

Professional Employees

Agreement

Between

Mountain View School District

And

Mountain View Education

Association

for the period

July 1, 2023 to June 30, 2029

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ARTICLE I

Agreement

This Agreement entered into this 5th day of December, 2022, by and between the Board of School Directors of the Mountain View School District, Kingsley, Pennsylvania, hereinafter called the "Board" and the Mountain View Education Association hereinafter called the "Association".

ARTICLE II

Witnesseth

WHEREAS, the Board has recognized the Association as the exclusive bargaining agent for members of the bargaining unit under provision of the Public Employee Relations Act known as Act 195 and Act 88, Certification, PERA-R-372-C, dated 17 December, 1970, from the Pennsylvania Labor Relations Board has been received; and

WHEREAS, representatives of the Board and the Association have negotiated in good faith and have mutually agreed upon terms which they desire to reduce to writing and have executed by the parties;

THEREFORE, in consideration of the mutual agreements hereinafter set forth, it is hereby agreed as follows:

ARTICLE III

Term of Agreement

The term of this Agreement shall begin July 1, 2023, and shall continue in full force and effect through June 30, 2029.

The parties agree that no additional negotiations concerning this Agreement will be conducted on any item, whether contained herein or not, during the term of this Agreement unless it is with the written agreement of both parties.

ARTICLE IV

Management Rights

The Board reserves unto itself the authority conferred upon it by law to initiate, formulate, amend, and approve school district policy and manage all operations of the district. All matters of inherent managerial policy, within the framework of the governing School Code and all amendments thereto, are reserved exclusively to the Board and management level employees of

the district; however, such rights shall not be exercised in a manner that will violate any of the express and specific provisions of this Agreement.

ARTICLE V

Association Rights

1. Association Days

The Association's president and/or designated representative(s) shall be granted such paid leave as the Association deems necessary for the purpose of conducting Association business, not to exceed a total of six (6) days per school year, the first of which is to be paid by the district. The Association agrees to reimburse the district for substitutes' salary for the teachers on leave at the district's rate of payment for the remaining days.

While utilizing such leave or released time, bargaining unit members shall suffer no loss of salary, benefits, or other contractual or statutory advantages to which they are or may become entitled.

Association days shall be utilized as full days only. Substitutes are to be provided by the respective elementary or secondary principal after prior written approval has been secured from the superintendent.

ARTICLE VI

Rights of Professional Employees

1. Statutory Savings

Nothing contained herein shall be construed to deny or restrict to any professional employee such rights as he may have under the Public School Code of 1949, as amended, or other applicable laws and regulations. The rights granted to professional employees hereunder shall be deemed to be in addition to those provided elsewhere.

2. Meet and Discuss

Meet and discuss sessions will be held upon request from the Association representatives or the Board concerning policy matters affecting wages, hours, and terms and conditions of employment. Any agenda item to be discussed, including a brief description thereof, must be presented at least seven (7) days prior to the session by the group requesting the item to the appropriate representative of the group; i.e. either the superintendent or the association president.

3. Notification of Teaching Schedule

The Board will make every effort to provide to employees a written copy of their schedule thirty (30) days prior to the start of each school year. Should circumstances prevent the district from providing the written schedules thirty (30) days in advance, the written schedules will be provided as soon as possible but in any event no less than (2) weeks prior to the start of school. The employee is entitled to meet with the principal regarding any questions which might arise relating to the employee's schedules.

4. Posting of Vacancies

A notice of any professional vacancy as determined by the District shall be emailed and posted at specific locations in each building for a period of at least (5) days discounting weekends and holidays. During the summer the Association and each member of the bargaining unit shall be given notice of any vacancy for any professional position prior to the filling of the vacancy. Such notice shall be via the telephone notification system in place at the time.

Employees in the bargaining unit who wish to apply for a vacant position shall submit written application to the superintendent within five (5) days, excluding Saturdays, Sundays, and holidays, after notice of the vacancy has been posted.

No applications for vacant or new positions shall be accepted until or unless all furloughed (laid off) employees and employees reduced to less than full time status who are certified for the position have been recalled in order of seniority.

5. Residency

Place of residence shall not be a condition of employment or advancement.

6. Seniority

Seniority is the employee's total length of service with the district or a component part thereof. Seniority will not be broken but will accrue during periods of suspension and approved leaves of absence. Whenever an employee is demoted to less than full time status, the employee shall continue to accrue seniority as if there had been no demotion. In the event two or more employees are hired on the same date, their seniority rank shall be determined by lottery. New employees who are hired on the same date shall determine their seniority rank by lottery within the first thirty (30) days of work. Said employees shall draw lots to determine seniority in the presence of the Superintendent and an Association representative at a time convenient for all. Results shall be entered into the Board minutes at the next public meeting. The Board shall post in each building as soon as administratively possible each year, a list reflecting the seniority and certification of each employee. Any exception to this list must be filed with the Board within sixty (60) calendar days of the posting. The seniority list shall be amended to reflect subsequent certification changes as they occur.

The parties consider seniority only for staff reduction.

ARTICLE VII

Working Conditions

1. Work Year

The total number of working days for the professional employees covered by this Agreement shall be 184.

On four (4) of the days there will be parent teacher conferences where teachers shall work outside of the normal workday hours. Two (2) of the days will be a full student day, and then the professional staff shall have parent teacher conferences from 3:45 pm until 7:45 pm. Teachers will not be responsible for any duties between the end of their regular workday and 3:45 pm on these days. For the other two (2) days the students shall have a 1 pm dismissal, and then teachers shall have parent teacher conferences from 1:30 pm until half an hour after the end of their regular workday.

2. The Workday

The workday for the professional employees covered by this Agreement shall be seven hours and fifteen minutes except in the case of the prescheduled meetings and parent teacher conferences which are referred to in Article VII, Paragraph 1, and Article VIII, Paragraph 9, of this Agreement.

3. Duty Free Lunch

Professional employees shall be allowed a lunch period free of supervisory or any other assigned duty for at least thirty (30) minutes.

4. Self-Directed Period

The Mountain View School District administrative staff will provide each full-time classroom teacher with a minimum of 200 minutes of self-directed time per each full uninterrupted five (5) day work week. For the purpose of this contract, self-directed time shall be defined as that time during the teacher's work day when the teacher is not directly responsible for teaching children. Such time would be used for preparation and individual child tutoring or guidance at the discretion of the individual teacher.

These self-directed periods will be a minimum of forty (40) minutes in duration.

5. Planning Time Coverage

A professional staff member shall be afforded the opportunity to voluntarily cover a class should the administration be unable to place a substitute teacher in the position during the professional staff member's self-directed or lunch.

- a. Interested professional staff shall issue administration with a written form of interest in participating in the aforementioned procedure.
- b. Professional staff members reserve the right to deny coverage opportunities and still remain part of the program.
- c. The administration agrees to offer the opportunity to cover classes for all interested professional staff members in a way that is equitable for all interested staff members.
- d. Members shall be compensated for giving up self-directed time to perform the duty of covering a class. The rate of this compensation shall be an amount equal to the hourly professional rate as listed in the collective bargaining agreement for duties such as homebound. For the purposes of compensation, if the coverage lasts less than fifteen (15) minutes, the time for compensation calculation shall be equal to fifteen (15) minutes. If the coverage lasts over fifteen (15) minutes, the time for the compensation calculation shall be one (1) hour.

6. Class Size

The Board will consider class size and staffing prior to the beginning of each school year. The Board will take all reasonable measures to ensure that effective class size is maintained in grades kindergarten through three.

7. Field Trips

Field Trips approved and/or provided by the district shall be reviewed annually by staff and administration. To ensure that students receive the fullest benefit of the extensive training and experience of our professional staff, teachers shall accompany their classes on all field trips held within the school day unless given prior administrative approval of the employee's written request to be excused therefrom giving the reason therefor. Teacher accompaniment on field trips beyond the school day shall be on a voluntary basis.

