

AGREEMENT

BETWEEN

EASTON AREA SCHOOL DISTRICT

AND

AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL
EMPLOYEES, AFL-CIO, DISTRICT 33 LOCAL 1881
ADMINISTRATIVE PROFESSIONALS

EFFECTIVE JULY 1, 2025 TO JUNE 30, 2028

FINAL DOCUMENT-BOARD AGENDA 7/22/2025

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**AGREEMENT BETWEEN EASTON AREA SCHOOL DISTRICT AND
AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL
EMPLOYEES AFL-CIO, DISTRICT 33 LOCAL 1881**

July 22, 2025

ARTICLE 1 - Recognition

This agreement is made and entered into as of July 22, 2025, by and between the Easton Area School District, 1801 Bushkill Drive, Easton, Pennsylvania 18040, hereinafter called the employer, and the American Federation of State, County and Municipal Employees AFL-CIO, District Council 33, Local 1881, Easton, Pennsylvania 18042, hereinafter called the union, which union is and has been recognized as the bargaining agent for those employees as certified by the Pennsylvania Labor Relations Board.

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, deleted 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

This term of agreement shall begin on July 1, 2025 and shall continue in full force and effect until June 30, 2028 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 evidence by an amendment to this agreement, to which amendment both parties shall signify approval by affixing their signatures thereto.

ARTICLE 3- No Strike- No Lockout Provision

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 defined in Section 301(9) of Act 195) during the term of this agreement.

ARTICLE 4 - Job Classifications

Job Classifications:

The following job classifications shall apply:

1. Administrative Professionals
2. Part-time Administrative Professionals (employees working 25 hours or less per week).

The Administration may replace a full-time administrative professional position with either two (2) part-time administrative professionals, not in the same position, or one (1) part-time administrative professional based on any of the following qualifying events:

1. Significant decrease in student enrollment
2. School closure or redistricting
3. Resignation, retirement or termination of a current administrative professional employee
4. Use of technology, which makes a current administrative professional position obsolete

No fringe benefits other than those specified in this agreement will be provided to part-time employees.

Employees are to perform Administrative Professional duties as designated by their immediate supervisors and are to assist in other Administrative Professional areas as needed in determination of management.

Substitutes:

In the absence of permanent employees, the Board will provide substitute administrative professional employees. Substitute administrative professionals will be employed when needed in judgment of the administration.

Article 5 - Wages and Salary

Full-time and part-time employees' salaries will be in accordance with the following salary progression. New hires will start at Year 1, Step A of the chart and progress Step B, Year 2, Step C, Year 3 etc. All employees will automatically progress annually starting at Year 1 to the next step of the chart.

Full-Time Employees

Starting Salary full time:

2025-2026: \$38,463

2026-2027: \$39,617

2027-2028: \$40,806

	Current	Year 1	Year 2	Year 3
	24-25	25-26	26-27	27-28
A	\$37,343	\$38,463	\$39,617	\$40,806
B	\$38,463	\$39,957	\$41,155	\$42,390
C	\$39,764	\$41,155	\$42,754	\$44,036
D	\$40,650	\$42,547	\$44,036	\$45,747
E	\$41,250	\$43,496	\$45,526	\$47,119
F	\$41,763	\$44,138	\$46,540	\$48,713
G	\$42,467	\$44,686	\$47,227	\$49,798
H	\$43,291	\$45,440	\$47,814	\$50,533
I	\$44,115	\$46,321	\$48,620	\$51,161
J	\$44,650	\$47,203	\$49,564	\$52,024
K	\$45,156	\$47,776	\$50,507	\$53,033
L	\$45,777	\$48,317	\$51,120	\$54,043

M	\$46,000	\$48,981	\$51,699	\$54,698
N	\$46,603	\$49,220	\$52,410	\$55,318
O	\$47,620	\$49,865	\$52,665	\$56,079
P	\$48,486	\$50,953	\$53,356	\$56,352
Q	\$49,400	\$51,880	\$54,520	\$57,091
R	\$50,494	\$52,858	\$55,512	\$58,337
S	\$51,196	\$54,029	\$56,558	\$59,397
T	\$52,400	\$54,780	\$57,811	\$60,517
U	\$53,419	\$56,068	\$58,614	\$61,857
V	\$54,935	\$57,158	\$59,993	\$62,717

The salaries outlined below represent the wages for six current full-time administrative employees who each received an additional \$2,000 in compensation, in accordance with a provision from a prior contract. Over the three-year term of this agreement, the individuals identified in the following steps will remain at their designated step level. While there will be no step movement, movement across columns will occur.

