

AGREEMENT

BETWEEN

BELLWOOD-ANTIS SCHOOL DISTRICT

AND

BELLWOOD-ANTIS EDUCATION ASSOCIATION

July 1, 2022 - June 30, 2025

TABLE OF CONTENTS

	<u>PAGE</u>
RECOGNITION	3
I. TERMS OF AGREEMENT	3
II. DEFINITION OF TERMS	3
III. GRIEVANCE	4
Definition	4
IV. PROCEDURES	4
V. PROCESSING	4
Level I - Informal Grievances	4
Level II - Formal Grievance	4
Level III - Appeal to the Superintendent	5
Level IV - Appeal to the Personnel Committee - Board	5
Level V - Arbitration	5
General Provisions	6
VI. WORKING CONDITIONS	6
DELAYED OPENINGS AND/OR EARLY CLOSING OR LATE BUSES	8
REQUEST FOR TRANSFER	8
POSTING VACANCIES	8
INVOLUNTARY TRANSFER	8
MEET AND DISCUSS	9
VII. EMPLOYEE BENEFITS	10
PERSONAL DAY	10
LEAVE - DEATH IN IMMEDIATE FAMILY	10
ACCUMULATED SICK LEAVE	11
SICK LEAVE BANK	11
Membership	12
Method of Administration	12
Board Indemnification	13
JURY DUTY	13
CHILD-BEARING/CHILD-REARING LEAVE OF ABSENCE	13
Child-bearing Leave	14
Child-rearing leave	14
EXTENDED LEAVE	15
UNPAID LEAVE OF ABSENCE	15
LEAVE OF ABSENCE	16
RETIREMENT YEAR SALARY INCREMENT - UNUSED SICK LEAVE	16
HEALTH REIMBURSEMENT ACCOUNT	16
TEACHERS EMPLOYED 10, 11, 12 MONTHS	17
MILEAGE	17
CREDIT REIMBURSEMENT	17
GRANT INCENTIVE	18
INSURANCE COVERAGE	18
Life Insurance	18
Health Insurance	18
Liability Insurance	20
Prescription Drug Coverage	20
Grandfather Clause	20
Vision Insurance	20
FSA for dependent care	20
ASSOCIATION TIME DURING ORIENTATION	20
BULLETIN BOARD USE	21
MAIL FACILITIES AND MAIL BOXES	21

USE OF SCHOOL BUILDING	21
PAYROLL DEDUCTIONS	21
RELEASE TIME	21
ABSENCE DUE TO INJURY	21
VIII. PROFESSIONAL COMPENSATION	22
METHOD OF PAYMENT	22
DEDUCTION FROM SALARY	22
SALARY SCHEDULE ADJUSTMENT	22
IX. RIGHTS OF THE PROFESSIONAL EMPLOYEE	23
ASSAULT CASES	23
Legal Assistance	23
Leave	24
Reporting Assault to Principal or Immediate Supervisor	24
X. RESPONSIBILITIES	24
XI. DISCRIMINATION CLAUSE	25
RATIFICATION	25
APPENDIX A, SALARY SCHEDULES	27
APPENDIX B, EXTRACURRICULAR ACTIVITIES	30

RECOGNITION

WHEREAS, the Board of School Directors of Bellwood-Antis School District, Bellwood, Pennsylvania (hereinafter called the Board), and the Bellwood-Antis Education Association (hereinafter called the Association), have declared their intentions to negotiate in good faith with respect to wages, hours and other terms and conditions of employment in accordance with the provisions of the Pennsylvania Public Employee Relations Act, Act 195 of the Legislature of the Commonwealth of Pennsylvania; and

WHEREAS, the Association has requested the Board to recognize the Association as the exclusive bargaining agent for specified employees; and

WHEREAS, the Board has recognized the Association as the exclusive bargaining agent for all regularly employed teachers, librarians, counselors and nurses under regular contract employed by the district; and

WHEREAS, the parties have met in accordance with the provisions of Act 195; and

WHEREAS, the parties after good faith negotiations have reached certain agreements and declare their intentions to memorialize these agreements, therefore

WITNESSETH, the following Agreement and covenants:

I. TERMS OF AGREEMENT

- A. This agreement is made and entered into this 9 day of February 2023, by and between the Board of School Directors, Bellwood-Antis School District, Bellwood, Pennsylvania (hereinafter called the Board) and the Bellwood-Antis Education Association (hereinafter called the Association).
- B. This Agreement shall be effective July 1, 2022, and shall be terminated on June 30, 2025, except as provided otherwise in the Agreement.

II. DEFINITION OF TERMS

- A. As used in this Agreement, the following terms shall mean:

"Employee" - any member of the certified bargaining unit.

"Association" - The Bellwood-Antis Education Association or its designee.

"Board" - The Board of School Directors of the Bellwood-Antis School District or its designee.

III. GRIEVANCE

A. Definition

1. A "Grievance" is a dispute as to the interpretation of this Agreement.
2. A "Grievant" is an employee or employees who file(s) a grievance.
3. "Day" means calendar day excluding Saturdays, Sundays and state mandated holidays and/or holidays established by this Agreement.
4. "Representative" is a person or agent designated to represent either party in the grievance procedure. For the Association, this means a representative of PSEA and/or legal counsel as the grievant may determine.
5. "Class Grievance" is a grievance which involves two or more employees.

IV. PROCEDURES

- A. Grievances shall be adjudicated according to the terms of this Agreement.
- B. Formal grievances shall be filed in writing.
- C. Communications and decisions concerning formal grievances shall be in writing.
- D. Failure by a grievant to process a grievance within the specified time limits shall render the grievance as settled in favor of the Board.
- E. Failure to issue a decision within the specified time limits shall render the grievance settled in favor of the grievant.
- F. The parties may modify the time periods herein provided for by mutual agreement.

V. PROCESSING

A. Level I - Informal Grievances

A grievant shall discuss informally, at a mutually agreed upon time and place, with his immediate supervisor any alleged misinterpretation of this Agreement within fifteen days (15) of its occurrence or when the employee discovers it (or in the exercise of due care should have discovered) in order to resolve the grievance.

B. Level II - Formal Grievance

1. A grievant shall file a formal grievance within ten (10) days of the

occurrence or when the employee discovers it (or in the exercise of due care should have discovered) and shall specify the clause of the Agreement, the nature of the grievance, the evidence and the remedy.

2. The immediate supervisor shall hold a hearing promptly within ten (10) days of receipt of the formal grievance and shall render his/her decision within five (5) days after the hearing.

C. Level III - Appeal to the Superintendent

1. Within ten (10) days of the decision at Level II, the grievant may request an appeal to the Superintendent. The appeal shall include all materials previously submitted.
2. The Superintendent shall establish a hearing within ten (10) days following such request and notify the grievant at least five (5) days prior to the hearing date.
3. Within ten (10) days of the said hearing, the Superintendent shall notify the parties in interest of his/her decision.

D. Level IV - Appeal to the Personnel Committee - Board

1. In the event that the grievant desires to appeal the decision of the Superintendent, he/she shall within ten (10) school days thereafter request a review of his/her grievance by the Personnel Committee of the Bellwood-Antis Board of School Directors.
2. The Personnel Committee shall within fifteen (15) school days thereafter meet and review the testimony and evidence submitted and make a finding which shall be presented to the full Board at its next regularly scheduled school board meeting.
3. The Board of School Directors, at its regular meeting in Executive Session, shall review the testimony and evidence offered and make a finding either approving or disapproving the decision of the Superintendent and in the event of disapproval, grant such relief to the grievant as the Board deems just and proper.

E. Level V - Arbitration

1. Within ten (10) days of the decision of the Board, the Association may request arbitration of the grievance by filing notice with the Superintendent.
2. The parties to this Agreement shall request a list of seven (7) arbitrators from the Pennsylvania Bureau of Labor Mediation.
3. Within five (5) days of receipt of such a list, an arbitrator shall be selected

by alternately striking names from the list, the District striking first. If the arbitrator is unable to serve, a new list shall be requested, and the process repeated.

4. The arbitrator shall first rule on the arbitrability of the grievance if so requested by either party.
5. The arbitrator shall establish rules for the hearing, except as provided herein.
6. The arbitrator shall have no power to add to, subtract from, or alter the language of the Agreement. He/she shall have no power to make an award inconsistent with law. He/she shall rule on the interpretation of the clause of the Agreement.
7. The arbitrator's decision shall be binding on all parties, except that if his/her decision requires legislative action, such decision shall be effective only if such legislation is enacted.
8. The costs of the services of the arbitrator shall be borne equally between the parties.

F. General Provisions

1. No prejudice will attend any party to this Agreement by reason of the utilization of participation in the grievance procedure.
2. The filing of any grievance shall not impede the normal management and operation of the schools. There will be no slow-down or refusal on the part of the professional employee to adequately perform his/her assigned tasks while the grievance is being processed.
3. Forms for grievance processing shall be mutually agreed upon by the parties to the Agreement. The Association will distribute the forms as required.
4. Parties to this Agreement will cooperate in investigating and providing pertinent information concerning a grievance being processed.

