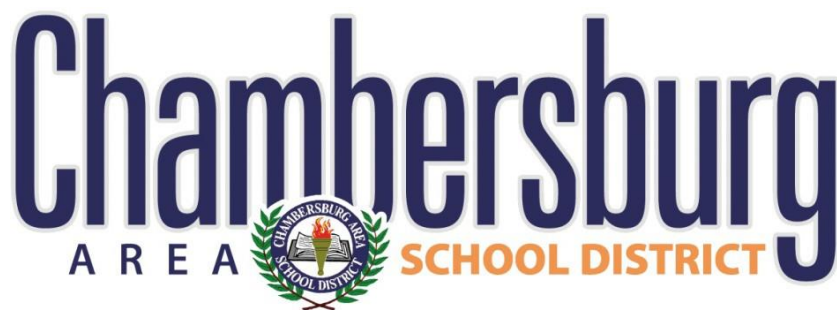




**NAVY JROTC
COMPENSATION and BENEFITS PLAN
2024-2027**

Pursuant to the establishment of a **Navy Junior Reserve Officers Training Corps (NJROTC) Unit** on October 1, 2019, by an agreement entered into by and between the **Chambersburg Area School District** ("District") and the **Department of the Navy**, the District has employed one (1) retired officer as the Senior Naval Science Instructor and one (1) retired enlisted person as the Naval Science Instructor (collectively known as "NJROTC Instructors") to support the program under the terms and conditions of the aforementioned agreement.

In accordance with that agreement, the following outlines the Compensation and Benefits Plan to be afforded these NJROTC Instructors:

TERM OF EMPLOYMENT:

NJROTC Instructors will work a 12-month calendar in accordance with Non-Bargaining Support Personnel.

SALARY:

NJROTC Instructors will be compensated pursuant to the terms and conditions of the agreement between the District and the Department of Navy, which, in part, provides that such compensation must be at the level specified in NJROTC/Department of Defense Regulations and Statute as computed by the Navy, a portion of which will be reimbursed by the Navy.

Subject to ensuring that their compensation meets, at least, the minimum levels established in NJROTC/Department of Defense Regulations and Statute, NJROTC Instructors will receive salary increases as follows:

July 1, 2024: 3%
July 1, 2025: 3%
July 1, 2026: 3%

It is understood that the agreement with the Navy may require a mid-year (January) adjustment pursuant to federal military pay increases should the increase not be at or above the federal military pay increase.

CPR Adjustment

In consideration of the physical training components associated with this program, NJROTC Instructors will have opportunity to qualify for an additional \$1,000 stipend upon completion of CPR/First Aid training.

BENEFITS:

Activity Pass

Chambersburg Area School District Activity Pass (current Employee ID Badge) valid for employee and one (1) guest to be used at CASD school events.

Leave Benefits

With the exception of Bereavement Leave, all leave benefits will be pro-rated based on start date and/or end date (if severance is prior to the end of the employee's scheduled work year).

- **Bereavement Leave**

Bereavement Leave will be at the same benefit level as outlined in the collective bargaining agreement for CAEA.

- **Childrearing Leave**

One (1) year maximum unpaid/no benefits per child [beyond those provided eligible employees under the Family and Medical Leave Act (FMLA)].

Employees who are on an unpaid childrearing leave of absence in excess of 50% of their work year will not be eligible for any salary increase in the following year subject to any limitations established by the Department of Navy under the agreement establishing the NJROTC Unit.

- **Leave Without Pay**

Upon request and approval, employees may be eligible for a leave without pay or benefits for a maximum of one (1) year for extraordinary medical or personal issues, minus any leave to which one may be entitled under the Family and Medical Leave Act (FMLA), as determined by the Department of Human Resources. Evaluations will be conducted for the year preceding the leave without pay. Upon return from the leave without pay, the rating from the preceding year will be used to determine the performance component of the salary if applicable. Employees who are on an unpaid leave in excess of 50% of their work year will not be eligible for any salary increase in the following year subject to any limitations established by the Department of the

Navy under the agreement establishing the NJROTC Unit.

