

AGREEMENT

BETWEEN

EASTON AREA SCHOOL DISTRICT

AND

AMERICAN FEDERATION OF STATE, COUNTY, AND
MUNICIPAL EMPLOYEES AFL-CIO, LOCAL 1893

(CUSTODIAL AND MAINTENANCE)

EFFECTIVE JULY 1, 2024 UNTIL JUNE 30, 2027

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Preamble

This agreement, entered into by District Council 88, American Federation of State, County and Municipal Employees, AFL-CIO, Local 1893, hereinafter referred to as "The Union," and the Easton Area School District, hereinafter referred to as "The Employer," has as its purpose the promotion of harmonious relations between the Union and the Employer, the establishment of an equitable and peaceful procedure for the resolution of differences, and the establishment of rates of pay, hours of work, and other conditions of employment.

ARTICLE 1 – Recognition

The Easton Area School District hereby recognizes the American Federation of State, County and Municipal Employees, District Council 88 and its Local 1893 as the sole and exclusive representative for purposes of collective bargaining with respect to wages, hours of work, and all other conditions of employment for all employees within the classifications established by the certification of the Pennsylvania Labor Relations Board Number PERA R 12-104-E.

Both parties mutually agree that the terms and conditions set forth in this agreement represent the full and complete understanding and commitment as of this date, and this agreement may be altered, changed, added to, delete from, or modified only through the mutual consent, in writing, of the parties hereto.

Both parties also aver that this agreement sets forth the terms and conditions to which each party agrees to be bound, and that such agreement has been reached voluntarily without undue or unlawful coercion or force by either party.

ARTICLE 2 – Term of Agreement

The term of this agreement shall begin on July 1, 2024, and shall continue in full force and effect until June 30, 2027, or until such later date or dates as the two parties may hereinafter agree is to be the extended ending date or dates. Any such extended date or dates shall be evidenced by an amendment to which amendment both parties shall signify approval by affixing their signatures thereto.

ARTICLE 3 – No Strike – No Lockout Provision

Both parties agree to faithfully abide by the provisions of Act 195 (as signed into law July 23, 1970) and known as the Pennsylvania Public Employee Bargaining Law. As a condition of the various provisions of this agreement to which the parties have agreed, the School District pledges that it will not conduct or cause to be conducted a lockout during the term of this agreement and the union pledges that members of the bargaining unit will not engage in a strike (as the term is defined in Section 301(9) of Act 195), during the term of this agreement.

ARTICLE 4 – Copies of Agreement

The District will supply the Union with two (2) original signature copies of the contract. The Union will be responsible for copying and distributing copies to its members.

ARTICLE 5 – Job Classifications

The following job classifications shall apply:

1. Maintenance Employees

M-1A	Electrician
M-2A	Plumber
M-3A	Carpenter
M-4	Painter
M-5	Mason
M-6	General Maintenance
M-7	HVAC

2. Custodial Employees

C-1	Custodian
C-1B	Custodians hired after July 1, 1995
C-1C	Custodians hired after July 1, 2010
C-2	Equipment Manager
C-2B	Equipment Manager hired after July 1, 1995
C-2C	Equipment Manager hired after July 1, 2010
C-3C	Part-time Custodian

3. Bus Maintenance Employees

BM-1A	Bus Mechanic
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Individuals other than HVAC (M-7) personnel, who have been assigned to repair and/or renovate heating, ventilating, and air conditioning units* as well as small engine repair and maintenance equipment, shall receive a pay differential of one dollar (\$1.00) per hour. The minimum assignment shall be one hour with additional time rounded off to the next highest hour.

*1. Maintains and repairs oil burners, rotary cups and atomizing air-type burners, and performs preventive maintenance on such.

*2. Maintains and repairs high and low pressure refrigeration systems and performs preventive maintenance on such.

*3. Maintains and repairs pneumatic, electronic, and electrical control systems including thermostats, control motors, relays, controllers, valve operators, control air lines, compressors for controls electrical wiring for controls and any other place of equipment which is used to control heating and cooling.

*4. Maintains performance records on all heating and air-conditioning systems throughout the District.

ARTICLE 6 – Wages and Salary

Wage Rates

Wage rates during the term of this agreement shall become effective as follows:

7/1/2024	7/1/2025	7/1/2026
3.5%	3.25%	3.25%

	Classification	23-24	24-25	25-26	26-27
Electrician	M-1A	\$30.65	\$31.72	\$32.75	\$33.81
Plumber	M-2A	\$30.65	\$31.72	\$32.75	\$33.81
Carpenter	M-3A	\$30.58	\$31.65	\$32.68	\$33.74
Painter	M-4	\$30.58	\$31.65	\$32.68	\$33.74
Mason	M-5	\$30.58	\$31.65	\$32.68	\$33.74
Gen. Maintenance	M-6	\$29.04	\$30.06	\$31.04	\$32.05
HVAC	M-7	\$31.96	\$33.08	\$34.16	\$35.27
Bus Mechanic	BM-1A	\$30.53	\$31.60	\$32.63	\$33.69
Custodian	C-1	\$28.23	\$29.22	\$30.17	\$31.15
Custodian hired after 7/1/1995	C-1B	\$25.06	\$25.94	\$26.78	\$27.65
Custodian hired after 7/1/2010	C-1C	\$21.90	\$22.67	\$23.41	\$24.17
Equipment Manager	C-2	\$28.23	\$29.22	\$30.17	\$31.15
Equipment Manager hired after 7/1/1995	C-2B	\$25.06	\$25.94	\$26.78	\$27.65
Equipment Manager hired after 7/1/2010	C-2C	\$21.90	\$22.67	\$23.41	\$24.17
Part Time Custodian	C-3	\$18.28	\$18.92	\$19.53	\$20.16

Shift Differentials

Any member of the bargaining unit whose regularly scheduled shift starts between 6:00 a.m. and 12:59 p.m. shall receive the base pay for this job classification according to the salary schedule.

Any members of the bargaining unit whose regularly scheduled shift starts between 1:00 p.m. and 10:59 p.m. shall receive an additional forty cents (40 cents) per hour, said amount to be in excess of his or her regular base pay.

Any member of the bargaining unit whose regularly scheduled shift starts between 11:00 p.m. and 5:59 a.m. shall receive an additional fifty cents (50 cents) per hour, said amount to be in excess of his or her regular base pay.

The base pay or shift differential described above applies to all hours worked from the start of the shift to the end of the shift, even if the employee works after the end of the regular shift. Call-outs before the start of the regular shift shall not result in shift differential for the call-out hours. Shift differentials shall not apply to equipment manager C-2, C-2B, and C-2C positions.

