

**SCHOOL POLICE/SECURITY EMPLOYEES' POLICY**

**JULY 1, 2023 THROUGH JUNE 30, 2026**

**BOARD APPROVED July 26, 2023**

## **I. SCHOOL POLICE/SECURITY STAFF**

Armed School Police Officers are those individuals who have been sworn through the Fayette County Court as School Police Officers, having completed the Pennsylvania State Police Academy or Pennsylvania Municipal Police Academy and having at least one (1) year of Police/Law Enforcement experience.

Armed School Security Agents are those individuals who have successfully completed the Pennsylvania Act 235 Training with firearms endorsement, and have at least one (1) year of armed security experience in a school, private industry or institutional setting. Unarmed School Security are those individuals having at least one (1) year of unarmed security experience in a school, private industry or institutional setting.

## **II. DEFINITIONS**

**A.** Full time Armed School Police Officers and full time Armed School Security Agents are defined for the purposes of this agreement as an employee who is regularly scheduled to work a minimum of eight (8) hours per day, inclusive of a paid thirty (30) minute lunch, during the school calendar year, one hundred eighty-five (185) days, with additional days as needed.

**B.** Part time Armed School Police Officers, part time Armed School Security Agents and part time Unarmed School Security are defined for the purpose of this agreement as an employee who is scheduled to work a maximum of twenty-nine (29) hours per week, inclusive of a paid thirty (30) minute lunch, if working an eight (8) hour day. The employer reserves the right to use part time officers based upon the operational needs as determined by the employer.

## **II. WORK YEAR**

The work year shall be within the confines of the school calendar, and the Board will determine days.

## **III. WORK WEEK**

The work week for a full time employee shall typically consist of five (5) days, Monday through Friday.

## **IV. WORK DAY**

The work day for a full time employee shall typically consist of eight (8) hours, inclusive of a paid thirty (30) minute lunch.

## **V. EMPLOYEE BENEFITS**

### **A. TAX SHELTERED ANNUITY**

This plan is available to all employees of the Connellsville Area School District by means of a payroll deduction, in accordance with school district policy.

## **B. FAYETTE COUNTY SCHOOL EMPLOYEES' CREDIT UNION**

This program is available to all employees of the Connellsville Area School District by means of a payroll deduction.

## **VI. PAID LEAVES OF ABSENCE**

### **A. PAID DAYS OFF**

Each full time Armed School Police Officer and full time Armed School Security Agent shall be credited with five (5) paid days off per school years. Unused paid days off will not accumulate from year to year and must be used in the year they are granted. Paid days off will be prorated for first and last years.

### **B. JURY DUTY**

Full time employees shall be paid their salary on days they are required to serve on jury duty. Upon receipt of payment for service as a juror, employee shall provide proof of the amount received as a juror (less mileage), and submit amount received to the district.

If the employee is called for jury duty a non-scheduled work day, the employee shall not be compensated and shall not be required to submit payment to district.

### **C. BEREAVEMENT LEAVE**

Five (5) work days paid leave of absence for a death in the immediate family of a full time Armed School Police Officer or a full time Armed School Security Agent and a one (1) work day leave of absence for a death of a near relative of full time Armed School Police Officer or a full time Armed School Security Agent shall be granted each employee. The five (5) or one (1) working days must be taken within eight (8) calendar days of the death of the family member.

1. Members of the immediate family shall be defined as parents, step-parents, brother/sister, step-brother/sister, son/daughter, step-son/daughter, spouse, parent-in-law, or any near relative who legally resides in the same household with the employee or any person with whom the employee has made his/her home.
2. Near relative shall be defined as first cousin, grandparent, grandchild, aunt, uncle, niece, nephew, son-in-law, daughter-in-law, brother-in-law, or sister-in-law.

## **VII. UNPAID LEAVE OF ABSENCES**

Full time Armed School Police Officers and full time Armed School Security Agents will be eligible for leave of absences (paid or unpaid) under the same terms and conditions as outlined in Article X of the CAESPA Collective Bargaining Agreement.

### **VIII. HOLIDAYS**

The Board shall grant three (3) holidays annually to full time Armed School Police Officers and full time Armed School Security Agents as follows:

1. Thanksgiving Day
2. Day After Thanksgiving
3. Day Before Christmas
4. Christmas Day
5. New Year's Day
6. Good Friday

### **IX. LIFE INSURANCE**

The Connellsville Area School District shall provide, at no expense to the full time Armed School Police Officers and full time Armed School Security Agents forty thousand dollars (\$40,000) double indemnity life insurance coverage, with a provider of the district's choice.