- **Personal Leave**

Four (4) days credited on July 1 with accumulation to eight (8) days

- **Sick Leave**

13 days credited on July 1

Employees covered by this Agreement shall use sick leave for personal or immediate family illness, injury and doctor's appointments that cannot otherwise be scheduled outside of the regular work day. "Immediate Family" shall mean any person related by blood, legally adopted, or by marriage residing within the employee's household as well as the employee's parents regardless of living arrangements.

The District may request verification of the illness or injury in accordance with the Public School Code of 1949, as amended. Sick leave will be paid at the employee's current rate of pay.

Retirement or Death in Service

Personnel may submit a maximum of 100 unused sick leave days for reimbursement upon retirement or death in service at a rate of \$35.00 per day for reimbursement upon retirement or death in service. (Retirement is defined under the guidelines of the Pennsylvania Public School Employees' Retirement System.)

As per School Board policy, District payment for all leave paid upon a qualified retirement will be transferred to a 403B/457 account of the employee's choice.

- **Vacation**

Twenty (20) days credited on July 1. Employees may carry over vacation up to a maximum of ten (10) days, which must be used through September 1st of each year. If any unused vacation days remain on retirement or death in service, up to 20 days may be submitted for reimbursement at the daily rate of pay. As per School Board policy, District payment for all leave paid upon a qualified retirement will be transferred to a 403B or 457 account of the employee's choice.

HEALTH CARE INSURANCE:

Medical

The District will offer to every eligible employee a Qualified High Deductible Health Plan (QHDHP) for themselves and qualified dependents as follows:

- Annual deductibles:
 - Employee Only: \$1,800.00
 - Employee Plus 1, up to Family: \$3,600.00
- Deductible levels in the QHDHP will increase if the IRS established minimum deductibles for a QHDHP exceeds the District's current deductible levels.
- A Health Savings Account (HSA) will be established for all eligible employees on the QHDHP, with an annual employer contribution equal to 40% of the deductible.
- A Limited Purpose Flexible Spending Account (LPSA) and a Dependent Care Account will also be available.
- If any employee elects to opt out of the District's health insurance coverage for the term of this Agreement and in lieu of the District's obligation to provide health insurance coverage for said employee and/or his or her eligible dependents, the District shall pay the employee **\$2,000** annually as additional compensation during each year of the Agreement. Any employee who chooses to opt out of the District-provided health insurance coverage must first provide the District's Human Resources Office with documented proof that said employee has other insurance coverage. It is understood and agreed that an employee who opts out of the District's health insurance plan may reenroll in said plan in the event that said employee experiences a qualifying event.

Dental/Vision Insurance

Vision and dental coverage will be offered consistent with the coverage as outlined in the collective bargaining agreement for teachers (CAEA).

MISCELLANEOUS BENEFITS:

Death Benefit

If an NJROTC Instructor should die prior to termination of service, the School District shall pay to the employee's beneficiary a death benefit in the amount of \$18,000.

Retirement

Participation in the Pennsylvania Public Employees' Retirement System.

Travel Reimbursement

With the exception of Navy-funded travel, approved and paid for by the Navy, travel reimbursement will be paid at the prevailing IRS rate and in accordance with District policies and procedures.

Tuition Reimbursement

Tuition reimbursement will be at the same benefit level as outlined in the collective bargaining agreement for teachers (CAEA). If an employee leaves within three (3) years of receiving tuition reimbursement, he/she will owe back 50% of the tuition reimbursement to the District. Employees seeking tuition reimbursement must acknowledge this responsibility and authorize a payroll deduction for repayment if they do not satisfy the requirement of working three (3) years after reimbursement.

PERFORMANCE EVALUATION:

NJROTC Instructors will receive an annual performance rating for the year that will be based on the results of a performance evaluation conducted by his/her supervisor. The evaluation will be completed using the classified personnel performance evaluation form and may be supplemented with additional evaluation data if needed.

All performance evaluation forms should be submitted to the Director of Human Resources immediately following the evaluation conference by June 1st.