

Act 93 Plan
Administrator/Support Staff Evaluation & Compensation Plan
Easton Area School District

A. Purpose:

The Easton Area School District Board of Education adopts the following Administrator Compensation Plan pursuant to the “Public School Code of 1949” as amended, and section 1164. By this agreement the Board recognizes the importance of maintaining an effective Management Team to strengthen the administration and educational programs of the District.

B. Term:

This plan is effective July 1, 2026 and shall continue until June 30, 2029. This plan supersedes any and all other plans currently in effect.

I. Salary Amounts and Schedules - Please see Appendix A

A. Work Year

1. The work year for all Act 93 personnel, except School Police Officers, shall be a minimum of 260 days.
2. In addition to the 190 day work year, School Police Officers shall provide full-time coverage (one employee) during the summer months to the district on a five-day rotating basis as assigned by the Supervisor of Safe Schools. Employees assigned to said duties, shall be assigned to weekly assignments. At all times during the year, all officers shall be required to attend necessary district-related hearings and any other district-related court proceedings with no additional compensation for such attendance.

B. Compensation:

1. Act 93 employees shall receive annual increases as follows:
 - a. \$100,000+: 2%
 - b. \$65,000-\$99,999: 2.25%
 - c. \$0-64,999: 2.5%
2. Beginning July 1, 2026, any employee whose salary is below the minimum starting salary established by this Agreement, after the increase referenced in Subsection 1 above, shall have their salary increased to the applicable minimum starting salary. In addition, those employees shall receive the same salary increase provided to all other employees covered by this Agreement for the 2027-2028 and 2028-2029 school years.
3. Act 93 employees whose employment begins after April 1 of any given year shall not be eligible for the salary increase effective July 1 of that same year.

B. Standing Board Committee Meetings and Special Board Meetings: Executive Administrative Assistants assigned to take meeting minutes shall receive a stipend of \$100.00 per meeting.

B. Technology staff assigned to provide technology support for Standing Board Committee Meetings, Regular Board Meetings, and Special Board Meetings shall be compensated at a rate of fifty dollars \$50.00 per hour, with a 2 hour guaranteed minimum payment. Compensation shall be calculated in one-quarter ($\frac{1}{4}$) hour increments. Any portion of an hour worked beyond a full hour shall be rounded up to the next one-quarter ($\frac{1}{4}$) hour increment.

C. The Board Secretary's annual stipend shall be based on the current year's stipend plus the agreement's annual percentage raise to determine the subsequent years' annual stipend.

1. In the event that a new Board Secretary is assigned or hired, the compensation/stipend for that person's initial year in the role shall be \$5,000. The agreement's annual percentage raise will be added to the base stipend in each year following the initial year to determine the annual stipend.

D. All Employees shall have direct deposit for their pay.

E. Longevity

1. An annual longevity payment will be paid to Act 93 employees who have the following years of service within the Easton Area School District's Act 93 group. Years within the Act 93 group will be calculated as of July 1 of each calendar year. The compensation for the longevity payment will be provided to the individual during the first pay period in July of the following year. The longevity payment shall not be included as part of the base salary.

- a. 10-14 years in Act 93: \$750
- b. 15-19 years in Act 93: \$1250
- c. 20+ years: \$1750

F. Evaluation Process

1. All Principals, the Director of Special Education, and Assistant Principals will be evaluated using the PDE 13-2 form, or the corresponding form as determined by the PA Department of Education. All other positions within this compensation plan will be evaluated according to a system approved by the Superintendent and made known to the affected employees at the beginning of the evaluation period. The evaluation tool will be created during the 2026-2027 school year.

II. Benefits

A. Health Benefits: The District shall provide a PPO plan to employees who become eligible after the effective date of this agreement. The deductibles and plan features shall be as follows:

BENEFIT HIGHLIGHTS

CapitalBlueCross.com



PPO Plan

Easton Area School District - Act 93 PPO, ACT 93 COBRA PPO

This information is not a contract, but highlights some of the benefits available to you and is not intended to be a complete list or description of available services. Benefits are subject to the exclusions and limitations contained in your Benefits Booklet (also known as "Certificate of Coverage"). Refer to your Benefits Booklet for complete details.

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

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Additional Services		
Home healthcare services (90 visits per benefit period)	No charge after deductible	20% coinsurance after deductible
Durable medical equipment and supplies; prosthetic appliances and orthotic devices	No charge after deductible	20% coinsurance after deductible

Benefits are underwritten by Capital Advantage Assurance Company®, a subsidiary of Capital Blue Cross. An independent licensee of the Blue Cross Blue Shield Association.

