



**AGREEMENT**

**NORTH EAST SCHOOL DISTRICT**

**AND**

**NORTH EAST EDUCATION ASSOCIATION**

**July 1, 2023 - June 30, 2027**

**TABLE OF CONTENTS**

<b><u>ARTICLE</u></b>	<b><u>PAGE</u></b>
<b>I. Recognition .....</b>	<b>1</b>
<b>II. Term of Agreement.....</b>	<b>2</b>
<b>III. Modification.....</b>	<b>2</b>
<b>IV. No Lock Out – No Strike Provision.....</b>	<b>2</b>
<b>V. Grievance Procedure .....</b>	<b>2</b>
<b>VI. Separability.....</b>	<b>5</b>
<b>VII. Compliance Between Individual Contract and Master Agreement .....</b>	<b>6</b>
<b>VIII. Expenses.....</b>	<b>6</b>
<b>IX. Association Rights.....</b>	<b>6</b>
<b>X. Transportation Reimbursement .....</b>	<b>6</b>
<b>XI. Notification of Teaching Schedule.....</b>	<b>7</b>
<b>XII. Vacancies and Transfers .....</b>	<b>7</b>
<b>XIII. Membership Dues Deduction.....</b>	<b>9</b>
<b>XIV. Wages, Salary and Other Employee Provisions.....</b>	<b>11</b>
<b>XV. Information.....</b>	<b>11</b>
<b>XVI. Inservice Orientation .....</b>	<b>11</b>
<b>XVII. Use of Buildings.....</b>	<b>11</b>
<b>XVIII. Notice of Salary Form.....</b>	<b>11</b>
<b>XIX. Personnel File .....</b>	<b>12</b>
<b>XX. Complaint Procedure.....</b>	<b>12</b>
<b>XXI. Meetings and Hearings .....</b>	<b>13</b>
<b>XXII. Effective Date .....</b>	<b>13</b>
<b>I. Salary Schedule.....</b>	<b>14</b>

<b>II.</b>	<b>Days of Employment.....</b>	<b>18</b>
<b>III.</b>	<b>Teacher Day.....</b>	<b>18</b>
<b>IV.</b>	<b>Payment .....</b>	<b>20</b>
<b>V.</b>	<b>Increments Beyond Master's Degree or Master's Equivalency.....</b>	<b>20</b>
<b>VI.</b>	<b>Retirement Severance Payment.....</b>	<b>21</b>
<b>VII.</b>	<b>Tuition Refund .....</b>	<b>22</b>
<b>VIII.</b>	<b>Insurance .....</b>	<b>23</b>
<b>IX.</b>	<b>Athletic &amp; Extra Curricular Salaries.....</b>	<b>25</b>
<b>X.</b>	<b>Temporary Leaves of Absence.....</b>	<b>47</b>
<b>XI.</b>	<b>Unpaid Leaves of Absence.....</b>	<b>48</b>
<b>XII.</b>	<b>Illness or Disability .....</b>	<b>49</b>
<b>XIII.</b>	<b>Sabbatical Leave .....</b>	<b>51</b>
<b>XIV.</b>	<b>Evaluation.....</b>	<b>51</b>
<b>XV.</b>	<b>Safe Working Conditions .....</b>	<b>51</b>

**APPENDIX B**

<b>I.</b>	<b>Sick Leave Bank.....</b>	<b>53</b>
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**AGREEMENT BETWEEN  
NORTH EAST SCHOOL DISTRICT  
AND  
NORTH EAST EDUCATION ASSOCIATION  
FOR  
2023-2027**

