



AGREEMENT

BETWEEN THE

BOARD OF SCHOOL DIRECTORS
OF THE
PINE GROVE AREA SCHOOL
DISTRICT

AND THE

PINE GROVE AREA EDUCATION
ASSOCIATION

July 1, 2023 to June 30, 2027

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AGREEMENT

WHEREAS, the Pine Grove Area School Board of Education has voluntarily endorsed the practices and procedures of collective bargaining as a peaceful, fair, and orderly way of conducting its relations with its employees insofar as such practices and procedures are appropriate to the special functions and obligations of the Board, are permitted by law, and are consonant with interests of the students, the school system and the public; and

WHEREAS, pursuant to the provisions of the Public Employee Relations Act (ACT 195 of 1970) and ACT 88 of 1992, the Pine Grove Area Education Association and the Pine Grove Area Board of Education signed and filed a Joint Request for Certification with the Pennsylvania Labor Relations Board; and

WHEREAS, the designated representatives of the Pine Grove Area Board of Education have met with representatives of the Pine Grove Area Education Association and fully considered and discussed with them, in behalf of the employees in the Bargaining Unit, wages, hours, and other terms and conditions of employment and procedures for the presentation and adjustment of certain types of complaints;

NOW THEREFORE, it is agreed as follows:

I. Recognition

- A. The Pine Grove Area Education Association, hereinafter called the "Association", is hereby recognized by the Pine Grove Area School District hereinafter called the "Board", as the bargaining agent for the Pine Grove Area Guidance Counselors, Librarians, Nurses, Classroom Teachers, and full-time substitutes (any certified person that is employed to fill a temporary vacancy created by one Bargaining Unit Member's leave, which exists for a minimum period of ninety (90) consecutive days hereinafter called the Bargaining Unit, and for the employees properly included in the Bargaining Unit under the conditions of Pennsylvania Law (Act 195) providing for collective bargaining for public employees.
- B. Both parties 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.

II. Term of Agreement

The term of this agreement shall begin on July 1, 2023 and shall continue in full force and effect until June 30, 2027

III. Wages and Salary Provisions

A. Salary

1. General Provisions

- a. "Total Salary" - That salary determined from the schedules provided for in this section.
- b. Current employees shall be paid as per attached schedule for the term of this contract (see Appendix A)
- c. Salary Increases:
2023-2027: Salaries as per schedules in Appendix A.

- d. Any newly hired Bargaining Unit Member shall be credited on the salary schedule with steps per their years of educational experience or industry experience outside of the field of education after discussion between Association leadership and District Administration.

B. Additional Instruction

- 1. Additional instruction assignments and additional activities related to a Bargaining Unit Member's position shall not be obligatory but shall be with the consent of the Bargaining Unit Member involved. All qualifications being equal, preference in making such assignment shall be given Bargaining Unit Members.
- 2. Among Bargaining Unit Members, preference shall be given to:
 - a. area of certification,
 - b. seniority; and
 - c. the return of the application by the deadline established by the Superintendent.
- 3. Teachers who agree to accept responsibility for the following services shall be paid at an hourly rate which shall be the hourly rate established from time to time by the Board, which shall be not less than \$30.00 per hour except for prep/special.

- a. Professional services including teaching, counseling, and program coordination.
- b. Revise/develop new curriculum with the number of hours not to exceed the limits stated below (curriculum writing to be done on school premises):

Full-year Course (meets daily at minimum)	Not to exceed 40 hours*
Semester Course (meets daily at minimum)	Not to exceed 20 hours*
All Other Courses Not to exceed 20 hours*	
(meets less than 90 day/year)	

*When unique/unusual circumstances exist, the Superintendent may review the maximum allowable hours.

- c. Serving as an instructor for an evening course.
- d. Serving on a curriculum review team; creating special curricular instructional units; participating in staff development training related to the district curricular programs; participating in other "special programs/projects" identified by the district as part of curriculum initiatives.

4. Cardinal Virtual Campus (CVC)

- a) The teaching of online courses shall be on a voluntary basis and training will be provided by the district and the online provider.
- b) Teachers who wish to teach online coursework shall be given the opportunity to do so depending on student enrollment in the courses for which they are certified.
- c) Teachers shall be paid \$400 per course for each one (1) credit, online course taught.
- d) Teachers will be paid \$200 per course for each additional student enrolled in the same one (1) credit, online course.
- e) Teachers are expected to have at least two face-to-face meetings with each student enrolled in each course (documented) – suggested at beginning and end of course.
- f) If a student enrolled in an online course is a student with disabilities, a special education teacher will be paid one stipend of \$300 per year for each student for supervising the instruction of that student in all courses.
- g) If a student drops an online course prior to the half-way point of the course completion, the teacher shall be entitled a \$100 stipend for that student. If the student drops the course during the second half of the course, the teacher shall be entitled to the full \$200 stipend for that student.
- h) If course enrollment drops to zero prior to course-end, the course payment of \$400 shall be pro-rated based on course completion.
- i) Teachers who wish to teach the online course must attend training presented by the online provider. If the teacher attends this training at a time other than the regular school day, they shall be compensated at the contractual hourly rate.
- j) Teachers who agree to accept responsibility for revising/developing online courses shall be paid at the current contractual hourly rate, with the number of hours not to exceed 120 hours for a full- credit course and not to exceed 60 hours for a half-credit course.

C. Salary Payments

1. Pay periods will be every other Thursday throughout the twelve (12) months of the fiscal year. When the payday falls on or during a school holiday, the payday shall be on the workday preceding the holiday.
2. There shall be twenty-six (26) bi-weekly payments.
3. Bi-weekly payments of total salary compensation shall be rounded to the nearest whole one-cent (\$0.01).
4. These provisions shall not apply to extracurricular or co-curricular activities, compensation for which is fully provided for in Article IV of this Agreement related to "Non-Athletic Extracurricular and Co-curricular Activities."
5. Upon completion of the work year, employees in the Bargaining Unit shall be entitled to receive, in one lump sum, all remaining moneys due, providing that payment is requested by May 1 of each year. Lump sum payments will be paid on a first come - first served basis, as funds are available. Those employees who will receive a lump sum payment will be notified no later than May 15 of that

year. Anyone who has signed to receive the lump sum payment, but was not eligible to receive the original payment, will be given the option of accepting the lump sum or continuing regular pay as funds become available. The lump sum payment will be issued in one check dated the last pay period of the school year with deductions as directed by the employee.

IV. Extra-Curricular and Co-Curricular Activities

A. Voluntary Participation

Bargaining Unit Member's participation in extracurricular and co-curricular activities shall be voluntary.

B. Board Decision

The Board shall fill, eliminate, or add positions at its discretion. These positions may be renewed or terminated each year. Upon the Board's appointing a person to a position, the Superintendent shall provide that person with written notice including the following:

1. Name of the position;
2. Name of the person appointed to the position;
3. Number of prior years' position experience in the district;
4. Contract year for which the person has been appointed to the position;
5. The compensation for the person's service in the position.