8. Reduction in Force

In the event of the need for staff reduction and recall, the School Code shall be followed. The District shall furnish the Association with all information, including copies of pertinent documents, used in making determinations relevant to reduction in force. Suspensions shall not be effected unless and until any subcontracted services in place shall have been terminated, all part-time employees shall have been suspended, temporary professional employees shall have been suspended, and the bargaining unit has been totally realigned before effecting suspensions

to ensure that the least senior employee possible is suspended (checkerboard realignment). Suspensions shall be effected in order of least seniority.

9. Policy Review

The administration will review with the professional employees any new policy or change in existing policy prior to adoption of or change in any policy pertaining to terms or conditions of employment. The Board will honor the request of the Association to review said policy at a public meeting of the Board or at a requested meet and discuss meeting. The Board has the right of final approval.

10. Assault

Any professional employee who is a victim of assault is to contact the superintendent and the business manager. The employee will be advised as to appropriate assistance through worker's compensation, disability, personal property, liability insurance, and any other benefits.

ARTICLE VIII

Professional Compensation

1. Salary Schedule

The Mountain View salary schedule step placement chart is attached as Addendum A. Salary schedules for 2023-2024, 2024-2025, 2025-2026, 2026-2027, 2027-2028 and 2028-2029 are attached as Addendum A. Employees shall move one year on step for each of the years of this agreement.

Columns #5, 6 and 7 refer to an "earned" Master's Degree and in order to progress to column #5 through column #7, all courses must be at the graduate level. Provided however that professional employees who are currently beyond column #4 of the salary schedule and who do not have an earned Master's Degree are to be placed in an appropriate column which does not reduce their attained status.

The Master's plus columns are to recognize the total number of graduate credits in addition to an earned Master's Degree.

2. Step Placement

As of July 1, 2003, the District shall revise the calculations for the bargaining unit members' step placement to comply with the salary schedule; step placement shall not be prorated. All current bargaining unit members who are carrying a portion of a step of service as of July 1, 2003, shall be moved to the next higher step if the percentage of years he/she is carrying is equal to or

greater than .50. If a teacher is carrying a percentage of a step less than .50, he/she shall be paid according to the step he/she is on. By way of example, if, as of July 1, 2003, a professional is credited for step 6.64, he/she shall be moved immediately to step 7. Due to the renaming of steps, this will be reflected as step 8 on Addendum B salary schedule for 2003-04. Likewise, as of July 1, 2003, a professional credited on step 6.25 shall be placed at step 6, which will be reflected as step 7 on Addendum B salary schedule for 2003-04.

In all future cases, step placement shall be determined as follows:

Employees working from 1 to 89 days in a given school year will be held on their current step for the following contract year.

Employees working 90 days or more in a given school year will advance to the next step on the salary schedule for the following year.

In the event of a step freeze, progression in steps will proceed in the normal manner following the year of the freeze. By way of example:

An employee working 89 days or less at step 1 will remain on step one in the following year. If that following year is a freeze step year the employee will be on step one. However in the following year they will advance on step in the same manner as all employees.

3. Supplemental Salary

Effective July 1, 2003, all coaching positions will be removed from the contract.

All supplemental salary positions requiring a member of the bargaining unit will be listed in Addendum B.

Any bargaining unit member currently holding a supplemental salary position (not listed in Addendum C). Increases for each year of this collective bargaining agreement shall be as follows 2.75% (2023-2024), 2.75% (2024-2025), 3% (2025-2026), 3% (2026-2027), 3.25% (2027-2028), and 3.25% (2028-2029).

Any position not listed in Addendum B or C that is filled by a bargaining unit member not currently holding that position will be paid at a base rate established by the board outside of the collective bargaining agreement.

Acceptance of any supplemental position is a voluntary act. No employee shall be required to perform these duties.

The supplemental schedule includes only those tasks which must be done in whole or for greater part outside regular school hours by teachers whose special training, ability, or experience gives them this assignment over and above their normal teaching load. No duties are to be considered extra if they are performed during the regular school day.

Whenever there is a change in the scope of the activity which requires additional or less time, such adjustment will be recommended to the Board for their consideration.

The number of department head positions is to be determined through the meet and discuss process.

4. Retirement Incentive

- a. Professional employees with at least fifteen (15) years of service in the Mountain View School District and at least 20 years of Pennsylvania State Education Retirement System (PSERS) service as of the date of retirement shall be eligible for a retirement incentive. The employee shall give an irrevocable written notice of retirement to the District by March 1 in the year of retirement in order to receive this benefit. Beyond 35 years of service in the District the employee will no longer be eligible for this incentive.
- b. The employee shall have no cash option.
- c. The benefit contributions will be made by the District to the 403b and HRA accounts by July 15th of each year other than the first July following retirement. The retiree's payment for the balance remaining on the cost of his/her health insurance premium after the district's contribution of \$6,000 will be due to the District by the retiree by July 30th of each year other than the first July following retirement. During the first year following retirement, the District shall make its benefit contributions to the 403b and HRA account by September 15th and the retiree's insurance premium will be due to the District by September 30th. The retiree's insurance premium for the first year of retirement shall be prorated for 10 months of the annual 12-month premium cost.
- d. When the employee reaches the age of Medicare A and B eligibility, the District will contribute the scheduled amount to the employee according to the schedule for each of the remaining years, including a prorated contribution for the employee's final year under the District group plan.
- e. Should the carrier deny group coverage to the retiree for any valid reason, the retiree shall receive the scheduled amount per year contribution to his/her HRA. In such circumstances the retirees will be responsible for securing his/her own health coverage.
- f. Retirees who are eligible for health care coverage but having alternative sources of this benefit will have a District contribution of the scheduled amount per year into the District's 403b account. Once a retiree opts out he/she may not rejoin the District's plan.

Proof of an alternative source of health care coverage shall be provided to the District.
- g. If coverage of a spouse and/or a dependent is desired, the retiree will pay the necessary premium to the District, provided this is acceptable to the carrier.
- h. The retirement benefit amount shall be \$6,000 per year for a period of 7 years.
- i. In the event of the death of the retiree, any retirement funds shall not be disbursed to the retiree's estate. Notwithstanding the foregoing, the decedent's spouse and dependent shall be eligible to use any available sums already contributed to the HRA. The District shall be required to continue to make any of the remaining contributions as required by the contract to the HRA only in accordance with the interpretations of IRS

regulations. This provision will remain in effect as permitted by law and in accordance with the IRS Code. (Example: If an employee dies at any point during the 7 year period of obligated payments, the District shall remain responsible to provide the remainder of funds that would have been owed to the HRA for the benefit of dependent and/or spouse's use.

5. Unused Sick Days

During the term of this contract period, any professional employee with at least ten (10) years of service in the District shall be entitled to receive additional compensation at the end of his/her final semester of service for unused sick days.

The additional compensation will be calculated at \$70.00 for each unused sick day.

Payment will be made in two (2) equal payments on or before January 15th of the first and second year after retirement. All payments shall be made to the District's 403b account.

6. Mileage Reimbursement

The Board agrees to reimburse professional employees in the bargaining unit the maximum non-taxable Internal Revenue Service (IRS) rate allowable by the IRS for the use of personal vehicles.

7. Additional Professional Duties

A rate of \$32.00 (2023-2024), \$32.50 (2024-2025), \$32.50 (2025-2026), \$33.00 (2026-2027), \$33.00 (2027-2028), and \$33.00 (2028-2029) per hour will be paid for additional professional duties, including but not limited to activities such as Homebound Instruction, Induction Committee, Professional Staff Development Committee, and Curriculum Committees. Effective July 1, 2004, Behind the Wheel Driver's Education instructor, Detention supervisor, GED Class instructor, Alternative Education Program instructor, Certified teacher of a Board of Education approved Summer School class, and After-School Homework Program Monitor, and other professional committee memberships directly associated with the instructional program shall be paid according to this schedule. Additional professional duties pay will be effective on contract ratification and will not be retroactive.

8. Pay Periods

There shall be twenty-six (26) nearly equal payments paid bi-weekly by direct deposit on Thursdays for all but one (1) of the years of this Collective Bargaining Agreement. In the school year 2027-2028 there shall be twenty-seven (27) nearly equal payments paid bi-weekly by direct deposit on Thursdays.

