Collective Bargaining Agreement

Between

River Valley School District

And

River Valley Education Association

August 27, 2024 to August 26, 2029

PSEA PENNSYLVANIA STATE EDUCATION ASSOCIATION
The Power of a Great Education

RIVER VALLEY SCHOOL DISTRICT

PSEA-SO PSEA A Union Shop

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ARTICLE I — RECOGNITION

A. The **River Valley School District**, which maintains its principal offices at 102 School Lane, Blairsville, Pennsylvania, 15717, hereinafter referred to as "employer", pursuant to Section 606 of the Public Employee Relations Act Number 195 and in accordance with certification by the Pennsylvania Labor Relations Board, Case Number PERA-R-710-W W and as amended at PERA-U-5141-W, and at PERA-U-21-110-W hereby recognizes the **River Valley Education Association-PSEA-NEA**, hereinafter referred to as "Association", as the exclusive representative for purposes of collective bargaining with respect to wages, hours and other terms and conditions of employment.

B. This agreement covers those employees encompassed within the PLRB Certification referred to in Section A of this article. The term "employee" when used in this agreement refers only to those employees encompassed within the certification referred to in Section A of this article.

ARTICLE II — ASSOCIATION SECURITY

A. Each employee who, on the effective date of this agreement, is a member of the Association and each employee who becomes a member after that date shall maintain his membership in the Association for the duration of this agreement, providing any such employee or employees may resign in writing from the Association during the term of fifteen (15) days prior to the expiration of this agreement, in accordance with the provision of Act 195. The payment of dues and assessments for all members shall be the only requisite employment condition.

B. The employer shall deduct regular initiation fees and Association dues from the pay of members covered by this contract upon receipt from the Association of individually signed authorization cards voluntarily executed by a member for that purpose and bearing the person's signature, provided that:

1. A member shall have the right to revoke such authorization by giving written notice to the employer fifteen (15) days prior to the expiration date of this contract, and the authorization card shall state clearly on its face the right of the employee to revoke during this period.

2. The employer's obligation to make deductions shall terminate automatically upon timely receipt of revocation by the employee of authorization, or upon termination of employment or promotion or transfer to a position outside the bargaining unit.

C. **Hold Harmless**. The Association shall indemnify and hold the employer harmless against any and all claims, suits, judgments, costs, damages or other forms of liability

brought, or issued against the employer as a result of any action arising out of, or resulting from, the implementation of this article.

ARTICLE III — NO STRIKE/NO LOCKOUT

A. It is understood and agreed that there shall be no strike, as that term is defined under the Public Employee Relations Act, during the life of this agreement, nor shall any officer, representative or official of the Association authorize, assist or encourage any such strike during the life of this agreement.

B. The employer will not engage in any lockout during the life of this agreement.

ARTICLE IV — NO DISCRIMINATION

Both the employer and Association agree not to discriminate against any employee on the basis of race, creed, color, national origin, age, sex, gender identity, sexual orientation or political affiliation, or the proper exercise by any employee of his rights guaranteed by the Public Employee Relations Act 195.

ARTICLE V — ASSOCIATION RIGHTS

A. The employer agrees to furnish to the Association any or all records or information that is now available to the taxpayers of the River Valley School District that could be helpful in developing proposals and documenting positions. These records or information shall include, but not be limited to, budgetary guidelines, proposed advanced budgets, the latest financial report on the last budget, and the current wages of all persons in the bargaining unit.

B. The employer agrees that the Association has the right to use the inter-school mail system.

C. The employer agrees to permit the continued use of one (1) two-foot-by-three-foot bulletin board in each building for Association use. This bulletin board is to be located in faculty lounges or out of the general traffic of pupils.

D. The employer agrees that representatives of the Pennsylvania State Education Association and the National Education Association, who are not employees, may meet with the elected officers and one building representative from each building of the local bargaining unit after they have identified themselves in the school office, during times when said officers are not involved in instruction, supervision or other previously assigned or scheduled professional duties.

E. The employer agrees that fifteen (15) working days will be allocated for Association business. The Association agrees to reimburse the employer at the current substitute rate for these days if a substitute is employed.

1. Written notice, counter-signed by the president of the Association, must be submitted to the superintendent.

2. The employee must have written permission from the superintendent.

3. The Association will be billed, within sixty (60) calendar days, following the use of such day(s). The Association will reimburse the employer within ten (10) calendar days of the billing date.

4. An employee is entitled to use only a maximum of two (2) days at one time.

F. The president of the Association shall be provided annually, upon request and approval of the superintendent, up to four (4) days of employer-paid release time to meet with the superintendent and/or to attend to Association business of the bargaining unit members in the school district. No request for release time shall be unreasonably denied.

G. Whenever any representative of the Association or any employee is mutually scheduled by the employer and Association to participate in any meeting during working hours, excluding negotiations, he shall suffer no loss of pay or Association day deduction for the time spent in such activity.

H. One copy of the board agenda and the board minutes will be available for an Association officer who is an employee of the District to pick up in the central administration office on the day they are made available to the board of school directors.

I. **Professional Development**. The District and Association each agree to abide by Act 48 of 1999 and the Professional Development plan developed by the Professional Development Committee and approved by the school board and PDE. Any work of the committee that is performed after the contractual school day and school year shall be compensated at the current hourly rate.

J. **New Hires.** The employer agrees to provide the Association the name, position, building assignment and step placement of all new bargaining unit members within six (6) days of hire.

ARTICLE VI – EMPLOYER RIGHTS

The Association recognizes all rights of the employer to establish and maintain policies under the United States and Pennsylvania statutes, rules and regulations, except as expressly limited by the terms of this agreement.

ARTICLE VII – RIGHTS OF PROFESSIONAL EMPLOYEES

A. Nothing contained in this agreement shall be interpreted to deny or restrict any of the rights accorded professional employees under the laws and regulations of the Commonwealth. No professional employee shall be discharged, disciplined, reprimanded, reduced in rank or compensation without just cause.

B. 1. Nothing in this provision shall prevent a building-level administrator from conducting a factfinding interview with a professional employee. In addition, nothing in this provision shall prevent a building-level administrator or the superintendent from taking immediate disciplinary action with regard to a professional employee. If, after the building-level administrator has completed the factfinding process, and as a result thereof the building-level administrator concludes that a professional employee may be disciplined as a result thereof, the provisions of B.2 shall apply.

2. When any professional employee is required to appear before the superintendent, building-level administrator, or any other District administrator, after such building-level administrator has concluded the factfinding process as referred to in paragraph B.1, concerning any disciplinary matter or any matter which could adversely affect the continuation of the employee's position, salary or employment, the employee shall be given a three (3) working day prior written notice of such meeting, stating the reasons for such meeting or interview. The employee shall be entitled to have a representative(s) of his/her choice present when the meeting convenes.

3. Whenever any professional employee is required to appear before the board, or any committee or member thereof, concerning any matter which could adversely affect the continuation of that employee in his/her position, employment, salary or increments pertaining thereto, then he/she shall be given seven (7) working days prior written notice of the reasons for such meeting or interview, and shall be entitled to have a representative(s) of the Association present to advise him/her and represent him/her during such meeting or interview. Either party shall be entitled to have legal counsel present.

4. Notwithstanding the above provisions, the professional employee may be represented by a representative of the state or local Association, provided such

representative is present at the time scheduled by the board, committee thereof, superintendent or building-level administrator.

C. The employee shall maintain the right to determine grades of students consistent with the grading policies of the employer. No such grade shall be changed without notification and/or consultation with the employee. If the grade is changed without the employee's approval, the employee shall be permitted to place a written objection of the grade change in the student's file.

D. **Seniority.**

1. Definition - Seniority means the total length of an employee's continuous service in the district.

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

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

4. Seniority shall be broken only for resignation, retirement, lawful discharge, or failure to return to work following recall in accordance with paragraph 8 below.

5. Ties in seniority shall be broken by lottery, within fifteen days of the date of hire.

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

7. The employer shall provide the Association President with an accurate seniority list annually and upon request. Any exception to this list must be filed with the employer within sixty (60) calendar days of the posting. The seniority list shall be amended to reflect subsequent certification changes as they occur.

8. Seniority shall be broken for failure to return to work within twenty (20) calendar days of recall, or within five (5) calendar days from the date of release from employment by another public or private school employer. In the event the recalled member is held by his or her current public or private school employer, the recalled member will provide written verification of the date of release from said employer.

ARTICLE VIII – LIAISON COMMITTEE

A. The employer agrees to establish a Liaison Committee consisting of three (3) board members representing the employer and administration, and three (3) members representing the bargaining unit.

B. The purpose of this committee shall be to accumulate ideas, present reactions, express opinions, make recommendations, advise on the interpretation of school policy and discuss other matters of mutual concern.

1. Any meeting of the Liaison Committee called pursuant to Article VIII of the collective bargaining agreement shall be held on the same date and at the same location, and immediately prior to the board's Committee of the Whole Board meeting, or the board planning meeting.

2. The employer and Association shall select their respective representatives to each meeting; however, additional representatives of either or both parties may be seated at any Liaison Committee meeting.

3. The party calling the meeting shall establish an agenda, and provide same to the other party at least one (1) week in advance of said Liaison Committee meeting; however, matters which have arisen after the submission of the agenda may be added to the agenda on the night of the scheduled Liaison Committee meeting.

4. Minutes shall be prepared by the party calling the meeting, and copies of same shall be forwarded to the other party.

5. When meetings of the Liaison Committee are scheduled by the board to be held during the employees' normal workday, three (3) Association members of the Liaison Committee shall be released from their duties with pay to attend.

ARTICLE IX – GENERAL WORKING CONDITIONS

A. The employer and the Association agree that the following general working conditions shall prevail throughout the term of this agreement:

1. Employees shall not be required to tabulate commonwealth attendance records and attendance summary forms.

2. The following procedures shall be followed in filling vacancies:

   a. When a new position or professional vacancy occurs which the board intends to fill, the employer shall post notice of such vacancy in the school office of all buildings, on the District's website, and email to each bargaining unit employee at least ten (10) workdays before filling the vacancy. If the vacancy or new position occurs after the last day of work for professional employees, notice shall be posted on the District's website and sent to each bargaining unit employee by the District's email system and the vacancy shall not be filled for ten (10) calendar days after the mailing.

b. Employees who desire to apply for the vacancy shall indicate in writing their qualifications for the vacancy and file the request for consideration with the superintendent. It is expressly understood that the decision on filling vacancies and transferring is exclusively within the discretion of the board, except as expressly provided herein.

c. No vacancy or new position shall be filled by means of involuntary transfer if there is a qualified volunteer available to fill the vacant position. A qualified volunteer or a qualified employee is an employee who is certified for the vacancy and who is not rated unsatisfactory in any area. Qualified employees who are going to be transferred involuntarily shall be given preference between vacancies, unless the board can show just cause for not granting the preference.