C. Compensation

Bargaining Unit Member's participation in extracurricular and co-curricular activities shall be compensated as follows:

1. The index system of compensation for extra-curricular and co-curricular positions is calculated on a base of

\$5,700 for the 2023-24 and 2024-25 school years
\$5,800 for the 2025-26 and 2026-27 school years

2. All stipends shall be paid prior to June 30, on the last pay period of the fiscal year.

ATHLETIC DIRECTOR: The Athletic Director shall be required to work twenty (20) additional days beyond the negotiated contract year of 188 days. A faculty member who serves as Athletic Director shall teach no more than four classes at the discretion of the building principal. The Athletic Director shall be compensated with an index of 1.6. The Athletic Director's salary will be split between the PGAEA Agreement and the Athletic Budget (General Fund).

INDEX SYSTEM for compensation of non-athletic extracurricular positions for 2023-2027 school years:

BAND/MUSIC:	1.00 High School Band Director .14 Assistant Band Director .59 Band Front Advisor .14 Assistant Band Front Advisor .25 MS Band Director .45 HS Chorus Director .25 MS Chorus Director .10 ES Band Director
CLASS ADVISORS:	.5 Senior Class Advisor/Graduation Coordinator .3 Junior Class Advisor/Prom Coordinator .19 Sophomore Class Advisor .19 Freshmen Class Advisor
DRAMA/THEATER:	.36 High School Drama Director .17 Asst. High School Drama Director .17 Asst. High School Musical Director .17 Asst HS Arts Director (scenery/paint) .17 Asst HS Tech Director (tech adv/lights/sound) .17 Middle School Drama Director .12 MS Asst Musical Director
COMMUNITY SERVICE:	.69 High School Yearbook Advisor .39 High School Student Council Advisor .39 Middle School Student Council Advisor .5 High School FBLA Advisor .34 Middle School FBLA Advisor .34 Odyssey of the Mind Advisor .29 High School Community Services Advisor .29 Middle School Community Services Advisor .24 Middle School Yearbook Advisor .24 High School National Honor Society Advisor .24 Middle School Academic Honor Society Advisor .50 HS Media Advisor .25 HS Asst. Media Advisor .14 Spelling Bee Coordinator .265 HS Envirothon Coach .265 MS Envirothon Coach .265 ES Envirothon Coach .14 Students Against Destructive Decisions Advisor .14 Varsity Club Advisor .14 Quiz Bowl Advisor .14 High School Art Club Advisor .14 Diversity Club Advisor .50 FFA .14 Travel Club Advisor .14 History Honor Society .14 Spanish Honor Society

- .14 English Honor Society
- .35 MS Aavidum Club
- .375 HS Aavidum Club
- .14 MS Book Club
- .14 Esports Club Advisor
- .20 HS Transition Coordinator for Special Education
- .34 HS Instructional Technology Advisor
- .34 MS Instructional Technology Advisor
- .34 ES Instructional Technology Advisor

CURRICULUM FACILITATOR yearly compensation system:

***All Curriculum Facilitator positions will be paid \$500

- (1) HS Social Studies (1) MS Social Studies
- (1) HS ELA (1) MS ELA
- (1) HS Science (1) MS Science
- (1) HS Math (1) MS Math
- (1) Kindergarten (1) Grade 1 (1) Grade 2 (1) Grade 3 (1) Grade 4
- (1) Foreign Language.....Library.....Guidance
- (1) Industrial Arts.....Technology Education.....Business
- (1) Fine Arts.....Music.....Family & Consumer Science
- (1) Health & Physical Education
- (1) HS Special Education
- (1) MS Special Education
- (1) ES Special Education

Mentors will receive \$400 per year for mentoring new teachers; this also includes a Nurse mentor.

FORMULA FOR EXPERIENCE

YEAR IN POSITION*	SALARY BASED ON A FULL SALARY FOR THAT POSITION
0-9	1.00
10-19	1.05
20+	1.10

*It is understood that the Pine Grove Area Board of School Directors has the right to determine the appropriate level of experience to be credited to an individual newly hired to a position.

D. New Positions

Newly created positions shall be paid at the rates mutually agreed to by the Association and the Board.

E. Paid Lunch Duty

Any Bargaining Unit Member assigned to the High School who volunteers to monitor the cafeteria during their duty-free lunch period shall be compensated at a rate of \$2,000 per annum. This shall be paid annually in June or bi-annually in January and June at the option of the Bargaining Unit Member. This shall be limited to two (2) Bargaining Unit Members per lunch period.

V. Other Employee Benefits

A. Health Care Insurance

- 1a. The Board shall maintain in full force and effect the medical coverage offered by the Berks County Health Insurance Trust.
- 1b. Any two members of the Bargaining Unit who are married to each other will be entitled to receive only one (1) health benefit plan offered by the Berks County Health Insurance Trust. The salary for the base of premium share will be applicable to whichever employee's date of hire occurred first.
- 1c. Employees will be required to pay a premium share on the health care premium cost of 13% of the yearly premium. Employee premium share shall be through mandatory payroll deductions in equal installments over 20 pay periods.
2. Whenever the Board during the term of this Agreement, shall propose to make any changes in any aspect of the medical coverage, including but not limited to a change in the company with whom the coverage is maintained, the Superintendent shall give not less than sixty (60) days advanced notice in writing to the Pine Grove Area Education Association; and, the Board shall provide said president, or other Bargaining Unit Member designated by the president of the Pine Grove Area Education Association, all such information as is available on the provisions related to the change which is proposed.
3. It is understood that if a Bargaining Unit Member hired prior to July 1, 1995 retires during June of any contracted school year, his/her health insurance premiums for July and August will be paid by the School District as part of the balance of contract. For employees hired after July 1, 1995 and retiring during June of any contracted school year, his/her health insurance premiums will be paid by the school District until June 30 of the year that the employee retires. If a Bargaining Unit Member voluntarily leaves the district during the course of a school year, his/her health insurance shall terminate on the last day of the month that the employee leaves employment. If a Bargaining Unit Member voluntarily resigns his/her position upon fulfilling the contract for the school year, his/her health insurance shall terminate on August 31st of that year.
4. Whenever the Board, during the term of this Agreement, shall propose to make any changes in any aspect of the medical coverage, including but not limited to a change in the company with whom the coverage is maintained, the Superintendent shall give not less than sixty (60) days advanced notice in writing to the Pine Grove Area Education Association; and, the Board shall provide said president, or other Bargaining unit member designated by the president of the Pine Grove Area Education Association, all such information as is available on the provisions related to the change which is proposed. This provision does not cover changes made by the consortium at regular meetings where the Association has a representative. In the event that the consortium does make changes at a regular meeting where the Association has a representative, the Association agrees to be bound by any and all plan modifications approved by the Berks County Health Insurance Trust.

