masters Equivalency from the state, shall not advance beyond
- 1172 the Masters column on the salary schedule. Anyone hired as a
- 1173 long-term substitute during the 1984-85 school year and
- 1174 subsequently granted a contract as a temporary professional
- 1175 employee shall be exempt from this provision.
- 1176
- 1177 6. Notwithstanding any other provision of this Agreement, after
- 1178 and including the advancement into the Master's column, no
- 1179 teacher shall be eligible for more than one horizontal salary
- 1180 schedule advancement per school year during the term of this
- 1181 Agreement.
- 1182

1183 **22. Retirement Pay**

1184

1185 Upon the retirement of a full-time employee with a minimum of six (6)

1186 consecutive years of service in the Pennridge School District, the District

1187 shall make a payment for years of service accrued in the Pennridge School

1188 District in accordance with the qualifications and limitations hereinafter set

1189 forth:

1190

- 1191 A. Employee intending to retire at the end of the school year shall

submit such written notice on or before February 1 of the year intended to be the final year of service in the Pennridge School District. For employees intending to retire on a date other than at the end of the school year, the employee shall submit such written notice five (5) months in advance of the intended retirement date. Notice received after the above specified times may constitute just cause for the payment to be denied. The Administration, in its sole discretion, may approve exceptions to these notice requirements where the timing of retirement is based on health-related circumstances.

B. Said notice shall contain the following statements:

That the employee is applying for and is eligible to receive Superannuation retirement, disability retirement, or Special Early retirement from the Pennsylvania School Employees' Retirement System. "Special Early Retirement" includes the following retirement classes: Class T-C, Class T-D, Class T-E, Class T-F, Class T-H members and Class T-G members.

C. The payment herein shall be the greater of:

1. \$110 per year of service all service in the Pennridge School District with a total payment not to exceed \$3,850, or
2. \$50 per unused sick day.

Employees retiring/resigning before the end of the school year shall have their sick/personal grants for that school year prorated based on their resignation date.

D. Employees who qualify for this retirement pay shall be entitled to payment only by deposit into a 403(b) tax sheltered annuity account established by the eligible employee. The 403(b) account is mandatory and must be established prior to separation of service. The retirement pay benefits will not be paid in cash or any other method.

E. All contributions into 403(b) accounts under this Agreement shall be deposited into qualified 403(b) accounts established for each eligible employee with a District approved vendor, who shall be responsible for administering such programs. The eligible employee must assure the District that any payment contribution into such 403(b) account complies with law.

- 1239 F. The design of this agreement is intended to provide significant
1240 tax savings to the District and to the employees of the District
1241 by depositing amounts hereunder directly into a 403(b)
1242 program, while permitting the employees to exercise
1243 investment control over the accounts until employees elect to
1244 withdraw amounts from the account.
1245
1246 G. The calculation of the amount of benefits shall remain in
1247 accordance with Section 22.
1248
1249 H. A yearly review of this procedure will be conducted to review
1250 any changes in the law.
1251

EXHIBIT “A”

DISABILITY INSURANCE

Maximum Monthly Covered Salary	\$12,500
Maximum Monthly Benefit	\$7,500
Guarantee Issue	\$7,500
Benefit Percent	64%
Minimum Monthly Benefit	\$50
Continuation of Coverage	No
Subrogation	Included
Elimination Period	90 consecutive calendar days (Core); 14 consecutive calendar days (Buy-Up Option 1); 30 consecutive calendar days (Buy-Up Option 2); 60 consecutive calendar days (Buy-Up Option 3)
Maximum Benefit Period	To SSNRA, 12 month minimum
Own Occupation Period	24 months following the end of the Elimination Period
Definition of Disability	Partial
Monthly Benefit	Direct
Coordination With Other Income Benefits	Full Family/General Freeze
Integration with State Plan	Yes
Require Application for State Plan	Yes
Mental Illness Limitation	24 months Lifetime unless hospital confined
Substance Abuse Limitation	24 months Lifetime unless hospital confined
Employer Contribution	100% (Core); 0% (Buy-Up)
Sick Leave	Direct
Maternity Coverage	Included
Cumulative Elimination Period	10 Working Days
Pre-Existing Condition Exclusion	Core: None Buy-Up Options 1,2,3 – 3 months/12 months
Minimum Participation	100% (Core); 25% (Buy-Up)
Leave of Absence Coverage	FMLA
Claim Payment Method	Monthly
Rehabilitation	Applies
Survivor Benefit	3x LMB

EXHIBIT “A” **DISABILITY INSURANCE**

Age at Disablement	Benefit Duration*
61 or younger	to age 65
62	3-1/2 years
63	3 years
64	2-1/2 years
65	2 years
66	1-3/4 years
67	1-1/2 years
68	1-1/4 years
69 or older	1 year
*To the later of: 1) the specified length of time as stated above, or 2) the day before attaining the Social Security Normal Retirement Age under the United States Social Security Act, as revised.	