VI. WORKING CONDITIONS

- A. The school term for teachers shall consist of 186 days with 180 student days and six teacher days.
- B. Employees shall be given written notice of their complete assignments by July 31. Teaching assignments must be defined as Elementary, Middle School or High School.
- C. Professionals are required to be in their assigned building(s) and on duty a continuous seven and one-half (7 & 1/2) hours per day. The Board and the

Association will establish a committee to meet and discuss a schedule. The committee shall have three representatives from the Association. The committee will meet beginning March 1. The schedule will be presented to the staff by the close of school.

- D. An elementary teacher shall have a minimum of four (4) hours of duty-free planning time per week with a minimum of one (1) uninterrupted planning period per day. A middle/high school teacher shall have a minimum of five (5) uninterrupted duty-free planning periods per week. Forty-minute plan times will not be interrupted without coverage.
- E. No high school teacher shall teach more than thirty-five (35) class periods per week. Whenever the District intends to schedule a high school teacher more than thirty (30) class periods in a week, the District shall schedule a meet and discuss with the department and staff affected prior to implementation of the schedule for the affected parties. The Board and Administration shall make every effort to schedule no more than four (4) teaching assignments for high school teachers without a lunch break and/or planning period. If scheduling problems necessitate five (5) consecutive teaching assignments without a break, a meet and discuss with the Association and staff member shall be held to explain the situation. Said meeting shall be held prior to the start of the school year. The decision of the Administration is final and binding.
- F. Employees shall not be required to work under unsafe hazardous conditions or to perform tasks which endanger their health, safety, or well-being, as determined by current inspectors employed by the School Board. Should any faculty member become aware of any such condition, he/she shall immediately report the same to the principal. The Board shall provide clean and healthful working conditions.
- G. The Board shall make available in each school adequate lunchrooms including a microwave, refrigerator and coffee pot, restrooms and lavatory facilities for employee's use and at least one room appropriately furnished with worktable, copier, appropriate supplies and to be reserved for use as a faculty lounge.
- H. The Board agrees to provide each employee with adequate instructional materials for his/her use, it being understood that the type, quantity and quality of the instructional materials is purely within the policy-making powers of the Board. In the event that an employee's materials requisition is changed, the employee will be notified by the appropriate curriculum chairperson.
- I. The Board will make every effort to reduce the number of assignments to cafeteria duty, playground duty and bus duty. Such assignments shall be made by the designated principal on an equitable basis.
- J. No elementary teacher shall be required to collect any monies with the exception of not more than five (5) Board approved programs. Collection procedures in the middle/high schools shall remain as presently existing. Implementation of collections in the elementary buildings shall be worked out in the meet and discuss process.

- K. When needed one day each month shall be reserved for a thirty (30) minute faculty meeting. No other meetings will be scheduled except in cases of emergency or in the event that the meeting is necessary for the good of the staff, students, or school district and the items for discussion cannot be conveniently delayed to the next regularly scheduled meeting.
- L. The Bellwood-Antis Education Association shall have the privilege of using typing and duplicating facilities, provided that the said use does not interfere with the instructional programs and such equipment shall remain in its normal place. The Association shall pay an annual fee of one hundred (\$100.00) dollars for copying privileges.
- M. The Board will provide adequate and secure storage space for the employee's instructional materials.

N. DELAYED OPENINGS AND/OR EARLY CLOSING OR LATE BUSES

In the event of delayed openings and/or early closings or late buses due to inclement weather, the workday for the members of the bargaining unit shall be the same as the student day. Members of the unit so assigned to early bus duty or late bus duty shall be compensated at the homebound rate for the time they are required to work beyond the said student day.

O. REQUEST FOR TRANSFER

The Board recognizes that it is desirable in making assignments to consider the interest and aspirations of its professional employees. Requests by a professional employee for transfer to a different class, building, or position shall be made in writing (one copy of which shall be filed with the Superintendent and one copy of which shall be filed with the Association). The application shall set forth the reasons for the transfer, the school, grade or position sought, and the applicant's academic qualifications, and district seniority. Final decision with regard to transfer is the sole discretion of the Board, whose decision is final and binding.

P. POSTING VACANCIES

The Board agrees to fill vacancies within the district hereafter from within its own teaching staff whenever possible. Whenever any teaching vacancy arises, the Superintendent shall promptly email notice of same no less than two (2) weeks before the position is filled and notify the Association. Whenever a teaching vacancy arises after August 1 and prior to the opening of school, the emailing requirement shall be waived, and the district shall notify two (2) Association representatives of the vacancy.

Q. INVOLUNTARY TRANSFER

No involuntary transfer or change of schedule of any professional employee shall be made by the Board or its agents without prior notice to the professional

employee by August 15. If a major change to a professional employee schedule occurs, the district shall notify the affected employee as soon as possible.

- R. Any employee who is requested/required to attend any conference or activity by the Administration and with School Board approval and/or any employee who requests to attend a conference or activity on his/her own time and is granted permission by the School Board shall be compensated at the current substitute daily rate per day. Requests for compensation must be submitted thirty (30) days prior to the School Board meeting before the conference.

S. MEET AND DISCUSS

A meet and discuss session will be scheduled at a mutually agreeable time when requested by the Association or the Board. The party which requests the meet and discuss session shall submit an agenda with their request. Only those items on the agenda will be discussed, unless mutually agreed otherwise by both parties.

- T. Whenever an employee is not able to take planning periods as provided in this Agreement to cover another class, he/she shall be compensated at the homebound rate provided in this Agreement.

U. CERTIFIED SCHOOL NURSE

Certified School Nurses will be provided up to twenty (20) hours during the summer to complete required responsibilities as determined by the Superintendent or his/her designee. They will be compensated at their per diem rate.

V. SCHOOL COUNSELOR

School (Guidance) Counselors will be provided up to fifty (50) hours during the summer to complete required responsibilities as determined by the Superintendent or his/her designee. Additional hours may be approved by their immediate supervisor. They will be compensated at their per diem rate.

W. LABOR-MANAGEMENT COMMITTEE

The Association and the District agree that a cooperative, non-adversarial relationship between the parties will further the goal of excellence not only in labor-management endeavors, but also regarding student educational needs.

To that end, discussion meetings will be held, at a minimum of twice annually, between the Association President and/or his/her designees, the Superintendent of Schools and/or his/her designees, and at least two (2) members of the Board of School Directors. Each party shall not exceed five (5) members at the meeting except by mutual agreement.

Items to be discussed on an Agenda will be provided to each party one (1) week in advance of the scheduled committee meeting if feasible. The items to be discussed shall be those that were previously presented to the Building Principal or Superintendent without resolution. Mutually agreed upon items within the jurisdiction of the Superintendent shall be implemented in a timely manner agreed upon by the parties. Items needing Board action shall be forwarded to the Board of School Directors with the recommendation of the Superintendent and Board Committee Members for approval.

All proceedings and agreements shall be documented, signed, and retained by both parties.

The fact that items were presented, discussed, and/or not resolved shall not be a basis for a grievance or subject to arbitration.

This provision shall be effective through June 30, 2025 only, unless both parties agree to renew its items.

VII. EMPLOYEE BENEFITS

A. PERSONAL DAY

Each employee shall be entitled to three (3) personal days for personal business. The employee shall notify his/her principal or direct supervisor of his/her intent to take a personal day at least forty-eight (48) hours' notice unless an emergency, in which case the employee must give as much notice as practicable. Employees shall have the right to accumulate two (2) personal days per year and may use no more than five (5) personal days in any school year. However, any days that are accumulated by the employee will count as being used for computation of any bonus payments related to personal day usage in this Agreement. Not more than ten (10%) percent of the elementary and not more than ten (10%) percent of the secondary faculty may take a personal day on the same day. Eligibility will be on a first come, first served basis. Half-day personal leave days will not be permitted from April 15th through the last day of school. Reimbursement for employees not using their personal days shall be paid at the daily substitute rate of the District. Employees have the option to deposit all reimbursement relating to the above payments into their HSA account at the time that it is earned.

B. LEAVE - DEATH IN IMMEDIATE FAMILY

1. Each employee will be allowed three (3) days leave for death in the immediate family and if still physically, mentally, or emotionally unable to perform his duties, he/she shall be entitled to take whatever sick leave time he/she has available. Members of the immediate family shall be defined as father, mother, brother, sister, son, daughter, husband, wife, parent-in-law, or near relative who resides in the same household, or any person with whom the employee has made his/her home.
2. Each employee will be allowed one (1) day leave to attend the funeral of a

near relative, and if still physically, mentally, or emotionally unable to perform his duties, he/she shall be entitled to take whatever sick leave time he/she has available. A near relative shall be defined as first cousin, grandfather, grandmother, aunt, uncle, niece, nephew, son-in-law, daughter-in-law, brother-in-law or sister-in-law. One day can also be granted at the discretion of the Superintendent for a close friend.