3. All monitoring or observation of the work performance of a professional or temporary professional employee shall be conducted openly and with full knowledge of the employee.

a. Professional and temporary professional employees shall be evaluated and rated only by persons certified to do so. All final semester evaluations shall be made on the Commonwealth Evaluation Forms. Any evaluation placed in an employee's file shall be accompanied by a listing of the appropriate qualifications of the person making the evaluation.

b. An employee shall be given a copy of any class visit or final evaluation prepared by his evaluator. A final evaluation of unsatisfactory shall be presented to the employee at least one (1) day prior to the conference to discuss the same. No report shall be submitted to the central office, placed in the employee's file, or otherwise acted upon without a prior conference with the employee. No employee shall be required to sign a blank or incomplete evaluation form.

c. Every effort shall be made to evaluate all employees in conformance with the criteria set forth on the approved rating form. No employee evaluated as satisfactory in an area on the approved Commonwealth Evaluation Form shall be rated less than the maximum number of points possible. Ratings less than the maximum number of points shall be fully annotated.

4. Any complaints regarding an employee, which are used in any manner in evaluating an employee, shall be investigated and called to the attention of the employee. The employee shall be given an opportunity to respond to such complaint and shall have the right to be represented by the Association at any meetings or conferences regarding such complaint.

5. No material derogatory to an employee's conduct, service, character, or personality will be placed in his personnel file in the office of the superintendent unless the employee has had the opportunity to review the material. At the time the employee is initially given a copy of such material, the material shall be signed and dated by an administrator or other employee of the District who is not a member of the Association, solely for the purpose of establishing the date on which the employee received a copy of such material.

   The employee will acknowledge within ten (10) days that he/she has had an opportunity to review such material by affixing his/her signature to the copy to be filed, with the express understanding that his/her signature in no way indicates agreement with the contents thereof.

   If the employee fails to sign the material within ten (10) days of the date he/she received a copy thereof, said material shall be automatically placed into the employee's file. The employee will also have the right to submit a written answer to such material, and his/her answer shall be attached to the file copy.

   Nothing contained herein shall obligate the employer to meet with the employee during the aforementioned ten (10) day period.

6. Employee group selection of textbooks shall be guaranteed with the provision that final approval rests solely with the employer.

7. The Association and the employer recognize that if there is to be good instruction, there must be good discipline. Responsibility for discipline is shared among the board, the administration and the staff. The board shall develop discipline policy. The administration will establish procedures for implementing the policy. Classroom teachers shall share in the responsibility for discipline in the schools by enforcing the established conduct procedures in the classroom. Without a clear and concise discipline code of student conduct and responsibility and an enforcement of that code, the atmosphere for good discipline in the classroom cannot be generated.

   As a shared responsibility then, all professional employees of the District shall be responsible. Both the classroom teacher and the building administrator shall be active and supportive allies when working to achieve discipline in the school and classroom.

   a. To maintain good discipline, a teacher may use reasonable force as is necessary to protect himself from attack, to protect another person or property, to quell a disturbance threatening physical injury to others, or to obtain possession of weapons or other dangerous objects upon the person or within control of a pupil.

b. In addition to maintaining good classroom discipline, in the event that a teacher believes that he/she has a disruptive student in his/her class, he/she shall, in writing, make this fact known to the principal and forward a duplicate to the president of the Association. The principal involved shall, within five (5) calendar days, decide upon the validity of the allegation against the student, take appropriate action and notify the teacher that the referral has been processed.

If said student persists in behaving in a disruptive manner, and if unresolved at the building level, the teacher may personally submit the matter to the superintendent. The superintendent shall, within ten (10) calendar days, decide upon the validity of the allegation against the student. If the matter is not resolved at the superintendent's level, the teacher may personally submit the matter to the board at its next regularly scheduled meeting.

8. The Association President shall receive a written copy of each building's tentative master schedule no later than twenty-one (21) days before the first inservice day of each school year.

Professional employees will be given their tentative assignments for the following school year fourteen (14) days before the first inservice day via email. It is understood and agreed that such assignments are subject to change because of the needs of the District. In addition, professional employees shall be notified of supplies requisitioned but not ordered for the next school term at least two (2) weeks before August 10.

9. All professional employees are entitled to a thirty (30) minute, duty-free lunch period as prescribed by law. It is agreed that this lunch period is the employee's own time to do as he desires, which includes the right to leave the building.

10. Any unsafe or hazardous condition that merits the dismissal and/or evacuation of the students from the building shall also include dismissal and/or evacuation of the professional staff. It shall be the responsibility of the professional staff to assist in the evacuation and/or dismissal of the students in accordance with fire drill regulations. The employees may be reassigned to another building in the District until said condition is rectified.

11. For purposes of this agreement, employees subject to demotion and/or furlough shall be treated in the same manner consistent with the current and past practice of reducing and/or realigning the staff based upon seniority.

12. The employer shall provide full support to any employees who may be assaulted while either on school district property or engaged in the performance of their duties.

The employer shall include in the appropriate insurance policy coverage for damage to, or loss of employees' personal property that results from student conduct.

ARTICLE X – WORKDAY, INSERVICE AND WORK YEAR

A. **Hours.** The normal workday for secondary and elementary teachers shall be seven and one-half (7 ½) consecutive hours. The normal workday will not start earlier than 7:15 a.m., nor end later than 4:15 p.m., unless required by the Vo-Tech schedule. Changes in the starting and ending times required by the Vo-Tech schedule will be previously discussed with the Liaison Committee.

B. **Inclement Weather.** If a two-hour delay is called for cold temperatures, employees will report at normal time. If a two-hour delay is called for severe weather conditions/hazardous road conditions, employees will report to their buildings 15 minutes prior to student arrival. (E.g. Students report at 10:15 a.m., employees must arrive at 10 a.m.) Employees shall suffer no loss in wages, benefits, or contractual or statutory advantages as a result of such work rules. Employees losing all or part of plan periods due to late arrivals or early dismissal will not be compensated for loss of time.

C. **Additional Hours.** A maximum of seven (7) additional hours may be assigned by the superintendent without any additional compensation; however, such hours shall continue to be used in each of the District buildings as per current practice, unless mutually agreed upon otherwise by the parties. The superintendent can allocate the seven hours differently for the elementary staff and the secondary staff. The superintendent will determine how the additional hours will be used at the beginning of the school year. Additional hours shall not be assigned on an individual employee basis.

D. **Planning.** The employer shall guarantee that each individual teacher will be assigned a preparation period during each workday. Preparation time shall be free of all other assignments, activities, team meetings, and supervisory duties. Preparation time shall be used for planning and preparation for instructional, curricular and assessment activities related to educational undertakings. Elementary classroom teachers and elementary librarians shall be assigned a minimum of two hundred (200) minutes of individual preparation time per week assigned in at least a block of thirty (30) consecutive minutes per day. One hundred fifty (150) minutes of the two hundred (200) minutes shall be scheduled during the student instructional day. Secondary classroom teachers shall be assigned a minimum of one (1) individual preparation period each workday the length of a normal instructional period.

E. **Work Year.**

1. The work year shall be a maximum of one hundred eighty-five (185) workdays, of which five (5) shall be inservice days. All inservice days shall encompass six and one-half (6-1/2) hours of working time.

2. The work year for guidance counselors shall include a minimum of ten (10) and a maximum of twenty (20) additional workdays beyond that specified in paragraph (1) above at the discretion of the Superintendent to perform the duties of their position. Such additional days shall be paid at the per diem rate.

3. Inservice days are not to substitute for usual administrative meetings necessary for the operation of the school.

4. The first two inservice days in any school term shall each encompass six and one-half (6 ½) hours of working time. Said days shall be consecutive and shall occur prior to the first instructional day of the school term. At least one of these two days shall be for the purpose of preparation of rooms, distribution of books and materials, and shall be considered a teacher workday, free of administrative meetings with exception to a meeting necessary to distribute emergency student information to staff which will not exceed one (1) hour.

5. The last inservice day shall encompass six and one-half (6-1/2) hours of working time. Said day shall occur on the day immediately following the last day pupils are in school in the spring. The workday shall be used as a clerical day. Inservice days are exclusive of the one hundred eighty (180) instructional days.

6. Three (3) of the five (5) inservice days shall be assigned for professional development activities and shall be utilized in accordance with the employer's Act 48 Professional Development plan.

7. Compensation for the five (5) inservice days is included in the salary amount as set forth herein. Any time not completed is to be deducted on a pro rata basis.

ARTICLE XI — PROFESSIONAL CERTIFICATION

The employer and employee shall comply with the ten current certification requirements of the commonwealth.

ARTICLE XII – REPORTING OFF DUTY AND PARTIAL DAY SUBSTITUTION

A. In reporting off duty, an employee shall call as specified by the published policy of the superintendent. Changes in the published policy for reporting off duty shall be discussed with the Liaison Committee.

B. Regular teachers can be assigned to substitute, during non-instructional time, for partial day absences of other teachers on a rotating schedule established by the secondary principal or elementary principal.

C. The employer will exert a reasonable effort to secure a properly certified substitute for an employee who is on authorized absence.

ARTICLE XIII – LEAVES

A. **Sick Leave.** Each contract year, each employee shall be credited with ten (10) days paid sick leave. The unused portion of such leave shall be accumulated from year to year without limit. All or any part of such unused sick leave may be used during any work year.

1. All absences will require the completion of an Absence from Duty Form. Absences of more than three (3) consecutive workdays may require a statement from a physician. If a statement from a physician is required, a proportionate salary will be withheld until a doctor's statement is presented to the principal. Otherwise, it is assumed that the absence was not excused and, therefore, pay will be withheld. Those persons unable to perform their teaching duties, as a result of illness, will receive pay. Homebound (except as defined in the school laws of Pennsylvania), contagious illness, or hospitalized persons are included in this group.

   Compensation withheld for failure to comply with Section A of this article shall be forfeited by the employee if, after two (2) calendar weeks, the employee has failed to submit the proper absence statement.

   Should the District have reason to suspect that an employee is abusing his/her sick leave, the District shall issue a letter to said employee (with a copy to the Association president) notifying him/her that should the pattern of absence continue, he/she may be required to provide the District with a physician's statement for absences of three (3) or less consecutive workdays.

2. Each professional employee may use up to five (5) days of sick leave in any one school year to care for members of his or her immediate family (wife, husband, mother, father, mother-in-law, father-in-law, son, daughter, brother, sister or partner with whom the employee resides), provided that they are suffering from illness, accident, undergoing an operation, or

otherwise require the presence of the employee. All such absences will require a personally written statement from the employee that specifies the name, address and relationship of the person being cared for, and that the employee's presence is required.

Compensation withheld for failure to comply with Section A of his article shall be forfeited by the employee if, after two (2) calendar weeks, the employee has failed to submit the proper absence statement.

3. Employees, with advance permission of their supervisor, may be absent for diagnostic visits to a doctor, dentist, or hospital when still able to work, if they were unable to obtain an appointment in other than work hours. These days will be deducted from sick leave.

4. Employees shall be permitted, from their sick leave, up to three (3) days paid sick leave upon the birth of a child in the immediate family. The days of absence shall be deducted from the employee's sick leave.

