

COLLECTIVE BARGAINING AGREEMENT

BETWEEN

CHAMBERSBURG AREA SCHOOL DISTRICT

AND

AFSCME COUNCIL 13

LOCAL 2935

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AGREEMENT

Made and entered into this 30th day of June, 2026 , by and between Chambersburg Area School District; a school district organized and existing under and pursuant to the laws of the Commonwealth of Pennsylvania and having its administrative offices in Chambersburg, Franklin County, Pennsylvania, hereinafter referred to as "District", and the American Federation of State, County and Municipal Employees, AFL-CIO, an unincorporated employees' union having its administrative offices in Harrisburg, Dauphin County, Pennsylvania, and hereinafter referred to as "Union", WITNESSETH:

WHEREAS, Union was certified as the collective bargaining agent for a certain bargaining unit of certain of the employees of District by the Pennsylvania Labor Relations Board on July 6, 1987, in Case No. PERA-R-87-178-E; and

WHEREAS, the representatives of Union and District have met and have engaged in good faith collective bargaining, and have arrived at an agreement on diverse issues, which agreements are set forth in Article One through Article Fifteen herein;

NOW, THEREFORE, KNOW ALL MEN BY THESE PRESENTS, that the parties hereto, intending to be legally bound hereby, agree as follows:

ARTICLE ONE: UNION RECOGNITION AND BARGAINING UNIT

1.1 Recognition: The District recognized the Union as the collective bargaining unit as hereinafter defined for the purpose of engaging in collective bargaining concerning the wages, hours and conditions of employment of certain employees of the District.

1.2 Bargaining Unit: The members of the bargaining unit shall be hereinafter referred to as "employees" and shall consist of those employees of District holding the position of full- time and regular part-time custodial and maintenance personnel, exclusive of management level employees, supervisors, first-level supervisors, confidential employees and guards as defined in the Act of July 23, 1970, P.L. 563, No, 195, the Pennsylvania Public Employees Labor Act, hereinafter referred to as "Act 195",

1.3 Exclusions from Bargaining Unit: Any employee whose duties would require him to be excluded from the bargaining unit because he is a "supervisor", "first-line supervisor" or "confidential employee" as defined by Act 195 shall be excluded from the bargaining unit. Any employee whose duties formerly permitted him or her to be included in the bargaining unit but whose duties now or hereafter include him or her within the definition of "supervisor", "first-line supervisor", or "confidential employee" as defined by Act 195 shall hereafter be excluded from the bargaining unit. The

provisions of this paragraph 1.3 shall control the definition of the bargaining unit set forth in paragraph 1.2 in the event of any conflict between them.

1.4 Other Exclusions: The following employees of District are agreed by the parties not to be included within the bargaining unit as defined aforesaid. It is further agreed that nothing contained in this agreement shall apply to the benefit of any person otherwise a member of the bargaining unit while employed in any such position unless such person has been specifically directed by District to perform such duties in his or her capacity as employee:

- A. Secretaries.
- B. Cafeteria Employees,
- C. Substitute Employees, meaning employees employed on an irregular or incidental basis.

ARTICLE 2 MEMBERSHIP, DUES DEDUCTION, AND NEW EMPLOYEES

2.1 Deduction: The Employer agrees to deduct an amount equal to the Union dues from the pay of those Employees who individually request in writing that such deductions be made. Such requests shall be made on a Union payroll deduction authorization card, which the Employer will implement in a timely manner upon receipt. The amounts to be deducted shall be certified to the Employer by the Union, and the aggregate deductions of Employees shall be remitted together with an itemized statement to the Union within seven days of the Employees' semi-monthly pay date.

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

2.3 The Union shall indemnify and hold the Employer harmless against any and all claims, suits, orders, or judgments brought or issued against the Employer as a result of any action taken or not taken by the Employer under the provisions of this Article.

2.4 Bargaining Unit Information: The Employer shall provide the Union, on a quarterly basis, a list of all employees in the bargaining units represented by the Union. This list shall contain the employees' name, the last four (4) digits of the employee's social security number, employee/personnel number, personal email address and phone number if provided, address, department in which employed,

hourly rate, gross earnings, work schedule, if available by employee, whether the employee is a member and the most recent date of hire.

2.5 Inservice: The Employer will allot the AFSCME representative thirty (30) minutes at the first in- service day each year to speak to the Bargaining unit.

ARTICLE THREE: RIGHTS OF EMPLOYEES

3.1 Rights of Free Association: The parties agree that every employee has the right to join and support the Union, or to refuse to join or support the Union, and that they will not discriminate against any employee by reason of his or her membership or non-membership in the Union. The District agrees that it will not discriminate against any employee by reason of his or her having engaged in the collective bargaining process or the institution or processing of any grievance pursuant to this agreement or by reason of his or her having participated in any lawful and legitimate activities of the Union.

3.2 Legal Rights: Nothing herein contained shall be deemed to deny, limit or restrict any employee from utilizing any rights which he or she might have under the Constitution or laws of the Commonwealth or the United States.

3.3 Right to Representation: Any representative of District may discuss any matter with any employee without a representative of Union being present. Whenever any employee is required to appear before any authorized representative of District in any disciplinary proceeding, he or she may appear alone or be entitled to a Union representative of his or her own choosing. By selecting such representative, such employee shall be deemed to have appointed such representative his or her agent for conducting such proceedings, and shall be deemed to be bound by the acts and agreements of such agent unless and until he or she shall revoke or specifically modify such agency. In the event any interview or meeting is requested by any authorized representative of the Union, and such interview or meeting is not required by law, such representative of District may decline to meet with employee if such representation is insisted upon by the employee.

Representatives of the District and the Union shall meet, unless mutually waived by the parties involved, one time each quarter during the months of September through June to meet and discuss. Such meetings shall not take place during the hours of work of the respective representatives. No employee shall be paid for time during which he is engaged in the aforementioned meeting.

3.4 Seniority: Seniority shall be measured by the length on bona fide employee service within the District, provided, however, that the seniority rights of the employees in the employ of the District as of the date of the within agreement shall not be altered or modified by reason of the fact that an employee has been given credit for

employment without the District. The seniority of probationary employees who are subsequently approved as regular employees of the District by the Board of School Directors shall be computed from the date of hire as a probationary employee.

3.5 New Employees: New employees, meaning those having no seniority status, will be regarded as probationary employees for the first ninety (90) calendar days of their employment with the District. Probationary employees may be discharged by the District for any reason whatsoever during the probationary period. The benefits set forth on Exhibit "A" will be credited against an employee's entitlement to such benefits in the event that a new employee is appointed as a regular employee of the District.

