AGREEMENT BETWEEN

TYRONE AREA SCHOOL DISTRICT
AND
TYRONE AREA EDUCATION ASSOCIATION

JULY 1, 2025- JUNE 30, 2028

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AGREEMENT BETWEEN

TYRONE AREA SCHOOL DISTRICT
AND
TYRONE AREA EDUCATION ASSOCIATION

ARTICLE I

Recognition

The Employer acknowledges the Association as the exclusive representative, for the purposes of collective bargaining with regard to wages, hours, and other terms and conditions of employment, under the provisions of Act 195, "The Public Employee Relations Act," and Act 88, the "School Strike Reform Law."

This Collective Bargaining Agreement shall apply to the Bargaining Unit as recognized in PERA-R-107- C, dated the twenty-first day of June 1971, consisting of all full-time and part-time classroom teachers, nurses, librarians, school counselors, social workers, and family resource coordinators.

ARTICLE II

Term of Agreement

The term of this agreement shall begin on July 1, 2025 and shall continue in full force and effect until June 30, 2028.

ARTICLE III

No Lock Out - No Strike Provision

Both parties agree faithfully to abide by the provisions of Pennsylvania Public Employee Bargaining Law, Act 195 and School Strike Reform Law, Act 88. As a condition of the various provisions of this agreement to which the parties have agreed, the employer pledges that it will not conduct, or cause to be conducted, a lock out during the term of this agreement; and the bargaining agent pledges that members of the bargaining unit will not engage in a strike (as that term is defined in Act 195 and School Strike Reform Law, Act 88) during the term of this agreement.

ARTICLE IV

A. Wage and Salary Provisions

The parties agree that wages and salaries to be affected by this agreement are accurately reflected and are part of this agreement and that the schedule of wages and salaries set forth shall be in the schedule,

which shall remain in force for the period of this agreement. The District will inform the President of the Association when an interview is scheduled and work with the Association to designate one faculty member to serve on an interview team for the purpose of recommending new staff for hire. The Association President shall have final approval of the selected faculty member. The District reserves the right to place a new employee at a different salary than a district employee with similar years of experience when the welfare of the District clearly requires that an exception be made.

B. Part-time Employees

Permanent part-time employees, as opposed to full-time substitutes, shall be treated as permanent full-time employees in all regards stipulated by the Pennsylvania School Code and in this contract. Their salaries shall equal one-half of the dollar value afforded permanent employees in the same manner as full-time employees. They shall advance one-half step each school year on scale; and they shall be afforded the same transfer, representation, and seniority rights given full-time employees. When seeking transfer and protection from furlough, their seniority years will count for only ½ of the years that they have served, in keeping with the Pennsylvania School Code. They will be eligible for the following benefits but must share ½ the cost: health, dental, and vision insurance; ½ the tuition reimbursement under the same provisions detailed in Article 6.F; and they are allotted 5 full sick days and 1 full personal day per year.

ARTICLE V

A. Professional Employees' Work Year and Day

The contracted school term shall consist of 187 days, with teacher notification by administration of the school calendar (including teaching and in-service) days by May 1, of the preceding school year. The professional employees' workday shall be 7 1/2 hours in length including a duty-free thirty (30) minute lunch period, as assigned by the Board. In addition, a maximum of two (2) hours per month for administrative, supervisory, or departmental meetings may be required beyond this workday.

B. Contractual Extended Work Year

Professional employees who are contracted by the District to work beyond the contract days listed in Article V.A. shall be compensated $29.38 per hour for each hour of each 6-hour workday for the 2025-26 school year. For the remainder of the contract this hourly rate will be adjusted by 1% annually.

ARTICLE VI

Other Employee Benefits

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

A. Life Insurance

A term life insurance policy with an accidental death and dismemberment rider in the amount listed below shall be provided with full premium to be paid by the School District. Professional employees shall be notified if the carrier is changed during the term of this contract. Level of coverage, $35,000.

B. Extra Teaching Pay

All professional employees who earn extra teaching pay shall be reimbursed at the same rate as per Article V, Section B for all duties performed beyond the contract days listed in Article V. A.; For the remainder of the contract this rate will be adjusted by 1% annually.

C. Mileage Reimbursement

Employees are required to utilize school vehicles for all work-related travel when available unless otherwise approved by the business office. Mileage reimbursement for approved school related activities shall be commensurate with the IRS rate during the term of this contract when a school vehicle is not available, and a personal vehicle is used.

D. Retirement or Death Benefits

The Board shall authorize the payment of $50.00 per day for all unused sick leave upon retirement, or upon death during service, provided a minimum of five (5) years of service to the Tyrone Area School District has been rendered. If the employee submits his/her retirement notification to the Superintendent of Schools at least one semester prior to the effective date of the retirement, he/she will receive the daily increment as listed below for all unused sick days provided a minimum of five (5) years of service to the Tyrone Area School District has been rendered.

- First 100 Unused Sick Days (0 – 100) - $70 per day
- Next 75 Unused Sick Days (101 – 176) - $80 per day
- Remaining days over 176+ Unused Sick Days - $100 per day

Should the District offer a retirement incentive, employees shall be notified at least 30 days prior to the end of the semester in which the incentive will be effective. Otherwise, the requirement of a retirement notification of at least one semester prior to the effective date of the retirement shall be waived.

E. Sick Leave

Each year, each professional employee shall receive 10 sick days without pay loss of which seven (7) may be used for immediate family care purposes when such family care requires the employee be absent from school. No more than seven (7) days sick leave shall be granted on this basis in any one school year. Any such leave shall be charged against the employee's annual sick leave. Immediate family is defined as parent, spouse, child or any other near relative living in your household, or any person with whom the employee makes his/her home. The administration has the right to request and obtain a written doctor's statement justifying this leave.

F. Reimbursement for College Credit

The Board shall issue credit reimbursement to each professional employee up to 75% of the actual cost per credit. Payment to professional employees shall be limited to twelve (12) credits per year. The college credits must be successfully completed in the major area of certification. Credits for classes taken in related fields, on-line classes, video classes, and other non-traditional classes require prior approval by the Superintendent. Payment shall be made on the basis of an official transcript with a grade of "B" or better as evidence of satisfactory completion of the course. Monthly payments shall be made upon submission of a transcript for college credits earned from July 1, 2025 to June 30, 2028 with a written request attached. College transcript and proof of amount paid (canceled check, credit card receipt, or billing statement from the institution showing the amount paid) shall be submitted to the Business Office by the fifteenth (15th) of each month to receive payment the following month. Credits taken during an approved leave of absence are subject to the conditions of Article IX, Section N.