5. Each employee is required to provide reasonable notice of an intended absence. Reasonable notice is defined as at least sixty (60) minutes before the beginning of the employee's workday. Notice may be given in person, by telephone or by a third party. Notice is to be given to the employee's immediate superior or his delegate.

   a. It shall be the responsibility of the school district to inform all employees of names, addresses and telephone numbers of all personnel to whom notice is to be given.

   b. Extenuating circumstances preventing an employee from giving reasonable notice will be considered.

   c. An employee not providing reasonable notice will be docked one (1) day's salary.

6. Employees not reporting their intended return to duty to the office will be subject to reduction in salary equal to the substitute's pay if the substitute reports for work. In this case, the substitute will be paid a full day's wage, the substitute will be sent home, and the employee will work.

7. All employees, upon returning to duty from an absence, will submit their absence report forms to their respective principals. The principal will compile these reports along with an absence report and submit them regularly to the superintendent.

8. Reasons for absence such as car trouble or inclement weather are not acceptable for sick leave.

9. Absence to attend Association activities is not covered by sick leave policy.

10. Proportionate salary will be deducted when an unexcused absence occurs.

11. Principals and board secretary are not involved in the interpretation of the sick leave policy. This responsibility rests with the superintendent, with the approval of the board of school directors.

12. Upon retirement, the employer agrees to pay full-time professional employees for their unused accumulated sick leave, as follows:

1 to 100 days	• • •	*$90.00 per day*
101 or more days	• • •	*$95.00 per day*

For example, an employee who retires with 150 days of sick leave would receive $90.00 for the first 100 days of unused accumulated sick leave, and $95.00 per day for accumulated unused sick leave days 101 through 150.

There shall be no limit on the number of days in which the District will provide this payment.

a. Unused sick leave is defined as the balance obtained by subtracting from the mandated ten (10) days of sick leave per year the number of sick days used within the same year (balance is never less than zero). The total of the unused sick leave qualifies for the retirement payment.

b. The following regulations and procedures for unused sick leave will apply:

(1) To receive this benefit, the employee must have at least five (5) years of continuous service in the District.

(2) The payment applies only to sick leave earned within the District.

(3) To qualify for payment, the retiree must submit his/her letter of retirement by February 1 of the year of retirement. This regulation is waived in case of retirement due to illness or the elimination of a bargaining unit position.

(4) This payment will be made in the last paycheck in June.

(5) In case of the death of an employee in active service with five (5) years of continuous service in the District, the employee's estate shall receive the compensation for the employee's unused sick leave as provided in Section A, Subsection 12 of this article.

B. **Personal Leave.**

1. Full-time professional employees are entitled to three (3) full days with pay for individual use (not deducted from sick leave). Personal leave may be used in half-day or full-day increments. Employees employed pursuant to a temporary or professional contract working one-half (½) or more for the full work year are entitled to personal leave equivalent to the length of the individual's workday with pay for individual use (not deducted from sick leave). No reason is required for this absence. This absence will be referred to as personal leave.

2. Employees planning to use this day must give written notice to their secondary or elementary principal, where possible, by noon of the workday preceding the leave. The usual absence form will be completed by the employee upon return to work.

   This leave is also subject to the following regulations:

   a. This leave may accumulate to a maximum of six (6) days. No more than three (3) days can be used consecutively unless approved by the superintendent.

   b. No more than ten (10%) percent of the professional employees assigned to each building may be on personal leave on the same day. A major fraction of .5 (½) or greater will be increased to the higher number.

   c. Full-time professional employees working at least one-half (½) of the days (instructional and inservice) of the school year will be eligible for this leave.

   d. Personal leave cannot be used on inservice days without approval of the superintendent.

   e. Professional employees working at least one-half (½) of the normal work year or ninety-two (92) workdays (instructional and inservice), whichever is less in a work year, will be eligible for this leave.

   f. Personal leave may not be used the last ten (10) days of the normal school year without the approval of the superintendent, except for instances of the graduation or marriage of a member of the family, or the death of a relative as defined elsewhere in this agreement.

g. Any personal leave which remains in excess of six (6) days at the close of the school year shall be added to that employee's accumulated sick leave.

C. **Maternity Leave.** Employees are entitled to maternity and child-rearing leave as follows:

1. A female employee shall submit written notification to the superintendent of the anticipated duration of the maternity leave at least four (4) weeks in advance of the commencement of the leave period. Such leave shall be granted for a period of time not to exceed twelve (12) months.

2. A pregnant employee shall not be required to leave prior to the childbirth unless she can no longer satisfactorily perform the duties of her position.

   a. While a female employee is on maternity leave, the duties of her position shall be performed by a temporary employee.

   b. Every female employee shall have the right to return to the same position she held before going on maternity leave, or to an equivalent position for which she is certified.

   c. Upon return from maternity leave, a female employee shall retain all seniority and pension rights that have accrued up to the time of their leave, but these rights shall not accrue during the period of the leave with the sole exception that seniority, for the purposes of layoff, shall continue to accrue during the period of maternity leave.

   d. A female employee shall be entitled to use accrued sick leave for the period she is unable to work for medical reasons, as certified by a physician. All other periods of leave related to childbirth leave shall be leave without pay. A female employee shall not earn sick leave while she is on maternity leave without pay.

3. An employee may take an uncompensated child-rearing leave after the birth of his/her child, or the de facto custody of an adopted child, for a period not to exceed one (1) year. This period shall include all the time the employee utilizes maternity or child-rearing leave except for those days charged to paid sick leave as a result of the disability related to the pregnancy. The childrearing leave shall be under the same conditions as defined in Article XIII, Sections C.1 and C.2. The board of school directors may, in its sole discretion, extend the uncompensated childrearing leave not to exceed three (3) months.

D. **Professional Leave.** Professional employees may attend professional conferences at the expense of the employer for room, meals, conference fees, banquets (if any), and transportation. Expenses beyond the cost of transportation, conference fees

and banquets shall be limited to One Hundred Fifteen Dollars ($115.00) per day. The following additional regulations shall apply:

1. Requests to attend conferences are to be made through the principal to the superintendent and are subject to approval of the board.

2. Professional conferences are to be in the employee's field and may not include Association activities.

3. A minimum of thirty (30) professional leave days shall be budgeted and shall be utilized if sufficient days have been requested.

E. **Military Leave.** The employer shall abide by the commonwealth and federal laws with respect to leaves for military duty.

F. **Sabbatical Leave.**

1. The parties agree to abide by the laws and regulations of the commonwealth as they apply to sabbatical leave.

2. All eligible full- and/or part-time employees on a sabbatical leave for restoration of health or for professional development shall be entitled to employer-paid health insurance (as per the plan they were on prior to the sabbatical) and contributions to their HSA account (if applicable) as if they were in service, life insurance, dental coverage, and vision coverage.

G. **Bereavement Leave**. The laws and regulations of the Commonwealth of Pennsylvania shall apply to bereavement leave for the employees within the unit, except as otherwise specified herein.

1. Whenever an employee shall be absent from duty because of the death of a member of the immediate family which is defined as father, mother, brother, sister, son, daughter, husband, wife, parent-in-law, grandchild, or near relative who resides in the same household or any person with whom the employee has made his home, there shall be no deduction in salary of said employee for an absence not in excess of four (4) school days.

2. Whenever an employee shall be absent from duty because of the death of a member of the family including grandfather, grandmother, son-in-law, daughter-in-law, brother-in-law, sister-in-law, or grandparent-in-law, there shall be no deduction in salary of said employee for an absence not in excess of two (2) school days.

3. Whenever an employee shall be absent from duty because of the death of the employee's near relative which is defined as first cousin, aunt, uncle, niece, nephew, there shall be no deduction in the salary of said employee for absence on the day of the funeral. The board of school directors may extend

the period of absence with pay, in its discretion, as the exigencies of the case may warrant.

H. **Jury Duty.** Employees called for jury duty are permitted to serve without loss of pay provided the employee returns to the District the balance of jury pay received, less expenses.

I. An absence for sick leave or bereavement leave on an inservice day shall be treated the same as if such absence occurred on an instructional day.

J. Any employee who is absent without authorization under any of the leave provisions hereof shall suffer a daily loss of pay for such absence. This shall not limit in any manner the employer's right to subject the employee to other appropriate disciplinary action.

K. **Family Medical Leave.** The employer shall comply with the requirements of the Family Medical Leave Act of 1993 (hereafter call FMLA) and its corresponding regulations, including the following clarifying provisions:

1. Nothing contained in this agreement shall be construed to lessen or diminish the rights guaranteed to the employees under the FMLA. It is further agreed and understood that nothing in the FMLA shall lessen or diminish any rights to leave that are contained elsewhere in this agreement or are guaranteed by statute, except as specifically provided herein. All definitions within this section shall correspond to those defined in the Act and its regulations.

2. Where spouses work for the employer, both shall be eligible for FMLA leave rights.

3. For purposes of complying with the FMLA, a twelve-month period shall correlate with the employee's normal work year.

4. Other paid or unpaid leave provided for in this agreement or by statute shall not be used for FMLA qualifying purposes, unless specifically requested as such by the employee.

5. Upon return from FMLA leave, the employee shall be treated consistent with the provisions for other paid/unpaid leaves.

6. When employees use FMLA leave, they shall be permitted to retain up to five (5) sick or personal days for use, if necessary, upon their return from FMLA leave (provided they have said number of days available when they start the FMLA leave). In order to retain up to the five (5) days, they must notify the business office of their intent to do so.

ARTICLE XIV – GRIEVANCE PROCEDURE

A. **Policy.** It is the policy of the employer and the Association to encourage a harmonious and cooperative relationship and to resolve employee grievances in accordance with fair and orderly procedures.

B. **Definition.** A grievance is a dispute concerning the interpretation, application or alleged violation of a specific term or provision of this agreement.

C. **Representation and Grievance Steps.** An employee is entitled to select the Association or its accredited representative to represent him during any or all steps of the grievance procedure which is as follows:

• FIRST STEP - IMMEDIATE SUPERVISOR

A grievance must be presented in writing not more than fifteen (15) workdays after the alleged cause of the grievance has occurred, or such time as an employee knows or reasonably should have known of its occurrence. Workdays shall be defined as those days which the school district central office is normally open.

An employee either alone or accompanied by a representative shall orally present his grievance to his immediate supervisor, who shall attempt to resolve the grievance to the mutual satisfaction of the employee and employer within five (5) workdays of its presentation. If said grievance is not resolved informally, the employee or his representative shall file a formal written grievance and the supervisor, within five (5) workdays after receiving the written grievance, shall report his decision in writing to the employee.

• SECOND STEP – SUPERINTENDENT

If the employee is not satisfied with the disposition of the grievance, that person may submit a written appeal to the superintendent or his designee within five (5) workdays after receiving a decision at the first step, or within not less than five (5) workdays nor more than ten (10) workdays after the grievance was formally presented at the first step. The superintendent or his designee, within five (5) workdays after receiving the appeal, shall meet with the employee and/or a representative in an attempt to resolve the grievance. The superintendent or his designee shall give the employee a written decision within five (5) workdays following the meeting.