Longevity Payment

After five (5) consecutive years of service, each member of the bargaining unit shall receive a fifty-dollar (\$50.00) longevity payment each year until he has ten (10) consecutive years of service. After ten (10) consecutive years of service, each member of the bargaining unit shall receive a longevity payment of \$100.00. For each year of service thereafter until the 20th year of consecutive service, an additional \$10.00 per year shall be added to the previous amount received. Starting with the 20th year of consecutive service each member shall receive an additional \$5.00 per year (which brings the total to \$15.00 per year) and starting with the 25th year of consecutive service each member shall receive an additional \$5.00 per year (which brings the total to \$20.00 per year). Said bonus shall be payable the first pay of July in the year following the completion of the five, ten, or each year thereafter of consecutive service.

Custodial/maintenance employees who become eligible for full retirement benefits as those qualifications and limitations are set forth in Article 8, Accumulated Sick Leave, and who elect to retire during the school year shall receive the appropriate prorated longevity bonus for years of services in the District, based on the number of months actually worked in the final year of service.

Payment for Overtime Work

Any member of the bargaining unit who works in excess of forty (40) hours per week shall receive time and one-half time pay computed at the hourly base rate of the job category in which those hours were worked. Sick days shall not be counted towards the forty (40) hours worked.

Overtime served until midnight of the last day of the pay period (Friday) will be compensated for in the individual's next paycheck. When a pay period ends on a holiday, overtime served until midnight of the last day of the pay period (Friday) will be compensated for in the individual's second paycheck following the last day of pay period.

Overtime

A record of all custodial overtime will be kept by the Head Custodian. The respective maintenance supervisor will keep overtime records for the maintenance staff. If an employee is telephoned by the head custodian, the head custodian must leave a message including the time of the call. The employee has 24 hours to dispute. If all custodians in a building refuse overtime the head custodian will either contact another building and ask for replacements, or contact the Maintenance Department. Within the Maintenance Department, individuals under the General Maintenance classification will be asked first.

Part-time employees are eligible for overtime work only if full-time employees turn it down.

Postings

New overtime lists with all accumulated hours charged to each employee, whether worked or not, will be posted the first workday of each week by 10:00 a.m.

The person with the least amount of accumulated overtime hours will appear at the top of the list to be called first. In case of a tie in accumulated overtime hours, seniority shall prevail.

The Head Custodian of each building and respective maintenance supervisors will construct a list of full-time employees with the individual having the most seniority in the #1 slot, and the individual with the least seniority at the bottom.

Eligible Employees

Employees with medical limitations will be eligible for overtime only when they are able to perform the overtime work that is required.

Ineligible Employees

Employees are ineligible for overtime work if:

- a. they are on an approved leave of absence.
- b. they are on vacation.
- c. they have not reported to work.
- d. they have left work early for any reason.
- e. serving their probation period.
- f. conflicting with work schedule

Eligible employees who fail to report to work for their regularly scheduled shift, or who fail to work their full regularly scheduled shift, or fail to report for their scheduled overtime for any reason, will be charged for those overtime hours as if the employee had actually worked them. The employee will continue in an ineligible status until the start of the employee's net regularly scheduled shift. If in management's opinion eligible employees are not qualified to perform the overtime task involved, they shall not be charged those overtime hours.

Refusals

Any employee who refuses overtime shall be charged the total number of paid hours the employee in his/her place has received.

With the exception of snow or emergency situations, if an employee is offered overtime with less than twenty-four (24) hours notice and refuses or accepts said overtime he/she shall not be charged with the overtime hours.

Part-time Employees

Part time positions will only be filled through attrition and only above the 78 full-time positions for the full length of the contract.

Part time employees shall be restricted to only custodial duties and will work between the hours of 3:00 p.m. – 11:00 p.m. or 11:00 p.m. – 7:00 a.m.

Part time employees shall work less than 30 hours per week.

Part time employees shall not receive a lunch period or a break or a personal grooming break during their shift.

Part time Seniority: PT employee shall earn prorated seniority credits (1 day worked = .5 days seniority)

Call-Ins

In the event that a call-in situation arises, the Head Custodian will contact the most eligible individual for the overtime. If the Head Custodian is not successful in reaching the first individual, he/she will proceed directly to the next individual on the list.

Temporary Assignment

During the life of this contract, any member of the bargaining unit who accumulates twenty-four hours of work in a classification higher than the classification in which normally employed shall be paid thereafter at the rate for the higher classification but only for those hours worked in the higher classification and only when appointed in writing by a supervisor. Should overtime result, time and one-half the base rate shall be paid for the classification temporarily assigned in which the overtime was earned.

Method of Payment

Members of the bargaining unit shall receive compensation in accordance with existing practice. Each employee covered by the provisions of this agreement shall receive their annual salary or wages in 24 pay periods.

All bargaining unit members shall be required to participate in the direct deposit program for all wages and salary earned.

ARTICLE 7 – Hours and Conditions of Employment

The parties agree that hours of work and other conditions of employment to be effected by this agreement are accurately reflected below:

Hours

1. Regular Work Day

The regular work day for members of the bargaining unit shall be eight (8) hours per day, except as provided in the Lunch Period, Break and Personal Grooming sections, following, and employees shall serve in whatever shift and time deemed necessary in management's sole discretion as provided in this agreement. Each bargaining unit member shall be paid for all hours worked and shall on a yearly basis be provided notice of the expected number of days to be scheduled in each work year.

2. Regular Work Week

The regular work week shall be forty (40) hours per week for full-time employees.

3. Equipment Manager Hours

Administration reserves the right to assign the hours of the Equipment Manager based upon seasonal demands. The hours are not to be less than forty (40) hours per week for any given week. Shift differential does not apply to equipment managers.

The Equipment Manager will submit his/her suggested weekly work schedule for the approval of the Director of Athletics who shall direct their work duties. The equipment manager shall submit his/her weekly work schedule for approval at least forty-eight (48) hours prior to the beginning of the proposed schedule.

Lunch Period

Members of the bargaining unit working the day shift shall be entitled to a one-half (1/2) hour unpaid lunch period.

Members of the bargaining unit who start work at 2:00 p.m. or later shall be "on call" during their one-half hour (1/2) hour paid lunch period.

No employees may leave their work assignment without the special permission of a supervisor. Permission shall not be unreasonably withheld.

Break

Members of the bargaining unit shall be entitled to a fifteen (15) minute break per day and shall remain at their job site during said break. This time shall not be taken at the beginning or end of the work shift nor shall it be added to the lunch period.