1253

EXHIBIT “B”

Pennridge School District Medical and Rx Plan Design

	PC 20	
	In-Network	Non-Network
Plan Year Deductible	\$450 single/\$900 family	\$600 single/\$1,200 family
After Deductible Plan Pays	100%	80%
Lifetime Benefit Maximum	Unlimited	Unlimited
PCP Office Visit	\$20 copay	80% after deductible
Specialist Visit	\$40 copay	
Urgent Care Center	\$40 copay	
Preventive Care Adults & Children	100%, no deductible	80% after deductible
Pediatric Immunizations	100%, no deductible	80% after deductible
Women’s Preventative Care	100%, no deductible	80% after deductible
Nutrition Counseling/Weight Management	100%, no deductible	
Inpatient Hospital Facility/Physician/Surgeon	100%, after deductible	80% after deductible
Inpatient Hospital Days	unlimited	70 days
Emergency Room	\$100 copay, waived if admitted, no deductible	\$200 copay, no deductible (copay waived if admitted)
Ambulance – Emergency	100%, after deductible	100% after deductible
Ambulance – non-Emergency	100%, after deductible	100% after deductible
Outpatient Lab/Pathology	100%, after deductible	80% after deductible
Outpatient X-ray/Radiology	100%, after deductible	80% after deductible
Therapy Services: Physical, Speech, cardiac, Pulmonary, etc.	\$40 copay, no deductible	80% after deductible
Restorative Services including Chiropractic	\$40 copay, no deductible	80% after deductible
Chemo/Radiation/Dialysis	100%, after deductible	80% after deductible
Outpatient Private Duty Nursing	100%, after deductible	80% after deductible
Skilled Nursing Facility	100%, after deductible	80% after deductible
Hospice and Home Health	100%, after deductible	80% after deductible
Durable Medical Equipment	\$40 copay, no deductible	80% after deductible
Diabetic Education	100%, no deductible	Not Covered
Mental Health Care – Outpatient	\$40 copay/visit	80% after deductible
Mental Health Care – Inpatient	100%, after deductible	80% after deductible up to 70 days per calendar year

1254

1255

EXHIBIT “B”

Pennridge School District Medical and Rx Plan Design

1256

Substance Abuse Outpatient/Partial Facilities	\$40 copay/visit, no deductible	80% after deductible
Rehabilitation Detoxification	100% after deductible	80% after deductible
Maternity	\$20 copay 1 st visit, 100% thereafter	80% after deductible
Prescription Drug Copay/Coinsurance Prescription Drug Retail, max 30-day supply Mail order 2x the retail copay for up to a 90-day supply (mail order not available for specialty drugs) Specialty Drug is \$125, max 30-day supply; mail order not applicable	10/30/50/125	Not covered
Out of Pocket Maximum	\$2,000/4,000 Med, \$2,000/4,000 Rx	Unlimited
Injectable Medications - Standard Injections - Biotech Specialty Injections	10%, no deductible	80% after deductible
Allergy Injections	\$40 copay, no deductible	80% after deductible

EXHIBIT “C”

**LIST OF APPROVED COLLEGES/UNIVERSITIES FOR CREDIT
REIMBURSEMENT/HORIZONTAL SALARY SCHEDULE
ADVANCEMENT**

Arcadia University
Bloomsburg University
Cabrini College
California University of Pennsylvania
Chestnut Hill College
Cheyney University
Clarion University
College of New Jersey
Delaware Valley University
Drexel University
East Stroudsburg University of Pennsylvania
Edinboro University of Pennsylvania
Gwynedd-Mercy College
Holy Family University
Indiana University of Pennsylvania
Jefferson University
Kutztown University of Pennsylvania
La Salle University
Lehigh University
Lock Haven University of Pennsylvania
Mansfield University of Pennsylvania
Millersville University of Pennsylvania
Neumann University
Pennsylvania State University
Philadelphia College of Osteopathic Medicine
Rider University
Rutgers University
Salus University
Shippensburg University of Pennsylvania
Slippery Rock University of Pennsylvania
St. Joseph's University
Temple University
University of Pennsylvania
University of the Arts
Villanova University
Westchester University
Wilkes University