Employees who do not continue in full-time employment with the district for Four (4) or more-years immediately following the completion of the credits referred to herein shall reimburse the District for of these credits on or before their last day of employment according to the following: within the first two years 100%; within the third year 75%; and within the fourth year 50%. This provision only applies when the employee voluntarily leaves the district to seek other employment. With prior authorization of the employee, the sum will be withheld from the employee’s last paychecks, not to exceed 50% of the net pay. In the event the last four paychecks are not sufficient to reimburse the District, a payment plan will be established between the employee and the Business Administrator and/or Superintendent.

G. Hospitalization and Medical Coverage

The Tyrone Area School District shall pay for Employee(s) and eligible covered dependents to be covered by Highmark or an equivalent PPO Blue Qualified High Deductible Health Plan coverage as described in Appendix E. Any change in carrier and/or benefits shall be done by mutual consent of the Board and the Association.

Employees enrolled in district provided medical benefits shall pay through payroll deduction the

amount of $65 monthly. The withholding of funds from employee biweekly pays is the responsibility of the district.

The employee shall be responsible to initiate the coverage through the Business Office and to modify the coverage when necessary. Employees who fail to provide written notification of a change in dependency status shall be liable for all premiums paid beyond the proper level of entitlement.

The Board shall maintain an IRS section 125 Tax Savings Plan. The district shall pay the administrative costs and fees for employees who participate in the plan by setting a minimum employee payroll reduction amount whose FICA tax savings are sufficient to recoup the plan's expenses.

Retirees under age 65 have the privilege to continue school coverage at their own expense plus an additional clerical fee of $10.00 per month. It is the retiree's responsibility to initiate this coverage through the Business Office, completing all necessary forms.

For any future change in hospitalization and medical coverage carrier, see Article XIV of this agreement. Benefit levels and coverage are subject to operating guidelines and procedures of the insurance carrier. Any change in carrier and/or benefits, including a change to opt into any form of state-sponsored health plan, shall be done by mutual consent of the Board and the Association.

H. Health Savings Account (HSA)

The District shall contribute to a Health Savings Account (HSA) for each employee who receives health insurance pursuant to this Agreement. The payments will be made on the first business day that occurs on or after July 1 of each year and shall be made based on each employee's level of health care coverage on that day. The district contribution shall be equivalent to 50% of the IRS required minimum deductible in the plan year for all years of this agreement.

If an employee leaves employment after the Health Savings Account contribution has been made to the employee’s account by the District, the employee shall refund to the District the contribution on a prorated basis per month relative to the effective date of severance beginning July 1.

Example: If the employee’s effective severance date falls on July 1 to August 31 – employee shall refund the District for September through June 30.

Thereafter, the employee shall refund the District for the month following the last day of coverage through June 30.

I. Spousal Coverage

Spouses who work in any school district in Pennsylvania will not be eligible for coverage on the

Tyrone Area School District plan. Spouses who do not have healthcare coverage available to them through an employer will be eligible for coverage on the District's plan, without any fee. Spouses who have coverage available but still want to be covered on the District's plan, will be eligible for coverage, and the employee will be responsible to contribute $1,250 per year for the duration of the contract on a pre-tax basis.

J. Opt-Out Provision

The Board shall offer a cost-containment opt-out to employees who elect to reduce participation in District health insurance. The District shall pay current employees 25% of the savings realized by their reduced participation in the coverage that they held prior to their opting out of coverage. To qualify, employees must make a request in writing to the business office, prove that they have coverage through a spouse or elsewhere and indicate the earliest month that coverage can be shifted to the other employer. The request will be honored each year that the employee declines or reduces coverage. Payment of the incentive will be made annually with the first regular pay in June. Employees hired after the open enrollment period shall be granted the incentive on a pro-rated basis. If husband and wife are both district employees, and one spouse elects family coverage or husband-wife coverage, the other employee shall not be eligible for the incentive. Part time employees are excluded.

K. Dental Coverage

From July 1, 2025 to June 30, 2028, the Tyrone Area School District shall provide full dental insurance premium coverage for employee and one (1) dependent comparable to United Concordia Flex Dental Plan or equivalent. Employees shall have the option of purchasing additional dependent coverage provided that 50% of all staff eligible for family coverage elects to purchase this additional coverage. Benefit levels and coverage are subject to operating guidelines and procedures of the insurance carrier. Any change in carrier and/or benefits shall be done by mutual consent of the Board and the Association.

L. Vision Coverage

From July 1, 2025 to June 30, 2028, the Tyrone Area School District shall provide full vision insurance coverage for the employee comparable to the Davis Vision program or equivalent. Employees shall have the option of purchasing additional dependent coverage provided that 50% of all staff eligible for family coverage elects to purchase this additional coverage. Benefit levels and coverage are subject to operating guidelines and procedures of the insurance carrier. Any change in carrier and/or benefits shall be carried out through mutual consent of the Board and the Association.

M. Personal Days

1. Personal Day

Two (2) personal days per school year will be allotted at the employee's discretion. However, no more than twenty percent (20%) of any one building faculty can take off at the same time. At least 24-hour notice will be given for these days. Personal days shall not be taken on the day before or after a holiday or on the opening or closing of the school term or on an in-service day. Employees may carry over two (2) personal days from the previous year. At no time shall an employee exceed four (4) personal days. Unused Personal days accumulated in excess of four (4) shall be converted to sick days effective July 1.

The Board recognizes that certain unanticipated situations may arise resulting in the need to utilize a Personal Day on a day when it is not permitted, as stated above. The term "unanticipated situation" shall be interpreted to mean an unforeseen event which calls for a staff member to be absent from work due to circumstances for which the employee does not have control. The following situations are considered "unanticipated," and an employee may be granted the use of a personal day, if requested:

- Attending a court appearance, when subpoenaed
- Educational coursework that cannot be scheduled during non-school time
- Graduation of son/daughter from another institution
- Transporting a son/daughter to college
- Transporting a son/daughter to their first day of kindergarten or attending kindergarten registration – regardless of school district – maximum of a half day allowed.
- Wedding of a family member included in Article IX, Section P. The personal day must be for the actual day of the wedding or for the rehearsal if the employee is a member of the wedding party. The employee must disclose the relationship for the day to be considered.

2. Additional Paid leave

A one-half day (three- and one-half hours) of paid leave per year shall be available for the purpose of attending a friend's funeral or for extended travel time for any funeral. This half-day may be scheduled in the middle of the day subject to availability of substitutes and/or availability of coverage by peers. This one-half day shall be neither accumulative nor reimbursable.