Professional employees shall have the option of receiving their accrued earnings on June 30 providing the employee has completed, signed, and returned to the business office the written request form provided in April of each year. If June 30th falls on a weekend, it will be paid on

the weekday prior to.

9. After-School Meetings

There shall be six (6) prescheduled meetings during the school year that the professional staff shall be required to attend. The dates of these meetings will appear on the initial Board-approved calendar for that school year. Meetings shall end no later than forty (40) minutes after the conclusion of the regularly scheduled teacher work day

Professional employees will be required to attend Parent Night/Open House in August or September each year which lasts 2 hours. Parent Night/Open House will be included in the calendar adopted by the Board which will be distributed to the professional staff upon adoption.

ARTICLE IX

Insurance Protection

1. Medical and Hospitalization Insurance

- a. The Board shall provide medical hospitalization insurance for employees and their dependents as follows:

Employees shall be provided with Blue Cross PPO provided by First Priority Life Insurance(FPLIC) through Northeast PA Public Schools Health Consortium with the benefit according to the plan documents provided by the carrier or as may be periodically modified by the FPLIC.

It is understood by the Parties that during the term of this contract, FPLIC may make unilateral changes to the PPO coverage. Unilateral changes made by FPLIC shall prevail over current benefit levels. Notwithstanding the foregoing, Mountain View shall not make any changes to benefit levels unless those changes are required by FPLIC.

- b. Any change in the health insurance provider (FPLIC) as determined by the Northeast PA Public Schools Health Consortium itself shall be bargained with the Association prior to any unilateral change by the district.
- c. There shall be a health care committee made up of representatives of the Board, administration, professional and support personnel to review the trends in health care costs and to make recommendations for continued and innovative cost saving techniques in the health care area. This committee shall consist of 2 representatives of the Board, the business manager, the superintendent, 2 representatives of MVEA and representatives of MVESPA as determined by their collective bargaining agreement.
- d. Employees shall contribute toward the health insurance premiums according to the employee selected plan option at the following rates for years of this collective bargaining

agreement. 7% (2023-2024), 7% (2024-2025), 8% (2025-2026), 8% (2026-2027), 8% (2027-2028), and 8% (2028-2029)

Plan options are single, husband and wife, parent and child, family, and parent and children.

- e. The medical/surgical insurance plan referred above is a contract between the employer and the insurance carrier. The employer's responsibility under such plans is limited to premium payments and the proper enrollment of eligible employees. Disputes over benefit claims are between the employee and the insurance carrier only and shall not be subject to the contract's grievance procedure. However, if the insurance carrier that was in effect as of July 1, 2012 is changed, it does not relieve the employer of providing equal or better coverage nor does it exempt the District from the grievance procedure.
- f. The employee contribution will be deducted prior to tax deductions per the provisions of Section 125 of the Internal Revenue Code. The deduction will be as equal as possible from the twenty-four of the twenty-six pay period; in months where there are three pay periods the deduction will be made from the first two checks issued.
- g. The contract year between the District and FPLIC for medical and hospitalization insurance will be defined as July 1st through June 30th.
- h. The carrier's coverage year for benefits shall be January 1- December 31.
- i. Employee contributions of insurance premiums will be made through 24 equal payroll deductions beginning on the first pay period of the school year. Payment will be based upon the new insurance premium that began on July 1st of that year.
- j. In the event of a life changing event, as defined by the insurance carrier, adjustment to the employee's contribution will take effect in the first pay following the change in medical and hospitalization insurance status.
- k. New Hires- Insurance coverage for new hires shall begin on the first teacher work day of the year hired or on the new hire's first day of employment by the district. New hires' employee contributions will be prorated to a fraction equal to the number of months they worked over 12 months (example: an employee hired in September-10/12; an employee hired in December-7/12) at the percentage of the premium at the rate of that contract year as cited in Article IX, Section 2 of this collective bargaining agreement according to the employee selected plan option. In the second year of service employees will be treated as in section h.
- l. Resignees - Professional employees who have worked 184 days will receive vision, dental, medical and hospitalization insurance for July and August in the year in which they resign. Employees will pay the contribution for insurance based on the following formula: (the percentage of the premium at the rate of that contract year as cited in

Article IX of June 30th according to the employee selected plan option divided by 12) x
2. Deductions shall be taken from the last paycheck.

- m. Retirees- The District shall provide vision, dental and medical and hospitalization insurance coverage for the months of July and August following retirement at no additional cost to the retiree.
- n. PPACA Excise Tax - If it is determined at any time that the Plan will be subject to the excise tax in the Patient Protection and Affordable Care Act, the parties agree to meet to identify an alternative plan that will not be subject to the excise tax. If the parties fail to agree on such a Plan which eliminates the exposure to the aforementioned excise tax by the start of the school year in which the increased costs will take effect, then the issue will be submitted to binding arbitration wherein the arbitrator is only empowered to pick one of the two proposals submitted by the parties.

2. Dental Insurance

- a. The District shall provide 100% employer paid dental insurance for all professional employees through the Northeast PA Public Schools Health Consortium which is currently offered through United Concordia.
- b. The employee's plan shall include:
 - Diagnostic, preventive, and basic restorative services - 100% UCR
 - Oral surgery - 100% UCR
 - Prosthetics and crown, inlay and outlay restorations -50% UCR
 - Periodontal services - 50% UCR
 - Endodontics-100% UCR
- c. At the professional employee's individual option, family coverage will be made available by the carrier.
- d. The professional employee who chooses family coverage shall agree to pay to the district the difference in cost between the individual employee's plan and the family plan by payroll deduction. The carrier contract year for the premium shall be July 1 through June 30.
- e. The dental benefit is subject to a coverage year maximum of \$1,000.00 per person. The carrier's coverage year for benefits shall be January 1 through December 31.
- f. The District will not be liable for any changes unilaterally imposed by the carrier during the term of this collective bargaining agreement.
- g. The terms and conditions of the dental benefits plan are provided in detail in the professional employees dental benefit handbook and any other continued correspondence provided by United Concordia.

- h. Open enrollment for family coverage will occur 45 to 60 days prior to the July 1st contract year.
- i. New professional employees may be added at any time during the year.
- j. Family coverage is to be maintained during the course of the contract year unless there is a life-changing event as described by the carrier.

3. Life Insurance

The Board shall provide a term life insurance plan in the amount of \$40,000 for each employee.

4. Income Protection Plan

The Board shall provide an income protection plan. The plan, payable to age 65, is to consist of a 90 day waiting period for sickness and accident disability. The plan will pay approximately 60% of base salary to a maximum of \$2,000 per month, less Social Security, workers compensation and retirement offsets on primary employee.

5. Vision Insurance

Vision insurance is available for all professional employees to buy into through the Northeast PA Public Schools Health Consortium which is currently offered through Vision Benefits of America.

6. Benefits Waiver

- a. Voluntary Buyback-** To be eligible for the voluntary buyback, an employee shall provide written documentation that he/she maintains health coverage under another plan or subscribership and therefore will not need the medical insurance coverage provided by the District. Such proof must be presented at the time he/she applies for the waiver.

An employee who is eligible for health benefits provided and paid for by the District may voluntarily waive insurance coverage. In exchange for this annual waiver, the District shall pay the eligible employee \$2500 per year. Payment by the District of the \$2500 buyback shall be paid each July 15th of the year following the annual waiver. Employees receiving the voluntary buyback payment may decide whether to receive the payment by payroll check, a deposit into the employee's 403b plan or a deposit into a 125 Plan established by the District. New hires shall be eligible for proration during their first year of coverage, based upon their date of eligibility.

Should a life-changing event occur (as defined by Blue Cross/Blue Shield) that would require the District to reinstate coverage for an employee who selected the voluntary buyback, the District will pay him or her a monthly prorated portion of the \$2500. The pro-rated payment shall be paid no later than July 15th of the year following the buyback.

b. Mandatory Buyback- There shall be no dual coverage for spouses where both are employed by the Mountain View School District. In exchange for the elimination of dual coverage, the District shall annually reimburse one of the spouse-employees \$2500 each contract year.