**I. Recognition**

- A. The North East Education Association is hereby recognized by the North East School District, as the bargaining agent for the regularly employed full time teachers, guidance counselors, librarians, and nurses under regular contract, who collectively are to be known as the bargaining unit under conditions of Pennsylvania Law (Act 195) providing for collective bargaining for public employees.
- B. Both parties aver that this agreement sets forth the terms and conditions to which each party agrees to be bound and that such agreement has been reached voluntarily without undue or unlawful coercion or force by either party.
- C. Definitions of Abbreviations or terms used in this contract:
  - 1. Member or Members – Members of the bargaining unit as defined in paragraph A above.
  - 2. NEEA – North East Education Association
  - 3. District – North East School District
  - 4. Board – North East School District Board of School Directors
  - 5. Administration – Those persons employed as members of the District Administrative Staff. At present, this would include the Superintendent, Principals, and Assistant Principals.
  - 6. Superintendent – The regularly elected Superintendent of the North East School District.
  - 7. Day – The regular member employment day as provided in this contract. The exact times for beginning the contractual day may vary by building, but the length of the day is the same regardless of building.
  - 8. School Year – The adopted school calendar which provides for member employment days.
  - 9. Fiscal Year – The period starting July 1, of a typical year and ending June 30 of the following year.

**II. Term of Agreement**

The term of this agreement shall begin on July 1, 2023, and shall continue in full force and effect until June 30, 2027 or until such later date as the two parties may hereinafter agree is to be the extended ending date. Any such extended date shall be evidenced by an amendment to this agreement, to which amendment both parties shall signify their approval by affixing their signatures thereto.

**III. Modification**

The parties agree that no additional negotiations on this agreement will be conducted on any item, whether contained herein or not, during the life of this agreement.

**IV. No Lock Out – No Strike Provision**

Both parties agree to faithfully abide by the provisions of Pennsylvania Public Employee Bargaining Law, Act 195. As a condition of the various provisions of this agreement to which the parties have agreed, the employer pledges that it will not conduct, or cause to be conducted, a lock out during the term of this agreement and the bargaining agent pledges that the employees herein defined will not engage in a strike (as that term is defined in Act 195) during the term of this agreement.

**V. Grievance Procedure**

It is in the interest of the general public, and in the interest of the school children that both employer and employees serve, that grievances be reconciled and disposed of as expeditiously as is possible.

The parties agree that grievances which arise out of the interpretation of this agreement shall be resolved in accordance with the grievance procedure as follows:

A. Definitions

1. Grievance

A "grievance" shall mean a complaint by a member or members of the unit that there has been an alleged violation, misinterpretation, or misapplication of a term or terms of this agreement. The NEEA may process a grievance through all levels even when an aggrieved member does not wish to do so.

2. Grieving Employee

A "grieving" employee is a person or persons making the claim.

3. Days

The term "days" when used in this procedure shall, except where otherwise indicated, mean member employment days; thus weekend or vacation days are excluded.

B. Procedure

1. Time Limits

- a. Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each level should be considered as a maximum and every effort should be made to expedite the process.
- b. The time limit specified may be extended by mutual agreement in writing.
- c. Presentation of the grievance shall be within ten (10) days of the time when a member has knowledge of the alleged grievance. Time limits may be reduced at any level by mutual agreement between the grievant and the supervisor, Superintendent or the Board. The time limits set forth herein shall continue through the summer vacation period until the grievance is resolved except the district's response shall be increased to fifteen (15) days for the months of June and July (once the school year is concluded). The term "days" during the summer vacation period shall mean calendar weekdays, excluding weekends and holidays.
- d. Failure of the grieving member to proceed to the next step of the grievance procedure within the time limits set forth shall be deemed to be acceptance of the decision previously rendered and shall constitute a waiver of any further appeal concerning the particular grievance.
- e. Receipt of the grievance and answer thereof at each level shall be recognized by the initialing and dating of both copies of the grievance by the appropriate parties or their representative.

2. Level One – Immediate Supervisor

- a. Any member or members may present his/their grievance to his/their immediate supervisor. Such grievance shall be in writing and must state specifically (1) that the grievance procedure is being invoked; (2) the nature of the grievance; and (3) the specific terms of the contract on which the grievance is based. The grieving employee may appear alone or with a representative of the bargaining agent.
- b. Within five (5) days of the receipt of the grievance, the immediate supervisor shall inform the grieving member of his decision and shall provide same with a brief statement in writing of the reason.