N. Association Dues

Upon receipt of a signed authorization from an officer of the local teacher organization designating membership, the Board shall deduct Association dues for nine (9) equal monthly installments during the school year, commencing October, provided such authorization is filed before September 15. The Association shall indemnify and hold the Board harmless against law and all claims, demands, suits, or any other forms of liability that shall rise out of or by reason of action

taken or not taken by the Board for the purposes of complying with any provision with this article, or in reliance on any list, notice, or assignment furnished under any such provisions.

The dues shall be remitted to the Tyrone Area Education Association treasurer within thirty (30) days after deduction, payable to the respective PSEA, NEA, and TAEA organizations.

O. Maintenance of Membership

The parties agree, as is allowed by the Public Employee Relations Act 195 that all employees who are presently members of the Association shall be subject to Article III, Subsection 18, of Act 195, the "Maintenance of Membership" provision.

ARTICLE VII

Rights of Professional Employees

A. Just Cause

Teachers may be disciplined for reasons as outlined in the Pennsylvania School Code. No professional employee shall be disciplined, reprimanded in writing, or reduced in rank or compensation without just cause. Final decision in regard to discipline, reprimanding in writing or reduction in rank or compensation rests with the Board and/or follows procedures outlined in the School Code.

B. Absence Due to Injury

Any employee who is absent due to injury in the course of employment, unless injury is due to a student assault, shall receive the amount due under Workmen's Compensation for so long as Workmen's Compensation is in effect. If the injury is due to a student assault, the employee shall receive the difference between his or her daily salary and Workmen's Compensation fee entitled for so long as Workmen's Compensation is in effect. There shall be no reduction in accumulated sick leave during this period of compensation payments.

ARTICLE VIII

Assault Cases (Student Assault Upon Teacher)

A. Legal Assistance

The Board shall provide legal assistance to a teacher for any student assault upon the teacher while acting in the discharge of his/her duties, providing the teacher is acting in a lawful manner.

B. Leave

When absence arises out of or from an injury resulting from student assault, an employee shall

receive the difference between his or her salary and Workmen's Compensation for so long as Workmen's Compensation is in effect. There shall be no reduction in accumulated sick leave during this period of compensation payment.

C. Reporting Assault to Principal or Immediate Superior

Teachers shall immediately report cases of student assault suffered by them in connection with their employment to their principal or other immediate supervisor.

D. Criminal or Civil Proceedings

If criminal or civil proceedings are brought against a teacher alleging that he/she committed a student assault in connection with his/her employment, such teacher may request the Board to furnish legal counsel to defend him/her in such proceedings, providing the teacher has acted in a lawful manner in the course of his or her employment and is free of any wrongdoing. In the event the teacher is found guilty or civilly liable, he/she will be required to repay any legal fees provided for his/her defense.

ARTICLE IX

Working Conditions of Employment

The parties agree that working conditions of employment to be affected by this agreement are accurately reflected in this article.

A. Information

The Board agrees to furnish the Association in response to reasonable requests from time to time, all available public information concerning the educational program and the financial resources of the District. The Association agrees to pay for the cost of duplicating such information.

B. Use of School Buildings

The Association and its representatives shall normally be allowed the reasonable use of school buildings for meetings before or after school hours and during in-service days not conflicting with scheduled programs provided such meetings are held during scheduled hours of custodial service. Arrangements for such meeting shall be made with the principal of the building in which the meeting is planned or the staff member in charge of such building.

C. Use of School Equipment

The Association shall have the privilege of using computer, fax, and duplicating facilities for Association business so long as it does not interfere with the instructional program and so long as no improper use is made thereof. Any costs incurred by the School District as a result of such

Association use shall be reimbursed to the District. The Association shall supply all materials used. All duplicating of announcements and Association's work shall be done prior to and following dismissal of school. There will be no NEA, PSEA, or TAEA work during the workday. Violation of any of these conditions will constitute grounds for revoking the privilege.

D. Mail Facilities and Mailboxes

The Association may use the inter-school mail facilities and school mailboxes and email for distribution of communications subject to approval of building principal provided the materials are neither inflammatory nor derogatory to the Board or Administration and bear the signature of an officer of the Association. Nothing of a partisan political, inflammatory, or indecent nature can be sent through the inter-school mail facilities and mailboxes. Violation of this article shall result in loss of this privilege.

E. Right to Speak at Orientation Meetings

The Association will be granted time during the orientation program for new employees for the purpose of Association announcements and acquainting potential new members with the Association. The amount of said time and the scheduling thereof is to be determined by the Superintendent, after consultation with the President of the Association.

F. Attendance at Meetings

Professional employees may be required by the Administration to attend faculty or departmental meetings after the regular workday up to a total time of two (2) hours per month, except for the months when building-wide open houses or parent-teacher conferences take place. Administration will notify employees at least 30 days in advance if the meeting will extend beyond 60 minutes. The Administration shall start after-school meetings within 5 minutes after teachers are released from their supervisory duties.

G. Professional Days

The Board shall permit the President of the Association or his/her delegate a total of ten (10) teaching days per school year to carry out Association business or to attend Association state conferences, provided he/she gives adequate notice of his/her planned absence. The Association will pay all costs for a substitute.

H. Leaving the Building

Except during the employee's duty-free lunch, the employee must have the permission of the building principal or his/her designee to leave the building. Bargaining unit members shall e-mail the building principal and building secretary of their intent to leave the building during their duty-free lunch if they intend to do so. In addition, bargaining unit members are required to sign out and

sign in at their respective buildings if they leave the building. If the Administration decides that an emergency situation exists, bargaining unit members will not be permitted to leave the building.

I. Safe Working Conditions

The purpose of all property owned and operated by the Tyrone Area School District is to enhance the educational opportunities of the children of the School District. Teachers shall report all unsafe conditions immediately to the principal. School Board employees are charged with maintaining such property in safe and usable condition.

J. Unscheduled Closing of School

It is the responsibility of the Superintendent to devise a system for the purpose of notifying each individual faculty member of the unscheduled closing of the school.

K. Notification of Teaching Schedule

All teachers shall be given written notice of their schedules for the forthcoming year no later than August 1. In the event the administration changes such subject schedule, all teachers affected shall be notified in writing.

L. Professional File

Professional employees shall have the right to review the contents of their professional files with the exceptions of letters of recommendation and other confidential matter and shall have the right to have a representative of the Association accompany him/her during such review. In addition, the employee is entitled to one copy per year of the material at no charge to the employee provided such requests are reasonable.

M. Leaves of Absence

A teacher, who is unable to teach because of illness, disability, or pregnancy, documented in writing by a qualified physician and who has exhausted all sick leave available, shall be granted, upon request, a leave of absence without pay for one year for such conditions. Any leave taken under this paragraph that is for a Family Medical Leave Act of 1993 purpose, as defined in that Act, 29 U.S.C. Subsection 2601 et seq., shall be coordinated with and applied towards the employee's FMLA leave entitlement, if any. In no case, however, shall the FMLA be used to reduce benefits already provided or accrued.