The employee receiving the mandatory buyback payment shall receive said payment on the date of the first pay in the year the buyback occurs. The employee may select whether the receipt of the payment be by payroll check, a deposit into the employee's 403b Plan, or a deposit into the 125 Plan established by the District.

Should a life-changing event (death, divorce, or termination of employment) that would require the District to reinstate coverage for an employee who was eligible for mandatory buyback; the employee would reimburse the District the monthly prorated portion of the \$2500 payment received by the employee. The reimbursement of payment to the District shall be made within sixty (60) days of the life changing event.

The payback of the overpayment would be based on the best option available to the employee (payroll deduction, personal check). A signed agreement between the District and the employee would outline the selected reimbursement method.

c. Proration of Benefits Waiver- Those individuals that obtain eligibility or lose eligibility for mandatory buyback will receive an amount prorated monthly for that year.

Monthly proration shall be determined according to the following formula: The employee works 1-14 days of a given month, the employee shall reimburse the district for that month; the employee works for 15-31 days of a given month, the employee does not owe the district reimbursement for that month.

d. Deadline for Notification- The District shall issue a one-time enrollment letter to all new professional employees. Within thirty (30) days, the employee will indicate whether he/she is taking a voluntary or mandatory buyback and the form of such payment (payroll deposit, deposit to employee's 403b or IRS 125 plan). The status indicated in this letter shall remain in effect for each employee until the employee chooses to change his/her status. Any change to the status indicated in the initial letter must be indicated in writing by the employee no later than April 1st of the school year prior to change in status.

In special cases where unforeseen circumstances result in an employee becoming eligible for either the mandatory buyback or the voluntary buyback after the April 1st deadline, he/she shall immediately notify the president of the Association in order that his/her specific case may be reviewed by the Board of Education.

e. Benefits Waiver Period- Health insurance benefits waiver period shall be July 1st through June 30th.

f. Plan 125- The District shall maintain an IRS Section 125 plan and make available to members of the bargaining unit Flexible Spending Accounts for medical expenses and dependent care.

ARTICLE X

Leaves

1. Personal Leave

Professional employees shall be permitted three (3) days per school year of absence from duty, for personal reasons, without loss of pay. Personal leave days taken during the first or last week of school, or immediately preceding or immediately following a vacation or holiday, require the prior approval of the superintendent or his/her designee upon receipt of a written request.

No more than five (5) days may be used by an employee in any one school year without prior approval of the superintendent or his/her designee. One personal day per year may be taken as two (2) half days.

The professional employee's unused personal days shall accumulate and shall be capped at ten (10). Personal days earned in excess of ten (10) shall be added to the professional employee's bank of accumulated sick days. Professional employees having in excess of ten (10) personal days as of July 1, 2015 shall be allowed to keep those days but shall not be allowed to accrue any further days in their bank of personal days. Upon use of the excess days those professional employees will have their personal leave days capped at ten (10).

2. Sick Leave

In any school year whenever an employee is prevented by illness or accidental injury from following his or her occupation, the school district shall pay to said employee for each day of absence the full salary to which the employee may be entitled as if said employee were actually engaged in the performance of duty for a period of ten (10) days. Any such unused leave shall be cumulative without limitation from year to year in the school district of current employment or its predecessors. All or any part of such accumulated unused leave may be taken with full pay in any one or more school years. No employee's salary shall be paid if the accidental injury is incurred while the employee is engaged in remunerative work unrelated to school duties.

3. Emergency Leave

The Association shall continue a pool consisting of unused personal leave days carried over from the teachers' unused personal leave for the 1971-72 through 1988-89 school years. The pool

shall be used for teacher emergency leave for the duration of this contract. In no case shall more than fifty (50) days be utilized through the emergency bank in any one (1) school year.

This pool is to be supervised jointly by the Association and the administration. A committee consisting of four (4) members (two members of the Association, the superintendent, and the immediate supervisor of the teacher involved) will make the decision as to whether the day(s) is/are approved. In the case of a tie vote, the individual involved has the right to take the request to the Board for a final decision. A written detailed report showing the number of days and the manner in which such days were utilized during the preceding school year shall be filed with the Board and the Association.

No further days would be added to the pool of days as accumulated up to June 30, 1989. When all days now available are used, this provision would be eliminated from the Agreement.

4. Sick Leave Transfer

First, the district receives a signed professional employee authorization form requesting to utilize the sick leave transfer. The employee shall not be able to request sick leave transfer until exhausting all sick and/or personal days.

The district will assign a professional employee ID to the professional member requesting the sick leave.

The district will make a request to the professional employees asking for donations. Professional employees can fill out an authorization form to transfer sick day(s) to the member using the professional employee ID provided.

It is the responsibility of the professional member to request the need for additional sick time under the provisions of this section.

Upon receipt of a signed authorization by the employee donating days, the District shall transfer the indicated number of sick leave days to the teacher requesting additional sick leave.

The professional employee recipient shall be limited to receiving no more than a total of one hundred eighty (180) days for the duration of his/her employment by the District.

No more than 30 days shall be donated in this manner during the course of a school year.

This provision shall not be used until the professional sick bank is exhausted.

Example Form

AUTHORIZATION FORM TO TRANSFER PERSONAL LEAVE/PERSONAL ILLNESS
DAYS

I AUTHORIZE THE Mountain View School District to transfer the number of sick leave day(s) listed below from my account to the sick leave account of _____.

Number of days to transfer (list below):
_____ days

Professional Employee Printed
Name _____

Signature _____

Date _____

Superintendent or Designee
Name _____

Signature _____

Date _____

5. Bereavement Leave

Whenever a full-time employee shall be absent from duty because of a death in the immediate or step- family of said employee, there shall be no deduction in wages/salary or benefits of said employee for an absence not in excess of three (3) days. The superintendent or his/her designee may extend the period of absence with pay at his/her discretion as the circumstances of the case may warrant. Members of the immediate family or step-family shall be defined as father, mother, brother, sister, son, daughter, husband, wife, parent-in-law, step-parents, step-children, step-siblings, or near relative who resides in the same household or any person with whom the employee has made his/her home.

Whenever a full-time employee is absent because of a death not in the immediate family or step-family but of a near relative, there shall be no deduction in the wages/salary or benefits of said employee for absence not in excess of one (1) day. The superintendent or his/her designee may extend the period of absence with pay in his/her discretion as the circumstances of the case may warrant. A near relative shall be defined as first cousin, grandfather, grandmother, grandchild, aunt, uncle, niece, nephew, son-in-law, daughter-in-law, brother-in-law or sister-in-law.

6. Jury Duty

An employee of the school district who is called for jury duty will receive the payment of his or her normal salary. The employee shall pay to the district the jury duty pay given to him/her during the period of jury duty excluding reimbursement for mileage and meal allowance.

7. Sabbatical Leave

- a. **Purpose:** A professional employee shall be entitled to a leave of absence for professional development or a sabbatical leave for restoration of health, or, at the discretion of the board of school directors, for other purposes.
- b. **Duration:** A leave of absence for professional development or sabbatical leave for restoration of health shall be for a half or full school term or for two half school terms during a period of two years. A half term for a leave of absence for professional development shall begin or end at the semester break. A school term is defined as the 184 workday contract year, the first half term is a 92-day period which begins on the first professional workday and ends at the semester break; and the second half term is a 92-day period which begins on the ninety-third workday and ends on the last scheduled professional workday for the school term.
- c. **Eligibility:** The Board shall consider requests for sabbatical leaves of absence for restoration of health and leaves of absence for professional development which comply with the requirements of the Pennsylvania School Code, as amended, and by this agreement. The total number of professional employees on leave of absence for professional development at any one time shall not exceed 10% of the number of persons eligible for such leaves of absence. This number shall not include professional employees on sabbatical leave for restoration of health. To be eligible for consideration for sabbatical leave for the restoration of health, or for a leave for professional development, an individual employee shall have rendered at least five (5) consecutive years' service to the Mountain View School District, and a total of ten (10) satisfactory years of service in the Commonwealth. Thereafter, one leave of absence for professional development or a sabbatical leave for restoration of health shall be allowed after each seven years of service. The Board, in its sole discretion, may grant exceptions to these requirements and has the final authority to approve or to deny the detailed plans for professional development.
- d. **Application Period:** Requests for leaves of absence for restoration of health shall be submitted as far in advance of the beginning of the leave as practical. Requests for leaves of absence for professional development and the required detailed plan of professional development activities shall be submitted on or before March 31 of the school year prior to the beginning of the school term of the desired leave.
- e. **Application Process:** All requests for a leave of absence for professional development shall be subject to review and authorization by the school board, which shall have the sole

authority to adopt and enforce policy establishing the conditions for approval of such leaves. The professional employee requesting a leave of absence for professional development shall submit to the Board a detailed plan describing the professional development activities to be undertaken. The Board shall review and approve individual detailed plans for professional development consistent with its written policy. The superintendent shall recommend approval or denial of the application before providing it to the Board. The Superintendent may recommend a conditional approval by the Board, pending the receipt of health verification in regard to a sabbatical leave for restoration of health, or revisions in the detailed plan for professional development activities.