Management will set the times for breaks and lunch periods.

Personal Grooming

At the termination of the regular, daily work schedule, each member of the bargaining unit shall be entitled to fifteen (15) minutes for the purpose of personal grooming and change of clothing. Suitable facilities shall be maintained for the members of the bargaining unit so that they may wash up and change clothes after having performed their regular duties.

All bargaining unit employees shall be properly and safely dressed during the workday. Standards of dress based on safety factors and appearance shall be set forth by management. Management shall discipline employees who do not adhere to the proper dress standards.

Call-in Time

Any member of the bargaining unit who is called to work for emergency duty during a period in which the employee is not regularly scheduled to work shall be paid a minimum of three (3) hours.

If the call time work assignment and the employee's regular shift overlap, the employee shall be paid the call time rate of time and one-half until the completion of three (3) hours work after which the employee shall be paid for the remainder of the regular work shift at the appropriate rate.

No supervisor is to perform emergency duty or non-supervisory duty unless a regular member of the bargaining unit is not qualified or not available to perform such duty.

Seniority

Seniority shall be defined as an employee's continuous length of full-time service within the Easton Area School District.

Classification seniority shall be defined as an employee's continuous length of full-time service within any given department (custodians, maintenance, transportation) in which employed.

An employee's seniority shall be subject to an in accordance with those provisions of Article 7: Disciplinary Action, Probationary Period, and Recall to Employment.

When two or more employees are appointed to employment with the District on the same day, seniority shall be determined by lot and, once determined, shall remain in effect.

Disciplinary Action

Except as hereinafter provided, the School District shall take disciplinary action for just cause in the following order:

1. verbal warning
2. written reprimand and mandatory meeting
- * 3. suspension without pay
4. discharge.

Employees who are negligent in the performance of their assigned duties or who violate those rules and regulations of the School District so as to place in jeopardy the health and safety of others or the welfare of the District may be immediately suspended without pay for a period of up to thirty (30) working days. Employee health benefits will be suspended for any suspension without pay of ten (10) consecutive days or more.

An employee may be immediately discharged for just cause for the reasons, but not limited to, the following:

1. insubordination
2. theft
3. intoxication, drug abuse, or intemperance while on duty
4. incompetence
5. continual neglect of duty
- * 6. continual failure to follow safety procedures
7. intemperance
8. violation of school laws
9. immorality
10. other improper conduct

Posting of Vacancies

Whenever a vacancy occurs and the employer intends to fill the vacant full-time position, it shall be posted and filled within fourteen (14) days or until the next School Board meeting. When a custodian is on extended leave of absence, his/her position will be filled by a substitute. No regular employee will fill in temporarily.

The District reserves the right to change any such posted job at any time to any extent. If the District exercises that right by changing the job location, classification, hours or days of work, the incumbent job holder shall be entitled to (1) remain in the position or (2) bump into any other position in the bargaining unit so long as the employee has the sufficient seniority and is qualified to perform the job into which he/she desires to bump. Employee's option must be exercised within five (5) working days. The job which has been changed by the District's exercise of its right shall be considered a vacant position and shall be filled in accordance with the posting provisions of this agreement. Any changes as aforementioned shall be for one (1) school year duration unless changed by mutual agreement of the union, the school District, and the employees involved. No employee may hold more than one permanent position at the same time whether in one bargaining group or not.

Probationary Period

All newly hired employees shall work a probationary period of sixty (60) working days beginning with the effective day of employment, during which time seniority rights shall not be applicable and the employee may be dismissed by the employer, said dismissal not subject to the grievance procedure. All newly hired employees shall be classified appropriately pursuant to the provisions of Article 5. Job Classifications.

Sick days, holidays, and days without pay do not count as workdays.

Employee Requested Transfers

A transfer is defined as a change in assignment within a department at the same base rate. For purposes of transfer, District seniority shall prevail provided the employee meets the qualifications required of the available position. Newly hired employees shall not be eligible for an employee requested transfer until they have completed one (1) year of service from their date of hire. Should an employee not serve satisfactorily during the probationary period, the employee shall be returned to the previous position with restoration of seniority.

A minimum period of one year from the date of transfer must be served before an employee is eligible for other transfers. In the case of a request for a transfer involving a shift change (middle shift to day shift, or vice versa), an employee must serve a minimum period of one year before being eligible for said transfer.

Provided no one bids an open position, members of the bargaining unit who have not served their one year restriction may request a transfer, and will be granted such before hiring outside the bargaining unit.

Administrative Transfer

The District reserves the right to transfer an employee from one job location to another, provided that the District can make such a transfer only if it can establish that the transferred employee is unable or unwilling to perform his duties in a manner which is consistent with the best interests of the District and the union in maintaining a harmonious and cooperative work force. All attempts to will be made to transfer said employee to a position of another employee with the same or less seniority than the original transferred employee.

If another employee would be transferred to a different location as a result of this transfer the affected employee shall have the right to bump into any other (same classification) job so long as he/she has the sufficient seniority and qualifications to bump into the position into which he/she desires to bump.

*Promotions

A promotion shall be defined as a change in assignment to a position with a higher base pay rate within the job classification contained in the bargaining unit. Promotions of employees who have applied for a general maintenance or skilled position shall be based on the following criteria in this order of importance: (1) qualifications, (2) seniority, (3) ability and skills required of the position, and (4) past performance and conduct record.

Any employee shall be subject to a probationary period of twenty (20) working days. Should an employee not serve satisfactorily during his/her probationary period, he/she shall be returned to his/her previous position at his/her previous rate with restoration of seniority.

Reduction in Force

If a reduction in work force within any given classification becomes necessary, those employees not having completed their probationary period within the classification shall be laid off first. Thereafter, further reductions in force shall be on the basis of District seniority with the least senior individuals furloughed first.

Notwithstanding any other provision of this Agreement, in the event any bargaining unit employee is on layoff, that employee shall be recalled for substitute work within his/her classification before any non-bargaining unit employee (substitute or otherwise) is assigned any work in every instance where a full week of work or more (i.e., Monday through Friday or Tuesday through Saturday) is available. The employee recalled shall receive his/her regular rate of pay for such work.

Recall to Employment

Employees not able to return to work due to other job commitments within ten (10) working days after being notified by certified mail to return shall be terminated.

Employees on layoff status and who have not acquired employment through "bumping" shall be recalled to employment in the inverse order of their layoffs.

Additional Job Categories

Should new job categories be created which by the nature of the job description would fall within the bargaining unit, the school District shall establish the hourly rate of pay, said rate to be fair and equitable to the other existing categories and pay rates agreed to by both parties.