COST SHARING FOR PRESCRIPTION DRUGS DOES NOT APPLY TO THE MEDICAL DEDUCTIBLE SHOWN ON PAGE ONE			
YOUR PRESCRIPTION DRUG SUMMARY OF COST SHARING			
	Member Responsibilities		
	If provider is in-network	If provider is out-of-network	
Deductible (per benefit period)	\$100 per member \$100 per family	Not covered	
	Retail pharmacy (up to a 30-day supply)	Home delivery (up to a 90-day supply)	Specialty pharmacy (up to a 30-day supply)
Prescription drug tier			
Generic preferred	\$10 copayment	\$20 copayment	\$100 copayment
Generic nonpreferred	\$10 copayment	\$20 copayment	\$100 copayment
Brand preferred	\$35 copayment	\$40 copayment	\$100 copayment
Brand nonpreferred	\$50 copayment	\$100 copayment	\$100 copayment
Contraceptives* (self-administered)			
Generic	\$0 copayment	\$0 copayment	Not covered
Select brands (no generic equivalent available)	\$0 copayment	\$0 copayment	Not covered
Brand preferred	\$35 copayment	\$40 copayment	Not covered
Brand nonpreferred	\$50 copayment	\$100 copayment	Not covered
Additional pharmacy benefits/details			
Network (for specialty pharmacy information please refer to the guide to Rx benefits at CapitalBlueCross.com)	Broad Plus		
Formulary	Advantage		
\$0 preventive Rx coverage	No charge		
Generic substitution program	Mandatory generic substitution—In addition to the coinsurance/copayment, the member pays the difference between the brand drug and generic drug price (when there is a generic drug alternative) regardless of whether the prescribing physician requests that the brand drug be dispensed.		
90DayMyWay	Members can choose to fill their maintenance medicines through home delivery or at an in-network extended supply network (ESN) retail pharmacy.		

Deductibles, coinsurance and copayments under this program are separate from any deductibles, coinsurance and copayments required under any other health benefits coverage you may have.
 *Certain preventive contraceptives are required to be covered at no cost to you when filled at an in-network pharmacy with a valid prescription in accordance with Preventive Health Guidelines.
 In-network providers and pharmacies agree to accept our allowance as payment in full—less than their normal charge. If you visit an out-of-network provider or pharmacy, you are responsible for paying the deductible, coinsurance and the difference between the out-of-network provider's or out-of-network pharmacy's charges and the allowed amount. Out-of-network providers may balance bill the member. Some out-of-network facility providers are not covered. Deductibles, any differences paid between brand drug and generic drug prices, and any balances paid to out-of-network pharmacies are not applied to the out-of-pocket maximum. In certain situations, a facility fee may be associated with an outpatient visit to a professional provider. Members should consult with the provider of the services to determine whether a facility fee may apply to that provider. An additional cost sharing amount may apply to the facility fee.

Communications issued by Capital Blue Cross in its capacity as administrator of programs and provider relations for all companies.

PPOSJ014;RXRSJ014
07/2026

Large Group-PPO Plan
1/1/2026
PSI-382 (05/01/23)

The following yearly contribution schedule will be observed for the duration of this agreement. The yearly amount will be deducted in equal installments per pay based on 24 pay periods per year through the life of this Administrative Compensation Plan.

Salary Band	2026-2027	Single/2-Party/Family
\$0-\$64,999	4% COBRA Rate	\$32.42/\$65.04/\$84.26
\$65,000-\$99,999	4.5% COBRA Rate	\$36.47/\$73.17/\$94.79
\$100,000 +	5% COBRA Rate	\$40.52/\$81.30/\$105.32

Salary Band	2027-2028
\$0-\$64,999	4.25% COBRA Rate
\$65,000-\$99,999	4.75% COBRA Rate
\$100,000 +	5.25% COBRA Rate

Salary Band	2028-2029
\$0-\$64,999	4.5% COBRA Rate
\$65,000-\$99,999	5% COBRA Rate
\$100,000 +	5.5% COBRA Rate

GLP1 Drugs for Weight Loss will be covered in the following way:

2026-2027

Cost share 50% of the total cost to the District and 50% of the total cost to the Act 93 employee.

2027-2028

Cost share 25% of the total cost to the District and 75% of the total cost to the Act 93 employee.

2028-2029

The District will no longer provide coverage for GLP1 Weight Loss Drugs.

Mandatory Generic Substitution: Mandatory Generic substitution requires pharmacists to disperse a generic drug when available unless prescriber specifies “brand medically necessary” or the patient opts to pay the price difference.

Any change of carriers which will provide coverage equivalent to the above, shall be at the discretion of management. Duplication of coverage will not be allowed. If a spouse is employed by the district in any capacity not limited to this unit, the coverage afforded will be the higher of the two but not both.

Act 93 members who are eligible for coverage under the District medical, prescription, and dental plans and who are willing to discontinue that coverage shall receive a bonus payment of two hundred fifty dollars (\$250) to be included in each of the member's bimonthly pay throughout the year. Members who must re-enroll or newly enroll in the medical, prescription or dental plans prior to a full year of disenrollment due to loss of alternative medical, prescription, dental coverage or other emergency circumstances may do so, subject only to limitations imposed by the medical insurance plan or carrier, and/or as allowable under state and federal laws. Members who are participating in this Healthcare Buyout Program must provide yearly proof of coverage.