• THIRD STEP - BOARD OF SCHOOL DIRECTORS

If the employee is not satisfied with the disposition of the grievance at the second step, the employee may submit a written appeal to the board of school directors or its designee within five (5) workdays after receiving a decision at the second step, or within not less than ten (10) workdays nor more than fifteen (15) workdays after the grievance was presented at the second step. The board or its designee, within five (5)

workdays after receiving the appeal, shall arrange a meeting for the purpose of hearing the appeal. The board or its designee, upon receiving the appeal, shall at its next workshop or regular board meeting arrange a meeting for the purpose of hearing the appeal. The board or its designee, within ten (10) workdays following the hearing, shall give the employee a written decision.

- **FOURTH STEP – ARBITRATION**

If the Association is not satisfied with the disposition of the grievance at the third step, the Association may appeal to arbitration within five (5) workdays after receiving a decision at the third step, or in not less than twenty (20) workdays nor more than twenty-five (25) workdays after the grievance was presented at the third step. A request for arbitration may be initiated by the Association serving upon the employer a notice, in writing, of an intent to proceed to arbitration. Upon receipt of a notice requesting arbitration, the parties shall meet to select an arbitrator in accordance with the requirements of Act 195.

1. The arbitrator shall have no power or authority to add to, subtract from, or modify the provisions of this agreement in arriving at a decision of the issue presented, and shall confine his decision solely to the application and interpretation of this agreement. The decision or award shall be final and binding.

2. The costs of arbitration shall be affixed in the manner prescribed by Act 195, and such costs shall be shared equally by the employer and the Association. Each party shall bear the cost of preparing and presenting its own case.

D. A grievance which affects several employees may initially be presented by the Association at Step 2 of the grievance procedure.

E. A grievance may be withdrawn by the Association or the aggrieved employee at any time, and the withdrawal of any grievance shall not be prejudicial to the positions taken by the parties as they relate to the grievance or any future grievance.

F. The time limits set forth in this grievance procedure shall, unless extended by mutual written agreement of the employer and the Association, be binding.

G. Any individual employee or group of employees shall have the right at any time to present grievances to the employer and to have them adjusted as long as the adjustment is not inconsistent with the terms of this agreement, and provided further, that the Association has been given the opportunity to be present at such adjustment.

H. All meetings and hearings under this procedure shall not be conducted in public, and shall include only such parties in interest and their designated or selected representative.

I. The employer and the Association agree to furnish information as is required for the processing of a grievance.

J. Materials pertinent to the processing of a grievance shall be placed in a separate grievance file.

K. The term "representative" as used herein shall be defined as a duly authorized member of the Association, and/or its state or national affiliates.

ARTICLE XV – EMPLOYEE AUTHORITY

The employer agrees that all administratively-approved volunteers who fulfill non-compensatory, or compensated but non-contractual curricular, co-curricular, or extra-curricular functions that are directly related to, or subordinate to, a contracted professional employee's job shall be under the authority of that professional employee. The decision(s) made by that professional employee affecting the volunteers or their responsibilities and/or charges in accordance with District goals and objectives and their decision(s) shall be final.

ARTICLE XVI – PAYROLL DEDUCTION

A. **Tax-Sheltered Annuities.** The board agrees to approve the payroll deduction for tax-sheltered annuity programs as set forth in the River Valley School District Plan Document under the following conditions:

1. The District and Association will select a vendor or multiple vendors who will act as agent(s) of the District.

2. Tax-sheltered annuity plans selected by the parties shall be included in the River Valley School District Plan Document as long as the carrier agrees to accept payment pursuant to IRS guidelines. Said tax-sheltered annuities will be offered under the program of one vendor or through a multiple vendor option as agreed to by the District and Association.

3. Employees may start, stop, or make changes to the tax-sheltered annuities at the beginning of any month, provided the necessary forms are submitted at least two (2) weeks prior to the first payroll date of the month.

B. **Disability Insurance.** The board agrees to approve payroll deductions for disability insurance.

C. **Membership Dues Deduction.** On the first pay beginning in October and continuing through August, twenty-four (24) equal payments (to be specified by the Association prior to October 1) shall be deducted from the pay of all Association members and paid

to the Association in fulfillment of membership dues. The Association shall continue to prepare, obtain individual employees' signatures, and present authorization cards for dues deductions.

D. **Credit Union**. The employer agrees to provide payroll deductions for loans and/or savings for the Pennsylvania State Employees' Credit Union. Deductions for the credit union shall be made only in equal dollar amounts deducted from each pay. Said deductions shall be transmitted to the credit union on the date of each applicable pay day.

ARTICLE XVII — WAGES - FRINGE BENEFITS

The wages and fringe benefits payable throughout the term of this agreement are fully set forth in Appendix A and Appendix B which are attached hereto and made a part hereof.

ARTICLE XVIII — LEGALITY AND SEPARABILITY

A. **Legality**. Both parties hereto specifically agree that it is their intent that this agreement, under all circumstances and in every respect, shall comply with all applicable statutes, governmental regulations and judicial decision, and if it shall be determined by proper authority that this agreement, or any part hereof, is in conflict with said statutes, governmental regulations or judicial decisions, this agreement shall be automatically adjusted to comply with the referred-to statutes, governmental regulations or judicial decisions.

B. **Separability**. In the event that any provisions of this agreement are found to be inconsistent with existing statutes or ordinances, the provisions of such statutes or ordinances shall prevail and, if any provision herein is determined to be invalid and unenforceable by a court or other authority having jurisdiction, such provision shall be considered void, but all other valid provisions hereof shall remain in full force and effect.

ARTICLE XIX — GENDER AND NUMBER

Unless otherwise provided herein, the masculine pronoun shall import the feminine, the singular number shall import the plural, and vice versa, as applicable.

ARTICLE XX — HEADINGS

Any heading preceding the text of several articles contained in this agreement is inserted solely for the convenience of reference and shall not constitute a part of this agreement, nor shall the heading affect the meaning, construction or effect of the article.

ARTICLE XXI – DURATION

Pursuant to the requirements of Act 195, this agreement shall be binding upon the parties hereto, their successors and assigns, from **August 27, 2024** to and including **August 26, 2029**, and thereafter from year to year, except that either party may notify the other by certified mail on or before January 10, 2029 of its desire to modify or terminate this agreement.

IN WITNESS WHEREOF, the parties hereto, through their duly authorized officers or representatives and intending to be legally bound, hereby have hereunto affixed their hands and seals this 23rd day of May, **2023.**

RIVER VALLEY SCHOOL DISTRICT

By: _____
President, Board of School Directors

ATTEST: _____
Secretary, Board of Directors

RIVER VALLEY EDUCATION ASSOCIATION

By: _____
President, RVEA

_____
Member

_____
Member

ATTEST: _____
Secretary

APPENDIX "A" — SALARY AND SUPPLEMENTAL COMPENSATION

A. **General Statement.** Except as otherwise specified, all benefits including, but not limited to, salary, compensation and fringe benefits are applicable only to full-time teachers, and no provisions of this agreement shall apply to long-term substitutes.

B. **Salaries.** Salaries for professional employees shall be as set forth on the salary schedules on the following pages.

RIVER VALLEY SCHOOL DISTRICT
2023-2029 SALARY SCHEDULE STEP PLACEMENT*

2023-2024	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029
					1
				1	2
			1	2	3
		1	2	3	4
	1	2	3	4	5
1	2	3	4	5	6
2	3	4	5	6	7
3	4	5	6	7	8
4	5	6	7	8	9
5	6	7	8	9	10
6	7	8	9	10	11
7	8	9	10	11	12
8	9	10	11	12	13
9	10	11	12	13	14
10	11	12	13	14	15
11	12	13	14	15	15
12	13	14	15	15	15
13	14	15	15	15	15
14	15	15	15	15	15
15	15	15	15	15	15

** **Locate your 2023-2024 step and read straight across the row.***

RIVER VALLEY SCHOOL DISTRICT
2023-2024 SALARY SCHEDULE

Step	INSTR I	BACHELOR'S	MASTER'S	MS +15	MS +30	DOCTORATE
1	$50,420	$69,691	$71,141	$72,641	$74,141	$76,741
2	$51,420	$70,191	$71,641	$73,141	$74,641	$77,241
3	$52,420	$70,691	$72,141	$73,641	$75,141	$77,741
4	$53,420	$71,191	$72,641	$74,141	$75,641	$78,241
5	$54,420	$71,691	$73,141	$74,641	$76,141	$78,741
6	$55,420	$72,191	$73,641	$75,141	$76,641	$79,241
7	$56,420	$73,691	$75,141	$76,641	$78,141	$80,741
8	$57,420	$75,191	$76,641	$78,141	$79,641	$82,241
9	$58,420	$76,691	$78,141	$79,641	$81,141	$83,741
10	$59,420	$78,191	$79,641	$81,141	$82,641	$85,241
11	$60,420	$79,691	$81,141	$82,641	$84,141	$86,741
12	$61,420	$81,191	$82,641	$84,141	$85,641	$88,241
13	$62,420	$82,691	$84,141	$85,641	$87,141	$89,741
14	$63,420	$84,321	$85,941	$87,441	$88,941	$91,541
15	$64,420	$86,321	$87,941	$89,441	$90,941	$93,541

RIVER VALLEY SCHOOL DISTRICT
2024-2025 SALARY SCHEDULE

Step	Bachelor's	Master's	Master's +15	Master's +30	Doctorate
1	$ 71,952	$ 73,402	$ 74,902	$ 76,402	$ 79,002
2	$ 72,552	$ 74,002	$ 75,502	$ 77,002	$ 79,602
3	$ 73,152	$ 74,602	$ 76,102	$ 77,602	$ 80,202
4	$ 73,752	$ 75,202	$ 76,702	$ 78,202	$ 80,802
5	$ 74,352	$ 75,802	$ 77,302	$ 78,802	$ 81,402
6	$ 74,952	$ 76,402	$ 77,902	$ 79,402	$ 82,002
7	$ 76,402	$ 77,852	$ 79,352	$ 80,852	$ 83,452
8	$ 77,852	$ 79,302	$ 80,802	$ 82,302	$ 84,902
9	$ 79,302	$ 80,752	$ 82,252	$ 83,752	$ 86,352
10	$ 80,752	$ 82,202	$ 83,702	$ 85,202	$ 87,802
11	$ 82,202	$ 83,652	$ 85,152	$ 86,652	$ 89,252
12	$ 83,652	$ 85,102	$ 86,602	$ 88,102	$ 90,702
13	$ 85,102	$ 86,552	$ 88,052	$ 89,552	$ 92,152
14	$ 86,802	$ 88,252	$ 89,752	$ 91,252	$ 93,852
15	$ 88,702	$ 90,152	$ 91,652	$ 93,152	$ 95,752