A one-year leave of absence for the purpose of study may be approved without salary reimbursement subject to the approval of the Superintendent and the Board.

No leave of absence shall be granted unless such person shall agree to return to his or her employment with the School District for a period of not less than one school term immediately following such leave of absence. The Board of School Directors may waive this requirement if conditions warrant the same.

N. Notification of Accumulation of Sick Leave

Teachers shall be given an ongoing written accounting of accumulated sick leave days through the employee portal.

0. Temporary Leaves of Absence

In case of death in the **nuclear family**, a teacher shall be granted five (5) days of leave without loss of salary. Leave shall begin at the time of death and shall include the day of the funeral unless otherwise approved by the Superintendent. "Nuclear family" is defined as including mother, father, husband, wife, daughter, or son. In case of death in the **immediate family**, a teacher shall be granted (3) days of leave without loss of salary. Leave shall begin at the time of death and shall include the day of the funeral unless otherwise approved by the Superintendent. "Immediate family" is defined as including sister, brother, mother-in-law, father-in-law, son-in-law, daughter-in-law, or near relative who resides in the same household or any person with whom the teacher has made his or her home. In case of **near relative**, one school day will be allowed without loss of salary. "Near relative" is defined as grandmother, grandfather, grandson, granddaughter, brother-in-law, sister-in-law, first cousin, uncle, aunt, niece, nephew, grandfather-in-law, grandmother-in-law.

The Board of School Directors or Superintendent may extend the period of absence for bereavement with pay at its discretion as the exigencies of the case may warrant.

A professional employee may be granted religious holiday leave when written notice is given to the principal at least two school days in advance of the day of non-attendance.

Leave may be granted to the employee when their IRS recognized religious denomination has officially set aside the day as a major religious holiday on which members may not engage in gainful employment. Such leave, if granted, will be with compensation.

A professional employee shall be released with pay for time necessary for appearance in legal proceedings connected with the professional employee's employment with the school system only if the employee has not brought the case against the district. If subpoenaed to give testimony as a witness or to serve on a jury, the employee shall be released with pay reduced to the extent other payment is received for the performance of these services.

Upon receipt of a written request prior to May 1 of the preceding school year, the Board will grant an employee a leave of absence for one (1) school year, without salary advancement for the

following purposes:

1. To serve as an officer of the PSEA or NEA

2. To campaign for or serve as an elected public official.

Such leave shall be renewed for one (1) additional year, or for three (3) years for a public official, provided the employee submits written application prior to May 1 of the year of leave. Failure to file a timely notice shall render the employee resigned.

A professional employee may be granted temporary unpaid leave when written notice is given and approved by the Superintendent. The Superintendent has sole discretion in approving or denying such leave.

P. Vacancies and Transfers

1. Request for Transfer

   The Board recognizes that it is desirable in making assignments to consider the interest and aspirations of its professional employees. Requests by a professional employee for a transfer to a different class, building, or position shall be made in writing within five (5) workdays of the advertised vacancy (one copy of which shall be filed with the Superintendent and one copy of which shall be filed with the Association). The application shall set forth the reasons for transfer, the school, grade or position sought, and the applicant's academic qualifications. The Board and/or Administration shall not unreasonably deny any such request. Final decision with regard to transfer is the sole discretion of the Board, whose decision is final and binding.

2. Posting of Vacancies

   The Board agrees to fill vacancies within the bargaining unit hereafter from within its own teaching staff whenever possible. Whenever any teaching vacancy arises or is anticipated, the Superintendent shall promptly post notice of same for no less than five business days before the position is filled and notify the Association. Whenever a teaching vacancy arises after August 1 and prior to the opening of school the posting requirement shall be waived, and the District shall notify two (2) Association representatives of the vacancy. Vacancies shall be filled on the basis of experience, competency, qualifications, letter of preference of the applicant, length of service in the district, and other relevant factors. Any new positions shall be posted with accompanying job descriptions, qualifications, and salaries. The selection of professional employees to fill any vacancy is the sole discretion of the Board, whose decision is final and binding.

3. Involuntary Transfers

No involuntary transfer of any professional employee shall be made by the Board or its agents without two (2) weeks prior notice to the professional employee. The employee reserves the right to grieve such assignment to the Board. Qualifications and length of service shall be considered when transfers are made. The transfer of any professional employee to any position is the sole discretion of the Board, whose decision is final and binding.

Q. Pay Periods

The annual salary will be prorated over equal pay periods occurring every other Thursday on a bi-weekly basis with monthly deductions. Employees have the right to choose to receive advance payments by signing the memorandum on lump-sum payment and returning it to the payroll clerk by May 15th for the summer months of July, and August, payable as a single sum with the second pay in June or in proportionate sums for the respective summer months.

R. Preparation Time

The District recognizes the benefits of duty-free preparation time. When administratively possible, the District will make every effort to schedule preparation time as follows:

1. Elementary Teachers

Shall receive preparation time during special subject classes, i.e. (art, library, music, and physical education). They may be allowed an additional block of twenty (20} minutes each day provided by an adjusted student schedule and depending upon supervision of students, before and after school, as related to transportation.

2. Secondary Teachers

Shall receive five (5) periods per week of duty-free preparation time.

An administrator may use up to three (3) twenty-minute blocks per month for staff meetings. When a teacher is involved in extra-curricular activities, he/she waives his/her entitlement to the additional block of twenty (20) minutes. This provision will not interfere with the District's obligation to fulfill the state mandated minimum instructional hours.

A preparation time committee shall be established whose function shall be to review and discuss any revisions proposed by Administration to planning time prior to any changes being implemented. The committee shall consist of three representatives from the Association and three representatives appointed by the Superintendent. The committee may meet at least once annually at a mutually agreed upon time.

S. Agriculture Education Teacher

The Agriculture Education Teacher will be allotted up to one hundred eight (180) hours during the summer to complete required responsibilities as determined by the Superintendent or his/her designee. Additional hours may be approved by his/her immediate supervisor. The Agriculture Education Teacher will be compensated at the extra teaching pay hourly rate outlined in Article VI; Section B.

ARTICLE X

Grievance Procedure

A. Definitions

1. Grievance
A dispute between the Employer and the Association arising out of the interpretation of the provisions of this collective bargaining agreement.

2. Aggrieved Person
An aggrieved person is the person or persons making the complaint through the Association.

3. Party in Interest
A party in interest is the person or persons against whom this complaint is made and any person who might be affected or required to take action in order to resolve the complaint.