3.6 Posting: In the case of a vacancy in a maintenance position, the District shall post the position, which shall serve as notification to the Union of such vacancy. In the case of a vacancy in a custodial position, the District shall not be required to fill the vacant position. In the event that it elects to do so, it shall follow the procedure set forth herein, provided, however, that the District shall not be obligated to fill the new vacancy thereby created. If the District, in its discretion, determines to fill the vacancy, it shall post a notice of the said vacancy on employee bulletin boards within five (5) working days following the occurrence of the vacancy. The employee in the District with necessary ability, skill, training, fitness and qualifications and greatest seniority making application for the vacancy created thereby within seven (7) working days of the occurrence of the posting shall be awarded the position involved within sixty (60) days following the posting. If the District, in its discretion, determines to fill the new vacancy created by filling the original vacancy, it shall follow the procedure with regard to posting set forth above. The employee awarded the position shall serve in a probationary status for a period of twenty (20) working days during which period such employee may be returned to his or her previous position. Any position requiring special skill, ability, qualifications, training or fitness shall be excluded and exempted from the procedure outlined above.

ARTICLE FOUR : UNION REPRESENTATIVES-MEETINGS AND NOTICES

4.1 Stewards: Union shall be represented by stewards who shall be identified in writing to the superintendent of Schools contemporaneously with the execution of this agreement. The District agrees that, with prior administrative approval, the accredited representatives of the Union, whether local, international or council representative, shall have reasonable access to the premises during working hours for the purpose of processing grievances, provided, however, that such access shall be granted so as not to interfere with the operations of the District. Representatives of the Union shall report to the Principal's Office upon arrival on the premises for the purpose referred to above.

4.2 Union Business: District agrees to provide space on custodial bulletin boards to Union for the announcement of meetings, election of officers of Union and any other material related to Union business. Furthermore, Union shall not post material

detrimental to the labor-management relationship nor of a political or controversial nature.

4.3 Delegates to Conventions: Upon thirty (30) days' written notice to District, two (2) delegates selected by Union shall be given time off, with pay, at the regular rate of pay for the regular work week, not to exceed ten (10) days per year, (5 days per delegate) to attend the following official union conventions or conferences:

1. AFSCME, Council 13 Convention
2. District Council 89 Educational Conferences
3. AFSCME International Convention
4. Pennsylvania AFL-CIO Convention

Proof of attendance in the form of certification by an executive officer of Union shall be provided to District.

4.4 Meeting Place: The District hereby authorizes the Union to use such facilities of the District as are authorized each time in advance by the District for meetings of Union members and committees. Union shall make application for such use according to the District's regulations applicable to all organizations and agrees to abide by such regulations. Such use shall be at no cost to the Union.

4.5 Inter-School Mail Services: The Union shall be allowed to use the interschool mail service of the District provided such use does not interfere with regular school mail. All such mailings shall be in sealed envelopes identified by the name of the Union written in the upper left-hand corner.

4.6 Badges: Each employee shall be issued a badge entitling the employee and a guest to attend any and all school activities. Such badge shall be used only by the employee and his or her guest. If any employee abuses the use of said badge, the employee shall be subject to disciplinary action.

ARTICLE FIVE: DISTRICT RESPONSIBILITIES AND PREROGATIVES

5.1 Reserved Items: Union recognizes that the Board of School Directors of District has been charged by the law of the Commonwealth of Pennsylvania with providing for the education of children enrolled in public schools of District. It further recognizes that the Board of School Directors is required to exercise its discretion in carrying out these responsibilities, and that in exercising this discretion the Board of School Directors must consider many factors, which factors change from time to time. Except as shall have been expressly otherwise agreed upon herein; nothing contained in this agreement shall be deemed to restrict, preclude or modify any lawful power exercised by the Board of School Directors or to make any exercise of such power the subject of the grievance procedure established by this agreement.

ARTICLE SIX : WORK SCHEDULES

6.1 Work Week: The regular work week shall be five (5) consecutive days, starting Monday of each week and ending on the following Friday.

6.2 Hours of Work:

- A. The regular work week of all employees shall consist of forty (40) hours.
- B. Payroll procedure shall be as heretofore.
- C. Work schedules showing employees shifts, workdays and hours shall be published and provided to each employee. A copy of the work schedule is attached as Exhibit B.
- D. Employees who work more than five (5) hours per day shall be entitled to two (2) fifteen (15) minute paid rest periods. Employees who work five (5) hours per day shall be entitled to one (1) fifteen (15) minute rest period break. No employee shall leave his or her building without the consent of his or her supervisor, i.e. the head or assistant head employee of the building, or in the absence thereof, the building Principal or Supervisor of Buildings and Grounds.

6.3 Overtime:

- A. Overtime shall be calculated on a weekly basis and all hours worked in excess of forty (40) hours in one week shall constitute overtime and shall be paid for at one and one-half (1-1/2) times the regular rate of pay.
- B. The District will attempt to equalize overtime by building to the extent practicable between and among qualified employees who have signed up on the overtime list maintained in the office of the Supervisor of Buildings and Grounds,
- C. Maintenance overtime will not be equalized.
- D. Employees who are in probationary status shall be eligible for overtime assignment, only when permanent employees have declined the overtime opportunity,
- E. Employees shall notify the Supervisor of Buildings and Grounds in the event that they desire to have their name added or removed from the overtime list.

F. If all employees in a building refuse overtime, it shall be the prerogative of the District to assign the mandatory overtime by rotation starting with the least senior employee within the building. In the case of truck driving, should the regular driver and substitute refuse, overtime shall be offered on a rotating basis to all maintenance employees. Should they refuse, the mandatory assignment shall revert to the truck driver or substitute on a rotating basis.

6.4 Computation of Overtime: Rest periods, personal leave, holidays as specified in Section 6.5 and vacations shall be counted as hours worked for the purpose of computation of overtime only. Hours compensated under paragraph 6.5 of this agreement shall not be further compensated under Section 6.3 of this agreement if the employee does not actually work during the hours for which he or she receives compensation under paragraph 6.5 of this agreement.