RIVER VALLEY SCHOOL DISTRICT
2025-2026 SALARY SCHEDULE

Step	Bachelor's	Master's	Master's +15	Master's +30	Doctorate
1	$ 74,427	$ 75,877	$ 77,377	$ 78,877	$ 81,477
2	$ 75,127	$ 76,577	$ 78,077	$ 79,577	$ 82,177
3	$ 75,827	$ 77,277	$ 78,777	$ 80,277	$ 82,877
4	$ 76,527	$ 77,977	$ 79,477	$ 80,977	$ 83,577
5	$ 77,227	$ 78,677	$ 80,177	$ 81,677	$ 84,277
6	$ 77,927	$ 79,377	$ 80,877	$ 82,377	$ 84,977
7	$ 79,327	$ 80,777	$ 82,277	$ 83,777	$ 86,377
8	$ 80,727	$ 82,177	$ 83,677	$ 85,177	$ 87,777
9	$ 82,127	$ 83,577	$ 85,077	$ 86,577	$ 89,177
10	$ 83,527	$ 84,977	$ 86,477	$ 87,977	$ 90,577
11	$ 84,927	$ 86,377	$ 87,877	$ 89,377	$ 91,977
12	$ 86,327	$ 87,777	$ 89,277	$ 90,777	$ 93,377
13	$ 87,727	$ 89,177	$ 90,677	$ 92,177	$ 94,777
14	$ 89,327	$ 90,777	$ 92,277	$ 93,777	$ 96,377
15	$ 91,127	$ 92,577	$ 94,077	$ 95,577	$ 98,177

RIVER VALLEY SCHOOL DISTRICT
2026-2027 SALARY SCHEDULE

Step	Bachelor's	Master's	Master's +15	Master's +30	Doctorate
1	$ 77,051	$ 78,501	$ 80,001	$ 81,501	$ 84,101
2	$ 77,851	$ 79,301	$ 80,801	$ 82,301	$ 84,901
3	$ 78,651	$ 80,101	$ 81,601	$ 83,101	$ 85,701
4	$ 79,451	$ 80,901	$ 82,401	$ 83,901	$ 86,501
5	$ 80,251	$ 81,701	$ 83,201	$ 84,701	$ 87,301
6	$ 81,051	$ 82,501	$ 84,001	$ 85,501	$ 88,101
7	$ 82,401	$ 83,851	$ 85,351	$ 86,851	$ 89,451
8	$ 83,751	$ 85,201	$ 86,701	$ 88,201	$ 90,801
9	$ 85,101	$ 86,551	$ 88,051	$ 89,551	$ 92,151
10	$ 86,451	$ 87,901	$ 89,401	$ 90,901	$ 93,501
11	$ 87,801	$ 89,251	$ 90,751	$ 92,251	$ 94,851
12	$ 89,151	$ 90,601	$ 92,101	$ 93,601	$ 96,201
13	$ 90,501	$ 91,951	$ 93,451	$ 94,951	$ 97,551
14	$ 92,001	$ 93,451	$ 94,951	$ 96,451	$ 99,051
15	$ 93,701	$ 95,151	$ 96,651	$ 98,151	$ 100,751

RIVER VALLEY SCHOOL DISTRICT
2027-2028 SALARY SCHEDULE

Step	Bachelor's	Master's	Master's +15	Master's +30	Doctorate
1	$ 79,856	$ 81,306	$ 82,806	$ 84,306	$ 86,906
2	$ 80,756	$ 82,206	$ 83,706	$ 85,206	$ 87,806
3	$ 81,656	$ 83,106	$ 84,606	$ 86,106	$ 88,706
4	$ 82,556	$ 84,006	$ 85,506	$ 87,006	$ 89,606
5	$ 83,456	$ 84,906	$ 86,406	$ 87,906	$ 90,506
6	$ 84,356	$ 85,806	$ 87,306	$ 88,806	$ 91,406
7	$ 85,656	$ 87,106	$ 88,606	$ 90,106	$ 92,706
8	$ 86,956	$ 88,406	$ 89,906	$ 91,406	$ 94,006
9	$ 88,256	$ 89,706	$ 91,206	$ 92,706	$ 95,306
10	$ 89,556	$ 91,006	$ 92,506	$ 94,006	$ 96,606
11	$ 90,856	$ 92,306	$ 93,806	$ 95,306	$ 97,906
12	$ 92,156	$ 93,606	$ 95,106	$ 96,606	$ 99,206
13	$ 93,456	$ 94,906	$ 96,406	$ 97,906	$ 100,506
14	$ 94,856	$ 96,306	$ 97,806	$ 99,306	$ 101,906
15	$ 96,456	$ 97,906	$ 99,406	$ 100,906	$ 103,506

RIVER VALLEY SCHOOL DISTRICT
2028-2029 SALARY SCHEDULE

Step	Bachelor's	Master's	Master's +15	Master's +30	Doctorate
1	$ 82,659	$ 84,109	$ 85,609	$ 87,109	$ 89,709
2	$ 83,659	$ 85,109	$ 86,609	$ 88,109	$ 90,709
3	$ 84,659	$ 86,109	$ 87,609	$ 89,109	$ 91,709
4	$ 85,659	$ 87,109	$ 88,609	$ 90,109	$ 92,709
5	$ 86,659	$ 88,109	$ 89,609	$ 91,109	$ 93,709
6	$ 87,659	$ 89,109	$ 90,609	$ 92,109	$ 94,709
7	$ 88,959	$ 90,409	$ 91,909	$ 93,409	$ 96,009
8	$ 90,259	$ 91,709	$ 93,209	$ 94,709	$ 97,309
9	$ 91,559	$ 93,009	$ 94,509	$ 96,009	$ 98,609
10	$ 92,859	$ 94,309	$ 95,809	$ 97,309	$ 99,909
11	$ 94,159	$ 95,609	$ 97,109	$ 98,609	$ 101,209
12	$ 95,459	$ 96,909	$ 98,409	$ 99,909	$ 102,509
13	$ 96,759	$ 98,209	$ 99,709	$ 101,209	$ 103,809
14	$ 98,059	$ 99,509	$ 101,009	$ 102,509	$ 105,109
15	$ 99,459	$ 100,909	$ 102,409	$ 103,909	$ 106,509

1. Employees shall be compensated in accordance with the salary schedules attached hereto. It is understood, as a result of compacting the steps of the salary schedule, that the number of years of credited service with, or given by, the District shall no longer necessarily coincide with the step number of the salary schedule.

2. **Starting Salary for Experienced New Employees.**

   a. Starting salary for experienced new employees with an Instructional II Certificate. The starting salary for a new employee, with prior teaching experience, shall be set by the employer, on the step appropriate to their years of experience within public schools of Pennsylvania, but shall not be at a salary or step of the salary schedule higher than that held by a current member of the bargaining unit who has the same number of years of teaching experience on the same column of the salary schedule.

   b. Starting salary for new employees with an Instructional I Certificate. The starting salary for a new employee effective with the 2024-2025 school year who has not yet attained an Instructional II certificate, shall be on a step of the Bachelor's column, regardless of advanced degrees, appropriate to their years of experience within the public schools of Pennsylvania, but shall not be at a salary or step of the Bachelor's Column higher than that held by a current member of the bargaining unit who has the same number of years of teaching experience. When an Instructional II Certification is obtained, placement for the following school year shall recognize appropriate step and column placement.

   c. **Speech-Language Pathologists**. A master's degree in Speech-Language Pathology requires the completion of more credits than a typical master's degree program. In recognition of the additional credits required for a master's degree in Speech-Language Pathology, the employer agrees to place Speech-Language Pathologists on the Master's+15 column, or a higher column as appropriate for his or her educational achievement at the time of hire. This exception applies only to the position of Speech-Language Pathologist.

3. **Salary Proration for Part-Time Employees.** The employer shall pay a pro rata portion of the full-time salary, based upon the employee's years of credited service and educational level for part-time employees employed pursuant to a temporary or permanent professional contract working one-half (½) day or more for the full semester.

4. **Salary or Salary Schedule Placement for Employees Returning from Unpaid Leave, or New Employees Starting Work on a Day Other than First Employee Workday of the Work Year.** Employees shall be advanced one (1) step on the salary schedule for each academic year in which they work or are on paid leave status at least ninety-two (92) days of the contractual year.

5. **Advance on the Salary Schedule for Instructional II Certification, Master's Certification/Equivalency or Additional Credits.** An employee shall be moved to a new column of the salary schedule at the beginning of the contract year following the employee's presentation to the superintendent of satisfactory proof of achievement of Instructional II, Master's, Master's Equivalent, Master's and/or Master's Equivalent +15 credits, Master's and/or Equivalent +30 credits, or Doctorate degree. Advancement to a higher degree column in the salary schedule shall not alter the step placement of the employee.

   a. All proof of achievement must be submitted to the superintendent by the end of the first teacher day or the employee will not move to the new column until the next school year.

   b. Movement to the new column shall not be denied due to circumstances beyond the employee's control.

6. **Additional Compensation for Special Education Teachers/Gifted Coaches.** Employees certified and working full-time in special education (including gifted coaches/teachers) shall have maximums and minimums $400 higher than the Instructional I, Bachelor's, Master's, Master's Equivalent, Master's and/or Master's Equivalent +15, Master's and/or Master's Equivalent +30, and Doctorate, as appropriate.

7. **Pay Periods.** Employees shall be paid in twenty-six (26) equal installments over the school year. In years when payment every two (2) weeks results in twenty-seven (27) pay periods, an appropriate adjustment shall be made to pay employees every two (2) weeks in twenty-seven (27) equal installments.

   The district shall deposit pay and expense reimbursements for each employee directly to a designated depository selected by the employee. This provision shall not prohibit the District from issuing checks for pay or expense reimbursements due to an emergency, or other special circumstances.

8. **Pre-Kindergarten and Kindergarten Orientation.** At its discretion, the District may schedule Pre-Kindergarten and/or Kindergarten orientation and screening programs to be held prior to the start of the school year.

a. The teachers assigned to work the summer orientation programs will be compensated at the per diem rate for all hours worked during these programs. The per diem rate shall be calculated using the Step and Column appropriate for the member at the beginning of the upcoming school year. For example, a teacher who works during the summer orientation program following the 2014-15 school year shall be paid at the per diem rate of the appropriate Step and Column for the 2015-16 school year.

b. The District shall provide written notice to the affected teachers of the schedule, expectations, dates and rate or pay for the summer Pre-Kindergarten and Kindergarten orientation programs no later than June 30 each year. The District shall also provide copies of these notices to the Association President.

c. Compensation for hours worked during Pre-Kindergarten and Kindergarten summer orientation programs shall be paid no later than the date of the next paycheck or electronic deposit scheduled for district employees (employee must complete/sign timecard and obtain appropriate approval from supervisor). If an affected member does not receive pay during the summer months, the District shall issue a check to the employee no later than the date of the next paycheck or electronic deposit scheduled for district employees.

C. **Supplemental Contracts**

1. The employer reserves the exclusive right to add to or delete from the following list of supplemental contracts without limitation. Further, the employer reserves the exclusive right to assign or remove the person(s) appointed to such supplemental contract when it deems it appropriate.

   If the board creates additional supplemental positions not set forth herein, the board shall set a salary for said position and notify the Association. In the event that the Association disagrees with the salary set by the board, the Association shall have the right to negotiate said salary.