4. Days
The term "days" when used shall mean school days, excluding weekends and legal holiday.

B. General Procedures

1. All materials relevant to grievances shall be kept in separate files.

2. All decisions by the Administration and School Board shall be in writing, and all appeals by the aggrieved person shall be in writing.

3. All timelines must be strictly adhered to.

Nothing herein contained will be construed as limiting the right of any employee having a grievance to discuss the matter informally with appropriate members of the Administration and having the grievance adjusted without the intervention of any employee organization, provided that the adjustment is not inconsistent with the terms of the contract.

The parties to this agreement agree that an orderly and expeditious resolution of grievances shall provide for a five (5) step process, which is described in the following paragraphs.

Step I - Person or persons initiating the alleged grievance shall present the grievance in writing and on a form provided in the office of the respective principal within fifteen (15) workdays after its occurrence. The principal shall reply to the grievance in writing within fifteen (15) workdays after initial presentation of the grievance.

Step II - If the Action in Step I above fails to resolve the grievance to the satisfaction of the Association on behalf of the affected parties, the grievance shall be referred to the Business Administrator within fifteen (15) workdays.

Step III - If the action in Step II above fails to resolve the grievance within fifteen (15) workdays to the satisfaction of the Association on behalf of the affected parties, the grievance shall be referred to the Superintendent.

Step IV - If the action in Step III fails to resolve the grievance to the satisfaction of the Association on behalf of the affected parties within fifteen (15) workdays, the grievance shall be referred to the Board of Education at the next official School Board meeting.

Step V - If the action in Step IV above fails to resolve the grievance within fifteen (15) workdays to the satisfaction of the Association on behalf 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 Act 195, the decision of the Board of Education in Step IV shall be final.

C. Representation

At all stages of the grievance procedure, the professional employee presenting the grievance shall be entitled to be represented by legal counsel of his choice, or a representative of the bargaining unit or the professional association with which the bargaining unit is affiliated. The hearing shall not be scheduled during the school day.

The professional employee may at any step present whatever evidence and/or witnesses he or they deem necessary. Any evidence and witnesses should be relevant to the case in question.

ARTICLE XI

Job Security and Job Progression

The Pennsylvania School Code includes certain job security provisions, certification, and other regulatory provisions associated with various classes of employees. The parties hereby agree that such provisions of the School Code represent their complete agreement and that such provisions shall govern the manner in which the job security, job progression, and reduction in force practices shall be affected with respect to members of the bargaining unit.

ARTICLE XII

Meet and Discuss Committee

The Board and the Association agree to form a "Meet and Discuss" committee on items affecting school policy matters such as curriculum and conditions of employment.

The composition of the committee will consist of three (3) administrators and four (4) Association Members and two (2) school board members. The committee may meet up to three (3) times per year and not prior to the third week in September, with the time and location of such meetings to be mutually agreed upon by members of the committee after its formation. The reasonable request of either party to cancel the meeting shall be honored. This written request shall be made on the preceding weekday. The meeting shall be rescheduled within a reasonable timeframe. An agenda for each meeting covering the item or items of interest will be jointly prepared one week in advance of scheduled meeting. Either party may bring in reference personnel to any meeting, provided they are named on the agenda.

In conjunction with the monthly meetings between the Superintendent and Association President, the Board, Superintendent, and Association President may mutually agree upon other forums to discuss issues in place of that stated above.

ARTICLE XIII

Discipline Committee

A discipline committee shall be established in the Tyrone Area Middle School and Tyrone Area High School whose function shall be to review and to recommend revisions in the section of the Student Handbook dealing with student discipline. The committee shall consist of representatives from the Association and three representatives appointed by the Superintendent. The committee may meet on an as-needed basis at a mutually agreed upon time when other staff meetings addressing discipline have not resolved an issue or concern.

ARTICLE XIV

Waiver

The Employer and the Association acknowledge that during the negotiations culminating in this Collective Bargaining Agreement, each had the right and opportunity to make demands and proposals with respect to wages, hours and other terms and conditions of employment. This Agreement is the complete agreement of the parties. There are no agreements written or oral, other than those contained in this Agreement. The Employer and Association agree that for the life of this Agreement neither will request nor be obligated to bargain with respect to any matter/item not covered in this Agreement unless mutually agreed to by both the Employer and the Association. All matters/items not specifically covered by this Agreement are within the exclusive control and discretion of the Employer.

ARTICLE XV

Savings Clause

In the event that any of the provisions of this Collective Bargaining Agreement shall be or become legally invalid or unenforceable, such provisions shall be deemed void as of such invalidity or unenforceability. The rest of the agreement shall remain in full force and effect.

ARTICLE XVI

Effective Date and Signatures

This Collective Bargaining Agreement made the thirteenth (13th) day of May 2025, effective the first day of July 1, 2025 is between the Tyrone Area School District (Employer) and The Tyrone Area Education Association (Association).

By _____ Date 6/10/25
Tyrone Area School Board President

By _____ Date 6/12/25
Tyrone Area Education Association President

APPENDIX A

Salary Schedule Explanation

I. SALARY

New employees shall be placed on the beginning step of the salary schedule, unless otherwise approved by the board and administration. Employees will progress through step movement during the three covered years of this contract as indicated on Appendix B. Individual salaries for the life of this contract will be determined in accordance with the provisions of Appendix C.

Average annual increases:

- 2025-26 – 4.50%
- 2026-27 – 3.25%
- 2027-28 – 3.00%

II. ACADEMIC INCREMENTS

If an employee earns any of the following teaching-related degrees or increment levels the amounts listed below will be added to his or her base salary for that year if transcripts are received in the business office by August 15:

Master's/Master's Equivalency	$800.00
Master's+ 15 credits	$300.00
Master's + 30 credits	$500.00
Doctorate	$800.00

APPENDIX B

Step Movement

2024-25 (Base Year)		2025-26 (Year 1)	2026-27 (Year 2)	2027-28 (Year 3)
Current Step	**From Top**	**From Top**	**From Top**	**From Top**
1	27	24	23	22
2	26	23	22	21
3	25	22	21	20
4	24	21	20	19
5	23	20	19	18
6	22	19	18	17
7	21	18	17	16
8	20	18	17	16
9	19	17	16	15
10	18	16	15	14
11	17	15	14	13
12	16	14	13	12
13	15	13	12	11
14	14	12	11	10
15	13	11	10	9
16	12	10	9	8
17	11	9	8	7
18	10	8	7	6
19	9	7	6	5
20	8	6	5	4
21	7	5	4	3
22	6	4	3	2
23	5	3	2	1
24	4	2	1	Top
25	3	1	Top	Top
26	2	Top	Top	Top
27	1	Top	Top	Top
28	Top	Top	Top	Top