6.5 Holiday

A. The following paid holidays will be provided to all employees: Martin Luther King Day, Independence Day, Labor Day, Veterans Day, Monday following the start of deer season, Good Friday, Memorial Day, Christmas Day, (Christmas Day plus one (1) day), New Year's Day (New Year's Day plus one (1) day prior thereto) and Thanksgiving Day (Thanksgiving Day plus one (1) day)

B. When any of the paid holidays set forth above fall on a Saturday, it will be celebrated on the preceding Friday. When any of the paid holidays set forth above fall on a Sunday, it will be celebrated on the following Monday. When school is in session, the Friday preceding a holiday, or the Monday succeeding a holiday, the District shall schedule the day when practicable.

C. In the event a holiday falls while an employee is on vacation leave or sick leave, said vacation leave or sick leave will not be charged for that day.

D. Employees shall be paid for each holiday set forth above, eight (8) hours' pay, computed at the regular rate, subject to the following conditions:

1. That, unless an employee is on vacation or approved leave, such employee must work, or be available for work, on his or her regularly scheduled working day next proceeding and next following the holiday, or, in case of illness, shall furnish the District with acceptable medical evidence of illness.

2. No payment will be made for holidays not worked to employees who are scheduled to work on a holiday but fail or refuse to do so.

3. If an employee fails to work on a holiday when scheduled to do so, but, upon request of the District, furnishes a proper certificate from his or her personal physician or school physician evidencing sickness on that holiday, he or she will be paid for that day eight (8) hours' pay, computed at the regular rate.

E. Any employee who is required to work on any of the holidays set forth above will receive, in addition to holiday pay, his or her regular base hourly rate of pay for all hours worked on the holiday.

6.6 Shift Differential: Those employees whose shift begins before 6:00 o'clock A.M. or after 12:00 o'clock Noon shall be entitled to one dollar (1.00) per hour shift differential. Shift differential shall not be paid for any shift starting between 6:00 o'clock A.M. and 12:00 o'clock Noon. The District agrees that it shall pay the appropriate shift differential to night custodians employed by the District during the summer months when they are reassigned to day shift. Nothing in this paragraph shall be constructed as precluding the District from assigning night custodians to work the night shift during the summer months, if deemed appropriate by the District.

6.7 Mileage: Any employee who is required to operate his or her own vehicle in performance of business of the District shall receive reimbursement for the use of said vehicle at a rate equal to the amount established by the Internal Revenue Service with prior administrative approval. No employee shall be compensated for the use of a vehicle in traveling to and from his or her assigned duty station.

6.8 Meal Periods: Each employee shall be entitled to a lunch period of one (1) hour per day without pay. Employees desiring to take less than one (1) hour per day for lunch may do so with prior administrative approval.

6.9 Call Time: An employee who is called in for work and who reports for work, other than during his or her regularly scheduled hours of work, shall be paid for a minimum of three (3) hours' work at his or her regular base rate, provided, however, that weekend building checks shall not qualify for call time compensation,

6.10 Lay-Offs: Whenever the District deems it necessary to reduce the work force, the employees with the least seniority shall be first laid off, skill, qualifications, training, fitness and ability being equal. Upon recall, the employee shall return to work within seven (7) days of written notice served personally or by certified mail to his or her last known address as recorded upon the records of the District; failure to return upon recall shall result in forfeiture of employment and the District shall be free to fill said position forthwith. The decision of the District on the order of lay-offs shall be final and binding.

6.11 Building Checks: Building Checks will be done by a rotation system. This system will include custodial workers if so qualified e.g. off probation, completion of necessary training/certification and the Supervisors. Any custodial worker interested in doing building checks will be trained by the Supervisors and upon completion of the training/certification will then be qualified to do the building checks. The district agrees the rate of reimbursement shall be 2 hours' compensation for each building check completed when the building is larger than 38,000 sq. ft. and 1 hours' of compensation when the building is less than 38,000 sq. ft. The employee is required to remain at the building for the total hours required for compensation of said building.

ARTICLE SEVEN : DUTIES

7.1 Established by District: The District has the right to establish the duties of employee, and may change the same from time to time.

ARTICLE EIGHT : SICK LEAVE

8.1 Eligibility and Benefits: For an employee working less than one (1) full year, sick leave shall be prorated based on the employee's date of hire until the start of the next July 1. For an employee working more than one (1) full year, sick leave shall be afforded at the rate of thirteen (13) days per year. Said sick leave shall be used for the employees' own personal illness or injury. Employees' shall be able to use up to five (5) days each year for the illness or injury of an immediate family member. Immediate family shall be defined as husband, wife, child, step-child, parents, step-parents, brother, sister, step-brother, step-sister, grandparents, and grandchildren. Flex time may be available upon request.

8.2 Disciplinary Action: Any fraud or dishonesty on the part of an employee in utilizing sick leave shall be sufficient cause for disciplinary action, including reprimand, suspension and discharge.

8.3 Verification: A doctor's certificate may be required where, in the opinion of the Supervisor, the employee has been abusing his or her sick leave privileges.

8.4 Unpaid Sick Leave: The District may grant a period of leave without pay to any employee requesting the same because of illness provided the employee submits a physician's statement indicating the need for such leave.

8.5 Accumulation:

A. As to all employees hired prior to July 1, 1981, upon retirement pursuant to the retirement policy of the District or upon the death of the employee while employed by the District, the District shall make non-elective contributions equal to the value of accumulated sick leave at the rate of three quarters ($\frac{3}{4}$) of his or her daily rate of pay for each day of accumulated sick leave accumulated after July 1, 1968, to an account established by said retiring employee under a Plan qualified under Section 403 (b) of the Internal Revenue Code of 1986, as amended (hereinafter the "Plan"). As to employees who die while employed by the District, the estate of said employee shall receive a lump sum payment equal to the value of accumulated sick leave at the rate of three quarters ($\frac{3}{4}$) of his or her daily rate of pay for each day of accumulated sick leave accumulated after July 1, 1968. Said Lump sum payment shall not be made pursuant to the Plan.

B. As to all employees hired after July 1, 1981, upon retirement pursuant to the retirement policy of the District, the District shall make non-elective contributions equal to the value of accumulated sick leave for a maximum of 140 days at three quarters ($\frac{3}{4}$) of his or her daily rate of pay with a maximum allowance of 70 days' pay to an account established by said retiring employee under the Plan. As to employees who die while employed by the District, the estate of said employee shall receive a lump sum payment equal to the value of accumulated sick leave for a maximum of 140 days at three quarters ($\frac{3}{4}$) of his or her daily rate of pay with a maximum allowance of 70 days' pay. Said lump sum payment shall not be made pursuant to the Plan.