### **X. BASIC HEALTH INSURANCE**

All full time Armed School Police Officers and full time Armed School Security Agents may purchase the Standard Value Plan Medical Insurance benefits as approved by the Allegheny County Schools Health Insurance Consortium (ACSHIC), as outlined in Article XII of the CAESPA Collective Bargaining Agreement at their own expense through district payroll deduction.

### **XI. EYE CARE INSURANCE FOR FULL TIME ARMED SCHOOL POLICE OFFICERS AND FULL TIME ARMED SCHOOL SECURITY AGENTS**

The Connellsville Area School District shall provide vision insurance coverage for the individual employee beginning July 1, 2018, the Davis Vision "Fashion Vision" Plan as approved by the Allegheny County Schools Health Insurance Consortium (ACSHIC). Any changes which the Trustees of the Consortium make to the benefit design or provider of this plan shall become part of the coverage under this section. The employee will be required to pay the following percent of the premium cost for eye care:

Individual Coverage	6%
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Employees who elect to take advantage of this plan must do so in writing during the open enrollment period each school year.

If the employee wishes to purchase the family plan, he or she may do so at his or her own expense through payroll deduction.

**XII. DENTAL INSURANCE  
FOR FULL TIME ARMED SCHOOL POLICE OFFICERS  
AND FULL TIME ARMED SCHOOL SECURITY AGENTS**

Individual Dental Insurance will be provided for the individual employee beginning July 1, 2018 in the ACSHIC plan, and they shall contribute to the premium payment according to the following monthly schedule for the life of the policy:

Individual Coverage	6%
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If the employee wishes to purchase the family plan, he or she may do so at his or her own expense through payroll deductions.

**XII. RETIREMENT PROGRAM FOR  
FOR FULL TIME ARMED SCHOOL POLICE OFFICERS  
AND FULL TIME ARMED SCHOOL SECURITY AGENTS**

All School Police Officers and School Security Agents will be enrolled into the Public School Employees' Retirement System.

**XIII. CLOTHING, MAINTENANCE AND POLICE EQUIPMENT**

**A. Clothing**

Each employee shall receive uniforms and badges, which shall be at the employer's expense.

**B. Repairs**

The employer shall pay for the cost of repairs or replacement of the uniform required because of uniform damage arising out of the course of employment, without charge to the employee.

**C. Uniform Changes**

Without charge to the employee, the employer shall provide all necessary uniform changes to all employees as a result of a change made by the Employer.

**XIV. OFFICER PERFORMANCE, SAFETY AND COMFORT**

**A. Ammunition**

The employer shall purchase and supply each Act 235 certified employee with ammunition and chemical agents, as determined necessary by the Director of Security or the Superintendent.

**B. Firearms Qualification**

Each armed security employee shall be required to qualify with his/her primary firearm one (1) time per school calendar year. This provision may be modified and the number of times required to qualify may be modified at the discretion of the Director of Security or the Superintendent.

**D. Additional Training**

Each armed security employee shall be required to undergo bi-annual updates on CPR, First Aid and AED classes, as scheduled by the Director of Security or the Superintendent.

**XV. PAY SCALE**

**GROUP 1**

**Act 235 Certified Employees**

**(Full/Part Time School Police Officers & Full/Part Time School Security Agents)**

	2022-2023	2023-2024	2024-2025	2025-2026	
*Year 1	20.00	22.00	23.00	24.00	
*Year 2	20.50	22.50	23.50	24.50	
Year 3	21.00	23.00	24.00	25.00	

\*Newly hired Act 235 Certified employees as of July 1, 2018 shall receive one dollar (\$1.00) per hour less in the first year of employment, fifty cents (\$.50) per hour less in the second year of employment and will reach rate in the third year of employment.

**GROUP 2**

**Non-Act 235 Certified Employees**

**(Unarmed School Security)**

	2022-2023	2023-2024	2024-2025	2025-2026	
*Year 1	12.85	13.50	13.75	14.00	
*Year 2	13.35	14.00	14.25	14.50	
Year 3	13.85	14.50	14.75	15.00	

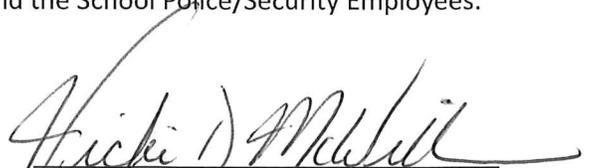
\*Newly hired Non-Act 235 Certified employees as of July 1, 2018 shall receive one dollar (\$1.00) per hour less in the first year of employment, fifty cents (\$.50) per hour less in the second year of employment and will reach rate in the third year of employment.

**EFFECTIVE DATES AND SIGNATURES:**

This agreement is approved by the Board of School Directors and entered into this \_\_\_ day of \_\_\_\_\_, 2023, by and between the Connellsville Area School District and the School Police/Security Employees.



David Panzella, President  
Board of School Directors



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