APPENDIX C

Salary Schedule

TYRONE AREA SCHOOL DISTRICT SALARY SCHEDULE 2025-26						
Steps From Top	**Step**	**Bachelors**	**Masters**	**Masters +15**	**Masters +30**	**Doctorate**
24	1	$49,690	$50,490	$50,790	$51,290	$52,090
23	2	$50,448	$51,248	$51,548	$52,048	$52,848
22	3	$51,948	$52,748	$53,048	$53,548	$54,348
21	4	$53,448	$54,248	$54,548	$55,048	$55,848
20	5	$54,948	$55,748	$56,048	$56,548	$57,348
19	6	$56,492	$57,292	$57,592	$58,092	$58,892
18	7	$58,092	$58,892	$59,192	$59,692	$60,492
17	8	$59,692	$60,492	$60,792	$61,292	$62,092
16	9	$61,292	$62,092	$62,392	$62,892	$63,692
15	10	$62,892	$63,692	$63,992	$64,492	$65,292
14	11	$64,492	$65,292	$65,592	$66,092	$66,892
13	12	$66,092	$66,892	$67,192	$67,692	$68,492
12	13	$67,692	$68,492	$68,792	$69,292	$70,092
11	14	$69,292	$70,092	$70,392	$70,892	$71,692
10	15	$70,892	$71,692	$71,992	$72,492	$73,292
9	16	$72,492	$73,292	$73,592	$74,092	$74,892
8	17	$74,092	$74,892	$75,192	$75,692	$76,492
7	18	$75,692	$76,492	$76,792	$77,292	$78,092
6	19	$77,292	$78,092	$78,392	$78,892	$79,692
5	20	$78,892	$79,692	$79,992	$80,492	$81,292
4	21	$80,492	$81,292	$81,592	$82,092	$82,892
3	22	$82,092	$82,892	$83,192	$83,692	$84,492
2	23	$83,692	$84,492	$84,792	$85,292	$86,092
1	24	$85,192	$85,992	$86,292	$86,792	$87,592
Top	25	$86,692	$87,492	$87,792	$88,292	$89,092

TYRONE AREA SCHOOL DISTRICT SALARY SCHEDULE 2026-27						
Steps From Top	**Step**	**Bachelors**	**Masters**	**Masters +15**	**Masters +30**	**Doctorate**
23	1	$51,094	$51,894	$52,194	$52,694	$53,494
22	2	$52,594	$53,394	$53,694	$54,194	$54,994
21	3	$54,094	$54,894	$55,194	$55,694	$56,494
20	4	$55,594	$56,394	$56,694	$57,194	$57,994
19	5	$57,094	$57,894	$58,194	$58,694	$59,494
18	6	$58,594	$59,394	$59,694	$60,194	$60,994
17	7	$60,192	$60,992	$61,292	$61,792	$62,592
16	8	$61,792	$62,592	$62,892	$63,392	$64,192
15	9	$63,392	$64,192	$64,492	$64,992	$65,792
14	10	$64,992	$65,792	$66,092	$66,592	$67,392
13	11	$66,592	$67,392	$67,692	$68,192	$68,992
12	12	$68,192	$68,992	$69,292	$69,792	$70,592
11	13	$69,792	$70,592	$70,892	$71,392	$72,192
10	14	$71,392	$72,192	$72,492	$72,992	$73,792
9	15	$72,992	$73,792	$74,092	$74,592	$75,392
8	16	$74,592	$75,392	$75,692	$76,192	$76,992
7	17	$76,192	$76,992	$77,292	$77,792	$78,592
6	18	$77,792	$78,592	$78,892	$79,392	$80,192
5	19	$79,392	$80,192	$80,492	$80,992	$81,792
4	20	$80,992	$81,792	$82,092	$82,592	$83,392
3	21	$82,592	$83,392	$83,692	$84,192	$84,992
2	22	$84,192	$84,992	$85,292	$85,792	$86,592
1	23	$85,692	$86,492	$86,792	$87,292	$88,092
Top	24	$87,192	$87,992	$88,292	$88,792	$89,592

TYRONE AREA SCHOOL DISTRICT SALARY SCHEDULE 2027-28						
Steps From Top	**Step**	**Bachelors**	**Masters**	**Masters +15**	**Masters +30**	**Doctorate**
22	1	$53,009	$53,809	$54,109	$54,609	$55,409
21	2	$54,509	$55,309	$55,609	$56,109	$56,909
20	3	$56,009	$56,809	$57,109	$57,609	$58,409
19	4	$57,509	$58,309	$58,609	$59,109	$59,909
18	5	$59,009	$59,809	$60,109	$60,609	$61,409
17	6	$60,607	$61,407	$61,707	$62,207	$63,007
16	7	$62,207	$63,007	$63,307	$63,807	$64,607
15	8	$63,807	$64,607	$64,907	$65,407	$66,207
14	9	$65,407	$66,207	$66,507	$67,007	$67,807
13	10	$67,007	$67,807	$68,107	$68,607	$69,407
12	11	$68,607	$69,407	$69,707	$70,207	$71,007
11	12	$70,207	$71,007	$71,307	$71,807	$72,607
10	13	$71,807	$72,607	$72,907	$73,407	$74,207
9	14	$73,407	$74,207	$74,507	$75,007	$75,807
8	15	$75,007	$75,807	$76,107	$76,607	$77,407
7	16	$76,607	$77,407	$77,707	$78,207	$79,007
6	17	$78,207	$79,007	$79,307	$79,807	$80,607
5	18	$79,807	$80,607	$80,907	$81,407	$82,207
4	19	$81,407	$82,207	$82,507	$83,007	$83,807
3	20	$83,007	$83,807	$84,107	$84,607	$85,407
2	21	$84,607	$85,407	$85,707	$86,207	$87,007
1	22	$86,107	$86,907	$87,207	$87,707	$88,507
Top	23	$87,607	$88,407	$88,707	$89,207	$90,007