Conditions of Employment

Employees shall not be prohibited from becoming or remaining members of the recognized union but membership shall not be required as a condition of employment.

Employee Information

The Board shall provide to the Union in electronic format, on a quarterly basis, a list of each bargaining unit member's name, position held, hourly rate of pay and date of hire.

Union Activities Prohibited

- A. The union agrees that scheduled employee hours shall be productive hours and that there shall be no transaction of union business, solicitation of membership or distribution of union literature during working hours.
- B. Upon approval by the Superintendent or designee the President, shop steward and/or building representative will be permitted to conduct union activities during scheduled employee hours.
- C. The Employer agrees to allow the Union a maximum of three (3) unpaid days per calendar year, total, for union members to attend conferences sponsored by the Union to improve their collective bargaining or grievance handling knowledge.

Job Security

The Easton Area School District and the Union agree on seventy eight (78) positions for the life of the agreement. They are as follows: fifty-two (52) custodians and twenty-six (26) skilled/maintenance. The seventy-eight (78) full-time positions shall not be reduced for the life of the contract.

The administration has the right to contract its grass cutting work, excluding all specified Athletic Fields (High School, Middle School and Cottingham Stadium).

Letter of Intent – Work which is normally and customarily performed by bargaining unit members shall be performed by bargaining unit members only except for the following:

- * (1) Demonstration of equipment or work;
- (2) Instruction on training of employees;
- (3) Inspection of work equipment; and
- (4) Work of an emergency nature (i.e., when no bargaining unit members are available on overtime or straight time and the work must be performed only at the time the work is done).

This prohibition shall not apply to substitute custodians and head custodians.

Inclement Weather – Bus garage mechanics may plow and shovel the main bus parking lot and areas necessary for buses to get in and out safely (as outlined in Memorandum of Understanding dated 2/1/99).

Inclement Weather Reporting Time

In the event that a scheduled school day is canceled before 7:00 a.m. due only to inclement weather, all members of the Custodial/Maintenance Bargaining Unit shall have the option of working the first shift 7:00 a.m. – 3:00 p.m. on that day, except as indicated below. A second or third shift employee must report to his/her assigned building on a school canceled day no later than 1.5 hours following the time of the School Messenger phone call or by 7:30 a.m., whichever occurs later. If it is not possible to be on site no later than 1.5 hours following the time of the School Messenger phone call or by 7:30 a.m., whichever occurs later, the employee will be expected to appear for his/her regularly scheduled shift. It is not necessary to call any supervisor to report a shift change. Simply inform the building supervisor of your shift change upon your arrival. Your work assignment for that day will be determined at that time. If a middle shift employee does not appear prior to the mandated times, it is understood that the employee will appear for his/her normal shift and receive any necessary directions from the supervisor of that building at that time.

Note: Middle and night shift custodial/maintenance employees have the option of working days. At EAHS and EAMSC, two custodians with the least seniority working the middle shift (3:00 p.m. to 11:00 p.m.) at that building (or volunteers at that building) will be required to work the middle shift (3:00 p.m. to 11:00 p.m.) to cover any activities that are scheduled for the afternoon or evening hours for that day.

ARTICLE 8 – Other Employee Benefits

The parties agree that other employee benefits and rights to be provided under this agreement are accurately reflected below and made part of this agreement.

Any changes in other employee benefits to which the parties may agree, conditioned upon a change in the term of agreement as provided by Article 8, shall be evidenced by a revised Article 8, which shall be executed by the parties and attached hereto and made part of this agreement.

Paid Holidays

* The paid holidays for regular full-time employees shall be as follows and payable at the rate for the shift normally worked.

- Independence Day
- Friday before Labor Day*
- Labor Day
- Columbus Day*
- Thanksgiving Day
- Day following Thanksgiving Day
- Monday following Thanksgiving Day
- Day before Christmas Day
- Christmas Day
- Day before New Year's Day
- New Year's Day
- Martin Luther King Day
- President's Day
- * Good Friday
- Easter Monday
- Memorial Day
- Juneteenth (June 19)

*The Friday prior to Labor Day shall be considered a paid holiday during years in which the students begin prior to the Labor Day weekend and are not attending school on the said day.

In the event that the first day of school is scheduled to occur after Labor Day, employees shall receive one (1) additional personal leave day in lieu of the Friday prior to Labor Day paid holiday. This personal leave day is to be utilized subject to the provisions of Article 8. Personal Leave Days.

*If Columbus Day is a scheduled student day and/or a scheduled teacher in-service day, employees shall be required to work that day at regular pay rates and shall be given one additional personal leave day as compensation pursuant to the Personal Leave Day provisions of this Agreement.

Should an employee be required to work holidays, compensation shall be at 1½ times the base rate for hours worked plus straight rate for said holidays. Should any of the above paid holidays

fall on a Saturday or Sunday, they will be celebrated on the previous Friday or the following Monday, provided they are non-school days for students.

Holiday pay is forfeited to those employees on layoff or leave without pay status, except as specified elsewhere.

Health Insurance

A group medical and prescription plan shall be purchased for each active full-time employee who elects coverage and the employee's eligible dependents.

The District shall provide a PPO plan (only) to employees who become eligible after July 1, 2021. Additionally, current employees in the PPO are not eligible for coverage under the Traditional Plan. The deductibles and plan features for each plan shall be as follows:

	Member Responsibilities	
	Traditional	PPD plan
Deductible (per benefit period)	\$600 per member \$1,500 per family	\$300 per member \$900 per 2-party \$600 per family
Coinsurance (Percentage you pay after your deductible is met)	20% coinsurance after deductible	No member coinsurance
Out-of-pocket maximum (The most you pay per benefit period, after which benefits are paid at 100%. This includes deductible, copayments and coinsurance for medical including CR and prescription drug for in-network providers only.)	\$3,350 per member \$7,700 per family	\$1,250 per member \$3,750 per family
Office Visit / Urgent Care / Emergency Room Copayments		
VirtualCare (non-specialist) visits – delivered via the Capital Blue Cross VirtualCare platform	20% coinsurance after deductible	\$10 copayment per visit
Office visits and consultations (in-person & telehealth) –performed by a family practitioner, general practitioner, internist, pediatrician or in-network retail clinic	20% coinsurance after deductible	\$30 copayment per visit
Specialist office visits (in person, telehealth & via the Capital Blue Cross VirtualCare platform)	20% coinsurance after deductible	\$30 copayment per visit
Urgent care services	No Charge/Waive Deductible	\$35 copayment per visit
Emergency room	No Charge/Waive Deductible	\$35 copayment per visit, waived if admitted
Preventive Care		
Pediatric and adult preventive care	20% coinsurance after deductible	No charge, deductible waived
Screening gynecological exam and pap smear (one per benefit period)	20% coinsurance, waive deductible	No charge, deductible waived
Screening mammogram (one per benefit period)	20% coinsurance, waive deductible	No charge, deductible waived
Facility / Surgical Services		
Inpatient hospital room and board	20% coinsurance after deductible	No charge after deductible
Acute inpatient rehabilitation	20% coinsurance after deductible	No charge after deductible
Skilled nursing facility	Not covered	No charge after deductible
Maternity services and newborn care	20% coinsurance after deductible	No charge after deductible
Surgical procedure and anesthesia (professional charges)	20% coinsurance after deductible	No charge after deductible
Outpatient surgery at ambulatory surgical center (facility charge only)	20% coinsurance after deductible	No charge after deductible
Outpatient surgery at acute care hospital (facility charge only)	20% coinsurance after deductible	No charge after deductible
Diagnostic Services		
High tech imaging (such as MRI, CT, PET)	20% coinsurance after deductible	No charge after deductible
Radiology (other than high tech imaging)	20% coinsurance after deductible	No charge after deductible
Independent laboratory	20% coinsurance after deductible	No charge after deductible
Facility-owned laboratory (i.e. health system owned)	20% coinsurance after deductible	No charge after deductible
Diagnostic mammogram	20% coinsurance after deductible	No charge after deductible
Therapy Services (Rehabilitative and Habilitative Services)		
Physical therapy	20% coinsurance after deductible	\$30 copayment per visit
Occupational therapy	20% coinsurance for facility providers only	\$30 copayment per visit
Speech therapy	20% coinsurance for facility providers only	\$30 copayment per visit
Respiratory therapy	20% coinsurance after deductible	\$30 copayment per visit
Manipulation therapy	20% coinsurance after deductible	\$30 copayment per visit
Mental Health (MH) and Substance Use Disorder Services (SUD)		
MH inpatient services	50% coinsurance after deductible	\$30 copayment per visit
MH outpatient services	20% coinsurance after deductible	\$30 copayment per visit
SUD detoxification inpatient	50% coinsurance after deductible	No charge after deductible
SUD rehabilitation outpatient	20% coinsurance after deductible	No charge after deductible
Additional Services		
Home healthcare services (30 visits per benefit period)	Not covered	No charge after deductible
Durable medical equipment and supplies; prosthetic appliances and orthotic devices	20% coinsurance after deductible	No charge after deductible
Pharmacy/Prescription Drug Benefits		
Deductible	\$100 per member, \$100 per family	\$100 per member, \$100 per family

**Please note that the traditional plan is not offered to new employees.*

Retail Generic Copay	\$10	\$30
Retail Brand Preferred Copay	\$35	\$105
Retail Brand Non Preferred Copay	\$50	\$300
Mall Generic Copay	\$20	\$30
Mall Brand Preferred Copay	\$40	\$120
Mall Brand Non Preferred Copay	\$100	\$300
Specialty Copay (Generic/Brand/non-Preferred)	\$100	\$300

Any change of carriers, which will provide coverage equivalent to the above, shall be at management's discretion.

The following yearly employee contribution schedule will be observed throughout the duration of the contract. The yearly amount will be deducted in equal monthly installments per pay based on the agreed upon number of pays per year.

2024-2027

Single	\$1592.00
2 Person	\$1852.00
Family	\$2112.00

Duplication of coverage will not be allowed. If a spouse is employed by the District in any capacity not limited to this unit, the coverage afforded will be the higher of the two but not both.

Opt Out

If an employee elects to opt out of the School District's healthcare plan, the employee will receive \$48.75 per pay. An employee opting out must provide proof of healthcare insurance to the employer annually.

Any employee may opt back into the District's healthcare plan when a life changing event occurs.

Dental Insurance

A group dental plan shall be purchased for each active full-time employee and the employee's dependents, including unmarried dependent full-time students. The maximum benefit per calendar year shall be \$1500 per year per person.

Duplication of coverage will not be allowed (See Health Insurance).

Life Insurance

A group life, accidental death and dismemberment insurance policy in the face amount of \$35,000 shall be purchased for each active full-time employee.

Insurance Indemnity

The Easton Area School District will not be held liable for any claims submitted against it by any employee, his or her heirs or assigns, should insurance coverage lapse as a result of the employee's failure to complete the necessary enrollment forms and return them to the Business Office, complete the necessary forms upon returning from a leave of absence without pay, or to make timely payment of insurance premiums to the District while on leave of absence without pay. Insurance coverage will begin upon satisfactory completion of the employee's probationary period.

Payroll Deductions:

The Board agrees to deduct an amount equal to the Union dues and assessments, if any, from the pay of those employees who individually request in writing that such deductions be made. Such requests shall be made on a Union payroll deduction authorization card, which the Board will implement in a timely manner upon receipt. The amounts to be deducted shall be certified to the Board by the Union, and the aggregate deductions of all employees shall be remitted together with an itemized statement to the Union by the last day of the succeeding month after such deductions are made.

The employee's dues deduction authorization card shall remain in effect until expressly revoked in writing by the employee in accordance with the terms of the authorization. When it is determined by the Union that an employee's payroll dues deductions should cease, the Union shall be responsible for notifying the Board in writing. The Board shall rely on the information provided by the Union to cancel or change authorizations.

*
The Board agrees to deduct from the paychecks of the employee voluntary contributions to the Union Political Action Committee. The Board shall make such deductions only in accordance with the written authorization of the respective employees, which specify the amount and frequency. If an employee desires to revoke this authorization, he/she shall do so by written notification to the Treasurer of the Political Action Committee at AFSCME Council 13. Once an employee revokes his/her authorization the Board shall not be required to reinstate the deduction again during the term of this agreement.

The Board agrees to extend payroll deductions to include accounts with qualified financial institutions. Employees may choose one institution to receive the payroll deduction and may make no more than two requests for changes in the deduction amount per year.

A group tax-sheltered annuity shall be made available to members of the bargaining unit through payroll deductions provided that such availability shall not make the School Board fiscally liable in any way or require exclusivity in any way.

The Union agrees to indemnify and save the Board, and including each individual School Board member, harmless against any and all claims, demands, costs, suits, or other forms of liability including back pay and all court or administrative agency costs, and liability for reasonable counsel fees and other legal costs, and expenses that may arise out of or by reasons of, action by the Board for the purpose of complying with this dues and fees agreement. In the event that

there is any financial determination by an administrative agency or a court of law determining that deductions from employees' compensation pursuant hereto are unlawful, illegal, unconstitutional, or otherwise unenforceable, then and in that event, all monies withheld non-consensually from non-members shall be returned to those individuals consistent with the law.