C. ACCUMULATED SICK LEAVE

On the opening day of the school year, each teacher shall be credited with a ten (10) day sick leave allowance. In any school year, up to five (5) days may be used for illness of members of the immediate family of the employee when such illness requires the employee to be absent from school. The unused portion of such allowance shall accumulate from year to year without limitation. As an incentive for perfect attendance, employees will receive Four Hundred (\$400.00) Dollars if no sick days or personal days are used during the school year, or Two Hundred (\$200.00) Dollars if no more than one (1) sick day and no personal days are used during the school year, or Two Hundred and Fifty (\$250.00) Dollars if no sick days are used during the school year. Employees shall continue to be eligible for reimbursement for unused personal days under Article VII, Section A. Employees have the option to deposit all reimbursement relating to the above payments into their HSA account at the time that it is earned. After the employee has accumulated one hundred fifty (150) unused sick leave days, he/she may elect to transfer up to ten (10) days of accumulated but unused sick leave days to his/her Health Savings Account at the rate of Eighty-Five (\$85.00) Dollars per day. Contributions to the HSA by either the District or the employee shall not exceed IRS limits.

D. SICK LEAVE BANK

A sick leave bank shall be established to which employees may contribute days of personal sick leave. Such sick leave bank shall be administered by the Sick Leave Bank Committee which shall establish and furnish to the employer and sick bank members a copy of the rules and regulations governing the same. The Sick Leave Bank Committee shall certify to the employer the contributors thereto and the employer agrees to honor withdrawals therefrom upon proper certification by the Sick Leave Bank Committee. The Sick Leave Bank Committee shall consist of members of the Association.

Purpose - This sick leave bank is instituted for the protection of members of the bargaining unit and is intended to be beneficial to the Board as well as to its employees in the unit. The Sick Leave Bank is intended to provide additional benefits for members suffering from catastrophic injury or illness, excluding self-inflicted injuries. In order for an employee to be eligible for the Sick Leave Bank benefits, the employee must have been an inpatient in a hospital, confined to a health care facility, or be confined to a residence.

The purpose of the Sick Leave Bank is to provide a means so that an employee is able to have the time needed to recover from his/her illness and return to work, and not as a means to get to retirement. The Sick Leave Bank is not intended to

provide benefits for those with chronic illness.

1. Membership

- a. The sick leave bank is voluntary for all full-time and part-time professional employees as recognized in the collective bargaining agreement between the Bellwood-Antis Education Association and the Bellwood-Antis School District and only participating members may benefit from the program.
- b. Each participating member will donate one (1) of his sick days each year for a minimum of three (3) years, in order that he/she may become a member of the bank. A member may also donate three (3) sick days at the beginning of the school year, by the end of September, in order to participate. New members must wait one year from the date of their last donated day to be eligible to withdraw from the sick bank.

2. Method of Administration

- a. All accumulated sick leave must have been used before an individual is eligible for any sick leave bank days.
- b. The incapacity, accident, or illness must be of a nature that it is unavoidable during the school year.
- c. Each case, in regard to eligibility, duration of time, and return to service will be handled on an individual basis.
- d. A doctor's written prognosis and signature must accompany any request for more than five (5) days use of the sick leave bank.
- e. The bank may not be used for cases of pregnancy nor while on maternity leave.
- f. While using days from the sick leave bank, individuals are required by contract to submit each week a statement that he/she is not otherwise gainfully employed.
- g. *Written Request* - Any contributing participant eligible to apply for withdrawal of days from the sick leave bank shall submit a written request for such withdrawal to the members of the Sick Leave Committee on the form provided for that purpose. The request shall be presented to the Sick Leave Committee for approval.
- h. *Approval* - Approval of a request for a withdrawal of days from the sick leave bank will be granted upon affirmative vote by a majority of the members of the Committee. The Committee, upon a majority vote, may require the opinion of a physician of its choosing in cases of frequent requests from the same individual.

- i. *Exceptional Cases (Workers' Compensation)* - Any accident not covered by workers' compensation will be treated in the same manner as other illnesses regarding withdrawals from the sick leave bank. Absences covered by workers' compensation will continue to be treated according to the past practice of the District.
- j. Days donated to the sick leave bank shall not be counted as sick days used in reference to incentive for perfect attendance.
- k. An eligible participant may withdraw from the program at any time by written notification to the Committee or to the Association President. Days previously donated may not be withdrawn from the bank.
- l. Before days will be granted, all other avenues, including medical sabbaticals will be utilized.
- m. Limitation of Usage: There shall be a limit of sixty days maximum benefit for any eligible member during the school year.
- n. Every fifteen (15) school days, a doctor's written excuse stating continued need of time off is required.
- o. If the need arises due to the fact that the sick leave bank has run out of days, each member will be required to donate an additional day to the sick bank within the next twelve (12) months to remain in good standing and to remain eligible to withdraw from the bank.
- p. Employees may donate additional days to the Bank at their discretion.

3. Board Indemnification

- a. The Association shall indemnify and save the Board harmless against any and all claims, demands, suits, or any other form of liability that shall arise out of or by reason of action taken or not taken by the Board for purposes of complying with any provision of this Section, or in reliance of any list, notice, or assignment furnished under any such provisions.

E. JURY DUTY

Employees who are selected for jury duty shall be granted leave with pay, less the amount of payment received for such jury duty.

F. CHILD-BEARING/CHILD-REARING LEAVE OF ABSENCE

- 1. Child-bearing and child-rearing leaves of absence, without pay, will be

granted to professional employees, subject to the following conditions:

a. Child-bearing Leave

1) Child-bearing leave shall be granted for the period of disability related to pregnancy. Child-bearing leave will commence and terminate on dates that are determined jointly by the employee and the employee's physician. A written notice, stipulating such dates, must be submitted to the Board at least thirty (30) calendar days, if possible, prior to the commencement of the leave. An employee on child-bearing leave shall be treated in the same manner as any other employee unable to perform his/her duties due to non-pregnancy related disability.

2) An employee on child-bearing leave will be granted one extension of the leave upon submitting to the Board a written request stipulating the date on which the extended leave will terminate. This request shall be submitted no later than fifteen (15) calendar days prior to the expiration of the current leave.

3) An additional extension, not to exceed six (6) months, will be granted when requested in writing by the employee and recommended by the employee's physician.

4) The combined length of the child-bearing leave and extensions shall not exceed one calendar year.

5) At the conclusion of the unpaid leave the Board will return the employee to the position held prior to the leave, if the position exists. If the position does not exist, the Board will offer the employee any other available position for which she is eligible until such time that she can be offered the position held before or one substantially similar to it.

6) Benefits will continue for persons on child-bearing leave for a period not to exceed one calendar year.

b. Child-rearing leave

1) Child-rearing leave is applicable in those instances where an employee desires an unpaid leave of absence for the purpose of rearing a child in that period immediately following child-birth or in that period immediately following the legal adoption of a child. A written request stipulating the dates on which the child-rearing leave will begin and terminate must be submitted to the Board by the employee at least fifteen (15) days prior to the start of such leave. This requirement may be waived by the Board due to extenuating circumstances, e.g., sudden notification by an adoption agency.

2) An employee on child-rearing leave will be granted one extension of such leave upon submitting to the Board a written request, stipulating the date on which such extension will terminate. This request shall be submitted to the Board no later than fifteen (15) calendar days prior to the expiration of the current leave. The combined initial and extended child-rearing leave shall not exceed one calendar year.

3) At the conclusion of the unpaid leave the Board will return the employee to the position held prior to the leave, if the position exists. If the position does not exist, the Board will offer the employee any other available position for which the employee is eligible until such time that the employee can be offered the position held before or one substantially similar to it.

4) A professional employee may request a child-rearing leave for reasons other than those specified in Paragraph "1" above. Such requests are subject to the discretion of the Board, and, if granted, will be subject to the provisions set forth in the preceding paragraphs of this Section.

5) Benefits will continue for persons on child-rearing leave for a period not to exceed one calendar year.

2. A professional employee who has been granted a child-bearing leave may request an extension of such leave for the purpose of child-rearing. Such a request for unpaid leave shall be governed by the provisions set forth in Paragraphs: "2, 4., and 5." of Section "1.a. Child-bearing Leave." above.
3. A professional employee may request additional unpaid leave in accordance with the Pennsylvania Public School Code of 1949, as amended.

G. EXTENDED LEAVE

An employee who is unable to perform his/her assigned tasks because of medically verified personal illness and who has exhausted his/her sick leave, and has used the maximum number of days allotted from the sick bank, may be granted after written request, and Board approval, a leave without pay for the balance of the school year. Such leave may be renewed by the Board after written request.

H. UNPAID LEAVE OF ABSENCE

1. Upon receipt of a written request prior to May 1 of the preceding school year, the Board will grant an employee an unpaid leave of absence for one (1) school year. Such leave may not be granted the year following a sabbatical leave or a child-bearing/child-rearing leave of absence. Such leave may be renewed for one additional year, provided the employee submits written application prior to May 1 of the year of leave.

2. Employee shall have the option of continuing coverage of all benefits at their own expense by remitting the monthly premium one month in advance to the school district.
3. Upon return from an unpaid leave of absence, such as child-bearing/child-rearing, or any other request for a half year or full year unpaid leave, employee shall receive the proportionate salary increment he/she is scheduled to receive during the current year of the contract. Thus, in effect, this exception creates an entirely new salary schedule for that individual.

I. LEAVE OF ABSENCE

Benefits will continue for persons on sabbatical leave or leave of absence due to illness for a period not to exceed one calendar year.