5. The District has established a Section 125 program to assist employees in, but not limited to, paying deductibles and co-pays.
6. Medical Insurance Benefit Waiver
 - A. All eligible full-time employees waiving medical insurance coverage shall receive a payment of 20% of the annual medical insurance premium for waiving coverage according to the following table. Beginning July 1, 2019 of this agreement, medical insurance opt-out benefits shall not be available to husbands and wives who are both employed by the district if:
 - a. one or both of them were previously employed by the District when not married to each other and they become married to each other after July 1, 2019; and
 - b. Both of them first became employed by the District after July 1, 2019 and were either married to each other at the date of the respective dates of employment or became married to each other thereafter; and
 - c. One plan will be provided covering both husband and wife, and children if applicable
 1. If eligible for family coverage & waive coverage: 20% of annual premium.
 2. If eligible for two-party coverage & waive coverage: 20% of annual premium
 3. If eligible for single coverage and waive coverage: 20% of annual premium
 - B. To exercise a waiver of benefits, an employee must submit a completed "Election Form" and a "Verification Form for Other Insurance" to the Business Office for review and approval. The waiver forms must be submitted no later than June 15th for implementation in the following school/fiscal year. The election to waive benefits requires the employee to complete both forms each year by June 15th.
 - C. The benefit waiver period begins July 1st of each school/fiscal year and terminates on June 30th of the following year.
 - D. Payment to employee for waiver of medical insurance coverage will be made over the first twenty pays beginning the first pay in September each year.
 - E. Waived medical insurance coverage may be reinstated during the year due to an emergency situation. A written request for reinstatement must be submitted to the Business Office. Reinstatement of the affected benefits will occur on the first day of the month following the date of approval by the insurance carrier. The District shall not be responsible or liable in any way for treatments or any employee expenses for health care related items at any time.

Reinstatement shall occur only after approval by the District's insurance carrier in accordance with their rules and regulations then in effect.

- F. An emergency is defined as an unforeseen change in an individual's life circumstances, such as a death, termination of other coverage, divorce or as defined by the Berks County School Health Insurance Consortium's Health Care Provider's plan.
- G. In the event that this provision causes the health insurance coverage for other employees to become taxable under the doctrine of constructive receipt, this provision shall become null and void and all eligible employees shall be granted the health insurance benefits as provided in the Collective Bargaining Agreement.
- H. In no event will this waiver policy be used to circumvent any rights an employee or their dependent may have under any state and/or federal rules, regulations or law.
- I. In the event that health care plans offered to Bargaining Unit Members shall become subject to an excise tax or penalty under the Patient Protection Affordable Care Act (PPACA) or any other federal or state law, the Pine Grove Area School District and the Association agree that the District and each individual Bargaining Unit Member will equally share the cost of the excise tax or penalty. The excise tax or penalty will be paid by such Bargaining Unit Members through mandatory payroll deductions.

B. Vision Care Insurance

- 1. The Board shall maintain in full force and effect vision care insurance for each Bargaining Unit Member at least equal to the vision care plan described in the informational page shown in Appendix "B" which is made part hereof.
- 2. Whenever the Board, during the term of this Agreement, shall propose to make any changes in any aspect of the vision care insurance, including but not limited to a change in the company with whom the coverage is maintained, the Superintendent shall give not less than sixty (60) days advanced notice in writing to the Pine Grove Area Education Association; and, the board shall provide said president, or other Bargaining Unit Member designated by the president of the Pine Grove Area Education Association, all such information as is available on the provisions related to the change which is proposed.

C. Dental Insurance

- 1. The Board shall maintain in full force and effect dental coverage as described in the dental plan described in the informational booklets shown in Appendix "C" which is made part hereof. Said coverage shall include oral surgery coverage, crown inlay and on lay restoration and prosthetics coverage.
- 2. Whenever the Board, during the term of this Agreement, shall propose to make any changes in any aspect of the dental coverage, including but not limited to a change in the company with whom the coverage is maintained, the

Superintendent shall give not less than sixty (60) days advanced notice in writing to the Pine Grove Area Education Association; and, the Board shall provide said president, or other Bargaining Unit Member designated by the president of the Pine Grove Area Education Association, all such information as is available on the provisions related to the change which is proposed.

D. Life Insurance

1. The Board agrees to purchase forty thousand (\$40,000) dollars of Group Term Life Insurance for each Bargaining Unit Member during the term of this Agreement. (see attached Appendix D)
2. The Board agrees to make available for purchase by Bargaining Unit Members additional Group Life Insurance in additional amounts of even \$10,000.00 increments up to an additional forty thousand (\$40,000.00) dollars specified by election during July prior to each new contract year to be effective for that entire contract year, by payroll deduction administered by the Board at the Board's rate for such additional life insurance.

E. Income Protection Insurance

1. The Board shall maintain in full force and effect income protection coverage at least equal to the current income protection plan for each member of the Bargaining Unit; said current income protection plan being described in an informational booklet is attached to the original of this Agreement as Appendix "E" and made part hereof.
2. Whenever the Board, during the term of this Agreement, shall propose to make any changes in any aspect of the income protection coverage, including but not limited to a change in the company with whom the coverage is maintained, the Superintendent shall give not less than sixty (60) days advanced notice in writing to the Pine Grove Area Education Association; and, the Board shall provide said president, or other Bargaining Unit Member designated by the president of the Pine Grove Area Education Association, all such information as is available on the provisions related to the change which is proposed.
3. No part of this provision for income protection shall be applicable as a benefit to any substitute, including specifically a full-time substitute herein before defined and included as a Bargaining Unit Member for other purposes.

F. Tax Sheltered Annuity

1. The Board shall continue the Tax-Sheltered Annuity Program as it exists at the present time for those Bargaining Unit Members who have in the past so designated in writing to the Superintendent.
2. Any Bargaining Unit Member may in the future participate in this program upon making such election to do so in writing to the Superintendent, subject to the conditions of this provision.
3. The total number of companies with whom Bargaining Unit Members participate in a Tax Sheltered Annuity Program shall be limited to nine (9); when a Bargaining Unit Member wishes to participate in a Tax Sheltered Annuity

Program with a company which is not then one of the companies with whom other Bargaining Unit Members have a program that Bargaining Unit Member shall schedule such program to begin on the first day of a new calendar quarter (i.e. January 1, April 1, July 1, or October 1); and, not less than thirty (30) days advanced notice of proposal to begin a Tax Sheltered Annuity Program at the beginning of the quarter shall be given by the Bargaining Unit Member making such an election.

4. A Bargaining Unit Member who is currently participating in a Tax Sheltered Annuity Program, by having in the past so designated in writing to the Superintendent, and who wishes to "roll over" the current Tax Sheltered Annuity Program into a program with a different company which is not then one of the companies with whom other Bargaining Unit Members have a program, the requirements of the prior part of this provision requiring that the program be scheduled to begin on the first day of a new calendar quarter shall not apply where the "roll over" cannot be made on the first day of a new quarter.

G. Credit Union Program

1. The Board shall provide for Bargaining Unit Members to participate in a payroll deduction program with the credit union sponsored by the Schuylkill County School Employees Credit Union.
2. A Bargaining Unit Member may begin participation or change the level of participation in such program only by so specifying in writing to the Superintendent, not less than thirty (30) days in advance of the time such participation is to be initiated or changed, and such changes or initiation of participation shall be commenced only in the first pay period next following the first day of a new calendar quarter.