Admin Professionals (\$2000 increase per current contract)				
	Current	Year 1	Year 2	Year 3
	24-25	25-26	26-27	27-28
Employees 1 and 2	\$43,771	\$46,834	\$50,112	\$53,620
Employee 3	\$47,164	\$50,465	\$53,998	\$57,778
Employee 4	\$48,008	\$51,369	\$54,964	\$58,812
Employees 5 and 6	\$50,494	\$54,028	\$57,809	\$61,855

Part-Time Employees

Starting Salary Part Time:

2025-2026: \$18.00

2026-2027: \$18.50

2027-2028: \$19.00

	24-25	25-26	26-27	27-28
A	\$17.40	\$18.00	\$18.50	\$19.00
B	\$18.30	\$18.62	\$19.26	\$19.80
C	\$19.05	\$19.58	\$19.92	\$20.61
D	\$19.62	\$20.38	\$20.95	\$21.32
E	\$20.11	\$20.99	\$21.81	\$22.42
F	\$20.61	\$21.52	\$22.46	\$23.34
G	\$21.09	\$22.05	\$23.02	\$24.03
H		\$22.57	\$23.60	\$24.64
I			\$24.15	\$25.25
J				\$25.84

Direct Deposit shall be required for all bargaining unit members/employees.

Salaries for substitute employees shall be less than the hourly rate for part-time employees. Said

amount shall be determined by management.

Temporary Employees:

1. Seniority credit is not earned during "temporary employee" status.
2. No benefits will be provided by the district to "temporary employees."
3. The parties agree that the district shall have the prerogative to use temporary secretaries for purposes of special projects. Administration agrees to advise the union of the location, purpose, and duration of the project in writing.
4. The salary for "temporary employees" will be less than the entry-level amount and will remain constant during their term as a "temporary employee."

Longevity Payment:

Employees who have completed the required number of consecutive years of district service within the employee group by June 30 shall receive the following longevity payment in addition to the negotiated increase:

Full-time 36 ¼ hours per week		Part-time	
Years of Service	Payment	Years of Service	Payment
5-9	\$100	5 - 9	\$ 50
10:	\$ 150	10	\$ 100
11	\$ 165	11	\$ 110
12.	\$ 180	12	\$ 120
13;	\$ 195	13	\$ 130
14	\$ 210	14	\$ 140
15:	\$ 250	15	\$ 150

16	\$ 265	16	\$ 200
17	\$ 280	17	\$ 210
18	\$ 295	18	\$ 220
19	\$ 310	19	\$ 230
20	\$ 350	20	\$ 250
21	\$ 365	21	\$ 270
22	\$ 380	22	\$ 290
23	\$ 395	23	\$ 310
24	\$ 410	24	\$ 330
25	\$ 450	25	\$ 350
26	\$ 465		
27	\$ 480		
28	\$ 495		
29	\$ 510		
30	\$ 550		
31	\$ 565		
32	\$ 580		
33	\$ 595		
34	\$ 610		
35	\$ 650		
36	\$ 665		
37	\$ 680		
38	\$ 695		
39	\$ 710		
40	\$ 750		

Employees who become eligible for full retirement benefits as outlined in the section entitled Accumulated Sick Leave and who elect to retire during the school year shall receive a prorated longevity payment based on the number of months actually worked in the year of retirement.

Said bonus shall be payable the first pay of July in the year following completion of each year of service thereafter.

Method of Payment:

Each employee covered by the provisions of this agreement shall receive their annual salary or wages in 24 pay periods.

Payment for Overtime:

Employees who work in excess of forty (40) hours per week shall be compensated in accordance with the Wage and Hour Law also known as the Fair Labor Standards Act. Any overtime above 40 hours per week will be paid at time and one half. All overtime must have the appropriate central administration and immediate supervisor pre-approval with the exception of an immediate emergency situation.

ARTICLE 6- 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 in Article 6 as follows.

Fair Share:

The School District and the Union agree to comply with all provisions of said law.

Maintenance of Membership:

All employees who are members of the recognized union at the time of the execution of this agreement shall be subject to the "Maintenance of Membership" provision of Article III, Subsection 18, of the Public Employee Relations Act 195.

Release Time:

The Association President or designee shall have three (3) days cumulative paid release time per year to conduct Union business.

Hours:**Regular Full-time Work Day:**

The regular workday for members of the bargaining unit shall be 7 ¼ hours per day excluding lunch.

Regular Full-time Work Week:

The regular work week shall be 36 ¼ hours per week.

Summer hours will go into effect the Monday after the last student day of the school year and be as follows:

Monday-Thursday: 7:30 A.M.-3:30 P.M.

Summer hours will end effective the week prior to the students returning to school.

Working Schedules:

All offices will be closed on all paid holidays and school holidays, which shall include Winter Break and Thursday of Spring Break if students are not in session.

All offices will remain open on snow days unless directed by the superintendent and/or designee that office staff does not have to report and no member will be charged a vacation or personal day. When offices remain open on snow days, you may choose to use a personal or vacation day.

If school is closed, staff will be expected to report at the time specified by the superintendent or designee.

For those persons required to work on school holidays or paid holidays, the employee would earn 1½ day's compensatory time for each day worked. Student holidays falling within the school year shall be recognized as paid holidays. Juneteenth and July 4th shall be also be recognized as paid holidays.