RIVER VALLEY SCHOOL DISTRICT
2023-2024 to 2028-2029
SUPPLEMENTAL SALARIES

POSITION	2023-24	2024-25	2025-26	2026-27	2027-28	2028-29
MANAGEMENT						
Athletic Director	$12,100	$12,255	$12,412	$12,573	$12,737	$12,905
Asst. Athletic Director	$6,100	$6,255	$6,412	$6,573	$6,737	$6,905
Equipment Manager	$5,000	$5,155	$5,312	$5,473	$5,637	$5,805
HEALTH & WELLNESS						
Sports Performance Coordinator	$9,000	$9,165	$9,333	$9,505	$9,680	$9,859
Strength & Conditioning Coach	$8,000	$8,165	$8,333	$8,505	$8,680	$8,859
Speed & Agility Coach	$8,000	$8,165	$8,333	$8,505	$8,680	$8,859
Health & Wellness Coordinator (faculty)	$8,000	$8,165	$8,333	$8,505	$8,680	$8,859
FOOTBALL						
Football, Head Coach	$8,000	$8,106	$8,214	$8,324	$8,437	$8,552
*1st Assistant	$6,700	$6,806	$6,914	$7,024	$7,137	$7,252
*2nd Assistant	$5,000	$5,106	$5,214	$5,324	$5,437	$5,552
*3rd Assistant	$5,000	$5,106	$5,214	$5,324	$5,437	$5,552
*4th Assistant	$5,000	$5,106	$5,214	$5,324	$5,437	$5,552
*5th Assistant	$5,000	$5,106	$5,214	$5,324	$5,437	$5,552
JH Football Head Coach	$5,000	$5,106	$5,214	$5,324	$5,437	$5,552
JH Assistant Coach	$4,000	$4,106	$4,214	$4,324	$4,437	$4,552
JH Assistant Coach	$4,000	$4,106	$4,214	$4,324	$4,437	$4,552
CHEERLEADING						
Varsity Cheerleading	$6,500	$6,593	$6,687	$6,783	$6,881	$6,981
Assistant Coach	$5,500	$5,593	$5,687	$5,783	$5,881	$5,981
JH Cheerleading	$3,500	$3,593	$3,687	$3,783	$3,881	$3,981
Assistant Coach	$3,000	$3,093	$3,187	$3,283	$3,381	$3,481
VOLLEYBALL						
Volleyball, Head Coach	$5,500	$5,588	$5,677	$5,768	$5,861	$5,955
Assistant Coach	$4,500	$4,588	$4,677	$4,768	$4,861	$4,955
JH Volleyball Head Coach	$4,000	$4,088	$4,177	$4,268	$4,361	$4,455
Assistant Coach	$3,500	$3,588	$3,677	$3,768	$3,861	$3,955
CROSS COUNTRY						
Cross Country Coach	$4,000	$4,070	$4,141	$4,214	$4,289	$4,364
Assistant Coach	$3,000	$3,070	$3,141	$3,214	$3,289	$3,364

GOLF						
Golf Coaches (Girls & Boys)	$4,000	$4,070	$4,141	$4,214	$4,289	$4,364
Assistant Coach (Girls & Boys)	$3,000	$3,070	$3,141	$3,214	$3,289	$3,364
BASKETBALL						
Basketball Head Coaches	$7,500	$7,608	$7,717	$7,829	$7,943	$8,059
Assistant Coaches	$6,500	$6,608	$6,717	$6,829	$6,943	$7,059
JH Basketball Head Coaches	$4,000	$4,108	$4,217	$4,329	$4,443	$4,559
Assistant Coaches	$3,500	$3,608	$3,717	$3,829	$3,943	$4,059
WRESTLING						
Wrestling, Head Coach	$6,500	$6,598	$6,697	$6,798	$6,902	$7,007
Assistant Coach	$5,500	$5,598	$5,697	$5,798	$5,902	$6,007
JH Wrestling Head Coach	$4,000	$4,098	$4,197	$4,298	$4,402	$4,507
Assistant Coach	$3,500	$3,598	$3,697	$3,798	$3,902	$4,007
INDOOR TRACK						
Indoor Track Head Coach	$5,000	$5,090	$5,182	$5,275	$5,371	$5,468
Assistant Coach	$4,000	$4,090	$4,182	$4,275	$4,371	$4,468
BASEBALL						
Baseball Coach	$4,500	$4,580	$4,662	$4,745	$4,830	$4,916
Assistant Coach	$3,500	$3,580	$3,662	$3,745	$3,830	$3,916
SOFTBALL						
Softball Head Coach	$4,500	$4,580	$4,662	$4,745	$4,830	$4,916
Assistant Coach	$3,500	$3,580	$3,662	$3,745	$3,830	$3,916
TRACK						
Varsity Track & Field Head Coach	$6,500	$6,593	$6,687	$6,783	$6,881	$6,981
1st Assistant	$5,500	$5,593	$5,687	$5,783	$5,881	$5,981
2nd Assistant	$5,000	$5,093	$5,187	$5,283	$5,381	$5,481
3rd Assistant	$4,500	$4,593	$4,687	$4,783	$4,881	$4,981
4th Assistant	$4,500	$4,593	$4,687	$4,783	$4,881	$4,981
JH Track Head Coach	$4,000	$4,093	$4,187	$4,283	$4,381	$4,481
JH Assistant	$3,500	$3,593	$3,687	$3,783	$3,881	$3,981
JH Assistant	$3,500	$3,593	$3,687	$3,783	$3,881	$3,981
CLASS SPONSORS						
9th Class Sponsor	$1,000	$1,038	$1,076	$1,115	$1,155	$1,195
10th Class Sponsor	$1,000	$1,038	$1,076	$1,115	$1,155	$1,195
11th Class Sponsor	$3,000	$3,038	$3,076	$3,115	$3,155	$3,195
12th Class Sponsor	$2,500	$2,538	$2,576	$2,615	$2,655	$2,695

MUSIC DEPARTMENT						
Musical Drama Director	$3,500	$3,545	$3,590	$3,637	$3,684	$3,732
Musical Director - Vocal	$2,200	$2,245	$2,290	$2,337	$2,384	$2,432
Musical Director - Instrumental	$1,000	$1,045	$1,090	$1,137	$1,184	$1,232
Marching Band Director	$5,500	$5,577	$5,655	$5,735	$5,816	$5,899
Marching Band Assistant	$3,000	$3,077	$3,155	$3,235	$3,316	$3,399
Marching Band Front Advisor	$3,000	$3,077	$3,155	$3,235	$3,316	$3,399
Band Director Middle & High School	$1,500	$1,530	$1,561	$1,592	$1,624	$1,656
Choral Director, Middle & High School	$1,500	$1,530	$1,561	$1,592	$1,624	$1,656
Saltsburg Elementary Instrumental & Choral	$300	$305	$311	$316	$322	$328
Blairsville Elementary Choral	$300	$305	$311	$316	$322	$328
Blairsville Elementary Instrumental	$200	$205	$211	$216	$222	$228
DEPARTMENT CHAIRS						
English	$2,100	$2,142	$2,185	$2,229	$2,273	$2,319
History	$2,100	$2,142	$2,185	$2,229	$2,273	$2,319
Math	$2,100	$2,142	$2,185	$2,229	$2,273	$2,319
Science	$2,100	$2,142	$2,185	$2,229	$2,273	$2,319
Special Education	$2,100	$2,142	$2,185	$2,229	$2,273	$2,319
Specials	$2,100	$2,142	$2,185	$2,229	$2,273	$2,319
STEAM	$2,100	$2,142	$2,185	$2,229	$2,273	$2,319
YEARBOOK						
Yearbook Sponsor (RVMHS)	$4,200	$4,284	$4,370	$4,457	$4,546	$4,637
BES Yearbook Sponsor	$1,000	$1,020	$1,040	$1,061	$1,082	$1,104
SES Yearbook Sponsor	$1,000	$1,020	$1,040	$1,061	$1,082	$1,104
ATHENA						
BES	$2,100	$2,142	$2,185	$2,229	$2,273	$2,319
SES	$2,100	$2,142	$2,185	$2,229	$2,273	$2,319
PBIS						
BES	$1,500	$1,530	$1,561	$1,592	$1,624	$1,656
SES	$1,500	$1,530	$1,561	$1,592	$1,624	$1,656
RVMS	$1,500	$1,530	$1,561	$1,592	$1,624	$1,656
RVHS	$1,500	$1,530	$1,561	$1,592	$1,624	$1,656
STUDENT COUNCIL						
RVMS	$2,100	$2,142	$2,185	$2,229	$2,273	$2,319
RVHS	$2,100	$2,142	$2,185	$2,229	$2,273	$2,319

GIFTED SUPPORT						
BES	$3,100	$3,162	$3,225	$3,290	$3,356	$3,423
SES	$3,100	$3,162	$3,225	$3,290	$3,356	$3,423
Data Liaison	$2,100	$2,142	$2,185	$2,229	$2,273	$2,319
Audio Visual Sponsor	$5,200	$5,304	$5,410	$5,518	$5,629	$5,741
NHS Advisor	$1,900	$1,938	$1,977	$2,016	$2,057	$2,098
eSports Club Advisor RVMHS	$3,200	$3,264	$3,329	$3,396	$3,464	$3,533

Incentive Pay (Varsity only)

Football	$150/week			
Cheerleading	$150/week			
Marching Band	$150/week			
Volleyball	$50 Conference	$100 District	$150 State	
Basketball	$50 Conference	$100 District	$150 State	
Baseball	$50 Conference	$100 District	$150 State	
Softball	$50 Conference	$100 District	$150 State	
Cross Country	$100 District	$250 State		
Wrestling	$100 District	$150 Region	$250 State	$300 beyond State
Track and Field	$150 District	$250 State		
Cheerleading	$100 District	$250 State		
Golf	$100 District	$250 State		
Band & Chorus	$200 Regions	$300 State	$500 Anything beyond State	

2. Employees doing homebound instruction, curriculum and non-teaching assignments shall be paid at the following rates:

2024-2025 . . . $41.00/hour
2025-2026 . . . $42.00/hour
2026-2027 . . . $43.00/hour
2027-2028 . . . $44.00/hour
2028-2029 . . . $45.00/hour

D. **Travel Allowance**

1. All itinerant professionals shall be compensated at the rate the Internal Revenue Service establishes for travel for mileage within the District which is authorized by the employer for travel between the employer's buildings during the work hours of the school year as set forth in Article X, Section D, Work Year.

2. Mileage allowance for scouting travel shall be the same as D.1 above, and a Ten ($10.00) Dollar per day meal allowance (receipts required) shall be given to each scout for every trip that involves more than fifty (50) miles one way.

E. **Induction Program, Mentor Teachers and Faculty Advisors**

The Induction Program is intended to and shall serve the sole purpose of supporting the orderly process of newly hired permanent and long-term substitute employees through the initial employment period. Mentor Teachers will be assigned to newly hired employees who have not completed an Induction Program. Faculty Advisors will be assigned to newly hired tenured employees.

1. Mentor teachers & Faculty Advisors shall possess the following qualifications: (1) tenure; (2) Three years of experience, of which at least one year shall have been in the district; (3) A valid Level II Certificate issued by the Department of Education; and (4) An assignment in the same discipline and/or grade level that of the Inductee.