H. PGAEA/PSEA/NEA Dues Deduction

The Board shall deduct dues from the salary of Bargaining Unit Members who are members of the local association, the PSEA, and the NEA. The local association is responsible for the distribution of funds to the appropriate agencies.

I. Conference Attendance

1. Educational conferences and workshops are part of instructional improvement and should be attended by Members of the Bargaining Unit. If approved by the Superintendent, the Bargaining Unit Member shall be reimbursed for expenses incurred by the Bargaining Unit Member. Receipts must be presented for reimbursement. There shall not be any loss of pay or benefits for time spent in attending conferences. Lodging is not a reimbursable expense if the conference or workshop is within 60 miles of the school. Alcohol is not a reimbursable expense.
2. Denial of requests for attendance at conferences will not be subject to the grievance procedure.

J. Payment of Credits

1. Undergraduate and Graduate Credits

The Board shall pay tuition reimbursement for tuition paid by each Bargaining Unit Member taking undergraduate or graduate courses up to a cumulative maximum dollar amount equal to but no greater than the dollar cost of twelve graduate credits at the Pennsylvania State University graduate tuition credit rate per fiscal year. During the term of this Agreement, the aggregate tuition reimbursement shall not exceed \$110,000 per fiscal year. Should the total amount allotted for tuition reimbursement be in jeopardy of being exhausted, the Association President shall be permitted to approach the district to discuss a Memorandum of Understanding to extend the pool of funds available for tuition reimbursement.

2. Requirements for Reimbursement

- a. During the term of this Agreement, approval of the Superintendent must be received before taking either undergraduate or graduate credits, within the Superintendent's sole and exclusive discretion, outside a Bargaining Unit Member's area of certification or for any credits sought for horizontal movement eligibility.
- b. Credits must be taken at an accredited institution of higher learning. IU credits or IU extension program credits will not qualify for reimbursement.
- c. An official transcript and a satisfactory proof of payment must be submitted to the Superintendent's office. Payment for credits shall be made in full within a period of not more than sixty (60) days. Reimbursement towards the aggregate pool of \$110,000 shall be made on a first come, first served basis.
- d. When the completion of graduate credits qualify the Bargaining Unit member for horizontal movement on the salary schedule, the Bargaining Unit member shall be placed on the proper level at the start of the next contract year. It is the responsibility of the member to notify the district office. The district is not responsible for back pay if the member fails to notify the district.
- e. A grade of B/3.0 or better or "pass" in pass/fail courses, must be attained to qualify for reimbursement. The superintendent may waive the requirement of a grade of B/3.0 or better if, after employee presents evidence the course is deemed to be advanced and/or salient to the employee's certification and education of the students.
- f. Beginning as soon as practicable following Contract ratification, if a Bargaining Unit Member resigns after receiving credit reimbursement, they must repay PGASD based upon the following schedule:

Before one (1) completed year from the date of reimbursement	100%
After one (1) completed year from the date of reimbursement	75%
After two (2) completed years from the date of reimbursement	50%
After the 3 rd completed year from the date of reimbursement	0%

Effective July 1, 2023 upon notification of resignation to the District, the District may deduct up to 50% of the Bargaining Unit Member's net pay from their remaining paychecks toward repayment of any tuition reimbursement owed. Remaining balance must be paid to the district in full by the date of the Bargaining Unit Member's last paycheck from the District. This provision does not apply to retiring teachers.

K. Automobile Use

Bargaining Unit Members who may be required to use their own automobiles in the performance of their duties and Bargaining Unit Members who are assigned to more than one (1) school per day shall be reimbursed for all such travel at the maximum rate determined allowable by the IRS.

L. Inter School Mail

The Association shall be allowed the use of inter-school mail facilities and school mailboxes provided it doesn't interfere with regular school mail. The building principal shall determine if Association mail will interfere with the regular school mail.

M. Professional Organization Dues

The Board agrees to reimburse each Bargaining Unit Member for up to one-half (1/2) of the cost of dues to a professional organization in the teacher's area of certification and current teaching assignment upon presentation of proof of payment. Payments under this section shall be limited to \$60.00 per teacher per school year, during the length of this contract. PGAEA/PSEA/NEA and any affiliate dues do not qualify for reimbursement under this section.

VI. LEAVES

A. Sick Leave

Sick leave will be granted at a rate of 10 sick days per employee per school year and will include as part of this agreement the following:

1. A written accounting of accumulated sick leave days will be provided for each Bargaining Unit Member by September 1 of each year.
2. The Employer at its option and without cost to the Board may require that a physician examine a Bargaining Unit Member before returning him to active employment, after three (3) or more successive days of absence. All other medical examinations and tests required by the Board to determine physical and mental fitness of the Bargaining Unit Member shall be paid by the Board provided the Bargaining Unit Member utilizes the services of the school physician.
3. The Association recognizes that abuses of sick leave or other leaves, chronic tardiness or absence, willful deficiencies in Bargaining Unit Member's behavior, reflect adversely upon the profession and creates undesirable conditions in the school building. Alleged breaches of discipline shall be promptly reported to the offending Bargaining Unit Member and to the Association, if appropriate. The

Association will use its best efforts to correct breaches of professional behavior by any Bargaining Unit Member.

4. The district shall make a non-elective employer contribution to a 403(b)-retirement program, from the existing district vendor list, for each eligible retiring employee in the amount of \$75.00 per day for each available unused sick day at retirement.
5. Bargaining Unit Members not using their personal leave days during the school year will automatically have this leave converted to sick leave days, if accumulated leave exceeds seven (7) days.
6. Bargaining unit members who have requested a half-day of sick leave under this section shall notify the principal's office on or before the day in question.
7. Bargaining Unit Members, at the time of hire, will be given an opportunity to join the Sick Leave Bank by donating one (1) sick day to said bank.
8. Any Bargaining Unit Member who is on a board approved, long term medical leave shall not be permitted to be on district grounds in a working capacity during the duration of the leave.

B. Jury Duty

1. A Bargaining Unit Member who loses time from his assigned schedule of work because of jury duty service shall be paid for such time lost at his regular rate. Jury duty payments shall be offset against such pay. The Bargaining Unit Member shall furnish the school district a written statement from the court showing the days of jury duty and the amount of jury duty fee he was eligible to receive for each day. The Bargaining Unit Member will report for available work when released from jury duty.

C. Military Leave

1. All leave of absence for military service shall be conducted in accordance with Sections 3301, 3327, 1176, and 1178 of the Public-School Code of 1949 as amended.
2. Military leave without pay shall be granted to any Bargaining Unit Member who is inducted in, or who shall (in time of war or during a state of national emergency) enlist in any branch of the armed forces of the United States for the period of said induction of initial enlistment.

D. Professional Development Leave of Absence/Sabbatical Leave

1. Professional Development Leave of Absences and Sabbatical leaves shall be granted by the Board in accordance with and upon the conditions contained in the School Code (as now existing or hereafter amended).
2. All requests for health sabbatical leave shall be made in writing and filed in the District Office not less than forty-five (45) calendar days preceding the beginning of the semester during which leave is proposed to begin. The Superintendent

may approve a request of less than forty-five (45) days if conditions permit or in emergency situations.