J. RETIREMENT YEAR SALARY INCREMENT - UNUSED SICK LEAVE

If after ten (10) or more years of service within the Bellwood-Antis School District, any employee covered by this contract shall submit a letter of resignation no later than May 1 indicating his/her plans to enter into the Public School Employees Retirement System, said employee shall be eligible for a salary increment for the final period equivalent to an amount based upon the number of days accumulated sick leave at the rate of Eighty-five (\$85.00) Dollars per day. This payment for unused sick leave shall be placed in a Health Reimbursement Account (HRA) under the provisions of the Internal Revenue Code and Article VII, Section K. The amount of the increment initially calculated shall be adjusted to reflect any sick days taken after the initial calculation, which adjustments shall be made on the final check due to the employee. In the event of death of the employee, the deceased's beneficiary will receive the salary increment for all unused sick leave.

K. HEALTH REIMBURSEMENT ACCOUNT

A retiree will be eligible to participate in a Health Reimbursement Account under Section 509(C)(A) of the Internal Revenue Code under the following provisions:

For 30 through 36 years of service, as of June 30 of the year the employee retires, the following amounts shall be placed by the District in a Health Reimbursement Account under Section 509(C)(A) of the Internal Revenue Code effective:

- 2022 – 2023 \$19,500
- 2023 – 2024 \$19,500
- 2024 – 2025 \$19,500

In order to be eligible for such retirement benefit, the employee must meet all of the following requirements:

1. Not have taken a sabbatical leave except for medical reasons in the

previous fiscal year, or unless given a waiver by the district.

2. Submit his or her retirement notification to the Board at least one (1) semester prior to the effective date of retirement.
3. Such retirement shall only be a retirement from the Bellwood-Antis School System, but would still have the opportunity to substitute.
4. Is not subject to Permanent Disability Retirement.
5. Have at least ten (10) years of service in the Bellwood-Antis School District.

L. TEACHERS EMPLOYED 10, 11, 12 MONTHS

Teachers employed on ten (10), eleven (11) or twelve (12) month schedules will receive salaries based upon 1.1, 1.2, or 1.3 times the step amount. The Board may elect to change employees from one of the amount schedules to another or to a regular nine (9) month employee, provided that notice is given to that employee prior to July 1 of the school year prior to the one in which the change is sought.

M. MILEAGE

Teachers required in the course of their work to drive personal automobiles from one building to another, or to drive students to various activities shall receive mileage expenses for travel by car at the allowable rate established by the IRS. The same allowance shall be given for the use of personal cars for field trips or other business of the district.

N. CREDIT REIMBURSEMENT

The Board will provide reimbursement of tuition equal to seventy-five percent (75%) of the cost of a tuition credit at Penn State. The District agrees to reimburse up to \$150 in mandatory fees as long as the total of tuition and mandatory fees does not exceed 75% of the cost of a tuition credit at Penn State. All post baccalaureate credits must be earned at a state approved baccalaureate degree-granting institution or an institution that is a member of one of the six recognized regional accreditation agencies. Subject matter must be in direct relation to their present teaching assignment or the teacher must furnish proof from the Dean of the Graduate School indicating that he/she is a bona fide candidate for an advanced degree and the course or courses sought to be taken are necessary to obtain that degree. No payment will be made thereunder unless prior approval has been given by the Superintendent. A maximum of 12 credits per year will be reimbursed except during a sabbatical for professional development. The end date of the course will determine eligibility for payment toward the twelve (12) credit maximum.

In the event an employee leaves the District for purposes of employment within three (3) years of attaining credits, for which he/she was reimbursed, the following obligations shall apply:

1. An employee who leaves the District within one (1) year of attaining credits, for which the District reimbursed, shall owe the District one hundred (100%) percent of the amount of reimbursement.
2. An employee who leaves the District within two (2) years of attaining credits, for which the District reimbursed, shall owe the District seventy-five (75%) percent of the amount of reimbursement.
3. An employee who leaves the District within three (3) years of attaining credits, for which the District reimbursed, shall owe the District fifty (50%) percent of the amount of reimbursement.

O. GRANT INCENTIVE:

A stipend may be earned through obtaining a competitive grant or foundation award (excluding the Bellwood-Antis School District Foundation). If a teacher secures competitive grant funds or foundation awards that enhance district programs, offset district costs or promote new programs that would lead to increased student achievement and/or improved instruction or have a significant positive impact on the district budget, then a stipend will be given in the amount of 5% of the value of the award. The stipend is for work beyond the regular workday utilized to obtain and facilitate the operation of the program being funded. The programs must coincide with the current initiatives. In order to be eligible for this grant payment, the teacher must obtain the pre-approval of the Building Principal and the Business Manager.

In the event that more than one person participates in grant writing, the money will be split equally among the writers.

No payments will be made until the District receives the funds and all grant requirements are met.

P. INSURANCE COVERAGE

1. Life Insurance

The Board shall provide a term life insurance policy for full time employees covered by this Agreement. The amount of said policy shall be Fifty Thousand (\$50,000.00) Dollars. Employees with less than full-time status will be permitted to share insurance costs based on the same ratio as employment.

2. Health Insurance

The District shall provide a QHDHP established at the IRS minimum allowable deductible. The District will contribute 50% into an HSA in July of each year for

active employees. The District shall be responsible for the cost of the Administrative fee of the HSA. For 2022-2023, premium share contributions for employees, regardless of whether their coverage is single, parent/child, husband/wife, or family, shall be Thirty dollars (\$30.00) per month via payroll deduction. For 2023-2024 and 2024-2025, premium share contributions for individual employees shall be thirty-five dollars (\$35.00) per month via payroll deduction. For 2023-2024 and 2024-2025, premium share contributions for family employees shall be forty dollars (\$40.00) per month via payroll deduction.

Employees shall be permitted to elect contributions into their HSA account as follows:

1. One (1) time at the beginning of the school term in August; or
2. At the beginning of the first and second school term in August and January, respectively; or
3. In twenty-four (24) equal payments.

Any of the above shall occur via payroll deduction.

It is understood the above contributions along with any other elected deposits into the HSA cannot exceed IRS regulations.

If a life altering event occurs under the defining IRS regulations, the employee and District shall meet to adjust any contributions into the HSA account.

Effective July 1, 2015, the District will make coverage available to spouses of employees in limited circumstances:

- 1) Spouses who work for, and receive coverage from, any of the following entities will not be eligible for coverage on the Bellwood-Antis School District Plan:
 - a. Any school district in Pennsylvania will not be eligible for coverage on the Bellwood-Antis School District plan;
 - b. Commonwealth of Pennsylvania;
 - c. State System of Higher Education Universities or state owned Universities funded by the State of Pennsylvania;
 - d. State related Universities of Pennsylvania (Pennsylvania State University, University of Pittsburgh, Lincoln University, and Temple University).
- 2) Spouses who do not have healthcare coverage available to them through an employer will be eligible for the District's Plan, without any premium sharing.
- 3) Spouses who have coverage available, but still want to be covered on the District's Plan, will be eligible for coverage and the employee will be responsible to contribute \$1,000.00 for 2022-2023, \$1,250 for 2023-2024, and \$1,250 for 2024-2025.
- 4) Employees may participate in the opt-out provisions of this Agreement. The only exception is that employees whose spouse has health insurance with a

school district that is a member of the same Health Care Consortium with Bellwood-Antis may not elect to opt out of health insurance provided under this Agreement.

The employee and the employee's spouse must certify their employment status and healthcare eligibility to the District through use of a form provided by the Business Office.

Employees with less than full-time status will be permitted to share insurance costs based upon the same ratio as employment.

It shall be the responsibility of the employee to provide written notification to the Business Office within thirty (30) calendar days of any change in marital or dependency status. The employee shall receive a written acknowledgment as proof of providing said notification. Any employee who fails to provide notification shall be liable for all premiums paid beyond the proper level of employee entitlement.

3. Liability Insurance

Liability insurance will be provided covering members of the unit for acts within the scope of their employment, said insurance to be in the form of excess coverage over their own personal insurance.

4. Dental Insurance

The Board will provide Dental Insurance for employees and their families, provided the Employee pays fifty (50%) percent of the applicable premium.

5. Grandfather Clause

All present employees as of June 30, 1988, employed less than full-time shall continue to receive full benefits as listed above.

6. Vision Insurance

The Board will provide Vision Insurance for employees and their families, with the levels of coverage for the Employees and spouse being equivalent to that provided to their children.

7. FSA for Dependent Care

The District agrees to make available an FSA for dependent care to the extent it does not conflict with IRS regulations.

Q. ASSOCIATION TIME DURING ORIENTATION

The Association will be granted one to one and one-half hours of time during the orientation program for new employees for the purpose of Association

announcements and acquainting potential new members with the Association.

R. BULLETIN BOARD USE

The Association shall be provided adequate space on at least one bulletin board in the faculty room provided the materials posted are neither inflammatory nor derogatory to the Board. Materials shall bear the signature of an officer or committee chairman of the Association.

S. MAIL FACILITIES AND MAILBOXES

The Association and employees may use the inter-school mail facilities school mailboxes, and email system for distribution of communications provided the materials are neither inflammatory nor derogatory to the Board and bear the signature of an officer of the Association.

T. USE OF SCHOOL BUILDING

The Board agrees to permit the Association use of one (1) room in the school building for the purpose of holding meetings and provided such meetings do not interfere with any scheduled activity and provided they are held prior to 8:00 a.m. or after 3:10 p.m.