1301

1302 **APPENDIX "C"**

1303

1304 **GRIEVANCE PROCEDURE**

1305

1306 The parties to this Agreement agree that an orderly and expeditious
1307 resolution of grievances arising out of the interpretation of the terms of this
1308 Agreement shall provide for a four (4)-step process which is described in the
1309 following paragraphs. The person or persons initiating the alleged grievance
1310 are urged to discuss the alleged grievance with the first-level supervisor. The
1311 work day shall be any day when the District Education Center is open.

1312

1313 **Step I** - The person or persons initiating the alleged grievance
1314 shall present the grievance in writing and on a form
1315 provided by the employer to the first-level supervisor
1316 (Elementary or Secondary Building Principal) within ten
1317 (10) days of its occurrence. The first-level supervisor
1318 shall make a written reply to the grievance within seven
1319 (7) work days after initial presentation of the grievance.

1320

1321 **Step II** - If the action in Step I above fails to resolve the grievance
1322 to the satisfaction of the affected parties, the grievance
1323 shall be referred within seven (7) work days to the
1324 Superintendent. The Superintendent shall make written
1325 reply to the grievance within seven (7) work days after
1326 referral to the Superintendent.

1327

1328 **Step III** - If the action in Step II above fails to resolve the grievance
1329 to the satisfaction of the affected parties, the grievance
1330 shall be referred within seven (7) work days to the
1331 President of the Board of School Directors. The Board of
1332 School Directors shall make written reply to the grievance
1333 within ten (10) work days after referral to the Board of
1334 School Directors.

1335

1336 **Step IV** - If the action in Step III above fails to resolve the grievance
1337 to the satisfaction of the affected parties, they may,
1338 within twenty-two (22) working days, apply for binding
1339 arbitration as provided in Section 903 of the Act. If the
1340 grievance fails to meet the criteria of Section 903 of the
1341 Act, the decision of the Board of School Directors in
1342 Step III shall be final. If binding arbitration is not applied
1343 for within twenty-two (22) work days of the written reply
1344 of the Board of School Directors, the decision of the Board
1345 of School Directors shall be final.

1346
1347 **Miscellaneous**
1348

- 1349 A. A meeting shall be held at each step of the procedure upon the request
1350 of either party. All meetings and hearings under this procedure shall
1351 not be conducted in public and shall only include such parties in
1352 interest and their designated representative and persons who give
1353 relevant testimony.
1354
- 1355 B. A group grievance may be initiated through the President of the P.E.A.
1356 as an Association grievance if said grievance affects five (5) or more
1357 teachers. Such grievance (with names affixed) shall commence at the
1358 lowest level or with the supervisor having jurisdiction over all
1359 members of the group.
1360
- 1361 C. Time limits may be mutually extended or contracted.

1362
1363 **APPENDIX "D"**
1364

1365 **OTHER ITEMS OF AGREEMENT**
1366

1367 **1. Number of Teaching Days**
1368

1369 A. There shall be 193 work days in each school year covered by this
1370 Agreement.

1371
1372 B. The Board shall determine the manner in which scheduling of work
1373 days is accomplished, except that the following in-service days shall
1374 not be eliminated for the purpose achieving the number of work days
1375 specified under this Agreement:

1376
1377 1. The teacher preparation day occurring prior to the first
1378 student day of the school year;

1379
1380 2. One-half day used for teacher preparation during the in-
1381 service day immediately following the end of the marking
1382 period in November;

1383
1384 3. One-half day used for teacher preparation during the in-
1385 service day immediately following the end of the marking
1386 period in January; and

1387
1388 4. The in-service day following the last student day of the
1389 school year historically reserved for end-of-year obligations.
1390

1391 C. Subject to the provisions of this Section and Appendix D, Section 2,
1392 the Board, in its sole discretion, shall designate the number of work
1393 days that are teaching days in each school year.
1394

1395 **2. In-Service Days and Professional Learning Time**
1396

1397 **A. In-Service Days**
1398

1399 The number of in-service days will be not less than ten (10) during the
1400 school years covered by the Agreement. First year employees of the
1401 District will be required to work an additional two (2) in-service days
1402 during their first year of employment.
1403

1404 The following in-service days shall be used for K-12 teacher preparation
1405 time:
1406

1407 One (1) day at the start of the school year;

One-half (1/2) day preceding the parent/teacher conferences in November during which no District initiatives will be scheduled; and

One-half (1/2) day preceding the mid-year parent/teacher conferences.