When a substitute Administrative Professional cannot be secured and an Administrative Professional is required to cover for the vacancy, the Administrative Professional will be compensated a coverage rate as follows for the length of this contract:

- Full-day coverage = Ninety (\$90) dollars
- One-half day coverage = Forty-Five (\$45) dollars

Posting of Vacancies:

Whenever an Administrative Professional vacancy occurs, the administration shall post notice of the vacated position in all buildings within seven (7) working days. A copy of the posting shall also be emailed to each bargaining unit member within seven (7) working days. Employees will have seven (7) working days from the day the notice is posted to

submit their application to fill said vacancy. Any new positions shall be posted in all buildings for seven (7) working days with accompanying job descriptions, qualifications, and salaries except in cases of emergency.

Full-time employees may bid into a part-time position but only in accordance with the job description and the terms of employment (hours, salary, etc.) as specified for said position and thus terminating rights and benefits under their full-time position.

All posted positions must be filled within thirty (30) working days beginning from the first day of the posting.

If vacancies occur at the same time positions are being abolished, employees will only be permitted to bump after the vacancies have been posted and filled. If no one fills a vacancy through the bidding process, then that vacant position may be filled by bumping.

If anyone is hired into a bargaining unit position and subsequently resigns the position prior to the effective date of hire, the position will be immediately re-posted.

Probationary Period:

All newly hired employees shall work a probationary period of sixty (60) days worked beginning with the effective date of employment, during which time seniority rights and fringe benefits shall not be applicable and the employee may be dismissed by the employer, said dismissal not subject to the grievance procedure. Employees retained beyond the sixty (60) days worked period shall be reclassified as regular employees. After sixty (60) days worked, sick days and holiday pay shall be retroactive, commencing from the effective date of employee's original employment.

Days not actually worked, including, without limitation, sick days, school/paid holidays, days without pay, days when no work is scheduled, and any other day not actually worked do not count as days worked.

Fringe benefits shall be applicable for full-time employees after sixty (60) days worked.

Transfers:

A transfer is defined as a change in work or building assignment at the same classification (part-time to part-time or full-time to full-time) with no increase in salary. For purpose of transfer, district seniority shall prevail provided that the senior bidding employee has the qualifications, skills and abilities to perform in that position. Employees transferred at their request shall be subject to a probationary period often (10) working days as well as those probationary provisions as outlined in Article 6 of the contract. Should an employee not serve satisfactorily during the probationary period, the employee shall be returned to the previous position with restoration of seniority.

Should an employee request reassignment to the position previously held while serving the

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probationary period and be granted such request, the employee shall be returned to the previous position with restoration of seniority.

Once probation is lifted, a minimum period of one (1) year from the date of transfer must be served before an employee is eligible for other transfers.

Newly hired employees must serve one (1) year from date of hire before being eligible to transfer into another position.

All transfer positions must be filled in five (5) to seven (7) working days from the last day of posting.

Should an employee be approved for Family and Medical Leave on an intermittent basis, the district may temporarily transfer the employee into an alternative position, which better accommodates the needs of the individual. The other employee affected by this temporary transfer shall return to his/her position when the employee on leave is available for service.

Promotions:

A promotion shall be defined as a change in classification resulting in a higher salary. Promotions of employees shall be based on competency, skill, knowledge, and ability to perform the job, and other similar criteria. District seniority shall become applicable only when applicants are deemed equally qualified. Any promoted employee shall be subject to a probationary period of ten (10) working days as well as those probationary provisions as outlined in Article 6 of the contract. Should an employee not serve satisfactorily during the probationary period, the employee shall be returned to the previous position at the previous rate with restoration of seniority.

Should an employee request reassignment to the position previously held while serving the probationary period and be granted such request, salary shall revert to the previous rate with restoration of seniority.

All promotion positions must be filled in five (5) to seven (7) working days from the last day of posting.

Reduction in Force and Recall:

Reduction in force will be accomplished by:

1. Layoff the least senior of work force, or
2. Abolishing positions
3. When a position is abolished by the district the union president will be notified in writing within five (5) working days.
4. When an employee exercises their right to bump, the employee will retain their seniority, vacation, personal, and sick days.

An employee whose position is abolished can exercise "bumping" rights as outlined below:

1. First Bump: The employee whose position is abolished may bump any employee having less seniority provided the bumping employee possesses the skill, ability, and qualifications to perform in that position.
2. Second Bump: The employee who has been bumped may bump any employee having less seniority provided the bumping employee possesses the skill, ability, and qualifications to perform in that position.
3. Third Bump: The employee who has been bumped shall bump into the position of the least senior employee for which the bumping employee possesses the skill, ability, and qualifications to perform in that position.

In any bumping situation, no more than three (3) bumps shall be executed for each position abolished. The last employee bumped shall be placed on layoff.

The right of an employee to bump shall be exercised within two (2) working days starting with the date the employee is notified of the abolishment of his/her position.

Each employee subsequently bumped thereafter shall exercise the right to bump within one (1) working day starting with the date of officially being notified that he/she was bumped.

No employee will be physically transferred to a new position until all bumps are completed. All employees will be notified as soon as possible of the new positions the employees will be awarded.