B. Dental Insurance

General – A group dental plan shall be purchased for each active full time employee and the employee's dependents, including unmarried dependent full-time students up to the age of 23. The maximum benefit per calendar year shall be \$1500 per year per person.

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

C. Eye Care Coverage

Employees may elect to participate in an employee- funded vision plan made available through the District.

D. Life Insurance

A group life, accidental death and dismemberment insurance policy shall be purchased in the face amount of 2 times the person's salary for the duration of this compensation plan. Amounts in the excess of \$1000 unit shall be rounded up to the next \$1000 unit.

E. Insurance Indemnity

The Easton Area School District will not be held liable for any claims submitted against it by any employee covered by this compensation plan, his or her heirs or assigns, should insurance coverage lapse as a result of the employee's failure to complete the necessary census data upon returning from a leave of absence without pay or to make timely payment of insurance premiums to the district while on leave of absence without pay. The board agrees to implement all the insurance coverage above as soon as possible.

F. Personal Days

All Act 93 Employees (with the exception of School Police Officers):

Entitled to 15 personal leave days per year. All unused personal leave time will be accumulated and saved as sick days.

School Police Officers

School Police Officers shall be entitled to thirteen personal days of absence with pay per school year for personal reasons. All unused personal days shall be accumulated as sick days.

1. Personal Days for Act 93 members who resign or retire before June 30th of a given school year, will be pro-rated based on the number of days worked during that school year.
2. Personal Days for new Act 93 members will be awarded on a prorated basis based on the number of days worked between July 1 and June 30 of the first school year in the Act 93 position.

G. Sick Leave

Five sick leave days may be used per year for family sick leave, which includes caring for a child, spouse, or parent. Unused sick leave days may be accumulated without a cap. When an Act 93 member utilizes sick leave, the member shall, upon request, provide a physician's certificate for any absence of three (3) or more consecutive days.

H. Religious Holidays

Act 93 employees taking a religious holiday other than those in the established school calendar may do so with the day charged to their personal days or vacation days.

I. School Holiday

Act 93 employees are required to work all school holidays or take a vacation or personal leave day with the exception of the days outlined below in Section O as paid holidays

J. Snow Days

Act 93 employees are required to work on snow days or take a vacation or personal leave day unless the Superintendent or designee closes the District.

K. Jury Duty/Bereavement

Act 93 employees are entitled to the same number of days for jury duty assignment and bereavement as allowed to the teachers in their current agreement.

L. Bereavement Days

Death in the Family – Whenever an employee is absent from work because of death in the immediate family, there shall be no deduction in the wages or benefits of said employee for absence from the day of death, up to and including the first working day after the funeral or memorial service, up to a maximum of five (5) days. The Superintendent may extend the period of absence with pay as necessary upon written request from the employee. If necessary, the Board may further extend the period of absence without pay. Members of the immediate family shall be defined as father, mother, brother, sister, son, daughter, spouse, parent-in-law, son-in-law, daughter-in-law, stepson, stepdaughter, stepmother, stepfather, grandparent, grandchild or permanent resident(s) in the home. An adult who resided with and provided custodial responsibilities to the employee during childhood.

Whenever an employee is absent from work because of the death of a near relative, there shall be no deduction in the wages or benefits of said employee for absence on the day of the funeral or memorial service. The Superintendent may extend the period of absence with pay as necessary upon written request from the employee. The Board may further extend the period of absence without pay. A near relative shall be defined as aunt, uncle, first cousin, niece, nephew, brother-in-law, sister-in-law.

M. Tuition Reimbursement

Act 93 employees will be entitled to reimbursement for collegiate credits taken for advanced degrees and courses deemed appropriate by the Superintendent or his/her designee. Other individuals covered under this Compensation Plan will be entitled to full reimbursement for collegiate credits taken toward a degree or courses related to his/her job function and deemed appropriate by the Superintendent or designee. Beginning with the ratification of this Act 93 Compensation plan, Act 93 members who terminate employment with the district for any reason, other than retirement, are responsible for reimbursement of monies paid to them for collegiate coursework at the following rate:

1. 80% of payment during the first calendar year following course completion
2. 60% of payment during the second calendar year following course completion
3. 40% of payment during the third calendar year following course completion

Tuition reimbursement is subject to the following conditions and procedures:

Approved Courses – To be eligible for tuition reimbursement, courses must be taken on college or university campuses, satellite campuses, or a course sanctioned by a college or university, including IU “College Credit” courses. On-line and video courses required for an accredited degree program are also eligible for reimbursement but are subject to pre-approval by the Superintendent. Any questions about reimbursement shall be directed to the Superintendent’s office. Courses must gain for the Act 93 employee one of the following results:

1. An advanced degree in education
2. An area of special need to the district
3. An improvement in the educational qualifications of the Act 93 employee
4. Any course necessary to maintain a valid administrative certificate

Eligibility – In order to qualify for tuition reimbursement, an Act 93 employee must meet the following criteria:

1. At the time of enrollment and when a reimbursement request is submitted, the administrator must be employed on a full time basis by the district.
2. The Act 93 employee must complete the course and earn a grade of “B” or higher.