2. Mentor Teachers shall be the primary implementation agents of the Induction Program. There shall be one Mentor Teacher for each Inductee. No Mentor Teacher shall be assigned to support more than one Inductee.

3. Participation in the Induction Program by newly hired, experienced employees with prior experience who have attended an induction program and have been certified by the Department of Education, shall be to the extent and for the period of time necessary to meet the Inductee's needs. Both the nature of and method for meeting those needs shall be jointly determined by the Inductee and the Faculty Advisor.

4. The induction period for Inductees with no prior experience shall last not more than one year.

5. The employer shall certify to the Department of Education upon the expiration date of the induction period for each Inductee that the employee's induction period has been completed.

6. Mentor Teachers will be compensated at a rate of $375 at the end of the induction period. Faculty Advisors will be compensated at a rate of $200 at the end of one year.

F. **Attendance Incentive**

1. The Employer agrees to provide an attendance incentive payment each semester.

2. The attendance incentive shall be paid to members who did not use any sick leave during the preceding semester.

3. The attendance incentive payment shall be calculated based on the total number of employees in the bargaining unit who have not used sick leave during the preceding school semester in accordance with the following:

Number of Employees		Incentive Payment
1-59	...	$625/semester
60 or more	...	$875/semester

4. Incentive payments shall be included in the second pay in February and June of each school year.

APPENDIX "B" FRINGE BENEFITS

A. General Statements

1. All insurance coverage and benefits shall be in accordance with the terms of the insurance policy.

2. There shall be no payment in lieu of any fringe benefit except as provided for in Section B, Subsection 4 (Health Care Buyout) of Appendix "B".

3. The effective dates for fringe benefit improvements for all other years of the contract shall be July 1 each year.

B. Hospitalization Plan

1. **Plan Type.** The district agrees to provide medical insurance as per the Allegheny County School Health Insurance Consortium (ACSHIC) Performance Flex Blue EPO to all bargaining unit members and their dependents during the term of this Agreement.

2. **Premiums.** The district shall pay one hundred percent (100%) of the administrative fees, premiums and claims for the Performance Flex Blue EPO health insurance plan.

3. **Option to enroll in PPO plan.** Employees may opt to enroll in the Performance Flex Blue PPO. Employees who enroll in the Performance Flex Blue PPO plan will be required to pay the difference in premiums between the Performance Flex Blue EPO and the Performance Flex Blue PPO plans and any deductibles required for the PPO plan. Premium payments will be made in 26 or 27 equal installments through payroll deduction.

   The district shall arrange to have premium payments made on a pretax basis.

4. **Health Care Buyout.** Any employee electing to forego the negotiated healthcare coverage shall be paid an amount equal to 50% of the annual premium for the level of coverage to which the member is entitled. Payment will be made in two equal installments deposited with the second pay in December and the second pay in June. Before any employee may elect to receive any payment as provided for above, the employee shall be required to obtain the signature of the president of the River Valley Education Association, and in addition thereto, the employee shall be required to sign a written waiver before a duly-authorized notary public, thereby waiving the healthcare coverage provided for in this agreement, and thereby releasing the employer and the Association from any and all claims relating thereto. In the event an employee makes a change of decision or experiences a change in status, including, but not limited to, loss of alternative insurance, death of a spouse or divorce, the employee shall be entitled to reinstate the healthcare

benefits at the earliest possible date as permitted by the insurance carrier, provided, however, that the health care buyout payment provided for herein shall be then reduced on a prorated basis. It shall be the responsibility of the employee to notify the employer of any change in status and of the election to have benefits reinstated by giving the employer written notice. The District agrees to maintain a Section 125 Cafeteria Plan under IRS regulations.

When the District employs both husband and wife in the District in any capacity, there shall be no insurance buyout or individual coverage.

5. **Employee Contributions.** The District agrees to establish Flexible Spending Accounts and a Dependent Care Benefit Program for bargaining unit members who wish to participate. Bargaining unit members shall be permitted to contribute to a Flexible Spending Account (FSA), and a dependent care benefit program through payroll deductions up to the IRS limits for each plan year.

   The Section 125 plan, the flexible spending account and the dependent care benefit program will be administered by a contractor selected by the parties in compliance with the Internal Revenue Service rules and regulations governing such arrangements.

6. **Part-time employees.** The employer shall contribute a pro rata share, based on the amount of time worked, of the premium amounts for the health insurance provided for full-time employees for any employee whose position is part-time, provided:

   a. The employee works at least fifty percent (50%) of the hours of a semester.

   b. The employer shall be under no obligation to contribute pro rata to such benefits when an employee's work is reduced below fifty percent (50%) of the hours worked in a semester.

   c. The employee notifies the employer's business manager in writing that the employee desires to be covered by the program and agrees in writing to have the employee's share of the premiums deducted from the employee's pay.

   d. This provision shall apply only to employees employed pursuant to a temporary or permanent professional contract.

   e. Any employee entitled to benefits under this provision shall not be entitled to any payment whatsoever if such employee elects to forego coverage, and as such, any employee electing to forego coverage shall not

be entitled to any benefits provided for under Appendix "B", Section B, Subsection 4 (Health Care Buyout).

f. The employer shall advise the employee of the employee's eligibility to participate in the coverage provided herein at the time of employment.

7. **Limitations.** When the District employs both the husband and wife in any capacity, the husband and wife employees shall be entitled to either husband and wife, or family coverage under the health insurance plan. In no event shall husband and wife employees be entitled to individual coverage.

8. **Retiree Health Care.** Employees who retire from district service may purchase their health care coverage through the district.

9. **Health Care Premium Rebate Program.** The District and the Association acknowledge the importance of managing health care costs. Therefore, the District agrees to provide a rebate payment equal to One Thousand Dollars ($1,000.00) per employee if the premium increase for the upcoming health care plan year is equal to or less than eight percent (8%). Such incentive payment will be deposited on the second pay period in September each year.

   a. An employee shall be entitled to the Health Care Premium Rebate in the year of retirement. For example, an employee who retires at the end of the 2025 school year would be entitled to the Health Care Premium Rebate issued in September 2025.

   b. A new employee shall not be entitled to the Health Care Premium Rebate in the first year of employment. For example, an employee hired in August of 2024 would not be entitled to a Health Care Premium Rebate issued in September 2024.

   c. An employee who foregoes healthcare coverage in accordance with the provisions of the collective bargaining agreement shall be entitled to the Health Care Premium Rebate equal to Five Hundred Dollars ($500.00).

   d. When the District employs both the husband and wife in any capacity, the employee who carries health care coverage for both employees shall be entitled to the Health Care Premium Rebate detailed herein.

      The spouse of an employee who carries health care coverage for both employees shall be entitled to a Health Care Premium rebate of Five Hundred Dollars ($500.00). This provision shall not be interpreted to entitle the employee-spouse to the Health Care Buyout specified in Appendix "B", Section B (3) of the collective bargaining agreement.

10. **Provider Selection.** The District reserves the right to select another health care provider. The proposed health care plan shall provide the same or better benefits than the current plan and shall have the same degree of availability of services within the geographic area. The parties agree to follow the process outlined below if the District intends to change health care providers.

a. The District will issue a Request for Proposals at least seven (7) months before the end of the health care plan year (June 30). Plan providers will have a period of thirty (30) calendar days to submit proposals.

b. The District will have fifteen (15) calendar days from the date provider proposals are due to summarize, compare and evaluate the proposals.

c. If the District elects to change health care insurance providers, it will have five (5) calendar days from the end of the evaluation period in paragraph b above to notify the Association of its intention to change providers.

d. The Association will have fifteen (15) calendar days from the receipt of the written notice outlined in paragraph c above to evaluate the district's proposed health care plan.

e. Subsequently, the District and Association will have an additional fifteen (15) days to negotiate changes to the proposed plan. If the parties cannot agree to the proposed plan or to requested changes by the end of the fifteen (15) day negotiating period, the matter will be referred to arbitration immediately. The arbitrator will be chosen by mutual agreement of the parties from a panel of three arbitrators. The District will strike first.

f. The arbitrator will have sixty (60) days from the date of the arbitration to determine if the new health care plan provides equal or better coverage and the same degree of availability of services within the geographic area.

g. If the arbitrator determines that the proposed plan does not provide equal or better coverage and the same degree of availability of services within the geographic area, the District may not change health care providers.

For any new plan to be deemed a plan with "the same degree of availability of services within the geographic area" it must designate the Indiana Regional Medical Center and the top five (5) most-utilized

in network hospitals (as measured by claims amount) as in-network hospitals under the plan.

C. Group Term Life Insurance

1. For all employees, the employer shall provide a group term life insurance policy in the amount listed below. The employer shall choose the life insurance carrier.

2. The group term life insurance total coverage amount provided by the employer, including accidental death and dismemberment coverage, shall be in the amount of Sixty Thousand ($60,000) Dollars, effective July 1, 2020.

D. Tuition Reimbursement. Employees shall be entitled to tuition reimbursement pay as follows:

1. The employer shall reimburse employees, on a one-time basis, the actual tuition cost (subject to the limitations set forth below) for those employees who take courses for credit subsequent to their being hired by the employer and provided the employee complies with and meets all conditions contained in the following paragraphs 2 through 7, and further provided that the employee shall be entitled to reimbursement for a maximum total of thirty-six (36) credits, and further subject to the limitation that the amount of the reimbursement for each credit to be paid by employer to employee shall not exceed eighty-five percent (85%) of the current Indiana University of Pennsylvania (IUP) rate per graduate credit. Only permanent employees are eligible for reimbursement for payment for credits.

2. Courses must be approved by the superintendent prior to the employee starting them. For all courses for which reimbursement will be given for the twenty-fifth (25) and higher credits, the course must be required in a degree program, and the employee must be pursuing a higher degree. Credits must be earned at a college or university able to grant degrees recognized in Pennsylvania. All credits earned must be acceptable by this college or university, and the employee must earn a grade of "B" or higher. Credits in courses not in a degree program, but which will improve a professional employee's educational skills and abilities in the field of education in which the employee is working, may also be eligible for reimbursement. Such courses may be taken upon prior approval of the superintendent; however, no reasonable request should be denied. The employee must earn a grade of "B" or higher in order to receive reimbursement for credits earned.

3. Credit reimbursement shall be limited to a maximum of eighteen (18) credits in one (1) fiscal year, and to a grand maximum of thirty-six (36) credits during the employee's career with the district.

4. No payment for credits will be made for work taken to achieve the minimum requirements for the position for which the employee was employed. For example, an employee employed on an emergency certificate, to make this emergency certificate permanent.

5. Requests for payment for credits earned can be made to the superintendent at any time, but approval to take the course must be received before April 1 for the increment to be paid in the following school year.

6. All courses to be counted for tuition reimbursement must be completed before the beginning of the school term, that is September 1, and official transcripts testifying to this must be on file in the office of the superintendent by October 1.

7. Payment to the employee for this credit reimbursement shall be made upon approval by the Board of School Directors at its next regularly scheduled meeting.