APPENDIX D

Special Service Fees	2025-26 Amount
CLUBS	
FBLA	$1,044.38
HOSA	$621.69
Middle School Builders	$818.47
Drama	$1,740.64
Youth Action Network (2)	$892.27
National Honor Society – Senior High	$1,111.42
National Honor Society – Junior High	$1,111.42
Aevidum	$808.54
FFA	$1,279.01
Skills USA	$630.44
CLASS ACTIVITIES	
11th Grade Prom Advisor/Chair (2)	$2,364.86
Homecoming Advisor	$878.82
Senior Class Advisor	$458.95
COMPETITIVE ACTIVITIES	
Mock Trial	$2,435.84
Math 24 Challenge Coach (2)	$458.95
Interscholastic Reading Coach (2)	$654.33
Speech Team	$1,365.16
~~Majorette~~ Advisor	$1,762.25
Indoor Color Guard	$1,762.25
Percussion Instructor	$2.369.00
PUBLICATIONS	
Stardust	$1,118.99
Eagle (High School Yearbook)	$1,720.16
Eagle Eye Advisor	$2,500.23
Middle School Yearbook	$727.36
Legion Essay	$746.00
Webmaster	$1,299.13
STUDENT GOVERNMENT RELATED	
Student Council (HS)	$1,740.67
Student Council (MS)	$1,740.67
DEPARTMENT HEADS	
Secondary Dept Chairs	$1,730.30
Middle School Team Leaders	$1,730.30
Elementary Grade Level Chairs	$1,730.30
Special Subjects Grade Level	$865.13
PERFORMANCES	
Choral (HS)	$3,978.60
Choral (MS)	$3,133.13
Band (HS)	$5,874.68
Band (MS)	$3,008.98
Band (Elem)	$621.69
Marching Band Front	$1,710.92
Drama – Musical Stage Production (2)	$2,605.95
Mentor Teacher	$676.61

A. The Board reserves the right to cancel any activity for good reason.

B. The Board is not restricted from adding or deleting at any time positions covered by Supplemental contracts or any other activities included within the Special Services Fee Schedule or in any other section of this Agreement. The Board also reserves the right to change professional employees assigned to these positions.

C. Such fees are not a part of the base salary for determining subsequent increments. Payment for Special Service Fees will be prorated over the 12-month period September through August of each year and added to the gross bi-weekly salary on which all payroll deductions are taken.

D. Fees for non-association members will be set by the board based on experience and qualifications.

Athletic Fees

A. Starting salaries for coaches of athletic teams will be negotiated upon hiring based on experience and qualifications in accordance with the schedule below.

B. Once a coach reaches the maximum salary for that sport, he/she will receive a 2% increase annually. Coaching salaries will be paid in two (2) payments, 1/2 at midseason and the other 1/2 at completion of the season upon submission of required documentation to the Athletic Director.

C. Coaches who are responsible for both the male and female teams during the same season will have their salary multiplied by 1.2.

D. Compensation for the extra time a coach works when a team or individuals are eligible for post-season competition is as follows:

$100.00 per week for the head coach
$50.00 per week for the assistant coach (if his or her help can be justified by the school principal)

In those sports where teams or individuals may be entered in post-season PIAA tournaments without qualifying, the extra time will not be counted until after the first elimination. In all sports where a league must be won or a certain percentage must be achieved to qualify, the extra pay will start after the league competition is finished.

Tyrone Area School District – Athletic Salary Schedule

	1	2	3	4
FOOTBALL **Max Salary $8,235**				
Varsity Head	**85%** $ 7,000.00	**90%** 7,412.00	**95%** 7,823.00	**100%** 8,235.00
Varsity Assistant	**45%** $ 3,705.75	**48%** 3,952.80	**50%** 4,117.50	
Junior High Head	**40%** $ 3,294.00	**43%** 3,541.05	**45%** 3,705.75	
Junior High Assistant	**25%** $ 2,058.75	**30%** 2,470.50	**35%** 2,882.25	
BASKETBALL AND WRESTLING **Max Salary $6,471**				
Varsity Head.....	**85%** $ 5,500.00	**90%** 5,824.00	**95%** 6,147.00	**100%** 6,471.00
Varsity Assistant	**45%** $ 2,911.95	**48%** 3,106.08	**50%** 3,235.50	
Junior High Head	**40%** $ 2,588.40	**43%** 2,782.53	**45%** 2,911.95	
Junior High Assistant	**25%** $ 1,617.75	**30%** 1,941.30	**35%** 2,264.85	
SOCCER/VOLLEYBALL/SWIMMING/ **SOFTBALL/BASEBALL/TRACK** **Max Salary $4,706**				
Varsity Head.....	**85%** $ 4,000.00	**90%** 4,235.00	**95%** 4,471.00	**100%** 4,706.00
Varsity Assistant	**45%** $ 2,117.70	**48%** 2,258.88	**50%** 2,353.00	
Varsity Assistant	**45%** $ 2,117.70	**48%** 2,258.88	**50%** 2,353.00	
Junior High Head	**40%** $ 1,882.40	**43%** 2,023.58	**45%** 2,117.70	
Junior High Assistant	**25%** $ 1,176.50	**30%** 1,411.80	**35%** 1,647.10	
CHEERLEADING **Max Salary $3,500**				
Varsity Head.....	**85%** $ 2,975.00	**90%** 3,150.00	**95%** 3,325.00	**100%** 3,500.00
Varsity Assistant	**45%** $ 1,575.00	**48%** 1,680.00	**50%** 1,750.00	

	1	2	3	4
Varsity Assistant/Junior High Head.....	**45%** $ 1,575.00	**48%** 1,680.00	**50%** 1,750.00	
CROSS COUNTRY/TENNIS/GOLF **Max Salary $2,941**				
Varsity Head.....	**85%** $ 2,500.00	**90%** 2,647.00	**95%** 2,794.00	**100%** 2,941.00
Varsity Assistant.....	**45%** $ 1,323.45	**48%** 1,411.68	**50%** 1,470.50	