Procedure – Within thirty (30) days of receiving a final grade for a course, the Act 93 employee shall submit the following:

1. Tuition reimbursement form
2. Official transcript or grade report
3. Bursar’s receipt of paid tuition or other proof of payment

Upon receipt of all necessary documents as required above, the Act 93 employees will be reimbursed

within sixty (60) days. Tuition reimbursement shall be limited to a maximum of twelve (12) credit hours per fiscal year. The amount of reimbursement per credit shall not exceed six hundred dollars (\$600) per credit hour.

Exceptions – Tuition reimbursement will not apply to the following:

1. Grants and fellowships except for the difference between the amount of the funding received and the maximum tuition reimbursement limit.
2. Books, fees, mileage, etc.
3. Failure to submit the required information within one (1) year from the enrollment of a course.

C. Severance Pay

1. Severance pay is for unused sick days and shall be payable in the following calendar year. Severance is due for the following reasons: Death and retirement, not for resignation. Severance will be paid equivalent to 25% of unused sick leave time accumulated in the Easton Area School District at the current salary of the employee at the time.

2. In the event of death, the beneficiary to whom payment shall be made will be the beneficiary specified by the Act 93 employee as on record with the Act 93 employee's life insurance policy unless otherwise specified by the Act 93 employee in writing to the Human Resources Department. In the event that there is no such designated beneficiary who has survived, the Act 93 employee said payment shall be made to the Act 93 employee's surviving spouse, if any, or to the estate.

3. Payment shall be made in a lump sum within ninety (90) calendar days from the actual date of the Act 93 employee's death or retirement said payment shall be subject to any deductions imposed by any governmental body.

N. Vacation

All Act 93 Employees:

1. Shall be entitled to twenty 20 vacation days per year.

2. During the term of this compensation plan vacation days may not be accumulated and/or banked from year to year. A maximum of fifteen (15) unused vacation days may be cashed in under the following conditions: Written notice must be provided to the Chief Finance Officer prior to March 31 in reference to the number of days for the said year individual desires to cash in. The employee reserves the right to reduce the amount of days they are cash in after the March 31 deadline. The compensation for the cashed in vacation days will be provided to the individual during the ~~second~~ first pay period in July of the upcoming year.

3. School Police Officers shall not be entitled to vacation days.

4. Vacation Days for Act 93 employees who resign or retire before June 30th of a given school year, will be pro-rated based on the number of days worked during that school year.

5. Vacation Days for new Act 93 employees will be awarded on a prorated basis based on the number of days worked between July 1 and June 30 of the first school year in the Act 93 position.

O. Holiday/Summer Days

1. Paid Holidays for all groups:

Friday prior to Labor Day (during years in which the students begin prior to the Labor Day weekend and are not attending school on the said day).

Labor Day
Thanksgiving Day
Day following Thanksgiving Day
Monday following Thanksgiving Day
Day before Christmas
Christmas Day
Winter break week days between the Christmas and New Year's Holidays
Day before New Year's Day
New Year's Day
Martin Luther King Day
Presidents' Day
Good Friday
Easter Monday
Memorial Day
Juneteenth (with the exception of School Police Officers)
Independence Day (with the exception of School Police Officers)
Columbus Day

If a paid holiday falls on a Saturday or Sunday, no additional compensatory time off or alternate holiday shall be provided.

2. Summer Hours: Employees under this plan can expect that there will be six (6) to nine (9) Fridays for which they will not be required to report to work. The Superintendent will provide notice of the Summer Work Schedule before the last student day in June.

I. Other provisions

A. Travel Allowance

Employees who drive their personal automobiles for school district business shall receive a car allowance equal to the IRS rate approved by the Board of Education.

B. Dues and memberships

Act 93 employees are entitled to membership in one professional organization of their choice at the expense of the Easton Area School District.