8. An employee who voluntarily severs employment with the District within three (3) years of receiving reimbursement for a course, or courses under Appendix B, Section D, will reimburse the district in accordance with the schedule below:

1 year after reimbursement	65.5% of reimbursement amount
2 years after reimbursement	50% of reimbursement amount
3 years after reimbursement	33% of reimbursement amount

Under no circumstances will this provision apply to an employee who severs employment for the purposes of retirement, disability, furlough, or other employment within the district.

E. **Dental Insurance**

1. The employer shall choose the dental insurance carrier after discussion with the Liaison Committee.

2. The employer shall provide dental coverage for all regular full-time employees and for an employee's family, if applicable.

3. Contributions by the employer will not be made if equal or better coverage is provided by another employer of a spouse.

F. **Vision Care.** The employer shall choose the vision care plan and shall provide the individual employee and family care. The employer shall pay the full premium required to provide vision care for employees and their dependents. The employer shall enroll all employees of the bargaining unit regardless of other insurance coverage. The insurance shall be consistent with the benefits outlined in the vision care plan grid attached to this agreement.

G. Employee Assistance Program (EAP). The Employer and the Association recognize the importance of a fit and healthy workforce.

1. The Employer agrees to establish and maintain an Employee Assistance Program (EAP) through a third-party provider.

2. Participation in the Employee Assistance Program shall be voluntary.

3. Any information obtained from employees while participating in the Employee Assistance Program shall be strictly confidential.

4. The Employer may not consider employee participation in the Employee Assistance Program when making employment decisions.

5. The Employer agrees to provide the Employee Assistance Program at no cost to the employee.

H. Employer Contributory 403(b) Program

1. The District agrees to establish a TSA 403(b) employer contributory program, subject to all applicable statutes and government regulations. The District shall make all appropriate fund transfers to said product provider. All bargaining unit employees who are eligible to receive payment for unused accumulated sick leave as described in this agreement and those bargaining unit employees who meet the contractual guidelines as described in Article XIII, Section A (12) of this agreement are eligible to participate in this program.

2. The District shall contribute into the employee's non-elective TSA 403(b) employer contribution account with no cash option the value of the employee's unused accumulated sick leave as set forth in Article XIII, Section A (12) of this agreement. Such contributions, except as applicable below, shall occur within thirty (30) days of the date on which the retirement becomes effective.

3. Any portion of the eligible employee's TSA 403(b) employer contribution account contribution that cannot be deposited into the employee's account because of the contribution limit imposed under Section 403(b) of the Internal Revenue Code shall be deposited by the District into the employee's

account the following year(s) payable within the month of January of the new tax year. The District's TSA 403(b) employer contribution account shall be a continuing obligation for any amounts still owed after the termination of this agreement.

4. If the retiree's TSA 403(b) account had not received all contributions due under the retirement remuneration prior to the retiree's death, the balance of any contribution due and owing the retiree under this provision of the agreement, up to the amount permissible by law, shall be made into the retiree's non-elective, no-cash option 403(b) account in the month of the retiree's death.

APPENDIX "C" RIVER VALLEY STEAM ACADEMY

A. Recruitment, Training and Certification

1. Candidates for STEAM Academy Instructor positions will be required to provide verifiable documentation of relevant work experience within the program of study/ Course.

2. Candidates for STEAM Academy Instructor positions must currently hold a VOC I or VOC II or meet the requirements for either a Career and Technical Emergency Permit or a Career and Technical Intern Instructional Certificate as required by the Public School Code of 1949 and/or applicable regulations.

3. The District agrees to assist STEAM Academy Instructors who do not currently hold a VOC I or VOC II teaching certificate to apply for and obtain a Career and Technical Emergency Permit, or a Career and Technical Intern Instructional Certificate, and the fees or costs associated with the application for same shall be borne by the District.

4. STEAM Academy Instructors hired without a VOC I or a VOC II certificate will be required to enroll in the Career and Technical Personnel Preparation Program at the Indiana University of Pennsylvania as soon as practical during the first year of employment.

5. During the first available testing window following hire, STEAM Academy Instructors hired on an emergency permit or intern certificate are required to take the Professional National Occupational Competency Testing Institute's (NOCTI) performance and written assessments and achieve a passing score on both segments of the assessment. The cost of the NOCTI test(s) will be borne by the District.

   An instructor who does not pass the NOCTI assessment during the first testing window will be given an opportunity to retake the NOCTI assessment so long as the instructor has completed a PDE Professional Improvement Plan which shall consist of 500 documented hours and be tailored to the areas in which the instructor was deficient in testing.

6. An instructor who does not pass the NOCTI assessment after the second testing window specified in Paragraph 7 above will be terminated for cause.

7. Upon successful completion of the Professional (NOCTI) Occupational Competency Assessment the instructor will have three (3) calendar years to achieve the required first level teaching certificate (VOC I) which requires the successful completion of eighteen (18) credits through IUP.

8. A STEAM Academy Instructor who earns a Career and Technical Instructional I (VOC I) certificate must complete the requirements to earn a Career and Technical Instructional II (VOC II) certificate within the timelines set by the Public School Code of 1949 and/or any applicable regulations.

   An Instructor who fails to earn a Career and Technical Instructional II certificate as required by statute and regulation may be subject to disciplinary action, up to and including termination.

9. In addition, STEAM Academy Instructors must pass two (2) Praxis Teaching Assessments outlined below:

   a. The Praxis Core Academic Skills for Educators: Reading and Writing Assessment must be obtained after completing all eighteen (18) college credits and within the three (3) calendar year time frame to obtain the Career and Technical I certification; and

   b. The Praxis Core Academic Skills for Educators: Mathematics Assessment must be obtained after completing all forty-two (42) college credits and within the six (6) teaching year time frame to obtain the Career and Technical II permanent certification issued by the Pennsylvania Department of Education.

   c. The instructor will be responsible for the cost of both PRAXIS assessments.

B. Professional Development

Steam Academy Instructors will be eligible for tuition reimbursement in accordance with Appendix "B" Fringe Benefits, Section D, Tuition Reimbursement. Specifically, STEAM Academy Instructors will be reimbursed for up to eighteen (18) credits in one (1) fiscal year and up to a maximum of thirty-six (36) credits during the employee's career with the district.

C. Compensation and Benefits

For the purposes of salary schedule placement, STEAM Academy Instructors will be placed on the salary schedules in accordance with the following provisions:

a. STEAM Academy Instructors hired with only industry experience will receive one step on the appropriate column of the salary schedules contained in Appendix "A" of the collective bargaining agreement for every year of verifiable, documented industry experience, up to a maximum of ten (10) years/ten (10) steps.

b. Steam Academy Instructors hired with a combination of industry experience and teaching experience at a Career and Technical Center will receive one step on the appropriate column of the salary schedules contained in Appendix "A" of the collective bargaining agreement for every year of verifiable, documented industry experience and/or career and technical teaching experience, up to a maximum of ten (10) years/ten (10) steps.

c. Part-time STEAM Academy instructional staff not otherwise assigned to teaching duties or responsibilities will be placed on Step 1 of the Instructional I Column of the salary schedules contained in Appendix "A" of the collective bargaining agreement.

Part-time STEAM Academy employees who are promoted to full-time Instructor will be moved from the Instructional I Column to the next step of the Bachelor's Column on the salary schedules at the beginning of the following school year.

For example, an instructor on Step 3 of the Instructional I column who is promoted to full-time Instructor will move to Step 4 of the Bachelor's column at the beginning of the following school year.

d. STEAM Academy Instructors shall be entitled to all the rights and privileges specified in the collective bargaining agreement between the parties.

e. STEAM Academy Instructors shall be entitled to the fringe benefits specified in the collective bargaining agreement.

Allegheny County School Health Insurance Consortium

AON

vba

Allegheny County Schools Health Insurance Consortium

VBA# 6000's

Effective: 7/1/23 – 6/30/25
$0 Exam / $0 Materials Copay
Dependent Age: 26 (EOBM)

Frequency Type: Last Date of Service	Employee	Spouse	Children
Vision Exam	12 Months	12 Months	12 Months
Lenses	12 Months	12 Months	12 Months
Frames	12 Months	12 Months	12 Months

Benefits: Employee Can Select Either	VBA Participating Provider Amount Covered/Benefit (Zero Copay)	Out-of-Network Max Reimbursement (Zero Copay)
Vision Exam (Glasses or Contacts)	Covered in Full	$35
Retinal Screening with Exam (added as of 10.13.22)	Copay not to exceed $39	N/A
Clear Standard Lenses (Pair):		
Single Vision	Covered in Full	$30
Bifocal	Covered in Full	$40
Blended Bifocal	Covered in Full	$40
Trifocal	Covered in Full	$60
Progressives	Partially Covered	$60
Lenticular	Covered in Full	$80
Polycarbonate	Covered in Full for Persons Up to Age 19	N/A
Basic Scratch Coating	Covered in Full	N/A
Frame (Wholesale Allowance)	Up to $50	$40
-OR-		
Elective Contacts (in lieu of eyeglass benefits)	Up to $125[A]	$125
Material Allowance	15% off UCR	N/A
Elective Fitting Fee and Evaluation		
-OR-	Covered in Full[B]	$250
Medically Necessary Contacts	N/A	$500
Low Vision Aids (Per 24 Months. No Lifetime Max)		

Where an "allowance" is shown above, the Member is responsible for paying any charges in excess of the allowance less any applicable copay.
Benefits and participation may vary by location including, but not limited to, Costco® Optical, Pearle Vision®, LensCrafters®, Target Optical® and Boscov's® Optical.

A The allowance is applied to all services/materials associated with contact lenses, including, but not limited to, contact fitting, dispensing, cost of the lenses, etc. No guarantee the allowance will cover the entire cost of services and materials.
B Requires prior approval. May only be selected in lieu of all other material benefits listed herein.

This plan is designed to cover your visual needs rather than cosmetic options.

Additional Charges

You may incur out of pocket charges when selecting any of the following:

- Tinted Lenses
- Photochromic/Polarized Lenses
- Polycarbonate (covered under age 19)
- Hi Index Lenses
- Progressive (available starting at $29)
- Tint coating of the lens or lenses (except Basic Scratch Coating)
- A frame that costs more than the plan allowance
- Rimless Frames
- Anti-Reflective

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

Not Covered

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

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

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

Additional Terms and Conditions

Frame allowance is based on wholesale pricing at non-retail locations. Frame allowance, contact lens pricing and policies vary by location. Contact your provider before requesting services.

Benefits may only be used for contact lenses when selected in lieu of eyeglasses (spectacle lenses and frames). If purchased at the same time from a single provider, your plan will cover up to $125 towards the cost of contact fitting fees and contact lenses. Any provider contact lens charges that exceed this amount shall be the responsibility of the member. Members may be required to pay contact fitting fees out of pocket at some locations.

Benefits and participation may vary by location and where prohibited by state law.

A 15% discount off the provider's usual, customary and reasonable contact lens fitting fee may be available in some locations. Void where prohibited by law.

Benefits may only be used for medically necessary contact lenses when selected in lieu of all other materials.

Additional terms and conditions apply. Contact VBA at 412-681-4900 for more information.