C. As to all employees hired after July 1, 1994, upon retirement pursuant to the retirement policy of the District, the District shall make non-elective contributions equal to the value of accumulated sick leave for a maximum of 100 unused sick leave days at \$50.00 per day to an account established by said retiring employee under the Plan. As to employees who die while employed by the District, the estate of said employee shall receive a lump sum payment equal to the value of accumulated sick leave for a maximum of 100 unused sick leave days at \$50.00 per day. Said lump sum payment shall not be made pursuant to the Plan.

D. Provided, however, for all employees, that no 403(b) contribution made by the District shall cause the applicable contribution limits under Section 415(c)(1) of the Code and the limits based on includible compensation under Section 403(b)(3) and Section 401(a)(17) (the "applicable Limit") to be exceeded for the tax year, the District shall make contributions representing the value of unused accumulated sick leave in an amount up to the maximum amount permitted under the Applicable Limit per year for a period not to exceed five (5) years. Should any balance be due to such retiring employee after five years, the District shall pay said employee cash in the sixth year following the year in which said employee's retirement occurred. Under no circumstances shall the District make any contribution or make any payment to a retiring employee, which is in violation of the Internal Revenue Code, or any rules, regulations or decisions of the Internal Revenue Service, as they exist now or as they may be hereinafter amended, The District's employees shall provide any documentation or other information deemed necessary by the District or the Plan Administrator to ensure compliance with the Applicable Limit or any other provision of the Internal Revenue Code, or associated rulings, regulations or decisions. The Union understands and explicitly agrees that all state and local tax law consequences of said contribution and Plan are solely the responsibility of the District's individual employees, and that the District shall have no liability, and assumes no responsibility for, such consequences, The Union and the District's professional employees shall be bound by all rules and regulations promulgated by the Plan Administrator and the District, in their sole discretion, individually or jointly, which are both proper and necessary to comply with any and all applicable laws, regulations, rulings and decisions.

No employee of the District may receive cash or any other compensation in lieu of the District's contribution(s) to the Plan. The Union further agrees that the District shall have the absolute right to terminate or amend the Plan at any time for the purpose of complying with any and all applicable laws, regulations, rulings and decisions and for Plan administration, and the Union agrees that any such termination or amendment shall not be subject to collective bargaining.

Should the Plan terminate or be terminated, employees shall receive a lump sum payment in an amount as set forth above for each category of employees set forth in subparagraph (A) through (C). The above provisions shall not apply to employees who terminate their employment for the reasons other than retirement or death.

8.6 Reporting Sick Leave: It is the employee's responsibilities to submit his or her impending absence due to illness via AESOP. If the absence submitted is occurring in 24 hours or less of the next workday, the employee will also report the impending absence to the buildings and grounds office.

ARTICLE NINE : OTHER PAID LEAVE

9.1 Bereavement Leave:

A. An employee shall be entitled to a leave of absence with pay at his or her regular rate for a maximum of four (4) workdays in the case of death in his or her immediate family, namely, husband, wife, child, step-child, step-parents, step- brother, step-sister, brother or sister, grandparents, grandparents of spouse, grandchildren, parent or parent-in-law, step parents of spouse provided the leave of absence is taken during the period between the date of death and the three days following burial, both inclusive. Any employee who desires additional travel time or other time off may be granted the same without pay upon justification to the District.

B. An employee shall be entitled to a leave of absence with pay at his or her regular rate for a maximum of two (2) workdays in the case of the death of a near relative, meaning first cousin, aunt, uncle, niece, nephew, son-in-law, daughter-in-law, brother-in-law or sister-in-law, step-brother or step sister of spouse provided the leave of absence is taken during the period between the date of death and three (3) days following the burial, both inclusive.

C. Any employee utilizing bereavement leave shall be prepared to offer valid proof of death and relationship upon request.

9.2 Court Leave: An employee who serves on jury duty or who is called as a witness in any judicial or administrative proceeding shall be compensated by the District in the amount of the difference between his or her regular rate for regular scheduled workdays lost and the amount received as juror or witness fees, provided he or she is prepared to offer valid proof of such duty and the amount received as fees upon request of the District. Whenever the employee is temporarily excused from such jury duty by the court on his or her scheduled workday, he or she shall advise his or her supervisor as promptly as possible and stand ready to report for work if requested. The receipt of a subpoena or the notice to report for jury duty must be reported immediately to the District, and the District may request that the employee be excused or exempted from such duty, if, in the opinion of the District, the employee's services are needed at the time of proposed jury service.

9.3 Personal Leave: A maximum of four (4) days personal leave shall be provided annually without deduction in salary during each year of the contract. This leave may be used at the discretion of the employee except as otherwise stated below.

The following rules shall govern the use of personal leave:

A. No more than ten (10%) percent or more than one (1) employee in any one building, whichever is greater, may take said leave on the same day; however, if more than the quota gives the notice of such leave, said leave shall be granted on a "first come, first served" basis.

B. Employees may use personal leave before and/or after a holiday except that the total number of employees off in a job classification cannot exceed 10% of the total number of employees in that classification.

C. Only with prior administrative approval may the limitations set forth in paragraph A above be exceeded. The decision of the administrator, as designated by the District, on the granting of said personal leave in excess of the limitation set forth in paragraph A shall be final and binding upon the employee,

D. Employees not desiring to use a personal day during a given year shall have the ability to carry over the personal day with a maximum accumulation of eight (8) personal days.

In the event that the District shall provide to the professional employees more than four (4) days' leave, the same number of days shall be afforded to the A.F.S.C.M.E. bargaining unit members.

9.4 Military Leave:

Military Leave: The Employer shall grant military leave in accordance with all applicable Pennsylvania and federal laws, including but not limited to the Uniformed Services Employment and Reemployment Rights Act.

9.5 Military Leave Notices: . Notice of all military leave days shall be submitted in advance by using the Employees Absent Request Form via Frontline Central.

9.6 Vacations:

A. Employees who have completed less than ten (10) full years of service with the District shall receive ten (10) days' vacation with pay per year.

B. Employees who have completed ten (10) full years, but less than fifteen (15) full years of continuous service shall receive fifteen (15) days per year.

C. Employees who have completed fifteen (15) full years of continuous service with the District shall receive twenty (20) days' vacation with pay per year.

D. Vacation pay shall be the employee's regular straight time rate of pay in effect for the employee's regular job on the pay day immediately preceding the employee's vacation. The vacation year shall be from July 1 of each year through and including June 30 of the following year. Vacation days will be received at the start of the work year. Days will be prorated based on start date.