Employees may bump within their classification or down, but may not bump up in classification. Employees who have no one with less seniority that could be bumped shall be placed on layoff.

When a reduction in force occurs, a full-time employee cannot bump a part-time employee. Also, a part-time employee cannot bump a full-time employee.

No employee can be bumped more than once in any 12-month period.

No new employees will be hired while there are employees on layoff. Vacancies, which occur, will be filled after proper postings by transfers or promotions from among present actively employed regular employees.

After all transfers and/or promotions are made, those positions remaining vacant shall be offered to those on layoff in the reverse order of their layoff.

If, within ten (10) working days after being notified by certified mail to return to work, the employee is not able to return to work due to other job commitments or refuses the position offered, the employee will be deemed to have voluntarily resigned.

In the event that an employee on layoff does not meet the qualifications of the position offered, the employee will continue on layoff status.

Whenever a full-time employee is anticipated to be furloughed, the Administration agrees to employ the most senior full-time employee among the furloughed employees (one employee only) as an Administrative Professional Permanent Substitute. The Permanent Substitute shall report to work daily and receive all wages and other benefits

as outlined in this agreement. The Permanent Substitute shall continue to accrue seniority. The Permanent Substitute shall be required to bid on any posted administrative professional positions and accept a posted position provided he/she is the most senior bidder, and possesses the skills, abilities and qualifications for the position. The Permanent Substitute position is not a permanent position for full-time bargaining unit employees. The most senior furloughed full-time administrative professional will only fill the Permanent Substitute position. Furloughed part-time employees do not have rights to the full-time permanent substitute position.

Union Activities Prohibited:

The union agrees that scheduled employee hours shall be productive hours and that there shall be no transactions of union business, solicitation of membership or distribution of union literature during working hours. Upon approval by the Chief Human Resource Officer or designee, the Union President, union officers and/or building representatives will be permitted to conduct union activities during scheduled employee hours.

Required Meetings and Hearings:

Whenever any employee is required to appear before the Superintendent, Board, or any committee or member thereof concerning any matter which could adversely affect the continuation of that employee in his/her office, position, or employment, or the salary or any increments pertaining thereto, then the employee, union, and union representative, if known, shall be given written notice, except in case of emergency, of the reason for such meeting or interview.

Employees shall be entitled to have a representative of the union present to advise the employee during such meeting or interview. If the Board has legal counsel present, the employee also shall be entitled to have legal counsel.

Any employee attending meetings and/or hearings not required by management shall be docked pay for time away from work. Grievant and subpoenaed parties will not be docked.

Progressive Discipline

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

1. First Offense: Verbal warning.
2. Second Similar Offense: Written reprimand and mandatory meeting

(employee has the right to attach a written rebuttal to any reprimand).

3. Third Similar Offense: One-day (1) suspension without pay.
4. Fourth Offense: Five-day (5) suspension without pay.
5. Fifth Offense: Discharge.

"Suspension without pay" shall be defined as commencing the day subsequent to receiving notification (written or verbal) of the suspension.

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.

Discharge: Pursuant to the provisions of Section 514 of the School Code, an employee may at any time be discharged for just cause for the following reasons:

1. Incompetency;
2. Intemperance;
3. Neglect of Duty;
4. Violation of the School Laws of the Commonwealth; and
5. Other Improper Conduct.

Safe Working Conditions:

Employees shall not be required to work under conditions, which violate Pennsylvania laws regarding safety, unsafe and hazardous conditions. When weather conditions or other emergencies necessitate an altered school schedule, the superintendent or his/her designee will confer with the union president or his/her designee to discuss an altered work schedule. All staff shall be allowed to leave the building when released by the superintendent or his/her designee. All buildings must be contacted.

Seniority:

Seniority shall be defined as the employee's continuous length of service with the Easton Area School District in the bargaining unit. Employees transferring from another bargaining unit do so without seniority but with retention of accumulated sick days. An employee's seniority shall be subject to and in accordance with those provisions of Article 6, Probationary Period.

There shall be two (2) seniority lists - one (1) for full-time employees and one (1) for part-time employees.

When a part-time employee becomes a full-time employee, seniority will begin on the

date that the individual starts as a full-time employee.

ARTICLE 7 - Other Employee Benefits

The parties agree that other employee benefits and rights to be provided under this agreement are accurately reflected in Article 7 as follows 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 in this Section, shall be evidenced by a revised Article 7 which shall be executed by the parties and attached hereto and made part of this agreement.

Life Insurance:

Upon the execution of this agreement, 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 bargaining unit member, his or her heirs or assigns, should insurance coverage lapse as a result of the bargaining unit member's failure to complete the necessary census data 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.

The board agrees to implement all the insurance coverage above as soon as possible.

Part-time bargaining unit members employed prior to ratification of this agreement are eligible to purchase life insurance at 100% of the cost.

Traditional and PPO
Prescription Drug Insurance
Dental Insurance
Life Insurance

Conditions of Insurance Coverage:

It is understood that the foregoing insurances (health, prescription, dental, life) can be purchased only if the employee has completed and returned to the payroll office all necessary census data required for enrollment.