B. Professional Learning Time

All professional teaching staff shall be required to complete twenty-one (21) hours of Professional Learning Time ("PLT") each school year.

The District shall determine PLT scheduling and content, which may address grade-level and special education collaboration with staff, as well as other matters determined by the District. These meetings shall typically occur on Wednesdays, with the exception of the second Wednesday of each month.

Beginning with the 2024-25 school year the District shall establish a calendar of PLT meetings by the first induction day of each school year. Upon ratification of this Agreement, the parties agree to meet in good faith to determine the timing of the establishment of the PLT calendar for the 2023-24 school year.

Attendance at meetings designated as PLT shall be mandatory; in the event of a teacher's excused absence, the Administration shall designate a reasonable time and manner in which the meeting shall be made up, completion of which shall be mandatory. Any teacher who does not complete the requirements of the first seven (7) hours PLT of each school year by June 30 will be subject to a pro-rata per diem pay deduction for the portion of the PLT hours not completed for that school year, up to a maximum of one work day. Failure to complete all required PLT hours by June 30 shall constitute just cause for discipline under this Agreement.

3. Length of School Day

The length of the school day shall be a maximum of 7 1/2 hours, including a duty-free lunch. No more than one (1) faculty meeting may be held each month that extend beyond the 7 1/2-hour day. All District and building meetings shall be held at this time. These meetings should not exceed one (1) hour in length. The District shall determine the dates and times for all such meetings which may vary by building, by month, and by day of the week, except as set forth below. The schedule shall be established at the beginning of the school year and shall not include meetings scheduled on the second (2nd) Wednesday of each month, the work day preceding a

1453 holiday break, nor on Fridays. Where reasonably possible, such meetings
1454 shall be contiguous to the end of the school day.
1455

1456 **4. Changes in Schedule**
1457

1458 Except as provided otherwise by this Agreement, the Board and Association
1459 agree to discuss in partnership any changes to the school day.
1460

1461 **5. Planning Time**
1462

1463 **A. Prior to the Implementation of Block Scheduling**
1464

1465 Grade level 1-5 teachers in elementary buildings shall receive a minimum of
1466 225 minutes of planning time per 5-day cycle, with at least forty-five (45)
1467 consecutive minutes each day.
1468

1469 Kindergarten teachers, Special Education teachers, and Specialists shall
1470 receive a minimum of 225 minutes of planning time per 5-day cycle.
1471

1472 Teachers in the middle and high schools shall receive a minimum of one (1)
1473 regular class period in consecutive minutes of planning time per day which
1474 shall be after the start of and before the end of the school day.
1475

1476 A teacher's preparation period shall not be used for scheduled District
1477 and/or building level meetings. The preparation period shall also not be
1478 used for unscheduled meetings with parents unless the teacher is not
1479 otherwise occupied.
1480

1481 The Board shall grant, without loss of pay, to Special Education employees
1482 two (2) days per year free of other duties or assignments for the writing of
1483 Individual Education Plans (IEPs.) These days must be pre-approved by the
1484 building principal.
1485

1486 Additional time, for the writing of Individual Education Plans (IEPs), shall be
1487 granted to Special Education employees at the discretion of the
1488 Superintendent or his/her designee.
1489

1490 **B. Upon Implementation of Block Scheduling**
1491

1492 **1. Elementary Schools**
1493

1494 Grade level 1-5 teachers in elementary buildings shall receive a
1495 minimum of 225 minutes of planning time per 5-day cycle, with at
1496 least forty-five (45) consecutive minutes each day.
1497

Kindergarten teachers, Special Education teachers, and Specialists shall receive a minimum of 225 minutes of planning time per 5-day cycle.