E. An employee should request vacation leave through his/her supervisor at least five (5) days prior to the date on which the leave is to be taken. If the District must limit the number of employees off at any given time, vacation will be approved on the first come first served basis. The decision of the District shall be final and binding.

F. There shall be no accumulation of vacation days.

ARTICLE TEN : UNPAID LEAVE

10.1 Child Rearing Leave:

A. At the request of the employee, and upon substantiation of the reason for such leave, child rearing leave will be granted without pay.

B. An employee shall submit written notification to his/her immediate supervisor stating the anticipated duration of the leave at least two (2) weeks in advance. Such leave shall be granted for a period of time not to exceed six (6) months. Upon the request of the employee, and at the discretion of the District, child rearing leaves may be extended or renewed for a period not to exceed six (6) months.

C. While an employee is on child rearing leave, the duties of his/her position shall either be performed by remaining staff and the position kept vacant or they shall be performed by a substitute employee.

D. Upon return from child rearing leave, an employee shall retain all seniority and pension rights that had accrued up to the time of his/her leave, but these rights shall not accrue during the approved child rearing leave without pay.

E. An employee is entitled to use accrued sick leave for the period that he/she is unable to work as certified by a physician, and also all accrued vacation leave. All other periods of leave related to child rearing leave shall be carried over until his/her return. An employee shall not earn vacation or sick leave while he/she is on child rearing leave without pay.

F. It is understood by both parties that the provisions of this Article are consistent with the Pennsylvania Human Relations Act of 1969, P.L. 133.

10.2 Other Leaves of Absence: Other reasonable requests for leaves of absence without pay and extensions thereof will be considered and evaluated on the merits of each case. Such leaves may be approved for periods not to exceed two (2) years. The request will be considered only after all other appropriate leave has been exhausted.

10.3 Benefits During Leaves: Sick leave, retirement credits, seniority, and other benefits shall not accrue during an unpaid leave of absence. Employees shall make advance arrangements to have their Group Insurance continued at their expense during their leave. Otherwise, they will be discontinued.

10.4 Return to Position: At the time of applying for leave under this Article, each employee shall provide a date for his or her return to his or her duties. District shall advise each employee as to whether or not his or her job will be available to him or her at the date or at some other time or alternate date. If, upon return to duty, an employee is assigned by the District to a position other than the position which he occupied at the time such leave was applied for, the returning employee shall have the option of either accepting the new position offered by the District or accepting a layoff. Nothing contained in this Article 9 shall limit the District's right to involuntarily transfer an employee, subject to the employee's right to accept a voluntary layoff. If an employee fails to return to work at the agreed upon date, his or her employment with the District may be terminated at District's election.

ARTICLE ELEVEN : GRIEVANCE PROCEDURE

11.1 Procedural Steps: In the event of a controversy concerning the meaning or application of any provision of this agreement, there shall be no suspension of or interference with the work, but such controversy shall be treated as a grievance and shall be settled, if possible, in the following manner:

First Step: Within ten (10) working days after the occurrence of an event upon which a grievance is based, the grievance shall be presented orally or in writing to the grievant's supervisor. At any meeting with the supervisor to discuss the grievance the employee may have his or her Union Representative present if he or she wishes. The grievance shall be resolved within ten (10) working days, if possible.

Second Step: If a satisfactory adjustment cannot be reached between the parties in the First Step, within ten (10) working days after the same has been presented to the supervisor the same grievance may be resubmitted by the employee or the union to the Human Resource Director. In this Step the grievance shall be reduced to writing and the following information shall be stated with reasonable clearness, via:

- A. The nature of the grievance, including the act or acts complained of, and when the same occurred;
- B. The names of the supervisor and grievant involved;
- C. The identity of the persons who claimed to be grieved; and
- D. The sections of this agreement which the District has allegedly violated and the remedy sought.

At any meeting to consider the grievance, the employee may have present the employee's Union Representative and such other representatives as the employee desires. The District shall give a written answer to the grievance within ten (10) working days after Second Step submission.

Third Step: If a satisfactory adjustment cannot be reached between the parties in the Second Step, within ten (10) working days after the same has been presented to the Supervisor of Buildings and Grounds the same written grievance may be resubmitted by the employee or the Union to the Superintendent of Schools, or his designee.

Fourth Step: Mediation By agreement of both parties within ten (10) workdays of Management's answer at the third step, the Union may appeal the grievance decision to the PA Bureau of Mediation for grievance mediation. In the event the parties do not agree to mediate the grievance, then the grievance shall proceed to the fifth step within ten (10) workdays of the answer of the Superintendent of the Schools or Designee.

Fifth Step: If a satisfactory adjustment cannot be reached between the parties at Step Four the grievance may be appealed to arbitration by the Union upon written notice to the employer and the Pennsylvania Department of Labor and Industry Bureau of Mediation by certified mail within ten (10) days of the answer of the Superintendent or their designee. The arbitration shall proceed in accordance with the current rules of the Pennsylvania Department of Labor and Industry Bureau of Mediation.

When discussions are held at any step of the grievance procedure to resolve a grievance the Union must be offered the opportunity to participate in the discussions.

11.2 Restrictions on Arbitration: Only a single grievance may be heard by the arbitrators at one time, although multiple grievances may be submitted separately to the same arbitrators. The Union shall make the final determination as to whether or not any grievance involving employees in a bargaining unit shall be processed and whether or not any grievance in process shall be settled. However, any employee may prosecute a grievance without the aid of the Union through the third step of the grievance procedure. Any issue left unsettled by the District and the Union when this agreement is signed or not referred to in this agreement may not be determined by an arbitrator.

11.3 Authority of Arbitrators: Grievances within the meaning of the grievance procedure and of this arbitration clause shall consist only of disputes involving the interpretation or application or particular articles of this agreement and involving alleged violations of the agreement. The arbitrators shall have no power to add to, subtract from or modify any of the terms of this agreement; nor shall they substitute their discretion for that of the District or the Union where such discretion has been retained by the District or the Union; nor shall they exercise any responsibility or function of the District or the Union. No questions affecting the wage structure of the District shall be arbitral, and the arbitrators may not establish or change any wage scales, except for determining whether or not an employee has been paid correct wages according to the wage scales.

11.4 Back Pay: The District shall not be required to pay back pay except to the date a written grievance is filed with the District. Any award of back wages shall be limited to the amount of wages the employee would otherwise have earned from his or her employment with the District during the periods as above defined, less any unemployment or other compensation for personal services that he or she may have received from any source during the period.

11.5 Awards: No arbitrators may make any award which in effect gives the grievant, the Union or the District anything he, she or it bargained for but failed to get during negotiations.