Leaves of Absence

Jury Duty

In the event that members of the bargaining unit are required to serve on any jury or to testify pursuant to a subpoena, they will be reimbursed by the school District the difference in pay received for said jury duty or witness service from which they would have been paid had they worked the regularly scheduled hours for the school day.

Bereavement Leave

A maximum of five (5) working days of paid leave may be granted per occurrence in the event of death of a benefits-eligible employee's spouse*, child (natural, adopted or step), parent (natural, adopted or step), sister, brother, or any relative residing in the employee's household on a permanent basis or who the employee is the primary caregiver. *spousal relationships (both opposite-sex and same-sex spouses) and not for opposite sex and same-sex domestic partner relationships, where the parties are legal permitted to marry but choose not to do so.

Whenever an employee is absent from work because of the death of a near relative, there shall be no deduction in the wages or benefits of said employee for absence on the day of the funeral or memorial service. The Superintendent may extend the period of absence with pay as necessary upon written request from the employee. The Board may further extend the period of absence without pay. A near relative shall be defined as aunt, uncle, first cousin, niece, nephew, brother-in-law, or sister-in-law.

Sick Leave

Employees shall be granted one day of sick leave for each month of regular full-time service during the contractual year accumulative indefinitely. Individuals will be given credit up front for 12 sick days per year with the stipulation that if an individual leaves before the end of the school year sick days for the year will be prorated and deducted accordingly.

Use of Sick Days – Compensation for sick days is applicable only to regularly scheduled workdays. When an employee uses sick leave, a physician's certificate for any absence of more than three consecutive workdays will be required and furnished upon request. An employee may use all accumulated sick leave in any one year provided a medical report showing the necessity for the extended leave is filed in the office of the Director of Human Resources.

Any absence chargeable to sick leave immediately preceding, during or following a vacation may require written verification of illness by a physician in the discretion of management. Failure of the employee to provide such verification will result in employee forfeiture of sick pay.

The District will not make sick leave payments to any person whose injury or illness is attributable to employment outside the District service for which days the employee received workers compensation benefits from any source. The District reserves the right to demand repayment of the sick leave benefits made under such circumstances.

An employee will be required to complete the Request for a Day Without Pay form for days that fall in the category of a day without pay. Employees who request a day without pay for illness will be required to submit a physician's note. If the day without pay is not for illness, the employee shall request the day without pay one week prior to the absence. All requests for days without pay shall be submitted to the immediate supervisor, who will forward it to the Director of Human Resources.

Vacations

The length of paid vacations for members of the bargaining unit shall be as follows:

After completing 1 – 5 fiscal years of service	10 Working Days
After completing 6-10 fiscal years of service	15 Working Days
After completing 11-15 fiscal years of service	20 Working Days
After completing 16 – 25 fiscal years of service	25 Working Days

An employee who terminates employment shall receive prorated vacation time for period worked if proper written notice is given ten (10) working days prior to leaving employment. Otherwise all vacation time is forfeited. Earned vacation time is forfeited if the employee is discharged for just cause.

All vacations shall be scheduled and approved by the Custodial/Maintenance Supervisor, the Supervisor of Grounds, the Building Principal, the Supervisor of Buildings and Grounds and/or the Transportation Coordinator.

For purposes of computing vacation time, an employee who works more than fifty percent (50%) of the scheduled work time in any month shall be given credit for that month.

No borrowing of vacation days will be allowed.

Single vacation days may be taken if approved 24 hours in advance. No vacation days may be banked.

Individuals may cash in up to ten (10) vacation days per year. A request to cash in days must be submitted to the Chief Operating Officer no later than December 31. Payment for cashed in days will be received in the second pay period of the month of July. Cashed in days will be reimbursed at 100 percent of the individuals per diem rate.

Personal Leave Days

Members of the bargaining unit shall be granted three (3) personal leave days per contract year. Unused personal leave days will turn into sick days. Employees must provide notification to their immediate Supervisor or Building Principal when taking personal leave days. Employees shall be entitled to use three (3) personal leave days for emergencies upon the notification to their immediate supervisor prior to the start of their regularly scheduled shift.

Religious Holidays

Employees wishing to take religious holidays other than those in the established calendar may do so with these days charged to their vacation time.

Use of Personal Vehicles

When using personal vehicles in the course of employment, primary insurance coverage is provided by the employee's automobile insurance in the event of an accident. The District will provide supplemental insurance for collision and comprehensive coverage of up to \$1,000 and excess liability coverage of up to one million dollars.

Income Protection:

The Board shall provide income protection for any full-time bargaining unit member who is unable to perform those duties required due to illness or non-work related accidental injury, which occurs during the life of this contract and during the work year as provided herein.

Definitions:

Injury is defined as a bodily injury caused by an accident occurring while employed by the school District except while on approved leave of absence without pay which, independently of all other causes, results in the employee's inability to perform those duties required, provided said disability occurs within 90 calendar days of the accident.

Sickness is defined as any cause for disability not excluded under "limitations and exceptions" and which does not qualify as an injury according to the definition above.

Vacation is defined as any period during which the employee's conditions of employment would not require active performance of those duties associated with the employee's occupation.

Leave of Absence Without Pay is defined as a leave granted the employee by the Easton Area School Board after all accumulated sick days have been exhausted.

Workday is defined as any day that an employee would normally be required to be on full-time active duty – a day for which the District would pay sick leave benefits.

Benefit Provisions:

Income protection benefits will begin after all accumulated sick days earned have been exhausted, but in no case sooner than 30 consecutive work days after the point of sickness or injury, regardless of the number of accumulated sick days available.

With regard to all income protection payments hereunder, the School District shall be entitled to a credit or offset in the amount of any wage loss, or income loss, or income protection payments received by the employee from any other source whatsoever.

Payments will be made in accordance with eligibility criteria as noted herein at the rate of 55% of the normal weekly wage received at the time sickness or injury occurred, but at no time in excess \$1500 per pay period, excluding any supplemental pay received over and above the base pay, less any withholdings and deductions as required by government agencies now and in the future and exclusive of any salary increments which may occur during and subsequent to the period of injury or sickness.

Payments will coincide with existing pay periods as established under the recently expired contract.

The duration of income protection will be for up to 24 pay periods commencing from the date of eligibility (after 30 work days and/or exhaustion of accumulated sick days).