2. Middle and High Schools

Over the course of each five-day week, teachers in a building in which block scheduling has been implemented shall receive a minimum of 265 minutes of total planning time, with no less than fifty (50) consecutive minutes each instructional day the teacher works. During weeks in which a teacher works less than five (5) instructional days, the total number of planning minutes for the week shall be pro-rated. Within the teacher's block for which planning time is scheduled, should the Administration in its sole discretion determine that there are no duties for which the bargaining unit member is scheduled or assigned, the teacher shall receive the balance of the block as planning time.

Planning time shall be after the start and before the end of the school day, and when used shall be in consecutive minutes that day.

C. Other provisions

A teacher's planning period shall not be used for scheduled District and/or building level meetings. The preparation period shall also not be used for unscheduled meetings with parents unless the teacher is not otherwise occupied.

The Board shall grant, without loss of pay, to Special Education employees two (2) days per year free of other duties or assignments for the writing of Individual Education Plans (IEPs.) These days must be pre-approved by the building principal.

Additional time, for the writing of Individual Education Plans (IEPs), shall be granted to Special Education employees at the discretion of the Superintendent or his/her designee.

There shall be no layoffs due to block scheduling during the term of this Agreement.

6. Rights of the Association

- A. Payroll deductions for the Association, PSEA, and the NEA shall be available to employees who consent to all such deductions. Deductions shall be made in sixteen (16) equal payments beginning with the second (2nd) November payroll. The District will forward to

the Association the previous month's deductions during the subsequent month. In the event a member leaves the District before the last deduction is made, the balance will be deducted from his/her last pay.

The District, on or before September 15 of each year of this contract, will provide the Association with a list of the names and addresses of all bargaining unit members. By October 15 of each year of this contract, the Association agrees to identify, on a listing supplied by the District, those employees from whose pay dues are to be deducted. The District will also provide the Association with the name and address of any employee hired after September 15 of each year of this contract, such notice to be provided within thirty (30) days after the date of hire. For employees hired after September 15, the Association will promptly advise the District in writing if any such employee consents to the deduction of dues.

The Association shall indemnify, defend, and save the District harmless against any and all claims, demands, suits, or other forms of liability that shall arise out of or by reasons of action taken by the District in reliance upon the payroll deduction authorization information submitted by the Association to the District, or otherwise to comply with the provisions of this Section.

No employee shall be required to involuntarily pay to the Association any dues or any other fees. In the event any employee revokes their authorization for any deductions, the Association shall notify the District as soon as reasonably possible, and the District then shall cease all such deductions for the employee.

- B. The Association and its representatives shall be allowed the use of school buildings for meeting after school hours when not in conflict with activities planned for that building. Arrangements for such meetings shall be made with the principal of the building.
- C. The Association shall be allowed the use of inter-school mail facilities and the school mail boxes provided such use does not interfere with regular school mail. The Association shall have use of copying equipment in the District. The District copy machine is not to be used without permission from the Superintendent. The Association will supply its own materials.
- D. The District shall provide release time with full compensation for a maximum of eight (8) delegates from the local association to attend the semi-annual PSEA convention. The Association agrees to reimburse the District for the cost of any substitutes that are required

during absences occasioned by attendance at the semi-annual convention.

E. The District shall provide release time with full compensation for up to fifteen (15) days per school year for Association use (representation of employees, union business or other similar activities pre-approved by the Superintendent.) When the District requires a meeting with the Association, the meeting will be held after the conclusion of the school day. Any emergency meeting called by the District or attendance at the advocacy program will not be counted towards the release time cap. The President of the Association shall be allowed to visit schools for purposes relating to Association affairs so long as he/she does not disrupt the educational process. Advance notification shall be given to the principal of the building to be visited and to the principal of the building of the President of the Association.

F. The District agrees to furnish, upon request, such financial and personnel data as may be reasonably disclosed and will assist in developing sound recommendations. Any reasonable additional information which may be necessary for the Association to process any grievance shall be made available by the District.

G. Association representatives may meet with the Superintendent, members of his staff, and an elected Board member to review and discuss school problems and practices and the administration of this Agreement. Items discussed that are not a part of the Agreement are not subject to the grievance procedure. These meetings will be scheduled at the request of the President of the Association at a time mutually agreeable to the President and the Superintendent.

H. The building principal shall schedule five (5) periods of release time per week for the President of the Association. The release time shall be for purposes relating to Association affairs providing it does not disrupt the educational process.