C. Appeal Process- Board policy shall be adhered to

D. Payroll Deductions

1. The board agrees to extend payroll deductions to include accounts with qualified financial institutions. Employees may choose one institution to receive the payroll deduction and may make no more than two requests for changes in the deduction amount per year.
2. A group tax-sheltered annuity shall be made available to members of the Act 93 Employees through payroll deductions provided that such availability shall not make the School Board fiscally liable in any way or require exclusivity in any way.
3. All employees shall be required to use direct deposit for their paychecks
4. The employee agrees to indemnify and save the Board, and including each individual School Board member, harmless against any and all claims, demands, costs, suits, or other forms of liability including back pay and all court or administrative agency costs, and liability for reasonable counsel fees and other legal costs, and expenses that may arise out of or by reasons of, action by the

Board for the purpose of complying with this fees Compensation plan. In the event that there is any final determination by an administrative agency or a court of law determining that deductions from administrators' compensation pursuant hereto are unlawful, illegal, unconstitutional, or otherwise unenforceable, then and in that event, all monies withheld non-consensually from administrators shall be returned to those individuals consistent with the law.

E. Head Custodian Compensation for additional time worked

1. If Act 93 employees are not required to report to work because of an EASD directed closure of offices, and if the Director of Operations directs the Head Custodians to work during such closures, the Head Custodians who work during closures will receive compensation at their per diem rate and they shall receive a minimum of 2 hours or the time worked, whichever is greater.

2. If the Director of Operations requires a head custodian to conduct a building check over a long weekend or holiday, the head custodian will be compensated for the time worked at a rate equal to their per diem rate.

F. Income Protection/Job Related Injuries

The Board shall provide income protection for any employee under this plan who is unable to perform those duties required due to illness or accidental injury that occurs during the life of this compensation plan and during the work year as provided herein.

Definitions:

Injury is defined as a bodily injury caused by an accident occurring while employed by the school district except while on an approved leave of absence without pay which, independently of all other causes, results in the Act 93 employee's inability to perform those duties required, provided said disability occurs within 90 calendar days of the accident.

Sickness is defined as any cause for disability not excluded under "limitations and exceptions" and which does not qualify as an injury according to the definition above.

Vacation is defined as any period during which the Act 93 member's conditions of employment would not require active performance of those duties associated with the Act 93 member's occupation.

Leave of Absence Without Pay is defined as a leave granted the Act 93 member by the Easton Area School Board after all accumulated sick days have been exhausted.

Workday is defined as any day that an Act 93 member is required to perform work related duties.

Benefit Provisions:

1. Income protection benefits will begin after all accumulated sick leave days earned have been exhausted, but in no case sooner than 30 consecutive work days after the point of sickness or injury, regardless of the number of accumulated sick leave days available.
2. With regard to all income protection payments hereunder, the School District shall be entitled to a credit or offset in the amount of any wage loss, or income loss, or income protection payments received by the Act 93 employee from any other source whatsoever, except for privately purchased insurance payments/entitlements.
3. Payments will be made in accordance with eligibility criteria as noted herein at the rate of 55% of 1/24th of the annual Act 93 employee's salary received at the time sickness or injury occurred, but at no time in excess of \$2500 per pay period, excluding any supplemental pay received over and above the base salary, less any withholdings and deductions as required by government agencies now and in the future and exclusive of any salary increments which may occur during and subsequent to the period of injury or sickness.
4. Payments will coincide with existing district pay periods.
5. The duration of income protection will be for up to 24 pay periods commencing from the date of eligibility (after 30 work days and/or exhaustion of accumulated sick leave days).

Benefit Limitations and Exceptions:

1. Regular, personal medical care is required in order that the Act 93 employee will be eligible to receive benefits.
2. Benefits are not payable during any leave of absence other than a leave of absence granted for a compensable disability.
3. Benefits are not payable for disability that arises during a leave of absence until the Act 93 employee is scheduled to return to active duty status, and then satisfies the qualifying period of being engaged fully and continuously in the occupation for which originally employed for a period of thirty consecutive working days.
4. Accident and Sickness Disability Benefits are not payable with respect to any portion of a period of disability during which the Act 93 employee is engaged in any work for compensation, wages, or profit.
5. Benefits are not payable for any period of illness or injury:
 - a. Caused by war or any act of war, whether declared or undeclared;
 - b. Caused by intentionally self-inflicted injuries or attempted suicide, while sane or insane;
 - c. Occurring while the Act 93 employee is in military service of any country or international organization at war, whether declared or undeclared;
 - d. Caused by alcoholism or drug addiction, unless the drugs are being administered on the advice of a physician;
 - e. Caused by civil disturbances;

- f. Caused by participation in aeronautical events, aviation competitions, or motorized contests, including but not limited to airplanes, racing cars, motorcycles, motor boats, etc.
- g. Arising out of an occupation from which remuneration was received, whether through self-employment or contracted for by another employer;
- h. Caused by the commission or participation in a felony.

Integration with Other Income Benefits:

Income protection benefits of the Easton Area School District will not be payable if any of the following benefits are applicable:

1. Any wage, salary or other income received from the Easton Area School District.
2. Any government (federal, state, or political subdivision thereof) disability or retirement benefit, including Public School Employees Retirement System of Pennsylvania and Social Security (both primary and dependent benefit). If the Social Security Act is amended to increase Old Age Survivors and Disability Insurance benefits after the Act 93 employee becomes eligible to receive benefits from this compensation plan, the benefits being received from this plan will not be affected by such an increase.
3. Workers' Compensation, occupational benefit law, or similar legislation.
4. Any disability insurance plan for which the school district makes a contribution or provides payroll deduction.