U. PAYROLL DEDUCTIONS

Employees may designate any of six (6) agents, including United States Savings Bonds, for payroll deductions for a sheltered annuity program, provided that enrollment dates be restricted to two (2) specific dates per year. The district shall also provide payroll deductions for the Altoona Employees Federal Credit Union and any mutually agreed upon plan.

V. RELEASE TIME

1. School release time will be provided for the preparation of I.E.P.'s and Reevaluation Reports (RRs).
2. The President of B.A.E.A. or his or her designee will be allocated ten (10) days per year for Association business with the cost of the substitute for that individual being paid by the Association.

W. ABSENCE DUE TO INJURY

Any employee who is absent due to injury in the course of employment shall receive the difference between his/her daily salary and Workmen's Compensation fee entitled for so long as Workmen's Compensation is in effect. There shall be no reduction in accumulated sick leave during this period of compensation payment. In no event shall payment exceed the employee's normal per diem.

X. DISTRICT ORIENTATION

New employees shall work one additional day their first year for the purpose of District Orientation. This day shall be paid at 80% of the Step 1 Bachelors per diem rate.

VIII. PROFESSIONAL COMPENSATION

A. METHOD OF PAYMENT

Each employee covered by the provisions of this Agreement, shall receive his/her annual salary in twenty-six (26) equal payments, paid bi-weekly on alternate Fridays. Any member of the bargaining unit wishing to be paid the balance of his/her earned salary with the first paycheck in June may receive it provided the administration office is notified no later than May first, and approval will be given on a first come, first served basis so long as the district is able to pay without incurring debt prior to the end of the fiscal year. Employees shall be paid via direct deposit.

B. DEDUCTION FROM SALARY

Upon receipt of signed authorization of the treasurer of the Bellwood-Antis Education Association, the Board and/or the administration shall deduct from the salaries of such employee dues for the National Education Association, the Pennsylvania State Education Association, and the Bellwood-Antis Education Association, or any of them. Dues so deducted shall be remitted to the current Treasurer of the BAEA. Deductions shall be made in equal installments. The Association will hold the Board harmless for any litigation or expense of future court rulings involving dues deduction.

C. SALARY SCHEDULE ADJUSTMENT

Any increase in salary status by virtue of earned credits or advanced degrees shall be granted based on the following conditions:

1. Salary status adjustment will be made only upon submitting actual proof of satisfactory completion of credits earned or the degree attained entitling the salary advance. Proof of satisfactory completion requires an official transcript, copy of the degree (if applicable) and a letter requesting the change directed to the business office.
2. Full salary adjustment will be paid if proof of satisfactory completion of credits earned or degree attained is submitted prior to September 1st of the school year affected.
3. Salary changes will be made with the first available pay following submission of required documentation. The adjustment will be prorated based on the work day documents that are submitted in relationship to the work year.

4. Each employee will be notified at the beginning of every school year of his/her year's salary and the place on the salary schedule.
- D. The Bachelor's + 30 column contained in the salary schedules attached hereto as Appendix A ceases to be available to teachers hired on or after July 1, 1997.
- E. Anyone hired on or after July 1, 2014, shall be required to possess an earned Master's Degree in order to be placed on the Master's Column.

IX. RIGHTS OF THE PROFESSIONAL EMPLOYEE

- A. Nothing contained in the Agreement shall be construed to deny or restrict to any professional such rights as they may have under Public School Code of 1949 as amended, or other applicable laws and regulations.
- B. Whenever any professional is required to appear before the Superintendent, Board or any committee or member thereof concerning any matter which could adversely affect the continuation of the professional in his/her office, position, or employment, or the salary, or any increments pertaining thereto, then the professional shall be given prior written notice of the reasons for such meeting and shall be entitled to have a representative or legal counsel present to advise him/her, and represent him/her during such meeting. No employee shall be dismissed, issued a disciplinary suspension, or written reprimand without just and proper cause.
- C. A professional may leave the building during a planning period as long as prior notice is given to the building principal.
- D. Professionals shall have the right to review contents of their personnel file provided that the custodian of the confidential personnel files is available. The professional shall also have the right to submit a written answer to any material and the answer shall be attached to the file copy.
- E. If criminal or civil proceedings are brought against a teacher alleging that he/she committed a student assault in connection with his/her employment, such teacher may request the Board to furnish legal counsel to defend him/her in such proceedings, providing the teacher has acted in a lawful and legal manner in the course of his/her employment and is free from any wrong doing.
- F. A professional employee shall be released with pay for time necessary for appearance in legal proceedings connected with the professional employee's employment or with the school system. If subpoenaed to give testimony as a witness or to serve on a jury, the employee shall be released with pay reduced to the extent other payment is received for the performance of these services.
- G. ASSAULT CASES (Student Assault Upon Teacher)
 1. Legal Assistance

The Board will give written legal options and legal counsel for any student assault upon a teacher while acting in the discharge of his/her duties providing the employee is acting in a lawful manner.

2. Leave

When absence arises out of or from an injury resulting from student assault, an employee shall receive the difference between his/her salary and Workmen's Compensation for so long as Workmen's Compensation is in effect. There shall be no reduction in accumulated sick leave during this period of compensation payment.

3. Reporting Assault to Principal or Immediate Supervisor

Teachers shall immediately report cases of student assault suffered by them in connection with their employment to their principal and submit a copy of the written report to a Bellwood-Antis Education Association officer.

X. RESPONSIBILITIES

- A. Within sixty (60) days after this Agreement is ratified and signed by both parties, the Board will post the Agreement to the District's website. The District will provide all new hires with a hard copy of the Agreement upon employment.
- B. Except as expressly provided otherwise in this Agreement, both parties agree the determination and administration of district and school policy, the operation and management of the schools, and the direction of employees are vested exclusively in the Board, and that the Board is the sole body legally constituted for that purpose. Except as otherwise provided in this Agreement and by law, the Board retains all of the rights, powers and authority possessed by the Board prior to execution of this Agreement.
- C. The employees affirm that neither they, their agents or representatives will institute, condone, assist in or participate in strikes, sanctions, slow-downs or any other concerted effort which shall interfere with, impede or impair the normal operation of a school or schools in the district during the term of this Agreement.
- D. This Agreement represents the entire Agreement of the parties and the parties agree that all items have been discussed during the negotiations leading to this Agreement and that no additional negotiations on this Agreement will be conducted on any items, whether contained herein or not, except by mutual agreement, or as otherwise provided herein during the length of this Agreement.
- E. If any provision of this Agreement is held to be contrary to law by an agent, agency or court of competent jurisdiction, such provision shall be deemed as not valid and not subsisting except to the extent permitted by law, and all other provisions shall continue in full force and effect.

- F. Maintenance of Membership - All employees who are members of the Association on the effective date of this Agreement must remain members of the Association for the duration of this Agreement except that any employee who desires to resign his membership in the Association may do so at the beginning of any school year by providing written notice to the president or membership chair no later than October 1.
- G. The Board reserves the right to establish the entry step of any new employee. In recognition of exceptional circumstances the Board may or may not give credit for prior teaching experience as it sees fit on a case-by-case basis at its discretion. The initial salary step shall be part of the salary schedule.
- H. Both parties will endeavor to prepare and present their initial bargaining proposals to each other no later than January 10 of that bargaining year, if possible. Upon study of these proposals, representatives of each party shall then meet in an effort to negotiate and reach mutual agreement on wages, hours, benefits and other terms and conditions of employment and for such revisions of this Agreement as may be deemed necessary or advisable.
- I. The parties of this Agreement agree that wages and salaries to be affected by this Agreement are accurately reflected by Appendix A (salary schedule) and Appendix B (extracurricular schedule) and are part of this Agreement and that the schedule of wages and salaries set forth shall be in the schedule which shall remain in force for the period of this Agreement.
- J. All provisions of the 2007-2010 Agreement between the Bellwood-Antis Education Association and the Bellwood-Antis School Board which have not been amended or deleted during the process of negotiations shall remain in effect for the term of this Agreement.
- K. Long term substitutes must work a minimum of 136 days in a school year in order to be entitled to one year's service on the salary schedule for a permanent position. A long term substitute who works a minimum of 46 days in a school year shall be entitled to one-half (1/2) year's service on the salary schedule for a permanent position.


XI. DISCRIMINATION CLAUSE

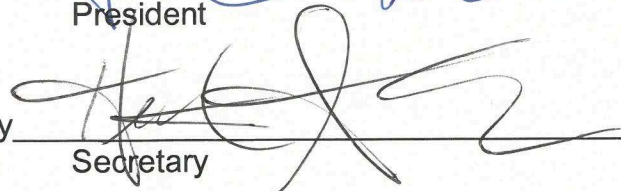
The Board and the Association agree not to discriminate against any employee on the basis of race, creed, sex, age, non-job related handicap, nationality, religion, union membership, sexual orientation, or gender identity.

RATIFICATION

In witness whereof the Association has caused this Agreement to be signed by its president and secretary, and the Board has caused this Agreement to be signed by its president and secretary and its corporate seal to be affixed hereon.