Employee coverage shall begin upon satisfactory completion of the employee's probationary period and will be continuous for the duration of this agreement or until

the employee terminates his/her service with the district, whichever occurs sooner, or placed on leave of absence without pay status.

Employees who will be on leave of absence without pay shall submit in writing to the payroll office their intent as to whether monthly insurance premium payments will be contributed in the amount necessary to continue coverage.

Any premium payments contributed by the individual employee will be accepted subject to and consistent with the conditions of the insurance carrier's policy.

In the event that all or any insurance coverage should lapse, coverage will become effective no sooner than two (2) months subsequent to the completion and return to the payroll office of all necessary census data required for reinstatement provided the insurance carrier declares the employee eligible for reinstatement.

In the event that any insurance carrier declares the employee ineligible for coverage, the school district shall not be held responsible for any claims submitted by the employee, his/her heirs or assigns.

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

Paid Holidays:

The paid holidays for regular full-time and part-time employees shall be as follows:

Independence Day

Labor Day

Columbus Day

Thanksgiving Day

Day Following Thanksgiving Day

Monday following Thanksgiving Day

Day before Christmas

Christmas Day

Day before New Year's Day

New Year's Day

Martin Luther King Day

Presidents' Day

Good Friday

Easter Monday

Memorial Day

Juneteenth

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.

Payment for part-time employees shall be based on their daily scheduled hours.

Holiday pay is forfeited to those employees on layoff, probation, or leave without pay status.

Health Benefits:

The District shall provide a choice of either a Traditional or a PPO plan to all eligible employees enrolled prior to the effective date of this agreement. The District shall provide a PPO plan (only) to employees who become eligible after the effective date of this agreement.

Additionally, current employees in the PPO are not eligible for coverage under the Traditional plan. PPO deductibles for Individual/2-Person/Family-In Network shall be as follows:

2025-2026: \$300/\$600/\$900

2026-2027: \$400/\$700/\$900

2027-2028: \$500/\$800/\$1,000

PPO deductibles for Individual/2-Person/Family Out of Network shall be as follows:

2025-2026: \$750/\$1,500/\$2,000

2026-2027: \$900/\$1,750/\$2,000

2027-2028: \$1,000/\$2,000/\$2,000

There will be no changes to the Benefit Plan in relation to Traditional Coverage.

The deductibles and plan features for each plan are located in Appendix A.

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 installments per pay based on the agreed upon number of pays per year.

	2025-2028
Single	\$1,140.00
Two Person	\$1,248.00
Family	\$1,452.00

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

Part-time bargaining unit members employed prior to ratification of this agreement are eligible for health benefits at 100% of the cost to the district.

Beginning 7/1/2025, the district will implement Mandatory Generic Substitution.

GLPI Weight Loss drugs will be covered in the following way:

- 2025-2026: District continues to provide coverage.
- 2026-2027: Cost share at 50% of the total cost to the District and 50% total cost to the Bargaining Unit Member.
- 2027-2028: Cost share at 25% of the total cost to the District and 75% total cost to the Bargaining Unit Member.

Dental Insurance:

A group dental plan shall be purchased for each active full-time bargaining unit member and the member's eligible dependents. The maximum benefit per calendar year shall be \$1,500.00 per year, per person.

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 higher of the two but not both.

Part-time bargaining members employed prior to ratification of this agreement are eligible for health benefits at 100% of the cost to the district.

Vacations:

Full-time Employees

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

For each month of continuous service completed by June 30 of any given year, the employee shall accumulate paid vacation at the rate of 3 hours per month.

Description	Vacation Days
After completing 1 to 5 fiscal years of service	10 working days
After completing 6 to 10 fiscal years of service	15 working days
After completing 11 to 15 fiscal years of service	20 working days
After completing 16 - 25 years of service	25 working days

Part-time Employees

Part-time employees after completing one (1) fiscal year of continuous service from July 1 of any given year, shall receive five (5) paid prorated vacation days base on their daily schedule.

Description	Vacation Days
After completing 1 to 5 fiscal years of service	5 vacation days
After completing 6 to 15 fiscal years of service	10 vacation days
After completing 16 to 20 fiscal years of service	15 vacation days
After completing 20 or greater years of service	20 vacation days

At no time will a part-time administrative professional earn more than twenty days of pro-rated vacation time.

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

All vacation time must receive the pre-approval of the immediate supervisor. For purposes of computing vacation time, an employee who works more than 50% of the scheduled work time in any month shall be given credit for that month.

All vacations must be taken within twelve (12) months of the date from which they are earned. There will be no borrowing of vacation days.

During the term of the agreement, vacation days may not be accumulated and/or banked from contract year to contract year. Up to ten (10) vacation days may be cashed in under the following conditions:

Written notice must be provided to the Chief Operating Officer prior to December 31 in reference to the number of days for the said year the employee desires to cash in.

The compensation for the cashed in vacation days will be provided to the employee during the second pay period in July or the upcoming year.