- f. **Selection:** Priority in selection, if any, shall be given to length of service in the district since a previous sabbatical or professional development leave.
- g. **Commitment of Employee:** A leave of absence for professional development or a sabbatical leave for the restoration of health may be taken for the period approved. Acceptance of said leave incurs a commitment by the employee to return to active duty in the Mountain View School District immediately following the leave of absence for one (1) full school term. The Board will not waive the requirement to return to active duty following a leave of absence for professional development or a sabbatical leave of absence for restoration of health unless the employee is unable to return to work because of illness or physical disability.
- h. **Commitment of Employer:** At the expiration of the leave, the employee shall, unless agreed otherwise, be reinstated in the same or in an equivalent position held at the time the leave was granted. Time on sabbatical leave for the restoration of health, or paid leave for professional development, shall be counted as time on the job for purposes of seniority/job security, salary step placement, and retirement fund credits.
- i. **Compensation:** During the period of sabbatical leave for the restoration of health, an employee shall be compensated at one-half the salary to which the employee would have been entitled had a leave not been taken, and no other amount. While on leave, the employee shall be entitled to the same insurance benefits that would be provided had the employee remained active at work.

The compensation and benefits for leaves for professional development are to be coordinated with any other compensation and benefits which may be earned during the leave. Fifty percent of salary shall be paid for employees who complete the minimum number of courses or hours specified in paragraph “g”. However, employees will not be compensated by the District in any manner which would cause the employee’s total compensation during the leave to exceed 100% of the amount which would have been received from the Mountain View School District had the employee not been granted the leave. Tuition reimbursement for courses completed during this leave will be paid at the rate of:

- 90% of the cost of credit for grades of A
- 80% of the cost per credit for grades of B

70% of the cost per credit for grades of C
subject to other credit reimbursement provisions in Article XI.

j. Detailed Plan for Professional Development

A request for a leave of absence for professional development must include a detailed plan addressed to the superintendent. The detailed plan for professional development activities shall include the name of the educational institution(s) to be attended and a tentative list of courses to be studied, including specific reasons for taking each course and its applicability to one's current professional assignment. This purpose of the leave shall be described, i.e., whether an additional degree is being sought, a new certification, etc. The plan must provide assurance that the study is restricted to activities required for a professional certificate, or for a commission, or to improve professional competency in the field of education. The minimum number of courses during the leave should be equal to the institution's requirement for enrollment as a full-time student, but in no case less than:

9 graduate or 12 undergraduate credits, or

180 hours of approved professional development activities, or an approved combination of these for each half school term.

For a full school term leave, these requirements double to 18 graduate credits, or 24 undergraduate credits, or 360 hours of approved professional development activities, or an approved combination of these requirements.

The detailed plan should include the following information:

1. Direct relationship of the plan to the employee's professional responsibilities.
2. Plans relationship to the requirements for a new professional certification, commission, or improvement of professional competency.
3. Detailed plans to engage in collegiate study.
4. Detailed plans to engage in other approved professional development activities for at least the minimum required hours.
5. Evidence that will be provided at the completion of the leave to demonstrate the plan has been fulfilled.
6. Proposed dates of leave.
7. Total years of public school service in Pennsylvania.
8. Total years of service in the Mountain View School District.
9. The following statement: *As a condition of this leave, I acknowledge that I must devote substantial time and effort to fulfilling its purpose. I agree, as a further condition of this leave, that I will return to work for at least one full school term following the expiration of this leave unless prevented by certified illness or physical disability.*
10. Date and signature.

The professional employee shall provide a documented written report on the leave of absence for professional development to the Board, through its superintendent, within thirty (30) days of the employee's return to active duty. This report shall provide written satisfactory evidence that the

employee's approved plan for professional development was fully complied with during the leave of absence. If the employee fails to provide such evidence, unless prevented by illness or physical disability, the employee shall forfeit all benefits to which said employee would have been entitled for the period of absence for professional development.

k. Request for a Sabbatical Leave to Restore Health.

Requests for sabbatical leave for restoration of health shall be accompanied by a physician's statement indicating the general nature of the illness. The physician must state that the leave should result in the health of the employee being restored to the extent that the employee may be able to return to active work after the expiration of the leave. The Board reserves the right to request an independent medical examination of an employee who requests a sabbatical leave for the restoration of health.

A request for a sabbatical leave to restore health addressed to the superintendent must include:

1. Documentation from a licensed medical practitioner detailing the need for this leave of absence. The practitioner must certify that this leave should result in the health of the employee being restored to the extent that the employee may be able to return to active work after the expiration of the leave. An employee may be required to undergo an independent medical examination or review prior to the approval of a sabbatical leave to restore health.
2. Proposed dates of leave.
3. Total years of service in Pennsylvania.
4. Total years of service in the Mountain View School District.
5. The following statement: *As a condition of this leave, I will return to work for at least one full school term following the expiration of this leave unless prevented by certified illness or physical disability.*
6. Date and signature.

7. Child Bearing

Refer to Article IX Insurance Protection, Section 1 Medical and Hospitalization Insurance; and Article X, Leaves, Section 2. Sick Leave.

8. Uncompensated Leave

Purpose: The Board recognizes that in certain instances an employee may wish extended leave for personal reasons, and the district could benefit from the return of said employee. This provision establishes guidelines for the award of uncompensated leaves of absence.

Authority: The Board reserves the right to specify the conditions under which uncompensated leave may be taken.

Guidelines:

- a. Purpose:** Uncompensated leave may be taken for the following purposes: study, travel, special work assignment, restoration of health, child rearing, and child bearing including, but not limited to:
1. The live birth of a child to the employee or his spouse,
 2. The adoption of a pre-school aged or school aged child by the employee,
 3. The death of the employee's spouse while the parent of a pre-school aged child, or
 4. The extended illness of a minor child of an employee.
- b. Application:** When possible, a request for uncompensated leave shall be made to the Superintendent eight weeks in advance of the desired start date. All applications are subject to final approval by the Board.
- c. Period of leave:** An uncompensated leave may be granted for a period of up to one (1) school year. Extensions for up to one school year may be granted upon ninety (90) days written notice prior to the start of the second year. A request for extension shall not be unreasonably denied.
- d. Commitment of Employee:** The employee granted an uncompensated leave shall inform the Board of the scheduled return date as to his/her intentions. In the event that an employee resigns his or her position at the end of the leave, the employee shall, whenever possible, give the Board sixty days notice.
- e. Commitment of Employer:** At the expiration of the uncompensated leave, the employee shall be offered the same position previously held or a like position to that previously held. Time on uncompensated leave shall not count as time on the job and fringe benefits shall not be provided unless the employee makes provision for payment for benefits.

ARTICLE XI

Professional Development and Educational Improvement

1. Credit Reimbursement

Full-time professional employees may, in addition to their regular salary, earn a credit reimbursement for course work taken at an approved institution, according to the following stipulations:

a. The school year is considered to be July 1 to June 30.

b. Credit reimbursement amount will be paid according to the following schedule:

\$100.00	or	<u>Grade A</u> 85%	<u>Grade B or C</u> 50%
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Reimbursement to be at 100% of the cost up to \$100 per credit or the grade % amount, whichever is higher. Courses graded as a Pass/Fail will only be reimbursed at 50%.