BELLWOOD-ANTIS EDUCATION ASSOCIATION

By  2-9-23
President Date

By  2/10/2023
Secretary Date

BELLWOOD-ANTIS BOARD OF EDUCATION

By  2/14/2023
President Date

By  2/19/23
Secretary Date

APPENDIX A

Bellwood-Antis EA Salary Schedule 2022-2023						
To Max	Step	B	B+30	M/ME	M+15	M+30
14	1	\$47,000	\$47,500	\$48,000	\$48,500	\$49,000
13	2	\$47,750	\$48,250	\$48,750	\$49,250	\$49,750
12	3	\$48,500	\$49,000	\$49,500	\$50,000	\$50,500
11	4	\$49,750	\$50,250	\$50,750	\$51,250	\$51,750
10	5	\$50,750	\$51,250	\$51,750	\$52,250	\$52,750
9	6	\$51,750	\$52,250	\$52,750	\$53,250	\$53,750
8	7	\$53,250	\$53,750	\$54,250	\$54,750	\$55,250
7	8	\$54,500	\$55,000	\$55,500	\$56,000	\$56,500
6	9	\$56,500	\$57,000	\$57,500	\$58,000	\$58,500
5	10	\$59,000	\$59,500	\$60,000	\$60,500	\$61,000
4	11	\$62,000	\$62,500	\$63,000	\$63,500	\$64,000
3	12	\$64,500	\$65,000	\$65,500	\$66,000	\$66,500
2	13	\$67,500	\$68,000	\$68,500	\$69,000	\$69,500
1	14	\$69,500	\$70,000	\$70,500	\$71,000	\$71,500
Max	15	\$73,750	\$74,250	\$74,750	\$75,250	\$75,750

Notes: The Bachelor's Plus 30 column ceased to be available for teachers hired on or after July 1, 1997.

Teachers hired on or after July 1, 2014 must have a Master Degree in order to move to the Masters column.

The salaries for the advanced degrees are determined by adding the additional amount to the Bachelor's Schedule.

As a retention and recruitment bonus, the current 92 bargaining unit members (excluding any long-term substitutes filing in currently for present teachers), employed as of January 17, 2023, in the Bellwood-Antis School District, shall receive a one-time payment of \$1,000 (minus normal payroll deductions other than PSERS). This payment is not considered Retirement Covered Compensation for purposes of PSERS Retirement. Such payment is an allowable use of ESSERS funds.

Bellwood-Antis EA Salary Schedule 2023-2024						
To Max	Step	B	B+30	M/ME	M+15	M+30
14	1	\$47,500	\$48,000	\$48,500	\$49,000	\$49,500
13	2	\$48,000	\$48,500	\$49,000	\$49,500	\$50,000
12	3	\$49,000	\$49,500	\$50,000	\$50,500	\$51,000
11	4	\$50,250	\$50,750	\$51,250	\$51,750	\$52,250
10	5	\$51,250	\$51,750	\$52,250	\$52,750	\$53,250
9	6	\$52,000	\$52,500	\$53,000	\$53,500	\$54,000
8	7	\$53,500	\$54,000	\$54,500	\$55,000	\$55,500
7	8	\$55,250	\$55,750	\$56,250	\$56,750	\$57,250
6	9	\$57,000	\$57,500	\$58,000	\$58,500	\$59,000
5	10	\$59,500	\$60,000	\$60,500	\$61,000	\$61,500
4	11	\$62,500	\$63,000	\$63,500	\$64,000	\$64,500
3	12	\$65,000	\$65,500	\$66,000	\$66,500	\$67,000
2	13	\$68,000	\$68,500	\$69,000	\$69,500	\$70,000
1	14	\$71,500	\$72,000	\$72,500	\$73,000	\$73,500
Max	15	\$74,500	\$75,000	\$75,500	\$76,000	\$76,500

Notes: The Bachelor's Plus 30 column ceased to be available for teachers hired on or after July 1, 1997.

Teachers hired on or after July 1, 2014 must have a Master Degree in order to move to the Masters column.

The salaries for the advanced degrees are determined by adding the additional amount to the Bachelors Schedule.

Bellwood-Antis EA Salary Schedule 2024-2025						
To Max	Step	B	B+30	M/ME	M+15	M+30
14	1	\$48,000	\$48,500	\$49,000	\$49,500	\$50,000
13	2	\$48,500	\$49,000	\$49,500	\$50,000	\$50,500
12	3	\$49,500	\$50,000	\$50,500	\$51,000	\$51,500
11	4	\$51,250	\$51,750	\$52,250	\$52,750	\$53,250
10	5	\$52,000	\$52,500	\$53,000	\$53,500	\$54,000
9	6	\$53,000	\$53,500	\$54,000	\$54,500	\$55,000
8	7	\$54,000	\$54,500	\$55,000	\$55,500	\$56,000
7	8	\$55,500	\$56,000	\$56,500	\$57,000	\$57,500
6	9	\$57,500	\$58,000	\$58,500	\$59,000	\$59,500
5	10	\$60,000	\$60,500	\$61,000	\$61,500	\$62,000
4	11	\$63,250	\$63,750	\$64,250	\$64,750	\$65,250
3	12	\$66,000	\$66,500	\$67,000	\$67,500	\$68,000
2	13	\$68,500	\$69,000	\$69,500	\$70,000	\$70,500
1	14	\$72,000	\$72,500	\$73,000	\$73,500	\$74,000
Max	15	\$75,000	\$75,500	\$76,000	\$76,500	\$77,000

Notes: The Bachelor's Plus 30 column ceased to be available for teachers hired on or after July 1, 1997.

Teachers hired on or after July 1, 2014 must have a Master Degree in order to move to the Masters column.

The salaries for the advanced degrees are determined by adding the additional amount to the Bachelors Schedule.

**APPENDIX B
XII. EXTRACURRICULAR ACTIVITIES**

A. ATHLETIC

Coaches for athletic teams shall receive the average annual percentage salary increase for teachers as determined upon commencement of this Agreement.

Compensation for the extra time a coach/band instructor/band advisor works when a team or individuals are eligible for post-season competition is as follows:

\$85.00 per week for the head coach
\$50.00 per week for the assistant coach, band instructors, and band advisors (if their help can be justified by the school principal)

In those sports where teams or individuals may be entered in post-season PIAA tournaments without qualifying, the extra time will not be counted until after the first elimination.

In all sports where a league must be won or a certain percentage must be achieved to qualify, the extra pay will start after the league competition is finished.

ATHLETIC STIPENDS 2022-2023

	First Year Hired	Beginning Second Year	Beginning Third Year	Beginning Fourth Year	Beginning Fifth Year	3.20%
POSITION	80%	85%	90%	95%	100%	2022-23 Scale
Athletic Director	9,843.27	10,458.47	11,073.67	11,688.88	12,304.08	12,304.08
Assistant AD	3,346.67	3,555.84	3,765.00	3,974.17	4,183.34	4,183.34
Head Baseball	4,180.93	4,442.24	4,703.55	4,964.85	5,226.16	5,226.16
Asst. Baseball	2,692.77	2,861.07	3,029.36	3,197.66	3,365.96	3,365.96
Head Boys Basketball	5,111.63	5,431.10	5,750.58	6,070.06	6,389.54	6,389.54
Asst Boys Basketball	3,283.01	3,488.20	3,693.39	3,898.58	4,103.77	4,103.77
Head Jr High Boys Basketball	3,125.81	3,321.18	3,516.54	3,711.90	3,907.27	3,907.27
Asst Jr High Boys Basketball	2,466.12	2,620.25	2,774.38	2,928.51	3,082.65	3,082.65
Head Girls Basketball	5,111.63	5,431.10	5,750.58	6,070.06	6,389.54	6,389.54
Asst Girls Basketball	3,283.01	3,488.20	3,693.39	3,898.58	4,103.77	4,103.77
Head Jr High Girls Basketball	3,125.81	3,321.18	3,516.54	3,711.90	3,907.27	3,907.27
Asst Jr Girls Basketball	2,466.12	2,620.25	2,774.38	2,928.51	3,082.65	3,082.65
Head Cheerleading Advisor	2,807.54	2,983.01	3,158.48	3,333.95	3,509.42	3,509.42
Asst Cheerleading Advisor	2,077.44	2,207.28	2,337.12	2,466.96	2,596.80	2,596.80
Asst Cheerleading Advisor	2,077.44	2,207.28	2,337.12	2,466.96	2,596.80	2,596.80
Head Cross Country	3,579.11	3,802.80	4,026.50	4,250.19	4,473.89	4,473.89
Asst Cross Country	1,801.61	1,914.21	2,026.81	2,139.41	2,252.01	2,252.01