Miscellaneous Conditions:

1. Eligibility for benefits under any of the foregoing income protection plans elicited above shall void eligibility for district income protection benefits regardless of whether any of the above benefits have been applied for by the Act 93 employee.
2. Eligibility for other income protection benefits, except for plans purchased or contracted privately, shall relieve the district of any future liability demands, suits, or claims by the Act 93 employee for income protection.
3. Written notice of accidental injury or sickness, along with reports from the Act 93 employee's attending physician, attesting that the Act 93 employee received regular personal medical treatment by a legally qualified physician must be submitted to the Superintendent's office as soon as possible after the occurrence of the injury or sickness. Any additional information or reports required by the Board including examinations by a district-appointed physician shall be at the District's expense.
4. After earned sick leave days are exhausted, the affected Act 93 employee shall be placed on leave of absence without pay status. Seniority, sick leave days, and service time for determining salary increments shall not accrue.
5. Subject to eligibility criteria herein, district paid fringes will be continued in cases of illness or accidental injury, which occurs during the life of this compensation plan, and while income protection benefits are being paid.

6. Recurrent Disabilities: If following a period of disability for which payments are made under this compensation plan the Act 93 employee shall resume an occupation and perform all the important duties thereof for a continuous period of 90 working days or more, a subsequent disability resulting from, or contributed to, by the same cause or causes shall be considered as a new period of disability and indemnified in accordance with the compensation plan. If said period during which the Act 93 employee resumes an occupation shall be less than 90 working days, such subsequent disability shall be deemed a continuation of the same disability and the Board's liability for the entire period shall be subject to the limits stated in the compensation plan.

Act 93 employee who have become physically disabled due to a job-related injury, shall be granted a disability leave of absence in lieu of using sick leave days until such time that the Act 93 employee is able to return to duty or qualifies for retirement disability and/or social security disability, but at no time to exceed one year from date of injury. Said leave shall be subject to the following conditions:

- a. Act 93 employees must file Workers Compensation claim forms in a timely fashion.
- b. Act 93 employees must qualify for Workers Compensation payments having been certified as disabled by a licensed physician. The District will pay fringe benefit premiums for the Act 93 employee and dependents for the duration of the leave.
- c. Except as stated above, disability leave will be treated as any other leave of absence with pay. However, payment for holidays occurring during disability leave shall not be made. Vacation or compensatory days may be charged to offset the loss of holiday pay.
- d. Seniority, sick leave days and vacation time shall accrue during any period of disability leave.
- e. Prior to returning to active service, a licensed physician must certify the Act 93 employee is able to return to full-time duty.
- f. Failure to return to duty at the expiration of leave shall be considered as a voluntary resignation by the Act 93 employee.

It is agreed that any individually purchased plans/insurances do *not* negate, eliminate or reduce benefits outlined in the section titled *Income Protection/Job Related Injuries*.

G. Retirement Benefit: This retirement benefit is subject to the following terms and conditions:

The Directors Principals, Assistant Principals, Supervisors (certificated) must have a total of ten years service in the Easton Area School District, five years of which are of central or building administration service in the Easton Area School District, and be at least age 55. Said years of service must be verified through the Pennsylvania State Employees' Retirement System (PSERS).

The retiree must submit a binding resignation due to retirement in writing no later than December 31st of the year he/she retires.

All other Act 93 employees must have a total of twenty-five (25) years of service in education, twenty (20) years of which must be in the Easton Area School District, and be at least age 55. Said years of service must be verified through the Pennsylvania State Employees' Retirement System (PSERS).

The retiree must submit a binding resignation due to retirement in writing no later than December 31st of the year he/she retires.

The benefits provided herein shall be for the retiree and will continue until the retiree becomes eligible for Medicare. The District's contribution to the annual retirement allowance for providing health insurance and prescription drug coverage for each retiree shall be fully paid and deposited in a health reimbursement account.

The Act 93 employee will be eligible for full single benefit coverage until the retiree becomes eligible for Medicare. The retiree may purchase medical insurance and prescription drug coverage for their spouse at 100% the cost to the district. In addition, the retiree may also purchase dental insurance coverage for himself or herself and/or their spouse as provided by the terms of the compensation plan at 100% the cost to the District until the retiree becomes eligible for Medicare. At all times, the benefits provided the retiree herein shall be the most comprehensive plan offered to an Easton Area School District professional group. Any health insurance refunds made available to the retiree through PSERS shall remain with the retiree and shall not offset or diminish the District's obligation to provide the full amount of their annual retirement contribution for each retiree.