3. Level Two – Superintendent

- a. If the grieving member is not satisfied with the disposition of his grievance at Level One, or if no decision has been rendered, he shall file the grievance in writing concurrently with the Superintendent and the bargaining agent within five (5) days after the decision at Level One or ten (10) days after the grievance was presented. If a representative is to appear, this shall be designated in the written appeal or in the initial conference.
- b. Within ten (10) days of receipt of said appeal, except in case of emergency or absence, the Superintendent shall conduct a hearing.
- c. The immediate supervisor of the grieving member who rendered a decision on Level One shall be given notice and the opportunity to be present and participate in the hearing.
- d. Within eight (8) days of the hearing, except in case of emergency or absence, the Superintendent shall inform the grieving member and the bargaining agent of his decision and shall provide the same with a brief statement in writing of the reason for the decisions.

4. Level Three – School Board

- a. If the member is not satisfied with the disposition of his grievance at Level Two, or if no decision has been rendered, the grievant shall, within five (5) days after a decision or the deadline for a decision by the Superintendent, request in writing a hearing by the Board. The Board or a committee of the Board shall conduct a hearing no later than fifteen (15) days after receiving the request, providing the grievance has not been resolved.
- b. Within five (5) days following the next regularly scheduled school board meeting after the hearing, the Board shall inform the grieving member and bargaining agent of its decision and shall provide same with a written statement of the reason for the decision.

5. Level Four - Arbitration

The Association shall, within twenty (20) days of receipt of notification of the disposition of the grievance or within thirty (30) days of the hearing under Level Three, notify the Board in writing of his desire for binding arbitration of the grievance. The Board and the Association will within ten (10) days of such notification begin selection of an arbitrator. Further provisions for the binding arbitration procedure shall be as stated in Section 903, Act 195.

C. Miscellaneous

1. Assistance

A grieving member may seek and use the assistance of two (2) designated representatives in the presentation and for appeal of any grievance at Level two and above. He/they may also use professional legal counsel in the presentation and for appeal of any grievance. The costs incurred by the grieving member of the unit will be borne by that member of the unit.

2. Unobstructed Use

It shall be the firm policy of the Board to assure to every member the unobstructed use of the grievance procedure without fear of reprisal and without prejudice in any manner to his/their professional or employment status.

D. Discipline

Subject to the following provisions, no employee covered by this Agreement shall be disciplined except for just cause.

1. This Section does not apply to long term substitutes (i.e., those without a professional employee's contract or a temporary professional employee's contract) or to temporary professional employees. Such employees do not have access to the grievance procedure in disciplinary matters.
2. For professional employees, "just cause" shall be deemed to exist in cases involving discharge, if, under the Public School Code and interpretive court and tenure appeal decisions, the employee could have been lawfully dismissed by the District.
3. Should a grievance under this Section involving a dismissal be processed to arbitration, once an arbitrator concludes that the facts are such that a professional employee could have been lawfully dismissed under the Public School Code and related interpretive authorities, he shall have no authority to modify the penalty of discharge or to reinstate the employee.

**VI. Separability**

If any provision of this agreement or any application of this agreement to any member or members is held to be contrary to law, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.



**VII. Compliance Between Individual Contract and Master Agreement**

If an individual contract of a member contains any language inconsistent with this agreement, this agreement shall be controlling.

**VIII. Expenses**

- A. Copies of this agreement will be furnished to all members plus ten (10) extra copies given to the association president. The cost of preparation being shared equally by the Board and the association for a total of 150 copies.
- B. All expenses of the bargaining agent shall be borne by the bargaining agent.

**IX. Association Rights**

A. Bulletin Boards

The bargaining agent shall have in each school building the right to supply, install, and maintain a bulletin board of reasonable size in each faculty room as directed by the principal. Copies of all materials shall be given to or examined by the principal prior to posting.

B. Mail Facilities

The bargaining agent shall have the right to use school mail and electronic mail facilities within the District. A copy of all materials shall first be given to the building principal.

C. Leave

Up to five days (total per year) with pay shall be available for representatives of the Association to attend conferences or conventions of state and national affiliated organizations. The Association shall reimburse the District for the cost of substitutes. The Association President shall designate who may use those days for Association business. Those using the days must give two weeks' advance notice.