The maximum of credits reimbursable per year is fifteen (15). Total credit reimbursement will be according to the schedule below except for an educational sabbatical concerning which there is no reimbursement limitation.

Credits will be reimbursed up to \$2,100.00 for the District's fiscal year, July 1st to June 30th.

c. The professional employee who anticipates taking courses with the credit reimbursement in mind should complete a pre-approval form which can be secured from the business office and be returned in time to allow the administration fifteen (15) days to evaluate the request and notify the employee prior to starting the course regarding reimbursement status. Late approval may be given at the discretion of the administration in mitigating circumstances.

This form will list the course title, the institution of learning, and the number of credits to be taken. Upon course completion, the applicant will provide all requisite documentation, for proof of payment including an official transcript. If mitigating circumstances prevent submission of such documentation within the sixty (60) day time limit, the applicant shall submit written notification to the business office. No credit will be given toward the reimbursement for incomplete or failed courses. No reimbursement will be paid where there is no tuition expense.

Credits shall be reimbursed from the year the course started. All credits to be reimbursed under a prior school year must be submitted no later than August 31st of the current school year.

- d. Credits will be accepted only from institutions approved by the Pennsylvania Department of Education for certification purposes.
- e. Credits must be earned in the applicant's field of assignment or with administrative approval courses directly related to the applicant's field of assignment. These credits must be at the graduate level, undergraduate level, or Department of Education approved in-service courses.
- f. Professional employees who are working under emergency certification only will not be eligible unless the course will help qualify the applicant for regular certification in his/her field of assignment.
- g. Any professional employee who leaves the district will reimburse the district all credit reimbursement paid to him/her for the previous 24 months. Exceptions to reimbursement payback will be for reasons of health and relocation due to a spousal employment transfer or other extenuating circumstances as approved by the district whose approval shall not be unreasonably withheld. Payment of the reimbursement payback shall be made by the end of the fiscal year of the year the employee is leaving.

2. Column Movement

- a. Adjustment of column placement for an earned masters or masters equivalency shall occur at any time during the school year. Upon receipt of official transcripts, payment shall be made retroactive to the date on which the degree was conferred or on the date that the equivalency was issued.
- b. Adjustment of placement for all other columns shall occur at the beginning of the fall semester. The employee shall provide the business office written notification of intent to advance a column no later than the first day of April preceding the contract year in which the adjustment is to occur. The employee shall also provide the business office with the pertinent course pre-approval forms by the same date. Adjustment shall be made only for courses which are completed prior to August 31st of the school year for which the movement shall take place Upon receipt of documentation, column adjustment shall be made retroactive to the first teacher work day of the fall semester.
- c. Column movement shall be limited to two column movements per year.

3. Grant Programs

Any bargaining unit member who participates in a grant program shall be reimbursed for mileage (@the IRS rate), and lodging, regardless whether the grant is funded or unfunded. All requirements for participation in the grant outside of the student school day or school year shall be disclosed to the bargaining unit members prior to submitting the application for such a grant.

ARTICLE XII

Miscellaneous Provisions

1. Separability

If any article or clause of this Agreement shall be determined to be invalid or illegal for any reason, such determination shall not invalidate the remainder of this Agreement.

2. Printing Agreement

Copies of this Agreement shall be printed at the expense of the Board within thirty (30) days after the Agreement is signed and presented to all professional employees now employed or hereafter employed during the term of this Agreement.

3. No Strike - No Lockout Provision

It is understood that there shall be no strike, as that term is defined in Act 88 of 1992 (Act 88) as signed into law July 9, 1992, during the life of this Agreement, nor shall any officer, representative or official of the employee bargaining group authorize, assist or encourage any such strike during the life of this Agreement.

The employer will not engage in any lockout, as the term is defined in Act 88 of 1992 (Act 88) as signed into law July 9, 1992, during the life of this Agreement.

4. Miscellaneous Amount Deduction

The Board agrees to deduct from the salaries of members of the Association a specific miscellaneous amount as said members, individually and voluntarily, authorize the Board to deduct. Deductions shall be made in fifteen (15) consecutive deductions, beginning in October

for the school year concerned. Said monies, together with records of any corrections, shall be transmitted to the treasurer of the Association in monthly installments. The Association shall advise the Board of total amount to be deducted so that said miscellaneous deductions shall be a single item per deduction period as to each member-employee.

The Association shall indemnify against any and all forms of liability that shall rise out of or by reason of action taken by the Board in reliance upon the payroll deduction authorization as described in paragraph one of this article, as submitted by the Association to the Board.

The Association shall certify to the Board in writing the current rate of deduction and a complete membership list. Any change in this rate shall cause the Association to give the Board written notice prior to the effective date of such change.

The Board understands that membership in the Association is voluntary. The only responsibility that the Board assumes is that contained in paragraph one of this Article having to do with payroll deductions.

In accordance with Act 195, any member of the Association covered under this contract must be given the right to withdraw his/her membership providing such intent shall be given the Association during a period of fifteen (15) days prior to the expiration of the present contract.

5. Employee Discipline / Just Cause

Management reserves the right to discharge, suspend, demote, discipline, furlough or take other action which may adversely affect the employee's status for just cause. Any grievance filed in protest of such action will be entered into the grievance procedure at the level the action complained of occurred.

6. Fair Share Fee

The District shall deduct fair share fee from non-members in accordance with Act 84 of July 1988.

ARTICLE XIII

Grievance Procedure

1. Definition

A claim by a professional employee or the Association that there has been a violation, misinterpretation or misapplication of any provision of this Agreement may be processed as a grievance as hereinafter provided.

2. General Procedures and Provisions

As arbitration of disputes or grievances arising out of the interpretation of the provisions of a collective bargaining agreement is mandatory under Section 903 of Act 195, and in order that such grievance be disposed of as expeditiously as possible, the parties agree to the following grievance procedure:

Step 1: Person or persons initiating the alleged grievance shall discuss the matter with the principal or other first level supervisor within ten (10) school days after its occurrence.

Step 2: If said grievance is not resolved at the informal discussion, Step 1, the grievance is to be filed in writing on a form provided by the school district with the superintendent or chief school administrator within ten (10) school days of the informal discussion step. The superintendent shall confer with the grievant and attempt to resolve the difference and shall render a written decision within ten (10) school days of said conference.

Step 3: If the action in Step 2 fails to resolve the grievance to the satisfaction of the affected parties, the grievance shall be referred by the grievant to the Board in writing on a form provided by the school district, within ten (10) school days of receiving the written decision in Step 2. The Board shall hear and consider the alleged grievance and shall render a written decision within fifteen (15) school days after said hearing, and communicate said decision through the superintendent to the parties concerned.

Step 4: If the action in Step 3 fails to resolve the grievance to the satisfaction of the affected parties, the grievance shall be referred to binding arbitration as provided in Section 903 of Act 195. If the grievance fails to meet the criteria of Section 903 of the Act, the decision of the Board in Step 3 shall be final.

If the grievance goes to arbitration, the decision of the arbitrator shall be final on issues subject to arbitration as defined in Section 903 of Act 195. The arbitrator shall be without jurisdiction to render an award contrary to law, or to add to, modify, vary, change, or remove any term of this Agreement.

It is mutually understood that, with respect to the above outlined grievance procedure, should the aggrieved fail either to file a grievance or follow the time procedures indicated in the various steps, then the grievance shall be considered void or resolved.

WITNESS the hands and seals of these parties this ____ day of December, 2022.