I. A District-Association Liaison Committee comprised of two (2) representatives selected by the Board and the Superintendent and two (2) representatives selected by the Association shall meet not less than two (2) times each contract year for purposes of resolving mutual items of concern.

7. Health and Safety

A. No employee shall be expected to perform services under unsafe or hazardous conditions which endanger the health, safety or well-being of the employee, the students of the District or the public.

- 1636
- 1637 B. In the event that an employee believes that he or she is endangered
- 1638 by an unsafe or hazardous condition, he/she shall bring this matter
- 1639 immediately to the attention of the Administration. The
- 1640 Administration shall respond to such a complaint within three (3)
- 1641 working days setting forth any contemplated course of action intended
- 1642 to respond to the complaint raised.
- 1643
- 1644 C. An employee not satisfied with the Administration's response shall be
- 1645 permitted to initiate a grievance under Appendix "C" at the Step II
- 1646 level.
- 1647
- 1648 D. Employees will continue to work pending resolution of the condition
- 1649 as provided above.
- 1650

1651 **8. Personnel Files**

1652

1653 An employee's personnel file shall not be revealed or opened for inspection

1654 to any third party without the express written consent of the employee

1655 unless by reason of a court order.

1656

1657 **9. Seniority**

1658

- 1659 A. A professional employee is a temporary or permanent professional
- 1660 employee who has been granted a contract by the Pennridge School
- 1661 Board. The seniority of a professional employee is determined by the
- 1662 length of service in the Pennridge School District computed in years,
- 1663 months, and days from the first day of his/her latest period of
- 1664 continuous employment. The first day of such employment shall
- 1665 mean the effective date as approved by the Pennridge School Board in
- 1666 its official minutes. In calculating seniority, part-time experience of a
- 1667 professional employee shall be converted to the equivalency of
- 1668 full-time employment. A suspended full-time employee if recalled to
- 1669 a part-time position shall retain the seniority rights of a full-time
- 1670 professional employee.
- 1671
- 1672 B. A professional employee shall lose seniority rights if he/she resigns or
- 1673 is discharged in accordance with the School Code. Seniority shall not
- 1674 be lost if:
- 1675
- 1676 1. Seniority is otherwise preserved by the provisions of the
- 1677 Selective Service Act of 1948, or
- 1678
- 1679 2. The professional employee is on an approved leave.
- 1680

- C. The following shall be used to calculate professional employees' seniority accrued prior to the enactment of Act 97 of 1979:
1. A professional employee who resigned for maternity reasons prior to the maternity leave provision shall be credited with the seniority accrued before and after the period during which she was unemployed. This provision is in effect if the period of unemployment is not in excess of the leave which could be granted during the 1980-81 school term.
 2. A professional employee who resigned for maternity reasons prior to the maternity leave provision and was not a professional employee of the Pennridge School District for a period in excess of the leave which could be granted during the 1980-81 school term shall accrue seniority from the first day of her latest period of continuous employment.
 3. A professional employee who resigned for personal reasons to pursue a graduate education shall be credited with his/her accrued seniority prior to the resignation and accrued after his/her return to employment.
 4. A professional employee who was granted a personal or maternity leave prior to the enactment of Act 97 shall accrue seniority during the approved leave.
 5. Seniority shall be accrued during approved statutory leaves as defined by the School Code.
- D. If two (2) or more professional employees have identical seniority, as defined above, the following factors in the order stated will determine who has the greatest seniority:
1. Earliest date on which the employee began his/her part-time or full-time employment as a temporary or professional employee in the Pennridge School District.
 2. Date on which the temporary or professional employee was officially hired by the Pennridge School Board as indicated in official Board minutes.
 3. Earliest date on which the employee began his/her part-time or full-time employment as a substitute for a staff member on an approved leave from the Pennridge School District.

4. Date on which a substitute for a staff member on an approved leave from the Pennridge School District was officially hired by the Pennridge School Board as indicated in official Board minutes.

5. Date on which application was received by the Pennridge School District.

10. Vacancies and Transfers

A. First consideration for filling all vacant positions should be given to qualified teachers presently employed in the Pennridge School District.

