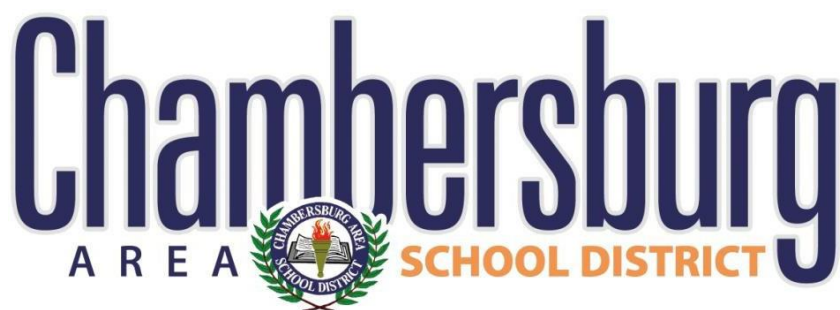




**SCHOOL PSYCHOLOGISTS
COMPENSATION and BENEFITS PLAN
July 1, 2024 through June 30, 2029**

The information contained herein reflects the **Compensation and Benefits Plan** for **School Psychologists**.

WORK YEAR

School Psychologists will work 248 days in accordance with an annual calendar established by the Chambersburg Area School District (District) upon consultation with the School Psychologists.

SALARY INCREASES

Starting salaries for School Psychologists will be established by the District using the minimum rate below and after a review of educational credentials, relevant experience, and salaries of currently employed school psychologists:

- Minimum: \$90,000

Employees who are rated as "satisfactory" or above will be eligible for salary increases to their annual base salary as follows:

July 1, 2024: 2.5%
July 1, 2025: 2.5%
July 1, 2026: 2.5%
July 1, 2027: 2.5%
July 1, 2028: 2.5%

CPR ADJUSTMENT

Employees with a start date prior to **March 1, 2020**, are eligible for an additional \$1,000 in supplemental pay [prorated based on the date upon which such certification is earned], which will not be added to the base salary, for receiving and maintaining CPR and First-Aid certification. This certification is valid for two (2) years.

ADDITIONAL COMPENSATION FOR EDUCATIONAL ADVANCEMENT

Employees are eligible for additional compensation added to their base salary as follows based upon submission of all required documentation to the Human Resources Department:

- | | |
|----------------|------------|
| • Master's | \$1,550.00 |
| • Master's +30 | \$ 800.00 |
| • D.Ed. | \$1,550.00 |

BENEFITS

• HEALTH CARE INSURANCE

Medical

The District will offer to all School Psychologists 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 (FSA) and a Dependent Care Account shall also be available.
- If an 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 Department 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 re-enroll in said plan in the event that said employee experiences a qualifying event.

Vision/Dental Insurance

Vision and dental coverage will be at the same benefit level as outlined in the collective bargaining agreement for teachers (CAEA).

Medical Benefits Upon Retirement; Tax Sheltered Annuity 403B

School Psychologists hired with a start date ***before March 1, 2020***, are eligible for a payment of \$2,500 per year to a 403B or 457 account. The contribution to the 403B or 457 account will be pro-rated based on one severance date (if severance is prior to the end of the employee's scheduled work year).

LEAVE BENEFITS

With the exception of Bereavement Leave, all leave benefits will be pro-rated based on start date and/or severance 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 teachers (CAEA).

- **Childrearing Leave**

One (1) year maximum unpaid/no benefits [beyond those provided eligible employees under the Family and Medical Leave Act (FMLA)]. Employees who are on an unpaid childrearing leave in excess of 50% of their work year will not be eligible for any salary increase in the following year.

- **Leaves Without Pay**

Upon request and approval, employees may be eligible for a leave without pay or benefits, subject to eligibility and requirements of the Family and Medical Leave Act (FMLA), for a maximum of one (1) year for extraordinary medical or personal issues as determined by the Human Resources Department. 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.

- **Personal Leave**

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

- **Sabbatical Leave**

School Psychologists will be eligible for Sabbatical Leave after seven (7) years of service according to CASD policy.

- **Full year:** Evaluations will be conducted for the year preceding the sabbatical year. Increases will be included in the salary of the sabbatical year. The employee will receive one-half (1/2) of salary during the sabbatical year. Upon return from sabbatical, the employee will receive the percentage of increase for the year. The rating from the preceding year will be used to determine the performance component of the salary, if applicable.
- **Half Year:** Evaluations will be conducted for the year preceding the sabbatical year. Increases will be included in the salary for the sabbatical year. The employee will receive one-half (1/2) of salary for the period while on sabbatical leave and full salary for the time on duty. At the end of the year, evaluations will be made for the time on

duty. The performance component will be rated and scored. The result will be the performance component for that year if applicable.

- **Sick Leave/Family Sick Leave**

All School Psychologists will receive 13 days credited on July 1.

Those hired after July 1, 1993, may submit a maximum of 100 sick leave days at \$75.00 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 leaves paid upon a qualified retirement will be transferred to a 403B or 457 account of the employee's choice.

- **Vacation**

All School Psychologists will receive twenty (20) vacation days, credited up front on July 1.

All School Psychologists may carry over vacation days, up to a maximum of ten (10) days. Vacation days from the previous year may be used through December 31st of each year. If any unused vacation days remain upon retirement or death in service, up to twenty (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/457 account of the employee's choice.

MISCELLANEOUS BENEFITS:

- **Activity Pass**

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

- **Death Benefit**

If a School Psychologist should die prior to termination of service, the School District shall pay to the employee's beneficiary a death benefit in the amount of \$100,000.

- **Long-Term Disability**

Employees covered by this Agreement will be provided with Long-Term Disability Insurance. The benefit schedule includes 50% of monthly salary (to a max of \$5,000) per month for sixty (60) months. This benefit requires the employee to be off work ninety (90) consecutive days before payments begin. This program will terminate when the employee voluntarily or involuntarily leaves employment as a School Psychologist with the District.

- **Retirement**

Participation in the Pennsylvania Public Employees' Retirement System (PSERS).

- **Professional Association & Professional Dues**

Employees are eligible for reimbursement annually for membership in one (1) or more professional organizations upon prior supervisory approval.

- **Travel Reimbursement**

Paid at the prevailing IRS rate and in accordance with District policy and procedures.

- **Tuition Reimbursement**

- The reimbursement of tuition shall be at the maximum of the doctoral program tuition rate for Shippensburg University.
- Reimbursement for doctoral classes and dissertations must be completed within five (5) years from start date. Exceptions may be granted by the Superintendent.
- An employee who leaves the District for any purpose other than retirement from PSERS must pay back 100% of the tuition if the departure is within one (1) year of the course completion date as indicated on the pre-approval form, or 50% of the tuition reimbursement if the departure is within two (2) years of the course completion date as indicated on the pre-approval form.

- **CLAIMS, SUITS, ACTIONS, AND LEGAL PROCEEDINGS:**

Consistent with the provisions of applicable law and the District's insurance policy, the District shall defend, hold harmless, and indemnify School Psychologists from any and all demands, claims, suits, actions, and legal proceedings brought against the School Psychologist in their individual capacity or official capacity as agent and employee of the organization, provided the incident arose while the employee was acting within the scope of their employment.