Leaves of Absence:

I. Jury Duty:

In the event that any member of the bargaining unit is required to serve on any jury or grand jury or be subpoenaed as a witness and receive a witness fee, he or she will be reimbursed by the school district the difference in pay received for said jury duty from which he or she would have been paid had he or she worked the regularly scheduled hours for the school district.

The following procedure should be followed by all employees involved:

1. Upon receiving notice for selection for jury duty, the staff member must report the information to his/her immediate supervisor.
2. The immediate supervisor will write a letter requesting the staff member be excused (if that is what the person requests), or call central administration and request permission to excuse the staff member.
3. During jury duty, the staff member will be marked "excused" on payroll reports.
4. Upon receiving payment for jury duty, the staff member should endorse the check(s) and send the check(s) to the payroll department in order to receive full retirement credit while serving on jury duty.

Bereavement Leave

Whenever an employee is absent from work because of a death in the immediate family, there shall be no deduction in the wages or benefits of said employee for absence from the day of death up to and including the first working day after the funeral or memorial service, up to a maximum of five (5) days. Bargaining unit members shall be entitled to

use one sick day per year for the funeral of a friend. The Superintendent may extend the period of absence with pay as necessary upon written request from the employee. If necessary, the Board may further extend the period of absence without pay. Members of the immediate family shall be defined as father, mother, brother, sister, son, daughter, husband, wife, parent-in-law, son-in-law, daughter-in-law, stepson, stepdaughter, stepmother, stepfather, grandparent, grandchild, or permanent resident(s) in the home.

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.

3. Personal Leave:

All full-time and part-time employees shall be entitled to three (3) personal days of absence, with pay, per school year for personal reasons. All unused personal days shall be accumulated as sick days.

4. 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 or personal days.

5. Sick Leave:

- a. Number of Days - Full-time and part-time employees shall be granted one (1) day of sick leave for each month of regular service during the contractual year accumulative indefinitely. Compensation for part-time employees shall be based on their daily scheduled work hours. Five (5) sick days may be used for family sick leave, which includes caring for a child, spouse, or parent, per contract year.
- b. Use of Sick Leave - Compensation for sick days is applicable only to regularly scheduled workdays. When an employee uses sick leave, he or she is required to furnish upon request a physician's certificate for any absence of more than three (3) consecutive workdays.

An employee may use all of his or her accumulated sick leave in any one (1) year provided a medical report showing the necessity for the extended leave is filed in the office of the Superintendent.

When an employee exhausts all accumulated sick leave, those days absent from work will result in loss of pay for those days. When the employee returns to active employment, each month or greater portion of that month worked will earn for that employee one (1) sick day. As sick days are earned, compensation for those days lost previously for illness will be paid.

Absences due to job-related injuries compensable under the Pennsylvania Workers

Compensation Act shall not be charged against the employee's sick leave days. Employees will automatically be placed on disability leave status.

- c. Notification of Accumulated Sick Leave - Employees shall be given a written accounting of their individual accumulated sick leave no later than July 15 of each year except in cases of emergency.

6. Other Reasons:

Leaves without pay not exceeding one (1) year when requested may be granted for study, improvement of skills pertaining to the particular classification of the employee, or for any other valid reasons.

Leaves without pay other than for illness or other personal emergency shall require sufficient notice twenty (20) working days to allow time to find and train a replacement.

Employees who have been granted leaves of absence without pay for up to one (1) year shall not lose nor shall they accrue any seniority for that period of time spent on leave.

Employees returning from leave of absence without pay shall be assigned to the same or similar position held at the time said leave commenced.

Income Protection:

The Board shall provide income protection for any full-time bargaining 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 an 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 ninety (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:

1. Income protection benefits will begin after all accumulated sick days earned have been exhausted, but in no case sooner than thirty (30) consecutive work days after the point of sickness or injury.
2. 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.
3. Payments will be made in accordance with eligibility criteria as noted herein at the rate of 55% of 1/24th of the annual contracted base salary received at the time sickness or injury occurred, but at no time in excess of \$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.
4. Payments will coincide with existing pay periods as established under the recently expired contract.
5. The duration of income protection will be for up to 24 pay periods commencing from the date of eligibility (after thirty (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 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 (30) 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. 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 be 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 plans purchased 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 ninety (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 ninety (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 at no time to exceed one (1) 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. The district will pay fringe benefit premiums 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.

Payroll Deductions:

- a. The Board agrees to deduct dues and/or fees from the salaries of employees covered by this agreement in equal installments as mutually agreed upon and to transmit the monies electronically to the Union.
- b. The Board agrees to extend payroll deductions to include accounts with qualified financial institutions. Employees may choose one institution to receive the payroll deductions and may make no more than two requests for changes in the deduction amount per year.
- c. 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 reason of, action by the Board for the purpose of complying with this dues and fees agreement. In the event that there is any final 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.

Use of Personal Vehicles:

Bargaining unit members shall not be required to transport students. Bargaining unit members may agree to do so voluntarily with the approval of their immediate supervisor. Compensation shall be equal to the prevailing mileage rate paid to school district administrators for use of their automobiles. 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.