Head Football Coach	8,005.01	8,505.32	9,005.64	9,505.95	10,006.26	10,006.26
Asst Football 1	4,477.01	4,756.83	5,036.64	5,316.45	5,596.27	5,596.27
Asst Football 2	4,477.01	4,756.83	5,036.64	5,316.45	5,596.27	5,596.27
Asst Football 3	4,477.01	4,756.83	5,036.64	5,316.45	5,596.27	5,596.27
Asst Football 4	4,477.01	4,756.83	5,036.64	5,316.45	5,596.27	5,596.27
Head Jr High Football	3,848.19	4,088.70	4,329.21	4,569.72	4,810.23	4,810.23
Asst Jr High Football 1	2,639.72	2,804.71	2,969.69	3,134.67	3,299.65	3,299.65
Asst Jr High Football 2	2,639.72	2,804.71	2,969.69	3,134.67	3,299.65	3,299.65
Head Golf	2,222.11	2,360.99	2,499.87	2,638.76	2,777.64	2,777.64
Asst Golf	1,101.28	1,170.11	1,238.94	1,307.77	1,376.60	1,376.60
Head Softball	4,180.93	4,442.24	4,703.55	4,964.85	5,226.16	5,226.16
Asst Softball	2,692.77	2,861.07	3,029.36	3,197.66	3,365.96	3,365.96
Head Jr High Softball	1,944.35	2,065.87	2,187.39	2,308.91	2,430.43	2,430.43
Asst Jr High Softball	1,420.65	1,509.44	1,598.23	1,687.02	1,775.81	1,775.81
Head Boys Track	4,507.88	4,789.62	5,071.36	5,353.10	5,634.84	5,634.84
Asst Boys Track	2,733.27	2,904.10	3,074.93	3,245.76	3,416.59	3,416.59
Head Girls Track	4,507.88	4,789.62	5,071.36	5,353.10	5,634.84	5,634.84
Asst Girls Track	2,733.27	2,904.10	3,074.93	3,245.76	3,416.59	3,416.59
Head Girls Volleyball	4,180.93	4,442.24	4,703.55	4,964.85	5,226.16	5,226.16
Asst Girls Volleyball	2,692.77	2,861.07	3,029.36	3,197.66	3,365.96	3,365.96
Head Jr High Volleyball	1,944.35	2,065.87	2,187.39	2,308.91	2,430.43	2,430.43
Asst Jr High Volleyball	1,420.65	1,509.44	1,598.23	1,687.02	1,775.81	1,775.81
Head Wrestling	5,111.63	5,431.10	5,750.58	6,070.06	6,389.54	6,389.54
Asst Wrestling	3,283.01	3,488.20	3,693.39	3,898.58	4,103.77	4,103.77
Head Jr High Wrestling	3,125.81	3,321.18	3,516.54	3,711.90	3,907.27	3,907.27
Asst Jr High Wrestling	2,466.12	2,620.25	2,774.38	2,928.51	3,082.65	3,082.65

ATHLETIC STIPENDS 2023-2024

	First Year Hired	Beginning Second Year	Beginning Third Year	Beginning Fourth Year	Beginning Fifth Year	3.20%
POSITION	80%	85%	90%	95%	100%	2023-24 Scale
Athletic Director	10,158.25	10,793.14	11,428.03	12,062.92	12,697.81	12,697.81
Assistant AD	3,453.76	3,669.62	3,885.48	4,101.34	4,317.20	4,317.20
Head Baseball	4,314.72	4,584.39	4,854.06	5,123.73	5,393.40	5,393.40
Asst. Baseball	2,778.94	2,952.62	3,126.30	3,299.99	3,473.67	3,473.67
Head Boys Basketball	5,275.20	5,604.90	5,934.60	6,264.30	6,594.00	6,594.00
Asst Boys Basketball	3,388.07	3,599.83	3,811.58	4,023.33	4,235.09	4,235.09
Head Jr High Boys Basketball	3,225.84	3,427.45	3,629.07	3,830.68	4,032.30	4,032.30
Asst Jr High Boys Basketball	2,545.03	2,704.10	2,863.16	3,022.23	3,181.29	3,181.29
Head Girls Basketball	5,275.20	5,604.90	5,934.60	6,264.30	6,594.00	6,594.00
Asst Girls Basketball	3,388.07	3,599.83	3,811.58	4,023.33	4,235.09	4,235.09
Head Jr High Girls Basketball	3,225.84	3,427.45	3,629.07	3,830.68	4,032.30	4,032.30
Asst Jr Girls Basketball	2,545.03	2,704.10	2,863.16	3,022.23	3,181.29	3,181.29
Head Cheerleading Advisor	2,897.38	3,078.46	3,259.55	3,440.63	3,621.72	3,621.72
Asst Cheerleading Advisor	2,143.92	2,277.91	2,411.91	2,545.90	2,679.90	2,679.90
Asst Cheerleading Advisor	2,143.92	2,277.91	2,411.91	2,545.90	2,679.90	2,679.90
Head Cross Country	3,693.64	3,924.49	4,155.34	4,386.20	4,617.05	4,617.05
Asst Cross Country	1,859.26	1,975.46	2,091.67	2,207.87	2,324.07	2,324.07
Head Football Coach	8,261.17	8,777.49	9,293.82	9,810.14	10,326.46	10,326.46
Asst Football 1	4,620.28	4,909.05	5,197.81	5,486.58	5,775.35	5,775.35
Asst Football 2	4,620.28	4,909.05	5,197.81	5,486.58	5,775.35	5,775.35
Asst Football 3	4,620.28	4,909.05	5,197.81	5,486.58	5,775.35	5,775.35
Asst Football 4	4,620.28	4,909.05	5,197.81	5,486.58	5,775.35	5,775.35
Head Jr High Football	3,971.33	4,219.54	4,467.75	4,715.95	4,964.16	4,964.16
Asst Jr High Football 1	2,724.20	2,894.46	3,064.72	3,234.98	3,405.24	3,405.24
Asst Jr High Football 2	2,724.20	2,894.46	3,064.72	3,234.98	3,405.24	3,405.24
Head Golf	2,293.22	2,436.54	2,579.87	2,723.20	2,866.52	2,866.52
Asst Golf	1,136.52	1,207.55	1,278.59	1,349.62	1,420.65	1,420.65
Head Softball	4,314.72	4,584.39	4,854.06	5,123.73	5,393.40	5,393.40
Asst Softball	2,778.94	2,952.62	3,126.30	3,299.99	3,473.67	3,473.67
Head Jr High Softball	2,006.56	2,131.98	2,257.39	2,382.80	2,508.21	2,508.21
Asst Jr High Softball	1,466.11	1,557.74	1,649.38	1,741.01	1,832.64	1,832.64
Head Boys Track	4,652.13	4,942.89	5,233.64	5,524.40	5,815.16	5,815.16
Asst Boys Track	2,820.74	2,997.03	3,173.33	3,349.63	3,525.92	3,525.92
Head Girls Track	4,652.13	4,942.89	5,233.64	5,524.40	5,815.16	5,815.16
Asst Girls Track	2,820.74	2,997.03	3,173.33	3,349.63	3,525.92	3,525.92
Head Girls Volleyball	4,314.72	4,584.39	4,854.06	5,123.73	5,393.40	5,393.40
Asst Girls Volleyball	2,778.94	2,952.62	3,126.30	3,299.99	3,473.67	3,473.67
Head Jr High Volleyball	2,006.56	2,131.98	2,257.39	2,382.80	2,508.21	2,508.21
Asst Jr High Volleyball	1,466.11	1,557.74	1,649.38	1,741.01	1,832.64	1,832.64
Head Wrestling	5,275.20	5,604.90	5,934.60	6,264.30	6,594.00	6,594.00

Asst Wrestling	3,388.07	3,599.83	3,811.58	4,023.33	4,235.09	4,235.09
Head Jr High Wrestling	3,225.84	3,427.45	3,629.07	3,830.68	4,032.30	4,032.30
Asst Jr High Wrestling	2,545.03	2,704.10	2,863.16	3,022.23	3,181.29	3,181.29

ATHLETIC STIPENDS 2024-2025

	First Year Hired	Beginning Second Year	Beginning Third Year	Beginning Fourth Year	Beginning Fifth Year	3.20%
POSITION	80%	85%	90%	95%	100%	2024-25 Scale
Athletic Director	10,483.31	11,138.52	11,793.73	12,448.94	13,104.14	13,104.14
Assistant AD	3,564.28	3,787.05	4,009.82	4,232.59	4,455.35	4,455.35
Head Baseball	4,452.79	4,731.09	5,009.39	5,287.69	5,565.99	5,565.99
Asst. Baseball	2,867.86	3,047.10	3,226.35	3,405.59	3,584.83	3,584.83
Head Boys Basketball	5,444.01	5,784.26	6,124.51	6,464.76	6,805.01	6,805.01
Asst Boys Basketball	3,496.49	3,715.02	3,933.55	4,152.08	4,370.61	4,370.61
Head Jr High Boys Basketball	3,329.07	3,537.13	3,745.20	3,953.26	4,161.33	4,161.33
Asst Jr High Boys Basketball	2,626.47	2,790.63	2,954.78	3,118.94	3,283.09	3,283.09
Head Girls Basketball	5,444.01	5,784.26	6,124.51	6,464.76	6,805.01	6,805.01
Asst Girls Basketball	3,496.49	3,715.02	3,933.55	4,152.08	4,370.61	4,370.61
Head Jr High Girls Basketball	3,329.07	3,537.13	3,745.20	3,953.26	4,161.33	4,161.33
Asst Jr Girls Basketball	2,626.47	2,790.63	2,954.78	3,118.94	3,283.09	3,283.09
Head Cheerleading Advisor	2,990.09	3,176.97	3,363.85	3,550.73	3,737.62	3,737.62
Asst Cheerleading Advisor	2,212.52	2,350.81	2,489.09	2,627.37	2,765.66	2,765.66
Asst Cheerleading Advisor	2,212.52	2,350.81	2,489.09	2,627.37	2,765.66	2,765.66
Head Cross Country	3,811.84	4,050.08	4,288.32	4,526.56	4,764.80	4,764.80
Asst Cross Country	1,918.76	2,038.68	2,158.60	2,278.52	2,398.44	2,398.44
Head Football Coach	8,525.53	9,058.37	9,591.22	10,124.06	10,656.91	10,656.91
Asst Football 1	4,768.13	5,066.14	5,364.14	5,662.15	5,960.16	5,960.16
Asst Football 2	4,768.13	5,066.14	5,364.14	5,662.15	5,960.16	5,960.16
Asst Football 3	4,768.13	5,066.14	5,364.14	5,662.15	5,960.16	5,960.16
Asst Football 4	4,768.13	5,066.14	5,364.14	5,662.15	5,960.16	5,960.16
Head Jr High Football	4,098.41	4,354.56	4,610.71	4,866.86	5,123.02	5,123.02
Asst Jr High Football 1	2,811.37	2,987.08	3,162.79	3,338.50	3,514.21	3,514.21
Asst Jr High Football 2	2,811.37	2,987.08	3,162.79	3,338.50	3,514.21	3,514.21
Head Golf	2,366.60	2,514.51	2,662.43	2,810.34	2,958.25	2,958.25
Asst Golf	1,172.89	1,246.19	1,319.50	1,392.81	1,466.11	1,466.11
Head Softball	4,452.79	4,731.09	5,009.39	5,287.69	5,565.99	5,565.99
Asst Softball	2,867.86	3,047.10	3,226.35	3,405.59	3,584.83	3,584.83
Head Jr High Softball	2,070.77	2,200.20	2,329.62	2,459.05	2,588.47	2,588.47
Asst Jr High Softball	1,513.03	1,607.59	1,702.16	1,796.72	1,891.28	1,891.28