**BOARD OF EDUCATION
MOUNTAIN VIEW SCHOOL DISTRICT**

by _____ (seal)
President

Attest:

Board Secretary

by _____ (seal)
Chief Negotiator

ASSOCIATION

MOUNTAIN VIEW EDUCATION

by _____ (seal)
President

Attest:

MVEA Secretary

by _____ (seal)
Chairman, Negotiations Committee

ADDENDUM A

Salary Schedule

2023-2024

Steps	B	B+12	B+24	B+36/M	M+12	M+24	M+36
1	\$51,812	\$53,812	\$59,312	\$66,112	\$68,712	\$71,312	\$73,912
2	\$52,562	\$54,562	\$60,062	\$66,862	\$69,462	\$72,062	\$74,662
3	\$53,312	\$55,312	\$60,812	\$67,612	\$70,212	\$72,812	\$75,412
4	\$54,062	\$56,062	\$61,562	\$68,362	\$70,962	\$73,562	\$76,162
5	\$54,812	\$56,812	\$62,312	\$69,112	\$71,712	\$74,312	\$76,912
6	\$55,712	\$57,712	\$63,212	\$70,012	\$72,612	\$75,212	\$77,812
7	\$56,612	\$58,612	\$64,112	\$70,912	\$73,512	\$76,112	\$78,712
8	\$57,512	\$59,512	\$65,012	\$71,812	\$74,412	\$77,012	\$79,612
9	\$58,412	\$60,412	\$65,912	\$72,712	\$75,312	\$77,912	\$80,512
10	\$59,312	\$61,312	\$66,812	\$73,612	\$76,212	\$78,812	\$81,412
11	\$60,212	\$62,212	\$67,712	\$74,512	\$77,112	\$79,712	\$82,312
12	\$61,112	\$63,112	\$68,612	\$75,412	\$78,012	\$80,612	\$83,212
13	\$62,012	\$64,012	\$69,512	\$76,312	\$78,912	\$81,512	\$84,112
14	\$62,912	\$64,912	\$70,412	\$77,212	\$79,812	\$82,412	\$85,012
15	\$63,812	\$65,812	\$71,312	\$78,112	\$80,712	\$83,312	\$85,912

Salary Schedule

2024-2025

Steps	B	B+12	B+24	B+36/M	M+12	M+24	M+36
1	\$53,684	\$55,684	\$61,184	\$67,984	\$70,584	\$73,184	\$75,784
2	\$54,434	\$56,434	\$61,934	\$68,734	\$71,334	\$73,934	\$76,534
3	\$55,184	\$57,184	\$62,684	\$69,484	\$72,084	\$74,684	\$77,284
4	\$55,934	\$57,934	\$63,434	\$70,234	\$72,834	\$75,434	\$78,034
5	\$56,684	\$58,684	\$64,184	\$70,984	\$73,584	\$76,184	\$78,784
6	\$57,584	\$59,584	\$65,084	\$71,884	\$74,484	\$77,084	\$79,684
7	\$58,484	\$60,484	\$65,984	\$72,784	\$75,384	\$77,984	\$80,584
8	\$59,384	\$61,384	\$66,884	\$73,684	\$76,284	\$78,884	\$81,484
9	\$60,284	\$62,284	\$67,784	\$74,584	\$77,184	\$79,784	\$82,384
10	\$61,184	\$63,184	\$68,684	\$75,484	\$78,084	\$80,684	\$83,284
11	\$62,084	\$64,084	\$69,584	\$76,384	\$78,984	\$81,584	\$84,184
12	\$62,984	\$64,984	\$70,484	\$77,284	\$79,884	\$82,484	\$85,084
13	\$63,884	\$65,884	\$71,384	\$78,184	\$80,784	\$83,384	\$85,984
14	\$64,784	\$66,784	\$72,284	\$79,084	\$81,684	\$84,284	\$86,884
15	\$65,684	\$67,684	\$73,184	\$79,984	\$82,584	\$85,184	\$87,784

Salary Schedule

2025-2026

Steps	B	B+12	B+24	B+36/M	M+12	M+24	M+36
1	\$55,864	\$57,864	\$63,364	\$70,164	\$72,764	\$75,364	\$77,964
2	\$56,614	\$58,614	\$64,114	\$70,914	\$73,514	\$76,114	\$78,714
3	\$57,364	\$59,364	\$64,864	\$71,664	\$74,264	\$76,864	\$79,464
4	\$58,114	\$60,114	\$65,614	\$72,414	\$75,014	\$77,614	\$80,214
5	\$58,864	\$60,864	\$66,364	\$73,164	\$75,764	\$78,364	\$80,964
6	\$59,764	\$61,764	\$67,264	\$74,064	\$76,664	\$79,264	\$81,864
7	\$60,664	\$62,664	\$68,164	\$74,964	\$77,564	\$80,164	\$82,764
8	\$61,564	\$63,564	\$69,064	\$75,864	\$78,464	\$81,064	\$83,664
9	\$62,464	\$64,464	\$69,964	\$76,764	\$79,364	\$81,964	\$84,564
10	\$63,364	\$65,364	\$70,864	\$77,664	\$80,264	\$82,864	\$85,464
11	\$64,264	\$66,264	\$71,764	\$78,564	\$81,164	\$83,764	\$86,364
12	\$65,164	\$67,164	\$72,664	\$79,464	\$82,064	\$84,664	\$87,264
13	\$66,064	\$68,064	\$73,564	\$80,364	\$82,964	\$85,564	\$88,164
14	\$66,964	\$68,964	\$74,464	\$81,264	\$83,864	\$86,464	\$89,064
15	\$67,864	\$69,864	\$75,364	\$82,164	\$84,764	\$87,364	\$89,964

Salary Schedule

2026-2027

Steps	B	B+12	B+24	B+36/M	M+12	M+24	M+36
1	\$58,133	\$60,133	\$65,633	\$72,433	\$75,033	\$77,633	\$80,233
2	\$58,883	\$60,883	\$66,383	\$73,183	\$75,783	\$78,383	\$80,983
3	\$59,633	\$61,633	\$67,133	\$73,933	\$76,533	\$79,133	\$81,733
4	\$60,383	\$62,383	\$67,883	\$74,683	\$77,283	\$79,883	\$82,483
5	\$61,133	\$63,133	\$68,633	\$75,433	\$78,033	\$80,633	\$83,233
6	\$62,033	\$64,033	\$69,533	\$76,333	\$78,933	\$81,533	\$84,133
7	\$62,933	\$64,933	\$70,433	\$77,233	\$79,833	\$82,433	\$85,033
8	\$63,833	\$65,833	\$71,333	\$78,133	\$80,733	\$83,333	\$85,933
9	\$64,733	\$66,733	\$72,233	\$79,033	\$81,633	\$84,233	\$86,833
10	\$65,633	\$67,633	\$73,133	\$79,933	\$82,533	\$85,133	\$87,733
11	\$66,533	\$68,533	\$74,033	\$80,833	\$83,433	\$86,033	\$88,633
12	\$67,433	\$69,433	\$74,933	\$81,733	\$84,333	\$86,933	\$89,533
13	\$68,333	\$70,333	\$75,833	\$82,633	\$85,233	\$87,833	\$90,433
14	\$69,233	\$71,233	\$76,733	\$83,533	\$86,133	\$88,733	\$91,333
15	\$70,133	\$72,133	\$77,633	\$84,433	\$87,033	\$89,633	\$92,233

Salary Schedule

2027-2028

Steps	B	B+12	B+24	B+36/M	M+12	M+24	M+36
1	\$60,761	\$62,761	\$68,261	\$75,061	\$77,661	\$80,261	\$82,861
2	\$61,511	\$63,511	\$69,011	\$75,811	\$78,411	\$81,011	\$83,611
3	\$62,261	\$64,261	\$69,761	\$76,561	\$79,161	\$81,761	\$84,361
4	\$63,011	\$65,011	\$70,511	\$77,311	\$79,911	\$82,511	\$85,111
5	\$63,761	\$65,761	\$71,261	\$78,061	\$80,661	\$83,261	\$85,861
6	\$64,661	\$66,661	\$72,161	\$78,961	\$81,561	\$84,161	\$86,761
7	\$65,561	\$67,561	\$73,061	\$79,861	\$82,461	\$85,061	\$87,661
8	\$66,461	\$68,461	\$73,961	\$80,761	\$83,361	\$85,961	\$88,561
9	\$67,361	\$69,361	\$74,861	\$81,661	\$84,261	\$86,861	\$89,461
10	\$68,261	\$70,261	\$75,761	\$82,561	\$85,161	\$87,761	\$90,361
11	\$69,161	\$71,161	\$76,661	\$83,461	\$86,061	\$88,661	\$91,261
12	\$70,061	\$72,061	\$77,561	\$84,361	\$86,961	\$89,561	\$92,161
13	\$70,961	\$72,961	\$78,461	\$85,261	\$87,861	\$90,461	\$93,061
14	\$71,861	\$73,861	\$79,361	\$86,161	\$88,761	\$91,361	\$93,961
15	\$72,761	\$74,761	\$80,261	\$87,061	\$89,661	\$92,261	\$94,861