3. All requests for professional development leaves of absence shall be made in writing and filed in the district office not less than ninety (90) calendar days preceding the beginning of the semester during which leave is proposed to begin. The superintendent may approve a request of less than ninety (90) days if conditions permit.

E. Maternity Leave/Child Rearing Leave

All Bargaining Unit Members who become pregnant or who are otherwise qualified hereunder are hereby granted a maternity/child rearing leave for a reasonable time.

1. Period of leave - The date of beginning and of termination of the leave shall be at the election of the Bargaining Unit Member. A childrearing leave shall not extend beyond six (6) months in duration unless the marking period will end later than the six (6) month time period. The Bargaining Unit Member shall provide the Superintendent with as much notice of the beginning and ending of such leave as can reasonably be expected so that there is a minimum of detriment to the education of the children and a consideration of fairness to substitute employees and the administrators. The Bargaining Unit Member shall notify the Superintendent of the number of sick days to be preserved at the end of the leave prior to commencement of the leave.
2. Eligibility - Any bargaining Unit member of the School District shall be eligible for this leave on the basis of either pregnancy of the natural mother or immediate adoption of an infant by a member of the Bargaining Unit. (An infant shall be defined as a child who has not reached two years of age).
3. Benefits while on leave - While on maternity/child rearing Leave as herein defined, the Bargaining Unit Member is entitled to sick leave for disabilities caused or contributed to by pregnancy, miscarriage, abortion, childbirth, and recovery there from, according to guidelines by the Equal Employment Opportunity Commission, Part 1604.10 issued under the Civil Rights Act of 1964.
4. Return from Maternity/Child Rearing Leave - Upon application by the Bargaining Unit Member on such leave to return to employment following such reasonable Maternity/Child Rearing Leave, the school shall offer the job held before going on leave or a substantially equivalent position. To the extent applicable, this regulation shall be administered in a reasonable consistent way with other leaves of absence as provided under the laws of the State of Pennsylvania.
5. Miscellaneous - The School Board may require that requests for sick leave while on Maternity/Child Rearing Leave be supported by a physician's statement.
6. Employees who are utilizing Parental/Adoption leave shall be permitted to keep ten (10) sick or personal days for use upon return from leave.

F. Bereavement Leave

1. Leave for death in immediate family (father, mother, brother, sister, son, daughter, husband, wife, parent-in-law, or near relative who resides in the same

household, or any person with whom the employee has made his/her home) shall be five consecutive days.

2. Leave for death in near family (first cousin, great-grandparent, grandparent-in-law, aunt, uncle, nephew, niece, son-in-law, daughter-in-law, brother-in-law, or sister-in-law) shall be one day.
3. Leave for the death of a grandparent shall be two days.

G. Additional Leave

Additional leave will be granted as follows:

1. Bona Fide religious holiday - one day.
2. Two (2) personal days not to exceed ten percent (10%) of Bargaining Unit Members on any given day (24 hours' notice required). No personal days shall be permitted during scheduled teacher in-service days, before or after a holiday, or during the first or last ten days of school.
3. Evaluation Committee - three days.
4. Excused emergency day (to be subtracted from accumulated sick leave) - one day.
5. Bargaining Unit Members will be allowed to carry over up to five (5) personal days for a total of seven (7) personal days at the beginning of the school year. At no time may a Bargaining Unit Member use more than five (5) consecutive days of personal days.

H. Miscellaneous Leave

A leave of absence without pay may be granted to any tenured Bargaining Unit Member who joins the Peace Corps, National Teacher Corps or serves as an exchange teacher or overseas teacher and is a full-time participant in either of such programs or expects a Fulbright Scholarship or National Science Foundation Academic year Grant.

I. Extension of Leave

All extensions or renewals of leave shall be applied for in writing. Upon the recommendation of the Superintendent, the Board of Education shall act upon the request. The Board's final decision on such leave extension will be delivered in writing by the Superintendent to the applicant.

J. Leave Benefits

All benefits to which a Bargaining Unit Member was entitled at the time his leave of absence commenced, including unused sick leave and credits toward sabbatical eligibility, shall be restored upon timely return to active duty.

K. Number of Bargaining Unit Members on Leave

The total of Bargaining Unit Members on extended leave shall not exceed 10% of the Bargaining Unit. Extended leave is defined as leave provided for in the Article under Section D and Section H.

L. Lunch Leave

A Bargaining Unit Member may leave the building during his lunch period upon notifying the building principal or his/her designated representative.

M. Additional Leave Requirements

1. As a general principle, family and medical leaves, maternity leaves, and childrearing leaves will end at the nearest marking period tied to the Bargaining Unit Member's medical disability or childrearing leave.
2. Bargaining Unit Members on a maternity leave or sick leave may be requested to undergo an independent medical examination in accordance with the School Code to test the veracity of the sick leave excuse submitted. All sick leave excuses must be provided through a licensed and authorized physician in the Commonwealth of Pennsylvania.
3. Leaves of absence will generally not exceed six (6) months in duration unless the marking period occurs thereafter. Jobs will generally not be held open by the District beyond the six (6) month time period.

VII. RETIREMENT BONUS

A. Retirement Bonus

Effective on or after Contract ratification, a retirement bonus of \$4,000.00 will be paid in addition to salary during the last year of employment as follows:

1. If notice of retirement is given at least twelve (12) months prior to retirement, the Bargaining Unit Member shall be credited with \$4,000.00 for twenty-five (25) consecutive years of satisfactory service in the District. Employees who receive this bonus shall be required to opt to receive their healthcare benefits through another health benefit provider, such as the Federal or State Exchange, the PSERS Health Options Program, or a private insurance provider in lieu of the benefits entitlement set forth in Section 5-513 of the Public-School Code of 1949 and/or the Public Health Services Act.
2. The District does not make any representation on whether any bonuses set forth in this Article are part of salary for retirement benefit purposes and the District shall be held harmless in the event PSERS does not calculate any or all of the retirement bonuses and/or incentive as part of salary for retirement purposes.

VIII. HOURS OF WORK AND OTHER CONDITIONS OF EMPLOYMENT

A. Bargaining Unit Members' Work Year

1. The normal work year for Bargaining Unit Members shall not exceed 188 days for the duration of the contract.
2. One (1) day shall be used as room preparation beginning after July 1 and ending before the first staff development calendar day.
3. One (1) day shall consist of five (5) regularly scheduled faculty meetings with no meeting to exceed one (1) hour in length and one (1) open house not to exceed two (2) hours in length.
4. Six (6) days shall be used for professional development days.
5. Seven (7) Preparation periods lost for coverage of other staff members duties equals one (1) trade off day. Each year, one trade off day shall be permitted to be converted to a personal day. All other trade off days can be paid out at the current daily substitute rate plus fifteen (\$15) dollars or can be converted to sick leave days.
6. Bargaining Unit Members new to the Pine Grove Area School District may be required to work one (1) day beyond the normal work year, during their first year of service.
7. The Board agrees to involve Bargaining Unit Members in the planning of professional development days as per the District Act 48 Plan.