**X. Transportation Reimbursement**

A member shall be compensated at the established District rate for use of his or her own automobile on school related activities which are given prior approval by the Superintendent and the Board.

## **XI. Notification of Teaching Schedule**

All members shall receive written notice of their tentative schedules for the forthcoming year no later than August 1. In the event a member's teaching schedule/position/location/subject matter is anticipated to change for the upcoming school year, the principal or assistant principal shall meet with the member in his/her building if requested by the member to discuss the tentative schedule before the end of each school term. If changes in tentative schedules are made, members affected will be notified in writing. The members will be consulted before revision, if possible.

## **XII. Vacancies and Transfers**

- A. For purposes of Article XII of this Agreement, the following definitions shall apply: "Seniority" shall be measured from the most recent date on which the Board took formal action to tender an offer of employment to an employee. "Vacancy" is defined as a position unencumbered due to a death, a resignation, a dismissal, a retirement, a position newly created by the Board or any position to which an employee is not expected to return. It shall be at the Board's option to decide whether such vacant position shall be filled or eliminated. "Transfer" is defined as a change of assignment, including grade level, subject area, and/or building.
- B. When a vacancy occurs in a professional position, extracurricular, or athletic coaching assignment, between the first and last member employment days of the regular school calendar which the District intends to fill, the District shall promptly notify the Association President and shall notify members via district email. This notice shall include a description of the vacancy to be filled and the desirable qualifications. Members shall indicate their interest in a particular vacancy in writing within the timeline specified in the email to the principal who will transmit it to the Superintendent. The member shall set forth the position or assignment requested and his/her qualifications. Members shall receive a response from the District indicating receipt of the member's interest within seven (7) calendar days. When a vacancy occurs that the District does not intend to fill, the District shall promptly notify the Association President.
- C. When a vacancy as described in "A" above becomes official outside of the regular school year calendar, the notice as defined in "A" above shall be posted as defined in "A" above and shall be transmitted through the school e-mail addresses. A phone call and/or text notification will be transmitted by the One Call system alerting members that a posting has been sent to the school e-mail address. A copy of any such notice shall be emailed on the same day as the original posting to the President of the Association. Interested members shall apply as indicated in "A" above, and their response in writing or electronically must be received at the school district business office within seven (7) calendar days from the date of mailing of the notice. The District will notify the member(s) whether the position has been awarded within seven (7) calendar days.
- D. If the original posting results in a subsequent vacancy, the posting notification process as defined in "B" above shall be used except that the interested members

response must be received at the school district business office within three (3) calendar weekdays. This section would apply to all subsequent vacancies as a result of the original posting.

- E. The time limits outlined in this subsection shall be waived in case a vacancy occurs during the month of August in order to provide adequate staffing for the opening of school.
- F. Member applicants with equal or greater qualifications shall receive a position before outside applicants. The senior member shall receive the position if his/her qualifications are equal or greater and consecutively completed at least two (2) consecutive years of employment with the North East School District immediately preceding the bid in question. Extracurricular and athletic positions are excluded in this paragraph.
- G. The administration will receive and consider requests for transfers at any time. A "Transfer" shall be defined as a change of grade level, subject area, and/or building. The following factors must enter into every transfer whether requested or involuntary:
  - 1. Full knowledge of member involved before the fact.
  - 2. Reduction of force, decreased enrollment and revision of curriculum.
  - 3. Certification and capability to handle the new or "transferred" position.
  - 4. The right to appeal to the Board of School Directors or any committee thereof when the member is dissatisfied with the transfer or planned transfer.

The administration shall have the right to transfer staff for emergency or operational needs. For involuntary transfers, notification shall be provided to the employee in writing which shall include the new position the employee is being transferred to, the location of the new position, the grade-level, the subject area, and the required certification. Employees who are involuntarily transferred shall receive compensation at the applicable professional hourly rate for eight (8) hours for the purpose of moving to the new location.