EFFECTIVE DATE AND SIGNATURE:

The compensation plan shall become effective as of October 6, 2026

EASTON AREA SCHOOL DISTRICT



/s/ Jodi Hess, President
Easton Area School Board

Date 10/6/26



/s/ Noemi A. Ramirez, Secretary

Date 10/6/26

APPENDIX A

Salaries are for the individuals currently in the below positions; new hire salaries and the progression of such will be established at the time of hire. The starting salaries listed below shall constitute the minimum salary for the position listed. The board upon recommendation of the Superintendent reserves the right to start a new hire into the position at a salary above the minimum based on experience, education and the market value for the position.

Ambulatory Provision: During the term of this agreement, positions may be added or removed. New positions will be aligned to like-positions contained within the agreement.

Position/Title	2025-2026 Annual Salary	Year 1	Year 2	Year 3	Starting Salary 7/1/2026-6/30/2029
Director of Teaching and Learning 6-12	\$154,447	\$157,536	\$160,687	\$163,900	\$133,035
High School Secondary Principal/Head	\$146,788	\$149,724	\$152,718	\$155,773	\$123,781
Director of Operations	\$146,787	\$149,723	\$152,717	\$155,772	\$133,035
Director of Student and Community Services	\$146,787	\$149,723	\$152,717	\$155,772	\$133,035
Forks Elementary Head Principal	\$143,016	\$145,876	\$148,794	\$151,770	\$111,055
Director of Technology	\$141,832	\$144,669	\$147,562	\$150,513	\$133,035
Director of Special Education	\$141,823	\$144,659	\$147,553	\$150,504	\$133,035
Director of Teaching and Learning K-5	\$141,822	\$144,658	\$147,552	\$150,503	\$133,035
Palmer Elementary Head Principal	\$135,948	\$138,667	\$141,440	\$144,269	\$111,055
Cheston Elementary Head Principal	\$135,489	\$138,199	\$140,963	\$143,782	\$111,055
Supervisor of Curriculum and Instruction	\$135,148	\$137,851	\$140,608	\$143,420	\$105,271
Paxinosa Elementary Head Principal	\$131,471	\$134,100	\$136,782	\$139,518	\$111,055
Middle School Secondary Principal/Head	\$127,025	\$129,566	\$132,157	\$134,800	\$119,154
Tracy Elementary Head Principal	\$126,913	\$129,451	\$132,040	\$134,681	\$111,055
March Elementary Head Principal	\$126,365	\$128,892	\$131,470	\$134,100	\$111,055

Shawnee Elementary Head Principal	\$122,535	\$124,986	\$127,485	\$130,035	\$111,055
Special Education Supervisor K-12	\$118,302	\$120,668	\$123,081	\$125,543	\$105,271
Supervisor of Curriculum and Instruction	\$118,302	\$120,668	\$123,081	\$125,543	\$105,271
Director of Transportation	\$118,000	\$120,360	\$122,767	\$125,223	\$100,644
Cheston Elementary Assistant Principal	\$117,182	\$119,526	\$121,916	\$124,354	\$93,124
Special Education Supervisor K-12	\$116,153	\$118,476	\$120,846	\$123,262	\$105,271
Special Education Supervisor K-12	\$116,153	\$118,476	\$120,846	\$123,262	\$105,271
Director of Athletics	\$115,302	\$117,608	\$119,960	\$122,359	\$100,644
Middle Assistant Principal	\$113,095	\$115,357	\$117,664	\$120,017	\$93,124
Special Education Supervisor K-12	\$112,224	\$114,468	\$116,758	\$119,093	\$105,271
High School Assistant Principal	\$109,134	\$111,317	\$113,543	\$115,814	\$93,124
Paxinosa Elementary Assistant Principal	\$109,134	\$111,317	\$113,543	\$115,814	\$93,124
High School Assistant Principal	\$106,472	\$108,601	\$110,773	\$112,989	\$93,124
High School Assistant Principal	\$103,139	\$105,202	\$107,306	\$109,452	\$93,124
Middle Assistant Principal	\$102,751	\$104,806	\$106,902	\$109,040	\$93,124
High School Assistant Principal	\$100,370	\$102,377	\$104,425	\$106,513	\$93,124
Middle Assistant Principal	\$99,276	\$101,262	\$103,287	\$105,352	\$93,124
High School Assistant Principal	\$99,275	\$101,261	\$103,286	\$105,351	\$93,124
Middle Assistant Principal	\$99,275	\$101,261	\$103,286	\$105,351	\$93,124
Finance Officer	\$90,000	\$92,025	\$94,096	\$96,213	\$80,000
Supervisor of Safe Schools	\$86,570	\$88,518	\$90,509	\$92,546	\$73,775
Supervisor of System Administration	\$81,401	\$83,233	\$85,105	\$87,020	\$73,775
Level 2 Technician	\$80,852	\$82,671	\$84,531	\$86,433	\$55,038
Supervisor of Student and Community Services	\$78,648	\$80,418	\$82,227	\$84,077	\$73,775