B. Bargaining Unit Members' Duty Day

The Bargaining Unit Members' duty day shall begin no more than twenty (20) minutes before the pupils' day and shall continue for no more than twenty (20) minutes after the pupils' day. The total time shall not exceed 7 1/2 hours. On Fridays, the teachers' day shall end when all students in the teachers' assigned building have left the premises. The Pine Grove Area Education Association (PGAEA) recognizes the importance of remediation in an education program. The members of the PGAEA will continue their practice of providing such remediation for the benefit of the Pine Grove Area School District's children.

C. Bargaining Unit Members' Lunch Period

Each Bargaining Unit Member shall have at least thirty (30) minutes of unassigned time for lunch.

D. Status

All Bargaining Unit Members shall be given written notice of their tentative schedule for the forthcoming school year by August 15th prior to the opening of school. In the event that changes in such schedules are made after August 15th, all Bargaining Unit Members affected by such changes shall be notified as soon as possible.

E. Hearing Appearance

Whenever any member of the Bargaining Unit is required to appear in a hearing before any supervisor, administrator, board or any committee or member thereof concerning any matter which could adversely affect the continuation of the employee in his office, position or employment, or the salary, or any increments pertaining thereto, said hearing is to be scheduled as soon as possible and the member of the Bargaining Unit is entitled to be represented.

F. Personnel Files

1. As required under the Pennsylvania Inspection of Personnel Files Act, Bargaining Unit Members shall have the right to review their personnel file, at reasonable times and upon reasonable advanced request.
2. Also consistent with such Act, upon reasonable request, each Bargaining Unit Member shall have the right to copies of any pertinent part of that Bargaining Unit Member's personnel file; and, Bargaining Unit Members shall be required only to pay the standard copying charge imposed by the school district to obtain such copies.
3. At any time that additional information is placed in a Bargaining Unit Member's personnel file, said Bargaining Unit Member shall have reasonable notice thereof.
4. Each Bargaining Unit Member shall have the right to request that appropriate materials be added to their file. This right shall be to include counter-statements by themselves to any unfavorable information in the file. However, as to a request for inclusion of any other type of material to their file, the appropriateness of such material shall be determined conclusively by the Superintendent; and, there shall be no right to a grievance by a Bargaining Unit Member based on his or her request to have additional material added to their file, except, should there be a refusal to allow them to have included in the file their personal counter-statements to adverse material contained in the file.
5. Where a Bargaining Unit Member offers substantial, material proof that any adverse material in that Bargaining Unit Member's file is untrue, that Bargaining Unit Member shall have a right to present such substantial, material proof to the Superintendent; and, the Superintendent of Schools shall have the authority to have such adverse material removed, as he or she determines based on the offer of proof by the Bargaining Unit Member that the information is untrue. Where the Superintendent's determination is that the Bargaining Unit Member has failed to provide substantial, material proof that the information in the file is untrue, the Bargaining Unit Member may request that such information as was offered be included in the file; and, the Superintendent shall allow the inclusion of such proof in the file.
6. Except where the Bargaining Unit Member shall have an independent basis for a grievance, there shall be no grievances permitted based on this provision, except where a Bargaining Unit Member's right to have material included in the file either in the form of any answer to adverse material or in the form of proof to counter adverse material is denied.

- G. Prep Time
Effective as soon as practicable following Contract ratification, Bargaining Unit Members will be guaranteed a minimum of 40 minutes of preparation time per school day. The Association recognizes that use of this time can be used for various meetings, trainings, and/or school-related business. Teachers are not permitted to leave their assigned building during prep time unless pre-approved by the building principal. Reasonable requests shall not be denied.
- H. Posting of Vacancies
All professional extra-curricular vacancies in the Pine Grove Area School District will be communicated to employees through email only and through postings on the District's website. No paper postings will be required.
- I. IEP/504 Agreement Writing
The district shall provide those employees assigned to prepare Individual Education Programs (IEPs), Gifted IEPs, Chapter 15/504 Service Agreements, and similar programs and concomitant conferences associated with said programs with the equivalent of one (1) work day of release time per school year for completion of said tasks. The employee shall request this time from the Special Education Administrator. No reasonable request shall be denied. These days may be taken in half or full day increments.

IX. SENIORITY

- A. The application of seniority for furlough purposes shall be done in accordance with section 1125 of the Public-School Code of 1949.
- B. At the beginning of each school year, the district shall post a seniority list which contains all areas of certification(s) filed in writing in the district office by the Bargaining Unit Member. Such list shall be posted no later than October 15 in each building for 20 calendar days and a copy shall be given to each member of the Association. If a Bargaining Unit Member believes the cumulative seniority (or first day of work) or areas of certification are incorrect, then the Bargaining Unit Member shall submit a written statement to the District within 30 calendar days of posting, reflecting the proposed changes.
- C. If the Bargaining Unit Member fails to correct the list on or by the 30th day of posting, the list shall be in effect as posted until the following year's posting, at which time the Bargaining Unit Member may submit the correction.
- D. In the case of a tie in the number of years, months, and days of seniority, the date of approval in the school board minutes shall control. Bargaining Unit Members hired on June 30, 2019 or earlier, who were hired at the same School Board meeting shall have seniority determined by the order that the names appeared on the school board agenda. Employees hired July 1, 2019 or later, who were hired at the same School Board meeting shall have their seniority determined by the date/time of written acceptance of their Professional Contract.
- E. Seniority shall be broken and lost by a Bargaining Unit Member's resignation, retirement, or termination.

- F. To be considered available a furloughed bargaining Unit member must annually report no later than July 1, to the Superintendent in writing his current address and his intent to accept the same or similar position when offered.
- G. The District shall annually update the seniority list prior to each year's posting to reflect changes in certification, breaks in seniority, or periods of non-accrual, and to add Bargaining Unit Members.

X. JOB SECURITY AND JOB PROGRESSION

- A. The Pennsylvania School Code of 1949, as amended, includes certain job security provisions, certification, and other regulatory provisions associated with various classes of employees. The parties hereby aver that such provisions of the School Code represent their complete agreement and that said 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.
- B. In the event that additional provisions not inconsistent or in conflict with those enumerated in the School Code shall be agreed upon by the parties with respect to job security, job progression, and reduction in force, such provisions shall be made a part of this agreement.

XI. JUST CAUSE

- A. No member of the Bargaining Unit shall be suspended, discharged or reduced in compensation without just cause.
- B. The word suspended in the previous sentence is as defined in Section 1124 of the Public-School Code of 1949, as amended.
- C. If a grievance is filed as a result of a Bargaining Unit Member being suspended, the individual suspended and the union waives their rights for redress under the local agency law.

XII. MEET AND DISCUSS

Representatives of the Pine Grove Area Education Association and of the Pine Grove Area Board of School Directors shall meet as needed or requested by either party to consider concerns of the parties. Minutes of the meetings shall be signed by representatives of both groups.