Accumulated Sick Leave:

- I. Retirement: Upon the retirement of a full-time employee of the Easton Area School District, the District shall make payment for unused sick leave to said employee in accordance with the qualifications and limitations hereinafter set forth.
 - a. The employee shall submit written notice of his or her intention to retire to the Superintendent sixty (60) working days prior to retirement. This requirement of notice of intention may be waived by the Board for reasons of illness or urgent family circumstances.
 - b. Said notice shall contain one of the following statements:
 - i. 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.
 - n. That the employee is retiring and (a) has at least thirty-five (35) eligibility points, or (b) is at least sixty (60) years of age and has at least 30 eligibility points, or (c) is at least sixty-two (62) years of age and has at least five (5) years of service in the Easton Area School District.
 - m. The retiree will receive \$\$200 for every year of service in the EASD with a minimum of ten (10) years of service.
 - c. If any of the above provisions are in conflict with Act 96 of 1975, Act 96 shall prevail.

- d. 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.
 - e. Payment shall be made in a lump sum to a 403b plan through the district's provider. Payment will be made in January of the fiscal year following 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 (2) years from the date of retirement, and said payment shall be subject to any deductions imposed by any governmental body.
2. Retirement: Upon the retirement of a part-time employee of the Easton Area School District, the retiree shall receive \$75.00 for every year of service in the EASD with a minimum of fifteen (15) years of service.
 3. 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 hereafter set forth:
 - a. The beneficiary to whom payment shall be made will be the beneficiary specified by the employee on his/her 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 his estate.
 - b. The payment herein referred to shall be equivalent to 25% of unused sick leave accumulated in the Easton Area School District at the then current salary of the employee.
 - c. Payment shall be made in a lump sum as soon as practical and within one (1) year from the date of death, and said payment shall be subject to any deductions imposed by any governmental body.

Professional Development Enrichment:

Administrative Professionals will be reimbursed for any non-credit or credited course to enhance their professional skills and abilities. Administrative Professionals will be reimbursed up to an amount equivalent to the Northampton County Community College (NCCC) undergraduate credit rate for three (3) credits per contract year (July 1-June 30).

ARTICLE 8 - Grievance Procedure

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 8 attached hereto and made a part of this agreement.

A. 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 or a group of employees involved within fifteen (15) days from the time an employee involved or group of employees involved knew of its occurrence.
3. 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.

B. Confidentiality:

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

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 parties at the level of the grievance.
2. Failure at any step of this procedure to communicate the decision on an 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 this 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 any 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.

C. Levels:

1. Level 1. 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 2. If, as a result of the discussion, the alleged grievance is not resolved to the satisfaction of the employee within five (5) school days, the alleged grievance shall be set forth in writing to the immediate supervisor, with a copy to the bargaining agent specifying:
 - a. the nature of the alleged grievance;
 - b. the section or sections of the contract allegedly violated;
 - c. the results of previous discussions;
 - d. 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 (6) school days after receipt of the written alleged grievance. If a class-action grievance is not resolved at Level 1, it shall be set forth in writing to the Superintendent and shall be considered at Level 3.

3. Level 3. The employee, no later than six (6) days after receipt of the decision of the immediate supervisor, may appeal said decision to the Superintendent or a designee of the Easton Area School District, with a copy to the bargaining agent, stating dissatisfaction with decisions previously rendered. The Superintendent or a designee shall communicate the decision, supported by facts, in writing, to the employee, to the immediate supervisor and to the bargaining agent.
4. Level 4. If the alleged grievance is not resolved to the satisfaction of the employee, the aggrieved may, not later than six (6) days after the receipt of the decision of the Superintendent or a designee, request a review by the Easton Area School Board. The request shall be submitted in writing through the Superintendent or a designee who shall attach all related papers and forward the request to the Easton Area School Board.

The Easton Area School Board or a committee thereof shall review the alleged grievance. The Easton Area School Board shall hold a hearing with the employee or group of employees involved and render a decision in writing to the employee or group of employees involved and to the bargaining agent within forty-five (45) days of receipt of the grievance by the Superintendent.

5. Level 5. Arbitration will follow the procedure as outlined in Act 195, Article IX, Section 903.

6. Group Grievances. If in the judgment of the bargaining unit a grievance affects a group of employees, the bargaining unit may submit such grievance in writing to the Superintendent, or a designee, and the processing of such grievance shall be commenced at Level 3 of the grievance procedure. The number of employees including bargaining representatives actually to be present at any meeting involving a group grievance is not to exceed three (3).

D. Miscellaneous:

1. All documents, communications, and records dealing with the processing 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 Superintendent or a designee, 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.

ARTICLE 9 - 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 10 - 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 waive and by this agreement do not waive any rights or powers granted 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 11 - Separability

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

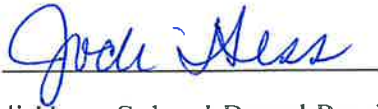
ARTICLE 12 - Collective Bargaining Law

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.