B. The notification of all professional vacancies shall be posted throughout the District with a copy sent to the Association's President. The notification shall include the building location, subject area and grade level, if known, at the time of posting. A professional vacancy may be filled temporarily in the case of emergency, but no such vacancy shall be permanently filled until notice of such vacancy has been posted for seven (7) calendar days.

C. In the event a staff member from within is equally qualified to an outside applicant for a posted vacancy, as determined by the District, the staff member from within will be given preference for filling the vacancy. If two (2) or more staff members apply to fill the vacancy and are equally qualified, the more senior staff member shall be given preference. The Board of School Directors shall determine the qualifications which an applicant must possess to fill the vacancy and shall state such qualifications at the time the notice of vacancy is posted.

D. The decision for filling the professional vacancy rests with the Board of School Directors of the Pennridge School District, and all applicants for the professional vacancy from the bargaining unit will be notified of the action of the Board of School Directors. However, the parties agree that any dispute concerning the relative qualifications of applicants to fill vacancies is subject to the grievance and arbitration procedure.

E. The term transfer shall mean a change of assignment to a different building from which the teacher is presently assigned. In the Pennridge School District, a building is an elementary school, a middle school, or the high school. Transfer requests shall set forth the reasons for the requested transfer, the school, grade, or position sought, and the applicant's professional qualifications. Teachers

requesting a transfer pursuant to this section shall receive notification of all appropriate vacancies during the summer. However, transfer requests will not be considered applications for vacancies, and all transfer requests will expire on the first day of the new school year.

F. In the event of a District reorganization, school building closing, or school building opening, which necessitates employee transfers, the District will first seek and consider volunteers to accomplish such transfers. If additional transfers are necessary, then the District agrees to transfer teachers according to the following procedure:

1. The District will post a list of positions which remain vacant. An employee who will be affected by an involuntary transfer will indicate two (2) preferences within his/her area(s) of certification (for vacancies posted on the list). The District will have the right to transfer each employee to any of the two (2) preferences indicated by the employee. No employee will have the right to bump into a position which is currently filled by another employee who is not affected by the reorganization or building closing or building opening.
2. If the District is unable to accomplish the transfers according to employee preferences, then the least senior employee will be transferred outside of his/her preference.
3. Exceptions to the strict application of this procedure may be made by the Superintendent where necessary for the good of the educational process provided that such exceptions are not arbitrary or capricious.

G. If positions affected by involuntary transfer are currently filled by professional employees, said employees will be notified of the forthcoming transfer immediately so that they may apply for preferred positions. The written notice will include the reason for transfer.

H. If involuntary transfers from one building to another building are to take place because of enrollment decreases, the following considerations should be given when selecting a faculty member(s) to be transferred:

1. Only a successful teacher may be moved (identified as not being on an Improvement Plan - all observations and all evaluation records are satisfactory in every category).
2. Volunteers within the building should first be strongly considered.

3. Lateral moves should be considered (defined as same grade placement).
4. Teachers with “veteran” status (5 years or more in the same building) should be given first consideration for a vacant position when selected for an involuntary transfer.
5. If staff members are requesting to leave/transfer out of their building, due to enrollment decreases that necessitate a reduction in staff, if approved, they should be notified as soon as possible of their new assignment, no later than June 1.
6. If a staff member has been involuntarily transferred to another building due to student enrollment decreases, and should the student enrollment in the sending building increase to the point that another staff position is necessary, the involuntarily transferred staff member will have the first right to that position provided that:
 - a. The new position is added no later than August 1.
 - b. Both principals must agree that the involuntarily transferred staff member should return to the sending building.
 - c. The involuntarily transferred teacher has the right to stay in the newly assigned building
7. If a staff member has already been chosen to move out of the building one year, and that doesn’t occur, a new staff member needs to be chosen the next year.
8. The initial recommendation(s) must be made by the building principal in accordance with these parameters; however, the final decision will be made by the Superintendent or his/her designee.

11. Guidelines for Reduction of Force

Employees shall be furloughed and recalled as stated in the School Code.