XIII. GRIEVANCE PROCEDURE

- A. It is in the interest of the general public, and in the interest of the school children that both Board and Association serve, that grievances be reconciled and disposed of as expeditiously as is possible.
- B. The parties to this agreement agree that an orderly and expeditious resolution of grievances arising out the interpretation of the terms of this Agreement shall provide for a four (4) step process which is described in the following:

1. STEP 1 – The Association will initiate the alleged grievance on behalf of a person or persons by presenting the grievance in writing and on a form agreed upon by the Board and Association, to the building principal or other first level supervisor within 7 calendar days after its occurrence. The building principal or other first level supervisor shall reply to the grievance within 7 calendar days after the initial presentation of the grievance.
 2. STEP 2 - If the action in Step 1 above fails to resolve the grievance to the satisfaction of the affected parties, the grievance shall then be referred to the Superintendent within 7 calendar days of the principal or supervisors' decision. The Superintendent shall reply within 7 calendar days.
 3. STEP 3 - If the action in Step 2 above fails to resolve the grievance to the satisfaction of the affected parties, the grievance shall be referred to the Board of Education at the next regular meeting of the Board. The Boards decision shall be submitted within ten calendar days of that meeting.
 4. STEP 4 - If the action in Step 3 above fails to resolve the grievance to the satisfaction of the affected parties, the grievance shall be referred to binding arbitration as provided in Section 903 of the Act within 14 calendar days of the Boards decision.
- C. If the grievance fails to meet the criteria of Section 903 of the Act, the decision of the Board of Education in Step 3 shall be final.
- D. The arbitrator is to be selected by the parties jointly within seven days after the notice has been given. If the parties fail to agree on an arbitrator, either party may request the Bureau of Mediation to submit a list of seven possible arbitrators.
- E. The parties shall, within seven days of the receipt of said list, meet for the purpose of selecting the arbitrator by alternately striking one name from the list until one name remains. The Board shall strike the first name.
- F. Each case shall be considered on its merits and the collective bargaining agreement shall constitute the basis upon which the decision shall be rendered.
- G. The arbitrator shall neither add to, subtract from, nor modify the provisions of this Agreement. The arbitrator shall confine himself to the precise issue submitted for arbitration and shall have no authority to determine any other issues not so submitted to him.
- H. The decision of the arbitrator shall be final and binding on both parties. The arbitrator shall be requested to issue his decision with 30 days after the hearing or receipt of the transcript of the hearing.
- I. All of the time limits contained in this Section may be extended by mutual agreement. The granting of any extension at any step shall not be deemed to establish precedence.

XIV. NO STRIKE-NO LOCKOUT PROVISION

Both parties agree to faithfully abide by the provisions of Pennsylvania Public Employee Relations Act (Act 195 of 1970) and Act 88 of 1992. As a condition of the various provisions of this agreement to which the parties have agreed, the bargaining agent pledged that members of the Bargaining Unit will not engage in a strike (as that term is defined in Act 195 and Act 88) during the term of this agreement, and the employer pledged that it will not conduct a lock-out during the term of this agreement.

XV. MISCELLANEOUS PROVISIONS

- A. It is understood and agreed that the District possesses management rights and the Association possess labor rights in accordance with applicable law, except to the extent explicitly modified by the written agreements of this contract.
- B. No member of the Bargaining Unit shall be prevented from wearing pins or other identification of membership in any professional organization provided such pins and articles of identification are of reasonable size and in good taste.
- C. Any individual Bargaining Unit Member may not be required under any circumstances to transport a student in his private automobile.
- D. The Board agrees to furnish upon request such financial and personal data as may be reasonably disclosed and will assist in developing sound recommendations. Any additional information which may be necessary for the Association to process any grievance or complaint shall be made available by the Board. Upon request, copies of the documents shall be made by the school with the Association paying the cost of the paper necessary to make the copies.
- E. Bargaining Unit Members shall not be required to work under unsafe or hazardous conditions or to perform tasks which endanger their health, safety or wellbeing. The building principal shall determine what is or is not unsafe or hazardous and shall determine when a task will or will not endanger health, safety or wellbeing. If a Bargaining Unit Member does not agree with the determination of the principal, it shall be noted in writing and signed by both parties.
- F. The Board recognizes the ethical nature of advising Bargaining Unit Members of their responsibilities as enumerated in this Agreement and in Board policy. The Association has the responsibility to advise members of the Bargaining Unit of their rights.
- G. In the event of a bomb threat, fire, or other event which causes a building to be evacuated, Bargaining Unit Members will be required to remain with their pupils until such time as they may be dismissed by their supervisor.
- H. Lesson Plans: Bargaining Unit Members will have readily available lesson plans for review by appropriate supervisors and for use by substitutes. All Bargaining Unit Members shall hand in lesson plans for the week no later than the end of the first day of the workweek. The content of the lesson plans shall be consistent with District approved curriculum guides. Any change in the existing format (standard, objective, activity, and evaluation) must be negotiated with the PGAEA.

I. Association Business

1. Six (6) days shall be granted to the officers of the Association or their designated representatives to attend state or regional education association meetings.
2. The Bargaining agent will reimburse the Board for the salary of the substitute for Association days.
3. Association business may be conducted during working hours so long as conducting such business does not interfere with normal operation of the school day. Whether or not such business interferes with the normal operation of the school is up to the discretion of the building principal.

XVI. NEGOTIATING A SUCCESSOR AGREEMENT

- A. Items concerning the negotiations of a successor agreement will conform to the provisions of Act 195 of 1970 and Act 88 of 1992.
- B. Nothing in the Agreement shall be construed as indicating that the Association or the Board waives its rights with respect to the future negotiability or non-negotiability of items and conditions of employment with respect to successor agreements.

XVII. PUBLICATION AND DISTRIBUTION OF AGREEMENT

- A. The Pine Grove Area School District shall prepare copies of this agreement.
- B. The Pine Grove Area Education Association agrees to distribute a copy of this agreement to each member of the Bargaining Unit.

XVIII. CONFLICTS WITH LAW

- A. If any provisions of this agreement or any applications of this to any Bargaining Unit Member or group of members is held to be contrary to law, then such provision or application shall not be deemed valid and substituting, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.
- B. Nothing contained herein shall be construed to deny or restrict to any Bargaining Unit Member such rights as he may have under Public School code of 1949 as amended, or other applicable laws and regulations.
- C. Any Bargaining Unit Member contract between the Board and an individual Bargaining Unit Member hereafter executed shall be subject to and consistent with the terms and conditions of this agreement. If the aforesaid Bargaining Unit Member contract contains any language inconsistent with this agreement, this agreement during its duration shall be controlling.

XIX. APPLICATIONS OF PROVISIONS

The provisions of this Agreement shall be applied without regard to race, Creed, religion, color, national origin, age, sex, marital status, disabilities and place of residence.

XX. WAIVERS

The parties agree that all negotiable items have been discussed during the negotiations leading to this agreement, and that no additional negotiations on this agreement will be conducted. Provided further that this agreement may be opened only with the approval and agreement of both parties.

IN WITNESS WHEREOF, the parties hereto have hereunto set their hands and seal this 13th day of June 2023.