APPENDIX E

Healthcare in place for the 2025-26 through 2027-28 School Year

Overview of PPOBlue Qualified High Deductible Health Plan

BENEFIT	PPOBlue Qualified High Deductible Health Plan Group Numbers: Professional Staff & Management: 13184-40 (Active), 13185-40 (Retirees), & 13184-70 (COBRA) Support Staff: 17802-85 (Active) 17802-86 (Retirees) & 17802-87 (COBRA)	
	In-Network Care[1]	**Out-of-Network Care[1, 2]**
Policy Provisions		
Benefit Period	July 1 - June 30	
Benefit Period Deductible[3] (Employee Only Plan / Family Plan)	$1,650 / $3,300 Applies to Medical and Prescription Drug Benefits	
Co-Insurance (The Plan Pays:)	100% after deductible	80% after deductible
Annual Out-of-Pocket Maximum (Employee Only Plan / Family Plan)	Not Applicable *Does not apply when the in-network co-insurance is 100% after deductible*	$1,500 / $3,000[4] (not including deductibles) (not including balance billing)
Total Maximum Out-of-Pocket (Employee Only Plan/Family Plan)[5] (Includes medical and prescription drug deductible, coinsurance, & copays)	$1,650 / $3,300	Not Applicable
Lifetime Maximum Per Person	Unlimited	
Dependent Eligibility	Dependents To Age 26	
Precertification Requirements	Yes (provider responsibility)	Yes[6]
Preventive Care Services		
Routine Physical Exams (adult & pediatric)	100% (deductible does not apply)	80% after deductible
Routine Gynecological Exams, including PAP Test	100% (deductible does not apply)	80% (deductible does not apply)
Adult Immunizations	100% (deductible does not apply)	80% after deductible
Childhood Immunizations	100% (deductible does not apply)	80% (deductible does not apply)
Mammograms - Routine	100% (deductible does not apply)	80% after deductible
Colorectal Cancer Screening - Routine	100% (deductible does not apply)	80% after deductible
Hospital / Physician Services		
Physician Office Visits	100% after deductible	80% after deductible
Specialist Office Visits	100% after deductible	80% after deductible
Maternity Care (facility & professional)	100% after deductible	80% after deductible
Inpatient Hospital Services	100% after deductible	80% after deductible
Outpatient Hospital Services	100% after deductible	80% after deductible
Medical/Surgical Services (except office visits)	100% after deductible	80% after deductible
Diagnostic Services Advanced Imaging (MRI, CAT Scan, PET Scan, etc)	100% after deductible	80% after deductible
Basic Diagnostic Services (Standard Imaging, Diagnostic Medical, Lab/Pathology, Allergy Testing)	100% after deductible	80% after deductible
Mammograms - Medically Necessary	100% after deductible	80% after deductible
Colorectal Cancer Screening - Medically Necessary	100% after deductible	80% after deductible
Allergy Extracts	100% after deductible	80% after deductible
Transplant Services	100% after deductible	80% after deductible
Emergency Services		
Emergency Room Services[7]	100% after deductible	
Ambulance	100% after deductible	80% after deductible
Therapy Services		
Spinal Manipulation Services	100% after deductible	80% after deductible
	Combined Limit: 20 visits per benefit period	
Physical Therapy Services	100% after deductible	80% after deductible
Speech & Occupational Therapy Services	100% after deductible	80% after deductible
Cardiac Rehabilitation, Chemotherapy, & Dialysis Treatment	100% after deductible	80% after deductible
Infusion & Radiation Therapy Services	100% after deductible	80% after deductible
Respiratory Therapy Services	100% after deductible	80% after deductible

Tyrone Area School District (All Employees)

Overview of PPOBlue Qualified High Deductible Health Plan

Non-Grandfathered

BENEFIT	PPOBlue Qualified High Deductible Health Plan Group Numbers: Professional Staff & Management: 13184-40 (Active), 13185-40 (Retirees), & 13184-70 (COBRA) Support Staff: 17802-85 (Active) 17802-86 (Retirees) & 17802-87 (COBRA)	
	In-Network Care[1]	Out-of-Network Care[1, 2]
Behavioral Health Services		
Mental Health - Inpatient	100% after deductible	80% after deductible
Mental Health - Outpatient	100% after deductible	80% after deductible
Substance Abuse - Inpatient Detoxification	100% after deductible	80% after deductible
Substance Abuse - Inpatient Rehabilitation	100% after deductible	80% after deductible
Substance Abuse - Outpatient Rehabilitation	100% after deductible	80% after deductible
Other Services		
Dental Services Related to Accidental Injury	100% after deductible	80% after deductible
Diabetes Treatment	100% after deductible	80% after deductible
Durable Medical Equipment	100% after deductible	80% after deductible
Enteral Formulae	100% after deductible	80% after deductible
Home Infusion Therapy	100% after deductible	80% after deductible
Home Health Care	100% after deductible	80% after deductible
Hospice Care	100% after deductible	80% after deductible
Infertility Counseling, Testing and Treatment[8]	100% after deductible	80% after deductible
Orthotics	100% after deductible	80% after deductible
Pediatric Extended Care Services	100% after deductible	80% after deductible
	Combined Limit: 100 days per benefit period	
Private Duty Nursing	100% after deductible	80% after deductible
Prosthetics	100% after deductible	80% after deductible
Skilled Nursing Facility	100% after deductible	80% after deductible
Prescription Drugs		
Prescription Drug (Retail)	100% after deductible[9] Up to a 31 day supply National Plus Pharmacy Network Open Formulary	
Prescription Drug (Mail Order)	100% after deductible[9] Up to a 90 day supply Open Formulary	

[1] You may be responsible for a facility fee, clinic charge or similar fee or charge (in addition to any professional fees) if your office visit or service is provided at a location that qualifies as a hospital department or a satellite building of a hospital.

[2] Precertification may be required for services rendered by out-of-network providers.

[3] Deductible is determined by the IRS and subject to change.

[4] Non-participating providers or those who are not in the Highmark network can bill members for the difference between the amount that the non-participating provider bills and the payment Highmark will make for the covered services that are performed by the non-participating provider. This is referred to as balance billing and the member's liability is not limited by the health plan. Balance billing liabilities are above and beyond the out-of-pocket maximum listed on this benefit grid.

[5] The in-network total maximum out-of-pocket as mandated by the federal government must include medical and prescription drug deductible, coinsurance, & copays. If you are enrolled as an individual, the deductible, and Total Maximum Out-of-Pocket for the "Employee Only" plan apply. If you are enrolled in a "Family" plan, the entire family deductible and Total Maximum Out-of-Pocket apply.

[6] HMS must be contacted prior to a planned inpatient admission or within 48 hours of an emergency or maternity-related inpatient admission. Some facility providers will contact HMS and obtain precertification of the inpatient admission on your behalf. Be sure to verify that your provider is contacting HMS for precertification. If not, you are responsible for contacting HMS. If this does not occur and it is later determined that all or part of the inpatient stay was not medically necessary or appropriate, you will be responsible for payment of any costs incurred.

[7] Emergency service is any health care service provided to a member after the sudden onset of a medical condition that manifests itself by acute symptoms of sufficient severity or severe pain, such that a prudent layperson who possesses an average knowledge of health and medicine, could reasonably expect the absence of immediate medical attention to result in: a) placing the health of the member, or, with respect to a pregnant woman, the health of the woman or her unborn child, in serious jeopardy; b) serious impairment to bodily functions; or c) serious dysfunction of any bodily organ or part.

[8] Treatment includes coverage for the correction of a physical or medical problem associated with infertility. Infertility drug therapy may or may not be covered depending on your group's prescription drug program.

[9] At a retail or mail order pharmacy, if your deductible has not been met, you pay the entire cost for your prescription drug at the discounted rate Highmark has negotiated. The amount you paid for your prescription will be applied to your deductible.

NOTE: *This grid is only provided as a brief overview of benefits. All services must be medically necessary and appropriate, as determined by Highmark Blue Cross Blue Shield, for benefits to apply.*
For questions concerning your benefits, please contact The Reschini Group at 1-800-442-8047.