12. Due Process

- A. The Board and the Association expressly agree that the Board and the Administration shall have the right to discipline a tenured professional employee for cause.
- B. Disciplinary actions which the Board or Administration may take, provided that cause exists, shall include, but shall not be limited to, oral reprimand, written warning, written reprimand, suspension from employment duties with or without pay, demotion, unsatisfactory rating, or dismissal for cause.
- C. No tenured professional employee shall be dismissed unless the Superintendent shall recommend dismissal and two thirds (2/3) of all of the members of the Board shall vote for dismissal at a public meeting of the Board.
- D. In determining whether cause exists for dismissal, that term shall specifically include, but shall not be limited to, just cause or any conduct or action by a tenured professional employee which would lawfully provide a proper basis for dismissal pursuant to Section 1122 of the Public School Code of 1949, as amended, and interpretations thereof by Pennsylvania Courts and/or the Secretary of Education.
- E. In the event that the Superintendent shall recommend to the Board that a tenured professional employee be dismissed, that recommendation and the reasons therefore shall be transmitted in writing to the Board President and the employee involved. Within ten (10) days after receipt of such recommendation by the employee involved, he/she shall elect in writing whether he/she elects to proceed under the Sections 1121 through 1132 of the School Code, as amended, or in accordance with the grievance procedure set forth in this Agreement, beginning at Step II. Tenured professional employees whose dismissal for cause has been recommended may follow the grievance procedure or request a hearing pursuant to Sections 1121 through 1132 of the School Code, as amended, but not both.
- F. This section shall apply to disciplinary actions only and shall not apply to retirements, suspensions, non-disciplinary transfers, non-disciplinary demotions, abandonment of contract, resignation or other changes in tenured professional employee status which are initiated by the employee or which are initiated by the Board for reasons other than for the purpose of discipline of an employee for cause.

1906 **13. Required Meetings or Representation During Disciplinary Proceedings**

1907
1908 Whenever an employee is required to appear before the Board or any of its
1909 agents for a meeting at which the possible discharge of said employee is to
1910 be discussed or when an unfavorable letter is to be placed in his/her
1911 personnel file, the following procedure will be followed:

- 1912
- 1913 A. Written notice of said meeting will be given to the employee at
 - 1914 least 48 hours in advance.
 - 1915
 - 1916 B. Information forming a basis for the possible discharge of the
 - 1917 employee will be made available 24 hours in advance of the
 - 1918 meeting.
 - 1919
 - 1920 C. The employee may have representation at said meeting.
 - 1921
 - 1922 D. If wages have been withheld as a result of any charges, the
 - 1923 affected employee shall receive the difference between any
 - 1924 wages lost and any monies received upon exoneration from,
 - 1925 or the withdrawal of, said charges by the Board or its agents.
 - 1926

1927 **14. No Reprisals**

1928
1929 No reprisals, economic or otherwise, shall be taken by the Board or the
1930 Administration against any employee for activities related to negotiations, a
1931 work stoppage, and/or enforcement of this collective bargaining agreement,
1932 which occurred during the term of this agreement.

1933
1934 **15. Distribution of Agreement**

1935
1936 The printing, distribution, and other expenses entailed with reproducing this
1937 Agreement shall be borne equally by the Pennridge Education Association
1938 and the Pennridge School Board. All employees governed by this Agreement
1939 will receive a copy of the Agreement, in electronic form.

1940
1941 **16. Management Rights**

1942
1943 The District hereby reserves to itself managerial authority. Such authority
1944 shall not be deemed to be limited, except by the express provisions of this
1945 Agreement. It is understood and agreed that the District possesses the right
1946 to direct, manage, and control all operations of the District, provided that
1947 such rights shall not be exercised by the District in violation of the express
1948 provisions of this Agreement. Matters of inherent managerial policy are
1949 reserved exclusively to the District.

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1952
1953
1954
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17. Teacher Observations

Professional Employees that have attained their Level II Instructional Certification shall only participate in formal observations once every three years.

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EQUAL EDUCATIONAL OPPORTUNITIES

The Pennridge School District is an equal opportunity educational institution and will not discriminate on the basis of race, color, national origin, religion, gender, age or disability in its activities, programs or employment practices required by Title VI, Title IX, Section 504 and the Americans with Disabilities Act of 1990.

The Federal Drug-Free Workplace Act requires that the workplace be free of the illegal use of drugs. No one is allowed to use, make, sell, distribute or have in his/her possession illegal drugs. Any violation of this Act will lead to severe disciplinary action, including dismissal.

The mission of the Pennridge School District is to challenge school-aged students with a world-class education, to encourage and assist in the development of responsible individuals and productive citizens, and to maintain a high-quality learning environment while providing all students equal opportunity to achieve their highest potential.