11.6 Pay at Hearings: No member of the bargaining unit shall be paid by the District for time spent at arbitration hearing except during such time as he or she is appearing or waiting to be heard as a witness called by either party, and except for the grievant if, he or she is successful in the grievance.

11.7 Timeliness: Any grievance not processed in accordance with the time limits of the grievance procedure shall be deemed to have been resolved against the party failing to comply unless the Union and the District agree specifically to extend the time limits in a particular case.

11.8 Expenses: Each side shall pay one-half (1/2) the fee and expense of the impartial arbitrator and shall bear its own expense.

ARTICLE TWELVE: NO STRIKES OR LOCKOUTS

12.1 No Strikes: For the duration of this agreement, the Union, its officers, agents, representatives and members shall not in any way, directly or indirectly authorize, cause, assist, encourage, participate in, ratify or condone any strike, sit-down, sit-in, slow-down, cessation or stoppage of work, boycott, picketing or other interference with or interruption of work at any of the District's operations, In addition to any other liability, right or remedy provided by applicable law or statute, should such a strike, sit-down, sit-in, slow-down, or stoppage of work, boycott, picketing or other interference with or interruption of the operation of the District occur, the Union shall immediately:

- A. Publicly disavow such action by the employees,
- B. Notify the employees of its disapproval of such action and instruct such employees to cease such action and return to work immediately.
- C. Post notices on the employee bulletin boards advising that it disapproves such action.

12.2 No Lockouts: In the consideration of this no-strike pledge by the Union for the duration of this agreement, the District shall not lockout its employees.

12.3 Discipline: Any employee who violates the provisions of this Article 11 may be made the subject of disciplinary action, including discharge, and such action may not be raised as a grievance under this agreement except whether the employee actually engaged in conduct prohibited by this Article 11.

ARTICLE THIRTEEN: INSURANCE

13.1 Medical Insurance Benefits: The District shall provide insurance coverage as follows:

- A. In General. All members of the bargaining unit shall be eligible to participate in the plan. The healthcare plan year will be run from July 1-June 30 each year of the contract.
- B. Open Enrollment and Election Changes. The District will provide at least one annual open enrollment period for employees to make health care choices. Additionally, the District shall permit a change in healthcare election outside of the annual open enrollment period for a qualifying event.

C. Health Plan. Beginning July 1, 2026, for the 2026/2027 contract year, and continuing through the 2027/2028 and 2028/2029 and 2029/2030 benefit years, all members of the bargaining unit shall have a Qualified High Deductible Health Plan ("QHDHP") with a deductible of \$1,700 individual / \$3,400 family. Preventive drugs identified on the carrier's Preventative Medication List will not be subject to the deductible but will have co-pays, and it is understood and agreed that the medications included in the Preventive Medication List may change from time to time at the carrier and the government's discretion. Exhibit C summarizes the other components of the plan design, and Exhibit D is a link to the current carrier's Preventive Medication List. The total Maximum Out of Pocket ("TMOOP") limit for in-network coverage will be \$3,000 individual / \$6,000 family, and the TMOOP for out-of-network coverage will be \$4,000 individual / \$8,000 family. The TMOOP includes the deductible, copayments, coinsurance for medical (including ER) and prescription drug (for participating providers only). The out-of-network TMOOP specifically excludes any amount that an employee and /or his/her family may be balance billed from a non-participating provider.

- D. Health Saving Accounts. Once members are enrolled in the QHDHP, a Health Savings Account ("HSA") will be set up through the carrier and its affiliate partners for all HSA eligible employees by the District. HSA eligibility will sign an HSA eligibility determination form annually to confirm that they are eligible for a HSA.
- E. HSA contributions. The District will contribute into the HSA account for each eligible employee forty percent (40%) of the employee's tier level deductible for the 2026/2027 , 2027/2028 , 2028/2029 and 2029/2030 benefit years. The District will deposit the full amount of its HSA contribution on the first day of each new benefit year (July 1), or if for reasons outside of the District's control a deposit cannot be made on the first day of the benefit year, as soon thereafter as reasonably practical. It is understood and agreed that once the District deposits contribution to appear in the employee's HSA account. Employees may, in their sole discretion, contribute their own HSA at any time during the plan year through a pre-tax salary reduction pursuant to the District's Section 125 plan, or via other means as allowed by the HSA administrator. All employee HSA contributions are voluntary and must be made in compliance with applicable law.

F. Establishment of Health Reimbursement Arrangements. In the event an employee does not meet the criteria to qualify for an HSA, as set forth in 1-3 below, and for so long as the District offers a QHDHP paired with an HSA, the District will provide that employee with a Rollover Health Reimbursement Arrangement (HRA) account. Specially, a District employee is eligible for a HRA contribution if and only if s/he is not eligible to contribute to an HSA under the following conditions:

1. An employee is enrolled in Medicare, or
2. An employee is covered by Tri-Care, or
3. An employee is considered a tax dependent of another

G. HRA Contributions. The District will contribute the same employer contribution into an employee's HRA as being contributed to employee HSAs for the given benefit year. Funds placed in the HRA shall remain with the employee and will roll over from year to year in compliance with IRS regulations. The District's contribution into the employee's HRA will follow the same payment schedule as the HSA identified in Exhibit D above of this section. HRA funds may be used in compliance with applicable law.

H. Mid-Year Coverage Tier Change. In the event a covered employee eligible to change and does change his/her elected tier of coverage in the middle of a plan year which results in a change in the deductible (e.g., changing from employee only coverage to family coverage, or changing from family coverage to employee-only coverage) said employee will be subject to changes in employer contributions to his/her HSA or HRA.

- a. If an eligible employee switches from employee-only coverage to non-single coverage (parent child(ren), husband/wife, or family) in the middle of the plan year due to a qualifying event, his/her deductibles will increase to the family deductible. Said employee shall be eligible to receive from the District an additional pro-rated employer contribution into his/her HSA or HRA account to assist the employee in meeting the increased deductible expenses.

b. If an eligible employee switches from non-single coverage to employee-only coverage in the middle of the plan year due to a qualifying event, the deductible will decrease to the single deductible. When this occurs, the employee will only be credited with the portion of the family deductible he/she satisfied themselves, and any portion of the family deductible that was satisfied by someone other than the employee will not count towards the now lowered single deductible. As a result of the now lowered deductible, the employee may have been overpaid in contributions by the District on July 1 bases on his/her elected family coverage in effect at the time, but shall not be required to immediately refund any overpayment to the District; rather, future HSA contributions to such an employee may be reduced or adjusted going forward such that the District is repaid within one (1) calendar year.