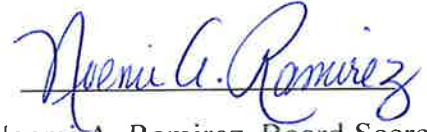
ARTICLE 13 - Effective Date and Signature

This agreement is made and entered the day and year first written to be effective as set forth herein.

Easton Area School District



Jodi Hess, School Board President

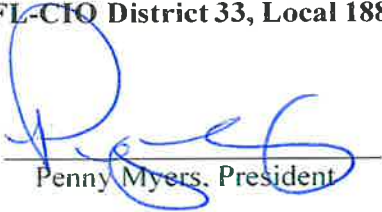


Noemi A. Ramirez, Board Secretary

7/22/25
Date

7/22/25
Date

**American Federation of State, County, Municipal, Employees
AFL-CIO District 33, Local 1881**



Penny Myers, President



Tara Negron, Vice President

APPENDIX A

EASTON AREA SCHOOL DISTRICT-ADMINISTRATIVE PROFESSIONAL GROUP MEDICAL PLAN CHART

YOUR MEDICAL PLAN SUMMARY OF COST SHARING		
	Member Responsibilities	
	If provider is in-network	If provider is out-of-network
Deductible (per benefit period)	\$300 per member \$600 per 2-party \$900 per family	\$750 per member \$1,500 per 2-party \$2,000 per family
Coinsurance (Percentage you pay after your deductible is met)	No member coinsurance	20% coinsurance after deductible
Out-of-pocket maximum (The most you pay per benefit period, after which benefits are paid at 100%)	Overall in-network out-of-pocket maximum includes deductible, copayments, and coinsurance for medical and prescription drugs: \$1,250 per member \$2,500 per 2-party \$3,750 per family	Out-of-network medical coinsurance-only maximum: \$2,000 per member \$4,000 per 2-party \$6,000 per family Overall out-of-network out-of-pocket not applicable
Office Visit / Urgent Care / Emergency Room Copayments		
VirtualCare (non-specialist) visits—delivered via the Capital Blue Cross VirtualCare platform	\$10 copayment per visit	Not applicable
Office visits and consultations (in-person & telehealth)—performed by a family practitioner, general practitioner, internist, pediatrician, network retail clinic or in-person	\$30 copayment per visit	20% coinsurance after deductible
Specialist office visits (in-person, telehealth & via the Capital Blue Cross VirtualCare platform)	\$30 copayment per visit	20% coinsurance after deductible VirtualCare—Not applicable
Urgent care services	\$25 copayment per visit	
Emergency room	\$50 copayment per visit, waived if admitted	
Preventive Care		
Pediatric and adult preventive care	No charge, deductible waived	20% coinsurance after deductible
Screening gynecological exam and pap smear (one per benefit period)	No charge, deductible waived	20% coinsurance, deductible waived
Screening mammogram (one per benefit period)	No charge, deductible waived	20% coinsurance, deductible waived
Facility / Surgical Services		
Inpatient hospital room and board including	No charge after deductible	50% coinsurance after deductible
Acute inpatient rehabilitation	No charge after deductible	50% coinsurance after deductible
Skilled nursing facility	No charge after deductible	50% coinsurance after deductible
Maternity services and newborn care	No charge after deductible	20% coinsurance after deductible
Surgical procedure and anesthesia (professional charges)	No charge after deductible	20% coinsurance after deductible
Outpatient surgery at ambulatory surgical center (facility charge only)	No charge after deductible	Not covered
Outpatient surgery at acute care hospital (facility charge only)	No charge after deductible	50% coinsurance after deductible
Diagnostic Services		
High tech imaging (such as MRI, CT, PET)	No charge after deductible	20% coinsurance after deductible
Radiology (other than high tech imaging)	No charge after deductible	20% coinsurance after deductible
Independent laboratory	No charge after deductible	20% coinsurance after deductible
Facility-owned laboratory (i.e. Health System owned)	No charge after deductible	20% coinsurance after deductible
Diagnostic mammogram	No charge after deductible	20% coinsurance after deductible
Therapy Services (Rehabilitative and Habilitative Services)		
Physical therapy (30 visits per benefit period)	\$30 copayment per visit	20% coinsurance after deductible
Occupational therapy (30 visits per benefit period)	\$30 copayment per visit	20% coinsurance after deductible
Speech therapy (30 visits per benefit period)	\$30 copayment per visit	20% coinsurance after deductible
Respiratory therapy	\$30 copayment per visit	20% coinsurance after deductible
Manipulation therapy (20 visits per benefit period)	\$30 copayment per visit	20% coinsurance after deductible
Mental Health (MH) and Substance Use Disorder Services (SUD)		
MH inpatient services	No charge after deductible	20% coinsurance
MH outpatient services	\$30 copayment per visit	20% coinsurance
SUD detoxification inpatient	No charge, deductible waived	50% coinsurance
SUD rehabilitation outpatient	No charge, deductible waived	20% coinsurance

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