Benefit Limitations and Exceptions:

1. Regular, personal medical care is required in order that the employee will be eligible to receive benefits.
2. Benefits are not payable during any leave of absence other than a leave of absence granted for a compensable disability.

3. Benefits are not payable for a disability that arises during a leave of absence until the employee is scheduled to return to active duty status, and then satisfies the qualifying period of being engaged fully and continuously in the occupation for which originally employed for a period of thirty consecutive working days.
4. Accident and Sickness Disability Benefits are not payable with respect to any portion of a period of disability during which the employee is engaged in any work for compensation, wages, or profit.
5. Except as stated above, disability leave will be treated as any other leave of absence with pay. However, payment for holidays occurring during disability leave shall not be made. Vacation or compensatory days may be charged to offset the loss of holiday pay.

Benefits are not payable for any period of illness or injury:

- a. Caused by war or any act of war, whether declared or undeclared;
- b. Caused by intentionally self-inflicted injuries or attempted suicide, while sane or insane;
- c. Occurring while the employee is in military or naval service of any country or international organization at war, whether declared or undeclared;
- d. Caused by alcoholism or drug addiction, unless the drugs are being administered on the advice of a physician;
- e. Caused by mental disorder or civil disturbances;
- f. Caused by participation in aeronautical events, aviation competitions, or motorized contests, including but not limited to airplanes, racing cars, motorcycles, motor boats, etc.
- g. Arising out of an occupation from which remuneration was received, whether through self-employment or contracted for by another employer;
- h. Caused by the commission or participation in a felony.

Integration with Other Income Benefits:

Income protection benefits of the Easton Area School District will not payable if any of the following benefits are applicable;

1. Any wage, salary or other income received from the Easton Area School District.
2. Any government (federal, state, or political subdivision thereof) disability or retirement benefit, including Public School Employees retirement System of Pennsylvania and Social Security (both primary and dependent benefit). If the Social Security Act is amended to increase Old Age Survivors and Disability Insurance benefits after the

employee becomes eligible to receive benefits from this plan, the benefits being received from this plan will not be affected by such increase.

3. Workers' Compensation, occupational benefit law, or similar legislation.
4. Any disability insurance plan for which the school District makes a contribution or provides payroll deduction.

Miscellaneous Conditions:

- * 1. Eligibility for benefits under any of the foregoing income protection plans elicited above shall void eligibility for District income protection benefits regardless of whether any of the above benefits have been applied for by the employee.
2. Eligibility for other income protection benefits, except for plan purchase or contracted privately, shall relieve the District of any future liability demands, suits or claims by the employee for income protection.
3. Written notice of accidental injury or sickness, along with reports from the employee's attending physician, attesting that the employee received regular personal medical treatment by a legally qualified physician must be submitted to the Superintendent's office as soon as possible after the occurrence of the injury or sickness. The employee's attending physician shall also submit status reports following each examination advising of the employee's ability to return to work. Any additional information or reports required by the Board, including examinations by a District-appointed physician, shall be at the District's expense.
4. After earned sick days are exhausted, the affected employee shall be placed on leave of absence without pay status. Seniority, sick days, and service time for determining salary increments shall not accrue.
5. Subject to eligibility criteria herein, District paid fringes will be continued in cases of illness or accidental injury, which occurs during the life of this contract, and while income protection benefits are being paid.
- * 6. Recurrent Disabilities: If following a period of disability for which payments are made under this contract the employee shall resume an occupation and perform all the important duties thereof for a continuous period of 90 working days or more, a subsequent disability resulting from, or contributed to, by the same cause or causes shall be considered as a new period of disability and indemnified in accordance with the contract. If said period during which the employee resumes an occupation shall be less than 90 working days, such subsequent disability shall be deemed a continuation of the

same disability and the Board's liability for the entire period shall be subject to the limits stated in the contract.

Job Related Injuries:

Employees who have become physically disabled due to a job-related injury, shall be granted a disability leave of absence in lieu of using sick days until such time that the employee is able to return to duty or qualifies for retirement disability and/or social security disability, but a no time to exceed one year from date of injury. Said leave shall be subject to the following conditions:

- a. Employees must file Workers Compensation claim forms in a timely fashion.
- b. Employees must qualify for Workers Compensation payments having been certified as disabled by a licensed physician. Fringe benefit premiums will be paid by the District for the employee and dependents for the duration of the leave.
- c. Except as stated above, disability leave will be treated as any other leave of absence with pay. However, payment for holidays occurring during disability leave shall not be made. Vacation or compensatory days may be charged to offset the loss of holiday pay.
- d. Seniority, sick days and vacation time shall accrue during any period of disability leave.
- e. Prior to returning to active service, a licensed physician must certify the employee is able to return to full-time duty. Full-time duty may include a modified duty assignment.
- f. Failure to return to duty at the expiration of leave shall be considered as a voluntary resignation by the employee.
- g. The workers' compensation carrier shall make all workers' compensation payments to the employee.

Accumulated Sick Leave

Retirement

Upon the retirement of a full-time employees of the Easton Area School District, the Easton Area School District shall make payment for unused sick leave to said employee in accordance with the qualifications and limitations hereinafter set forth:

(1) The employee shall submit written notice of his or her intention to retire to the Superintendent on or before December 31 of the intended final school year of service in the Easton Area School District except that this requirement of notice of intention may be waived by the Board for reasons of illness or urgent family circumstances.

(2) Said notice shall contain one of the following statements:

(a) That the employee is applying for and is eligible to receive either superannuation or withdrawal from the Pennsylvania School Employees' Retirement System. "Withdrawal retirement" as used herein shall be limited to employees choosing early retirement with at least 25 eligibility points, but less than 35 eligibility points, and who have not reached superannuation retirement age.

(b) That the employee is retiring and (a) has at least 35 eligibility points, or (b) is at least 60 years of age and has at least 30 eligibility points, or (c) is at least 62 years of age and has at least five years of service in the Easton Area School District.

(3) If any of the above provisions are in conflict with Act 96 of 1975, Act 96 shall prevail.

(4) The payment herein referred to shall be equivalent to 30% of unused sick leave accumulated in the Easton Area School District at the then current salary of the employee.

(5) Payment shall be made in a lump sum as soon as practical and within one year from the date of retirement, except that in the case of an employee who fails to give the timely written notice set forth above, payment shall be made within two years from the date of retirement, and said payment shall be subject to any deductions imposed by any government body.