I. New Hires and Employees New to Coverage Mid-Year. Payment into a HSA/HRA will be pro-rated where each month shall equal one twelfth (1/12) of the District's HSA/HRA contribution. An employee, new or existing, who enrolls in the QHDHP mid-year shall be entitled to a pro-rated District contribution beginning with the month that they enroll, whether their enrollment date is the first day of the month or the last day of the month.

J. Maintaining Minimum Deductible. If the IRS raises the minimum deductible necessary for a health plan to be considered a QHDHP above the QHDHP deductible in place for the members of the bargaining unit, then the deductible amount of the District's plan shall be modified to match the new minimum deductible necessary for a health plan to be considered a QHDHP.

K. Administrative and Maintenance Fees. The District shall be responsible for paying any and all maintenance and administrative fees associated with employees' HSA and HRA accounts.

L. Spousal Exclusion. Spouses who are eligible for healthcare coverage by the following entities will not be entitled to coverage provided by the District:

a. The Commonwealth of Pennsylvania.

b. PA Public School Districts;

c. State System of Higher Education Universities or state-owned Universities funded by the State of Pennsylvania; or

d. State-related Universities of Pennsylvania (Pennsylvania State University, University of Pittsburgh, Lincoln University, Temple University, etc.)

Spouses who work part-time for the above entities and are eligible for healthcare coverage but must pay a greater cost for the coverage than if he/she was on the District's plan will be eligible for the District healthcare coverage. Spouses of a District employee not employed by the entities noted above are eligible for District healthcare coverage.

Effective July 1, 2027, spouses of employees offered their own employer sponsored coverage shall be ineligible to participate in the District's health care plan. Additionally, spouses of employees who are self-employed and offer insurance to employees are ineligible to participate in the District's health care plan.

Spouses who are a) not employed or b) employed or self-employed but not offered medical insurance provided by that employer shall, along with the employee, complete and sign an affidavit confirming that the spouse is a) not employed or b) employed or self-employed but not offered medical insurance provided by that employer. The affidavit shall include authorization for the district to verify any information provided in the affidavit

M. Weight Loss Prescription Drug Carve Out: Effective July 1, 2026 all weight loss medications, including GLP-1s, prescribed for weight loss/obesity management will be carved out. These medications will not be covered by the District's healthcare/RX plan

N. Opt Out: If any member of the bargaining unit elects to opt out of the District-provided health insurance coverage for the term of this agreement and in lieu of the District's obligation to provide health insurance coverage for said employee and/or his or her eligible dependents, the District shall pay to said employee the sum of \$2,000.00 per year prorated on a bi-weekly basis as additional compensation during each year of this Agreement. Any employee who chooses to opt out of the District-provided health insurance coverage must first provide the District's Human Resources Office with documented proof that said employee has other health insurance coverage. It is understood and agreed that an employee who opts out of the District's health insurance plan may reenroll in said plan in the event that said employee experiences a qualifying event

The School District may change the medical insurance provider provided the level of benefits that currently exist will not be reduced. The School District agrees to meet and discuss with the Union prior to finalizing any agreement to change providers.

13.2 Dental/Vision Insurance: The District shall provide a dental/vision care program for the employee and his/her dependents, all members of the bargaining-unit shall be eligible to participate in the plan.

13.3 Death Benefit: The District shall provide, at no cost to the employee, a death benefit in the amount of thirty thousand (\$30,000.00) dollars. Each employee will designate his/her beneficiary on a form to be provided by the School District

13.4 Non-Duplication of Benefits: The District shall not be obligated to pay duplicate premiums or provide duplicate coverage under any group medical, dental or vision insurance plan for any employee or eligible dependent.

13.5 Section 125 Plan: The parties agree to discuss and proceed with an IRC Section 125 Plan starting after January 1, 1998. Each employee may elect to participate or not in the Plan.

ARTICLE FOURTEEN WAGES

14.1 Wage Increases:

- A. Effective July 1, 2026 , each employee below the new starting rate shall have their base hourly rate increased to the appropriate starting rate within the employees classification.

Starting Rates Classifications	7/1/2026 Minimum	7/1/2027 Minimum	7/1/2028 Minimum	7/1/2029 Minimum	7/1/26-6/30/30 Maximum
Custodial 1	\$16.00	\$16.25	\$16.50	\$16.75	\$26.00
Custodial 2	\$15.00	\$15.25	\$15.50	\$15.75	\$25.00
Groundskeeper	\$16.50	\$16.75	\$17.00	\$17.25	\$26.50
Maintenance 1	\$26.00	\$26.25	\$26.50	\$26.75	\$36.00
Maintenance 2	\$21.00	\$21.25	\$21.50	\$21.75	\$31.00
Maintenance 3	\$18.00	\$18.25	\$18.50	\$18.75	\$28.00

- B. Effective July 1, 2026 all employees above the minimum rate but below the maximum rate for each job classification shall have their base hourly rate increased by 4%.

- C. Effective July 1, 2027, each employee below the maximum rate for each job classification shall have their base hourly rate increased by 3%

D. Effective July 1, 2028, each employee below the maximum rate for each job classification shall have their base hourly rate increased by 3%

E. Effective July 1, 2029, each employee below the maximum rate for each job classification shall have their base hourly rate increased by 3%

F. In the event an employee's annual wage increase causes their base hourly rate to exceed the maximum rate established for their employee group, the employee shall receive the full increase applied to their base hourly rate in that first year.

In each subsequent year in which the employees base hourly rate remains above the maximum rate for their employee group, the employee shall not receive an increase to their base hourly rate. Instead, the employee shall receive a one-time lump sum payment equal to the value of the annual increase for which they would otherwise have been eligible. This lump sum payment shall be issued in the first payroll of the new fiscal year

14.2 Longevity Pay:

A. Beginning as of the first pay of the fiscal year in which an employee shall reach his/her tenth year of service with the District, an employee shall receive an increase of \$250.00 over and above his or her prior year's salary to be paid out to employee in a one-time payment the first pay of the fiscal year of the employee's anniversary.

B. Beginning as of the first pay of the fiscal year in which an employee shall reach his/her fifteenth year of service with the District, an employee shall receive an increase of \$350.00 over and above his or her prior year's salary to be paid out to employee in a one-time payment the first pay of the fiscal year of the employee's anniversary.