Supervisor of Facility Operations	\$78,648	\$80,417	\$82,226	\$84,076	\$73,775
Purchasing Agent	\$72,000	\$73,620	\$75,276	\$76,970	\$60,000
EAMS Head Custodian	\$70,533	\$72,120	\$73,743	\$75,402	\$66,163
Executive to the Superintendent/Board Secretary	\$70,705	\$72,296	\$73,923	\$75,586	\$59,137
EAHS Head Custodian	\$70,553	\$72,140	\$73,764	\$75,423	\$66,163
Level 1 Technician	\$69,828	\$71,399	\$73,006	\$74,648	\$46,840
Assistant Supervisor of Safe Schools	\$69,773	\$71,343	\$72,948	\$74,589	\$59,137
Benefits Officer	\$68,500	\$70,041	\$71,617	\$73,229	\$60,000
Payroll Officer	\$68,500	\$70,041	\$71,617	\$73,229	\$60,000
Forks Elementary Head Custodian	\$67,189	\$68,701	\$70,247	\$71,827	\$56,209
March Elementary Head Custodian	\$67,189	\$68,701	\$70,247	\$71,827	\$56,209
Tracy Elementary Head Custodian	\$67,189	\$68,701	\$70,247	\$71,827	\$56,209
Accounts Payable	\$66,500	\$67,996	\$69,526	\$71,091	\$60,000
Bookkeeper	\$66,500	\$67,996	\$69,526	\$71,091	\$60,000
System Administration Officer	\$63,951	\$65,390	\$66,861	\$68,366	\$59,137
Palmer Elementary Head Custodian	\$62,020	\$63,571	\$65,001	\$66,463	\$56,209
Cheston Elementary Head Custodian	\$61,869	\$63,416	\$64,843	\$66,302	\$56,209
Level 1 Technician	\$61,553	\$63,092	\$64,669	\$66,124	\$46,840
Paxinosa Elementary Head Custodian	\$59,922	\$61,420	\$62,956	\$64,529	\$56,209
Shawnee Elementary Head Custodian	\$59,922	\$61,420	\$62,956	\$64,529	\$56,209
Level 2 Technician	\$57,847	\$59,293	\$60,776	\$62,295	\$55,038
School Police - EAHS	\$56,206	\$57,611	\$59,051	\$60,528	\$46,840
School Police - Elementary	\$56,206	\$57,611	\$59,051	\$60,528	\$46,840

Coordinator of Auxiliary Services	\$55,560	\$56,949	\$58,373	\$59,832	\$46,840
Level 1 Technician	\$55,342	\$56,726	\$58,144	\$59,597	\$46,840
Coordinator of Grants and Federal Programs	\$54,723	\$60,000	\$61,500	\$63,038	\$60,000
Coordinator of Student and Community Services	\$51,704	\$52,997	\$54,322	\$55,680	\$35,130
Executive Administrative Assistant - Human Resources	\$51,556	\$52,845	\$54,166	\$55,520	\$46,840
Level 1 Technician	\$51,556	\$52,845	\$54,166	\$55,520	\$46,840
School Police - EAMS	\$50,299	\$51,556	\$52,845	\$54,167	\$46,840
Executive Administrative Assistant - Human Resources	\$49,934	\$51,182	\$52,462	\$53,773	\$46,840
Executive Administrative Assistant for C&I	\$49,934	\$51,182	\$52,462	\$53,773	\$46,840
Executive Administrative Asst for the Asst Superintendent Operations	\$49,934	\$51,182	\$52,462	\$53,773	\$46,840
Executive Administrative Assistant to the Business Office	\$49,934	\$51,182	\$52,462	\$53,773	\$46,840
School Police - EAMS	\$49,934	\$51,182	\$52,462	\$53,773	\$46,840
School Police - Elementary	\$49,934	\$51,182	\$52,462	\$53,773	\$46,840
School Police - Elementary	\$49,934	\$51,182	\$52,462	\$53,773	\$46,840
School Police - Elementary	\$49,934	\$51,182	\$52,462	\$53,773	\$46,840
School Police - Elementary	\$49,934	\$51,182	\$52,462	\$53,773	\$46,840
School Police - Elementary	\$49,934	\$51,182	\$52,462	\$53,773	\$46,840
School Police - Elementary	\$49,934	\$51,182	\$52,462	\$53,773	\$46,840
Level 1 Technician	\$48,953	\$50,177	\$51,431	\$52,717	\$46,840
Help Desk Technician	\$39,769	\$40,763	\$41,782	\$42,827	\$35,130
Help Desk Technician	\$36,715	\$37,633	\$38,574	\$39,538	\$35,130