PINE GROVE AREA
EDUCATION ASSOCIATION

PINE GROVE AREA SCHOOL DISTRICT

President

President

Secretary

Secretary

APPENDIX A: SALARY SCHEDULES

Pine Grove Area Education Association							
Year 1 (2023-24)							
Salary Schedule							
Step	B	B+15	M	M+15	M+27	M+36	M+60
1	45290	47290	48415	49540	50665	51790	52915
2	45790	47790	48915	50040	51165	52290	53415
3	46290	48290	49415	50540	51665	52790	53915
4	46790	48790	49915	51040	52165	53290	54415
5	47290	49290	50415	51540	52665	53790	54915
6	47790	49790	50915	52040	53165	54290	55415
7	48930	50930	52055	53180	54305	55430	56555
8	50070	52070	53195	54320	55445	56570	57695
9	51210	53210	54335	55460	56585	57710	58835
10	52350	54350	55475	56600	57725	58850	59975
11	53490	55490	56615	57740	58865	59990	61115
12	54630	56630	57755	58880	60005	61130	62255
13	55770	57770	58895	60020	61145	62270	63395
14	56910	58910	60035	61160	62285	63410	64535
15	58050	60050	61175	62300	63425	64550	65675
16	59190	61190	62315	63440	64565	65690	66815
17	60330	62330	63455	64580	65705	66830	67955
18	61470	63470	64595	65720	66845	67970	69095
19	62610	64610	65735	66860	67985	69110	70235
20	63750	65750	66875	68000	69125	70250	71375
21	64890	66890	68015	69140	70265	71390	72515
22	66030	68030	69155	70280	71405	72530	73655
23	67170	69170	70295	71420	72545	73670	74795
24	68310	70310	71435	72560	73685	74810	75935
25	69450	71450	72575	73700	74825	75950	77075
26	70590	72590	73715	74840	75965	77090	78215
27	71730	73730	74855	75980	77105	78230	79355
28	72870	74870	75995	77120	78245	79370	80495

Pine Grove Area Education Association

Year 2 (2024-25)

Salary Schedule

Step	B	B+15	M	M+15	M+27	M+36	M+60
1	47390	49390	50515	51640	52765	53890	55015
2	47890	49890	51015	52140	53265	54390	55515
3	48390	50390	51515	52640	53765	54890	56015
4	48890	50890	52015	53140	54265	55390	56515
5	49390	51390	52515	53640	54765	55890	57015
6	49890	51890	53015	54140	55265	56390	57515
7	50390	52390	53515	54640	55765	56890	58015
8	51530	53530	54655	55780	56905	58030	59155
9	52670	54670	55795	56920	58045	59170	60295
10	53810	55810	56935	58060	59185	60310	61435
11	54950	56950	58075	59200	60325	61450	62575
12	56090	58090	59215	60340	61465	62590	63715
13	57230	59230	60355	61480	62605	63730	64855
14	58370	60370	61495	62620	63745	64870	65995
15	59510	61510	62635	63760	64885	66010	67135
16	60650	62650	63775	64900	66025	67150	68275
17	61790	63790	64915	66040	67165	68290	69415
18	62930	64930	66055	67180	68305	69430	70555
19	64070	66070	67195	68320	69445	70570	71695
20	65210	67210	68335	69460	70585	71710	72835
21	66350	68350	69475	70600	71725	72850	73975
22	67490	69490	70615	71740	72865	73990	75115
23	68630	70630	71755	72880	74005	75130	76255
24	69770	71770	72895	74020	75145	76270	77395
25	70910	72910	74035	75160	76285	77410	78535
26	72050	74050	75175	76300	77425	78550	79675
27	73190	75190	76315	77440	78565	79690	80815
28	74330	76330	77455	78580	79705	80830	81955

Pine Grove Area Education Association

Year 3 (2025-26)

Salary Schedule

Step	B	B+15	M	M+15	M+27	M+36	M+60
1	49590	51590	52715	53840	54965	56090	57215
2	50090	52090	53215	54340	55465	56590	57715
3	50590	52590	53715	54840	55965	57090	58215
4	51090	53090	54215	55340	56465	57590	58715
5	51590	53590	54715	55840	56965	58090	59215
6	52090	54090	55215	56340	57465	58590	59715
7	52590	54590	55715	56840	57965	59090	60215
8	53090	55090	56215	57340	58465	59590	60715
9	54230	56230	57355	58480	59605	60730	61855
10	55370	57370	58495	59620	60745	61870	62995
11	56510	58510	59635	60760	61885	63010	64135
12	57650	59650	60775	61900	63025	64150	65275
13	58790	60790	61915	63040	64165	65290	66415
14	59930	61930	63055	64180	65305	66430	67555
15	61070	63070	64195	65320	66445	67570	68695
16	62210	64210	65335	66460	67585	68710	69835
17	63350	65350	66475	67600	68725	69850	70975
18	64490	66490	67615	68740	69865	70990	72115
19	65630	67630	68755	69880	71005	72130	73255
20	66770	68770	69895	71020	72145	73270	74395
21	67910	69910	71035	72160	73285	74410	75535
22	69050	71050	72175	73300	74425	75550	76675
23	70190	72190	73315	74440	75565	76690	77815
24	71330	73330	74455	75580	76705	77830	78955
25	72470	74470	75595	76720	77845	78970	80095
26	73610	75610	76735	77860	78985	80110	81235
27	74750	76750	77875	79000	80125	81250	82375
28	75890	77890	79015	80140	81265	82390	83515

Pine Grove Area Education Association

Year 4 (2026-27)

Salary Schedule

Step	B	B+15	M	M+15	M+27	M+36	M+60
1	52000	54000	55125	56250	57375	58500	59625
2	52390	54390	55515	56640	57765	58890	60015
3	52890	54890	56015	57140	58265	59390	60515
4	53390	55390	56515	57640	58765	59890	61015
5	53890	55890	57015	58140	59265	60390	61515
6	54390	56390	57515	58640	59765	60890	62015
7	54890	56890	58015	59140	60265	61390	62515
8	55390	57390	58515	59640	60765	61890	63015
9	55890	57890	59015	60140	61265	62390	63515
10	57030	59030	60155	61280	62405	63530	64655
11	58170	60170	61295	62420	63545	64670	65795
12	59310	61310	62435	63560	64685	65810	66935
13	60450	62450	63575	64700	65825	66950	68075
14	61590	63590	64715	65840	66965	68090	69215
15	62730	64730	65855	66980	68105	69230	70355
16	63870	65870	66995	68120	69245	70370	71495
17	65010	67010	68135	69260	70385	71510	72635
18	66150	68150	69275	70400	71525	72650	73775
19	67290	69290	70415	71540	72665	73790	74915
20	68430	70430	71555	72680	73805	74930	76055
21	69570	71570	72695	73820	74945	76070	77195
22	70710	72710	73835	74960	76085	77210	78335
23	71850	73850	74975	76100	77225	78350	79475
24	72990	74990	76115	77240	78365	79490	80615
25	74130	76130	77255	78380	79505	80630	81755
26	75270	77270	78395	79520	80645	81770	82895
27	76410	78410	79535	80660	81785	82910	84035
28	77550	79550	80675	81800	82925	84050	85175