C. Beginning as of the first pay of the fiscal year in which an employee shall reach his/her twentieth year of service with the District, an employee shall receive an increase of \$450.00 over and above his or her prior year's salary to be paid out to employee in a one-time payment on the first pay of the fiscal year of the employee's anniversary.

D. Beginning as of the first pay of the fiscal year in which an employee shall reach his/her twenty-fifth year of service with the District, an employee shall receive an increase of \$550.00 over and above his or her prior year's salary to be paid out to employee in a one-time payment on the first pay of the fiscal year of the employee's anniversary.

14.3 Wage Payment Schedule: Employees shall be paid on alternating Fridays except when said Friday is a holiday in which case payment shall be made the last working day prior to said Friday.

14.4 Direct Deposit: Wages shall be paid through direct deposit banking.

14.5 Retirement: Members of the A.F.S.C.M.E. Local #2935 participate in the Pennsylvania School Employees' Retirement System.

ARTICLE FIFTEEN: MISCELLANEOUS PROVISIONS

15.1 Due Notice to Employees: District notification to an employee shall be deemed due and sufficient for the purposes of this agreement if the notification is made personally by written memorandum, or by registered or certified mail delivered to the employee's last known address as shown on his or her personnel record maintained by the District. It shall be the responsibility of each employee to keep the District informed of his or her current address and telephone number. For the purpose of computing any notification, the day the notice is sent shall not be included.

15.2 Early Dismissal: When the instructional staff has one (1) hour early dismissal the night employees shall report to work one (1) hour early and dismiss one (1) hour early. This probably will occur four (4) times per year (days before Thanksgiving, Christmas, Easter and summer vacation).

15.3 Tools: the district shall provide any tool or specialty tools to employees that are needed to perform their job.

15.4 Separability: If any term or provision of this agreement is at any time during the life of this agreement in conflict with any law, such term or provision shall continue in effect only to the extent permitted by such law. If any term or provision of this agreement is or becomes invalid or unenforceable, such invalidity or unenforceability shall not affect or impair any other term or provision of this agreement.

15.5 Finality: The parties acknowledge that during the negotiations which resulted in this agreement each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter within collective bargaining and that the understandings arrived at after the exercise of that right are set forth in this agreement. Therefore, the District and the Union for the life of this agreement each voluntarily waives the right to bargain collectively with respect to any subject or matter not specifically referred to or covered in this agreement. The express provisions of this agreement for its duration, therefore, constitute the complete and total contract between the District and the Union with respect to rates of pay, wages, hours of work and other conditions of employment. Nothing herein contained shall prevent negotiations concerning future contracts during the life of this contract, which negotiations shall be as provided in Act 195, The Public Employees Labor Relations Act.

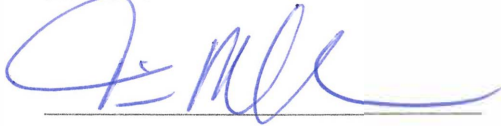
15.6 Special License/certification: Employees whose job requires a special license or certification will be responsible for ensuring that the license or certification is kept current. Any cost for attaining or renewing the license or certification will be paid by the School District.

ARTICLE SIXTEEN: DURATION OF AGREEMENT

16.1 Effective; Unless otherwise specifically provided for herein, this agreement shall continue in full force and effect from July 1, 2026 until midnight on June 30, 2030. Thereafter, it shall be self-renewing for yearly periods unless notice of intention to terminate or modify this agreement is given in writing by either party to the other party not less than ninety (90) days prior to any expiration date.

IN WITNESS WHEREOF, District has caused these presents to be executed by the President of the School Board after legal approval of the same by its Board of School Directors, and Union has caused these presents to be executed by its President and attested by its secretary after ratification by its membership at a regularly scheduled meeting at which a quorum was present, the day and year aforesaid.

ATTEST



CHAMBERSBURG AREA SCHOOL
DISTRICT

By: 
President -- Board of School Directors

COUNCIL 13
AMERICAN FEDERATION OF STATE,
COUNTY AND MUNICIPAL
EMPLOYEES, ALF-CIO

ATTEST



By: 
President - Local 2935

By: 
Vice President - Local 2935

By: 
Staff Representative

"EXHIBIT A"

Fringe Benefits of Probationary Employees:

1. Three (3) days of sick leave, subject to the restrictions of ARTICLE EIGHT
2. Medical and dental/vision insurance benefits as set forth in ARTICLE THIRTEEN
3. Two (2) holidays, if available during period of probationary employment
4. One (1) personal leave day, subject to the restrictions of paragraph 9.3

"EXHIBIT B"

CHAMBERSBURG AREA SCHOOL DISTRICT BUILDINGS AND GROUNDS DEPARTMENT

WORK SCHEDULE Elementary

Building Custodians

8 Hour Day	7:00 a.m. – 4:00 p.m.	1 Hour Lunch Period
8 Hour Night	3:30 p.m. – 12:00 a.m.	½ Hour Lunch Period
5 Hour Night	3:30 p.m. – 9:00 p.m.	½ Hour Lunch Period

Secondary Building Custodians

8 Hour Day	6:30 a.m. – 3:30 p.m.	1 Hour Lunch Period
8 Hour Night	3:30 p.m. – 12:00 a.m.	½ Hour Lunch Period

Maintenance

8 Hour	7:00 a.m. – 3:30 p.m.	½ Hour Lunch Period
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Summer and Holiday Hours

8 Hour Employees	6:30 a.m. – 3:30 p.m.	1 Hour Lunch Period*
8 Hour Employees	7:00 a.m. – 3:30 p.m.	½ Hour Lunch Period
Admin Office	2:30 p.m. – 11:00 p.m.	½ Hour Lunch Period
5 Hour Employees	7:00 a.m. – 12:00 p.m.	

*Only 8 hour employees who request an hour lunch period will work this schedule.

EXHIBIT C

CHAMBERSBURG AREA SCHOOL DISTRICT

(AFSCME CONTRACTS)

OVERVIEW OF PROPOSED QUALIFIED HIGH DEDUCTIBLE HEALTH PLAN

(HEALTH PLAN ON FOLLOWING PAGES)

EXHIBIT D

CHAMBERSBURG AREA SCHOOL DISTRICT

HEALTH SAVINGS ACCOUNT

PREVENTATIVE MEDICATION LIST

Advantage Qualified High Deductible Health Plan (Preventative Medication List)

(See link below)

https://capitalbluecross.widen.net/s/l2sjlgwwpd/rx-l08_jan2025_advqhdhp_preventivemedlist_english