Head Boys Track	4,801.00	5,101.06	5,401.12	5,701.18	6,001.24	6,001.24
Asst Boys Track	2,911.00	3,092.94	3,274.88	3,456.81	3,638.75	3,638.75
Head Girls Track	4,801.00	5,101.06	5,401.12	5,701.18	6,001.24	6,001.24
Asst Girls Track	2,911.00	3,092.94	3,274.88	3,456.81	3,638.75	3,638.75
Head Girls Volleyball	4,452.79	4,731.09	5,009.39	5,287.69	5,565.99	5,565.99
Asst Girls Volleyball	2,867.86	3,047.10	3,226.35	3,405.59	3,584.83	3,584.83
Head Jr High Volleyball	2,070.77	2,200.20	2,329.62	2,459.05	2,588.47	2,588.47
Asst Jr High Volleyball	1,513.03	1,607.59	1,702.16	1,796.72	1,891.28	1,891.28
Head Wrestling	5,444.01	5,784.26	6,124.51	6,464.76	6,805.01	6,805.01
Asst Wrestling	3,496.49	3,715.02	3,933.55	4,152.08	4,370.61	4,370.61
Head Jr High Wrestling	3,329.07	3,537.13	3,745.20	3,953.26	4,161.33	4,161.33
Asst Jr High Wrestling	2,626.47	2,790.63	2,954.78	3,118.94	3,283.09	3,283.09

Extracurricular Stipends

Advisor Stipends	2022-23 Stipend	2023-24 Stipend	2024-25 Stipend
AEVIDUM 1	577.17	595.64	614.70
AEVIDUM 2	577.17	595.64	614.70
ART CLUB	577.17	595.64	614.70
BAND ASSISTANT #1	2,119.18	2,186.99	2,256.98
BAND ASSISTANT #2	1,888.00	1,948.42	2,010.77
BAND ASSISTANT #3	1,888.00	1,948.42	2,010.77
BAND ASSISTANT #4	1,888.00	1,948.42	2,010.77
CHESS CLUB	577.17	595.64	614.70
CHORAL DIRECTOR - HS	2,108.27	2,175.74	2,245.36
CHORAL DIRECTOR - MS	1,562.66	1,612.67	1,664.28
CLASS ADVISOR - FRESHMAN	1,107.87	1,143.32	1,179.91
CLASS ADVISOR - JUNIOR	3,417.91	3,527.28	3,640.16
CLASS ADVISOR - SENIOR	3,417.91	3,527.28	3,640.16
CLASS ADVISOR - SOPHOMORE	1,107.87	1,143.32	1,179.91
CURRICULUM CHAIRPERSONS - 19	1,582.68	1,633.32	1,685.59
ENVIRONMENTAL CLUB - HS	577.17	595.64	614.70
ENVIRONMENTAL CLUB - MS	577.17	595.64	614.70
ENVIRONMENTAL CLUB - ES	577.17	595.64	614.70
ENVIRONMENTAL ED ADVISOR	1,277.20	1,318.07	1,360.25
STEM CLUB HS	577.17	595.64	614.70
STRATEGY (BOARD) GAME CLUB HS	577.17	595.64	614.70
STRATEGY (BOARD) GAME CLUB MS	577.17	595.64	614.70
INTRAMURAL ADVISOR #1 MS	577.17	595.64	614.70
INTRAMURAL ADVISOR #2 MS	577.17	595.64	614.70
FIRST RESPONDER ADVISOR	577.17	595.64	614.70
FRENCH CLUB	577.17	595.64	614.70
MUSIC OUTREACH ENSEMBLE	1,277.20	1,318.07	1,360.25
HELPING HANDS (HOME EC CLUB)	577.17	595.64	614.70
KEY CLUB	577.17	595.64	614.70
LEADERSHIP ADVISOR - MS	577.17	595.64	614.70
LEADERSHIP ADVISOR - MS	577.17	595.64	614.70
LEO CLUB (SR. HIGH STUDENT COUNCIL)*	3,246.97	3,350.87	3,458.10
MATH COUNTS ADVISOR	577.17	595.64	614.70
MENTOR TEACHERS - AS NEEDED	1,084.65	1,119.36	1,155.18
MOCK TRIAL ADVISOR	1,277.22	1,318.10	1,360.27
MOCK TRIAL ADVISOR	1,277.22	1,318.10	1,360.27
MUSICAL - ACCOMPANIST	1,012.33	1,044.72	1,078.16
MUSICAL - ART DIRECTOR	1,012.33	1,044.72	1,078.16
MUSICAL - CHOREOGRAPHER	1,611.88	1,663.46	1,716.69
MUSICAL - DIRECTOR	5,714.09	5,896.94	6,085.64
NATIONAL HONOR SOCIETY - HS	577.17	595.64	614.70
NATIONAL JUNIOR HONOR SOCIETY - M1	577.17	595.64	614.70
NATIONAL JUNIOR HONOR SOCIETY - M2	577.17	595.64	614.70
NEWSPAPER - BA BLUEPRINT	3,164.74	3,266.01	3,370.53
NEWSPAPER - MS	1,583.57	1,634.25	1,686.54

BROADCASTING CLUB ES	577.17	595.64	614.70
PJAS ADVISOR	2,712.61	2,799.42	2,889.00
READING COMPETITION ADVISOR - 1 (HS)	577.17	595.64	614.70
READING COMPETITION ADVISOR - 2 (MS)	577.17	595.64	614.70
READING COMPETITION ADVISOR - 3 (ES)	577.17	595.64	614.70
SCHOLASTIC SCRIMMAGE ADVISOR	841.31	868.23	896.01
FITNESS CLUB ES	577.17	595.64	614.70
SPANISH CLUB	577.17	595.64	614.70
SPEECH LEAGUE ADVISOR HS - 1	2,554.44	2,636.18	2,720.54
SPEECH LEAGUE ADVISOR HS - 2	2,554.44	2,636.18	2,720.54
SPEECH LEAGUE ASST ADV HS	1,277.20	1,318.07	1,360.25
SPEECH LEAGUE ADVISORS MS - 1	577.17	595.64	614.70
SPEECH LEAGUE ADVISORS MS - 2	577.17	595.64	614.70
STAGE CREW	2,310.80	2,384.75	2,461.06
STUDENT CONGRESS ADVISOR - 1	1,277.20	1,318.07	1,360.25
STUDENT CONGRESS ADVISOR - 2	1,277.20	1,318.07	1,360.25
STUDENT COUNCIL - MS	3,246.97	3,350.87	3,458.10
TECH CLUB - MS/HS	3,164.74	3,266.01	3,370.53
YEARBOOK - MS	1,798.89	1,856.45	1,915.86
YEARBOOK - TUCKAHOE	3,759.65	3,879.96	4,004.12
YEARBOOK - TUCKAHOE PROOFREADER	841.31	868.23	896.01
CONSERVATION CLUB – ELEM (K-4)	577.17	595.64	614.70
STEM CLUB ADVISOR – ELEM (3-4)	577.17	595.64	614.70
RENAISSANCE CLUB ADVISOR	577.17	595.64	614.70

% Increase	3.20%	3.20%	3.20%
------------	-------	-------	-------

Per Hour Rates	2022-2023	2023-2024	2024-2025
Alternative Homebound Ed Instructor	29.00	29.50	30.00
Driver Training Instructor	29.00	29.50	30.00
Computer Coaches/Adult Education	40.00	40.00	40.00