Salary Schedule

2028-2029

Steps	B	B+12	B+24	B+36/M	M+12	M+24	M+36
1	\$63,535	\$65,535	\$71,035	\$77,835	\$80,435	\$83,035	\$85,635
2	\$64,285	\$66,285	\$71,785	\$78,585	\$81,185	\$83,785	\$86,385
3	\$65,035	\$67,035	\$72,535	\$79,335	\$81,935	\$84,535	\$87,135
4	\$65,785	\$67,785	\$73,285	\$80,085	\$82,685	\$85,285	\$87,885
5	\$66,535	\$68,535	\$74,035	\$80,835	\$83,435	\$86,035	\$88,635
6	\$67,435	\$69,435	\$74,935	\$81,735	\$84,335	\$86,935	\$89,535
7	\$68,335	\$70,335	\$75,835	\$82,635	\$85,235	\$87,835	\$90,435
8	\$69,235	\$71,235	\$76,735	\$83,535	\$86,135	\$88,735	\$91,335
9	\$70,135	\$72,135	\$77,635	\$84,435	\$87,035	\$89,635	\$92,235
10	\$71,035	\$73,035	\$78,535	\$85,335	\$87,935	\$90,535	\$93,135
11	\$71,935	\$73,935	\$79,435	\$86,235	\$88,835	\$91,435	\$94,035
12	\$72,835	\$74,835	\$80,335	\$87,135	\$89,735	\$92,335	\$94,935
13	\$73,735	\$75,735	\$81,235	\$88,035	\$90,635	\$93,235	\$95,835
14	\$74,635	\$76,635	\$82,135	\$88,935	\$91,535	\$94,135	\$96,735
15	\$75,535	\$77,535	\$83,035	\$89,835	\$92,435	\$95,035	\$97,635

ADDENDUM B
Supplemental Salary Schedule
Positions Requiring Bargaining Unit Members Salaries

POSITION	BASE	2023-2024	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029
		2.75%	2.75%	3.00%	3.00%	3.25%	3.25%
Sophomore Class Advisor (2 positions)	\$945	\$986	\$1,028	\$1,074	\$1,123	\$1,177	\$1,232
Junior Class Advisor (2 positions)	\$945	\$986	\$1,028	\$1,074	\$1,123	\$1,177	\$1,232
Senior Class Advisor (2 positions)	\$945	\$986	\$1,028	\$1,074	\$1,123	\$1,177	\$1,232
Department Heads	\$1,336	\$1,377	\$1,419	\$1,465	\$1,514	\$1,568	\$1,623
Envirothon Advisor	\$1,094	\$1,135	\$1,177	\$1,223	\$1,272	\$1,326	\$1,381
F.B.L.A. Advisor	\$1,556	\$1,597	\$1,639	\$1,685	\$1,734	\$1,788	\$1,843
Elementary Webmaster	\$1,094	\$1,135	\$1,177	\$1,223	\$1,272	\$1,326	\$1,381
Grade Level Leaders	\$1,336	\$1,377	\$1,419	\$1,465	\$1,514	\$1,568	\$1,623
Junior Honor Society Advisor	\$1,094	\$1,135	\$1,177	\$1,223	\$1,272	\$1,326	\$1,381
Senior Honor Society Advisor	\$1,094	\$1,135	\$1,177	\$1,223	\$1,272	\$1,326	\$1,381
Instruction Coordinator	\$1,582	\$1,623	\$1,665	\$1,711	\$1,760	\$1,814	\$1,869
Mentor Teacher Year 1	N/A	\$850	\$892	\$939	\$987	\$1041	\$1096
Mentor Teacher year 2	N/A	\$850	\$892	\$939	\$987	\$1041	\$1096
E-Sports	\$1,094	\$1,135	\$1,177	\$1,223	\$1,272	\$1,326	\$1,381
High School Music Director of Band	\$2,161	\$2,202	\$2,244	\$2,290	\$2,339	\$2,393	\$2,448
Elementary Director of Band	\$1,754	\$1,795	\$1,837	\$1,883	\$1,932	\$1,986	\$2,041
Music Director of Chorus	\$2,161	\$2,202	\$2,244	\$2,290	\$2,339	\$2,393	\$2,448
Chimettes Director	\$1,055	\$1,096	\$1,138	\$1,184	\$1,233	\$1,287	\$1,342
Washington Grade Advisor (1 position for each grade level teacher)	\$330	\$371	\$413	\$459	\$508	\$562	\$617
Title I Grade Level Leader	\$1,336	\$1,377	\$1,419	\$1,465	\$1,514	\$1,568	\$1,623
High School Media Coordinator	\$2,188	\$2,229	\$2,271	\$2,317	\$2,366	\$2,420	\$2,475
High School Art Club	\$1,094	\$1,135	\$1,177	\$1,223	\$1,272	\$1,326	\$1,381
Professional Development Coordinator	\$2,509	\$2,550	\$2,592	\$2,638	\$2,687	\$2,741	\$2,796
S.A.D.D. Advisor	\$1,094	\$1,135	\$1,177	\$1,223	\$1,272	\$1,326	\$1,381
High School Student Council Advisor	\$2,411	\$2,452	\$2,494	\$2,540	\$2,589	\$2,643	\$2,698
High School Student Council Assistant	\$1,207	\$1,248	\$1,290	\$1,336	\$1,385	\$1,439	\$1,494
Elementary Student Council Advisor	\$1,207	\$1,248	\$1,290	\$1,336	\$1,385	\$1,439	\$1,494
Yearbook Advisor	\$3,017	\$3,058	\$3,100	\$3,146	\$3,195	\$3,249	\$3,304
PA Jr. Academy of Science Advisor	\$1,055	\$1,096	\$1,138	\$1,184	\$1,233	\$1,287	\$1,342
Science Olympiad Advisor	\$1,055	\$1,096	\$1,138	\$1,184	\$1,233	\$1,287	\$1,342

ADDENDUM C
Supplemental Salary Base Rates
Positions Not Requiring But Held By Bargaining Unit Members

Supplemental Position	22-23 Rate	23-24 Rate	24-25 Rate	25-26 Rate	26-27 Rate	27-28 Rate	28-29 Rate
Elementary Intramural Coach	\$926	\$967	\$1,009	\$1,055	\$1,104	\$1,158	\$1,213
Set Design Director	\$1,208	\$1,249	\$1,291	\$1,337	\$1,386	\$1,440	\$1,495
Musical Play Director	\$2,675	\$2,716	\$2,758	\$2,804	\$2,853	\$2,907	\$2,962
Musical Play Director Assistant	\$1,332	\$1,373	\$1,415	\$1,461	\$1,510	\$1,564	\$1,619
Play Director - Elementary	\$2,173	\$2,214	\$2,256	\$2,302	\$2,351	\$2,405	\$2,460
Play Director - High School	\$1,676	\$1,717	\$1,759	\$1,805	\$1,854	\$1,908	\$1,963
Scholastic Team Advisor	\$1,096	\$1,137	\$1,179	\$1,225	\$1,274	\$1,328	\$1,383
Science Fair Coordinator	\$2,012	\$2,053	\$2,095	\$2,141	\$2,190	\$2,244	\$2,299
Ski Advisor	\$463	\$504	\$546	\$592	\$641	\$695	\$750
Washington Field Trip Coordinator	\$683	\$724	\$766	\$812	\$861	\$915	\$970
Special Events Director	\$3,793	\$3,834	\$3,876	\$3,922	\$3,971	\$4,025	\$4,080