Death

Upon the death of a full-time employee of the Easton Area School District, the District shall make payment for unused sick leave to said employee's beneficiary in accordance with the qualifications and limitations hereinafter set forth:

- (1) The beneficiary to whom payment shall be made will be the beneficiary specified by the employee as on record with the Pennsylvania School Employees' Retirement System. In the event that there is no such designated beneficiary who has survived the employee, said payment shall be made to the employee's surviving spouse, if any, or to the estate.
- (2) The payment herein referred to shall be equivalent to 30% of unused sick leave accumulated in the Easton Area School District at the then current salary of the employee.
- (3) Payment shall be made in a lump sum as soon as practical and within one year from the date of death, and said payment shall be subject to any deductions imposed by any governmental body.

Article 9 – Grievance Procedures

The parties agree that grievances which arise out of the interpretation of this agreement shall be the only grievances subject to the grievance procedure and shall be resolved in accordance with the grievance procedure described in Article 9.

Definitions

1. "Grievance" shall mean a complaint by an employee or the bargaining agent that there has been an alleged violation of this agreement.
2. A grievance to be considered under this procedure must be initiated by the employee involved within fifteen days of its occurrence.
3. A "party in interest" is the person involved in the alleged grievance and any person who might be required to take action or against whom action may be taken in order to resolve the alleged grievance.
4. The term "days" when used in this procedure, unless otherwise stated, refers to the days the central administration office of the Easton Area School District is normally functioning.

Confidentiality

The grievance proceedings will be kept as confidential as possible at all levels of the procedures.

1. In order to process grievances as rapidly as possible, the number of days indicated at each level should be considered as a maximum and every effort should be made to expedite the process. The time limit specified may, however, be extended by mutual agreement of the aggrieved and party or witness or parties at the level of the grievance.
2. Failure at any step of this procedure to communicate the decision on any alleged grievance within the specified time limits shall permit the alleged aggrieved to proceed to the next step of the procedure.
3. Failure at any step of the procedure to appeal a grievance to the next step within the specified time limits shall be considered as acceptance of the decision rendered at that step.
4. It is understood that the alleged aggrieved shall, during and notwithstanding the pending of an alleged grievance, continue to observe all assignments and applicable rules and

regulations until such grievance has been finally determined, unless the employee has been suspended or dismissed.

5. Any alleged aggrieved complaint may be represented at all steps of the grievance procedure by the employee, or, at the employee's option, by or with a representation approved by the bargaining agent. The alleged aggrieved may ask for the bargaining agent's assistance at any level of the procedure.

Levels:

1. Level One. Any employee who has an alleged grievance shall discuss it first with the immediate supervisor in an attempt to resolve the matter at that level.
2. Level Two. If, as a result of the discussion, the alleged grievance is not resolved to the satisfaction of the employee within five school days, the alleged grievance shall be set forth in writing and signed by the union president or the shop steward and submitted to the immediate supervisor, with a copy to the bargaining agent specifying:
 - a. the nature of the alleged grievance;
 - b. the results of the previous discussions;
 - c. dissatisfaction with decisions previously rendered.

The decision of the immediate supervisor, supported by facts, shall be communicated to the employee and the bargaining agent, in writing, within six school days after receipt of the written alleged grievance.

3. Level Three. The employee, no later than six days after receipt of the decision of the immediate supervisor, may appeal said decision in writing and with the signature of the union president or shop steward to the Director of Human Resources of the Easton Area School District, with a copy to the bargaining agent, stating dissatisfaction with the decisions previously rendered. The Director of Human Resources shall communicate the decision, supported by facts, in writing, to the employee, to the immediate supervisor and to the bargaining agent within six (6) working days.
4. Level Four. If the alleged grievance is not resolved to the satisfaction of the employee, the aggrieved may, not later than six days after the receipt of the decision of the Director of Human Resources, request in writing and with signature of the union president or shop steward a review by the Easton Area School Board. The request shall be submitted in writing through the Director of Human Resources who shall attach all related papers and forward the request to the Easton Area School Board.
5. Level Five. Arbitration will follow the procedure as outlined in Act 195, Article IX, Section 903.

Miscellaneous

1. All documents, communication and records dealing with the procession of a grievance shall be filed in a separate grievance file and shall not be kept in the personnel file of any of the participants until a final determination is made.
2. Forms: The Director of Human Resources together with a representative of the union shall prepare any necessary forms for the implementation of this grievance procedure.
3. All meetings and hearings under this procedure shall be conducted privately.
4. All communications and notices referred to in this procedure must be in writing.
5. The School District shall send the union copies of any written communication, to any employees concerning any matters of a disciplinary nature.

ARTICLE 10 – Waivers

The parties agree that all negotiable items have been discussed leading to this agreement and that no additional negotiations on this agreement will be conducted on any item, except as provided elsewhere, during the life of this contract.

ARTICLE 11 – Prerogatives of the School District

It is understood by the parties that under the laws of the Commonwealth of Pennsylvania the school District is forbidden to, and by this agreement does not waive any rights or powers granted to it by such laws. Management of the Easton Area School District is vested solely with the school District. The school District reserves to itself sole jurisdiction and authority over matters of policy and management.

ARTICLE 12 – Separability

In the event that any provision of this agreement shall be determined by a competent court of record to be in conflict with state statutes, only that provision shall be stricken and all other provisions of this agreement will continue in effect.

ARTICLE 13 – Collective Bargaining Law

The parties hereto agree that the items listed heretofore shall not establish the scope of negotiable items or the base from which any future contract is negotiated but that future contracts shall be negotiated with the spirit and interest of Act 195 aforesaid.

ARTICLE 14 – Effective Date and Signature

This agreement is made and entered this _____ day of _____, 2024, first written to be effective as set forth herein.

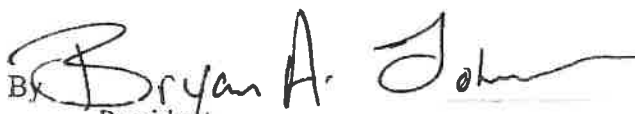
EASTON AREA SCHOOL DISTRICT

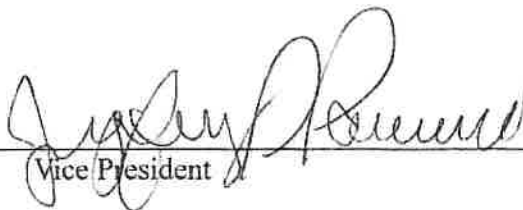
By  Date: _____
Meg Sayago, Board President

ATTEST:

 Date: _____
Noemi A. Ramirez, Board Secretary

**AMERICAN FEDERATION OF STATE, COUNTY, AND MUNICIPAL EMPLOYEES,
AFL-CIO, LOCAL 1893**

By  Date: 4/12/24
President

By:  Date: 4/12/24
Vice President