- H. Voluntary Transfer Limitations. Teachers who have been hired specifically for special education classrooms shall remain in a position requiring special education certification for a minimum of two (2) years before being eligible to apply for a transfer. In addition, teachers who have voluntarily bid into a position shall be ineligible for another voluntary bid until completing at least two (2) years in the new position.

### **XIII. Membership Dues Deduction**

- A. The Board shall deduct from the salary of the member, membership dues of the association and transmit the deductions to the association provided the Board has been presented with an authorization form signed by the individual members authorizing such deductions.
- B. The monies deducted in accordance with Paragraph A of this Article shall be transmitted to the association on a monthly basis.
- C. The association shall indemnify, defend and save the Board harmless against all claims, demands, suits, or other forms of liability that arise out of or by reason of action taken by the Board in reliance upon the payroll deduction authorization forms submitted by the association to the Board.
- D. All payroll deduction authorization forms shall be collected and approved by the association, which shall submit same to the District. An employee shall have the right to revoke such authorization by giving written notice to the District fifteen (15) days prior to June 30<sup>th</sup> of each year and/or fifteen (15) days prior to the expiration date of this Agreement.
- E. Payroll deduction authorization forms shall be printed at the expense of the association in the following form and presented to the Board by the end of the third week of October to qualify for deductions. The Board will be notified before the third week of October of the amount of yearly dues to be deducted while this agreement is in effect.
- F. The monies will be deducted in fifteen (15) equal consecutive installments starting with the first pay of November of each year covered by this agreement.

**PAYROLL DEDUCTION AUTHORIZATION FORM**

NAME \_\_\_\_\_

ADDRESS \_\_\_\_\_

SOCIAL SECURITY NO. \_\_\_\_\_

BUILDING \_\_\_\_\_

I, the undersigned, a professional employee of the North East School District, authorize the North East School District to deduct regular membership dues from my salary as certified by the authorized officers of the North East Education Association. This authorization is to remain valid until the expiration of the present agreement between the North East School Board and the North East Education Association or any extension thereof unless a written revocation is given to the North East School Board and the North East Education Association during the fifteen (15) day period prior to June 30<sup>th</sup> of each year and/or fifteen (15) days prior to the expiration date of the present Agreement.

SIGNATURE \_\_\_\_\_ DATE \_\_\_\_\_

Approved by the North East Education Association.

BY \_\_\_\_\_

**XIV. Wages, Salary and Other Employee Provisions**

The parties agree that wages, salaries and other employee provisions to be affected by this agreement are accurately reflected in the Appendices made part of this agreement, and that all items set forth in the Appendices shall remain in force for the period of this agreement. In the event that the terms of this agreement shall be extended as provided in Article II of this agreement and in the event that such mutually agreed upon changes result in a condition of such extension, then revised Appendices shall be executed by the parties and attached to and made part of this agreement.

**XV. Information**

- A. The Board agrees to furnish the Association president, upon request, electronic copies of the agenda, Board minutes, Tentative Budget, the Final Budget, Master Group Insurance Contract and the Annual Financial Report.
- B. The Board will make available to the Association, during regular business hours, all public records and the public documents. During such regular business hours members of the Association, during their non-working hours, shall have the right to inspect and have copies made of such public records. The Association shall reimburse the Board for any such copies of the District's cost per sheet.
- C. One letter per year by the Association president shall serve to assure the timely receipt of the agendas and the Board minutes each month.

**XVI. In-service Orientation**

All newly employed members will attend an orientation meeting for the purpose of disseminating information. Copies of handbooks, agreements, the teaching schedule where applicable, schedule of paydays, and other appropriate material shall be distributed and explained at this meeting. The Association president shall be invited to attend this meeting and shall be permitted to make a brief presentation.

**XVII. Use of Buildings**

The Association and its representatives shall be allowed the free use of school buildings at reasonable hours for meetings with the approval of the building principal, and in accordance with the established use of building procedures, upon two (2) days' notice. Any changes from these requirements must be approved by the administration.

**XVIII. Notice of Salary Form**

- A. The Board shall notify each member prior to August 1, on a suitable form, the member's position with regard to salary notices for the coming year. A duplicate form shall be placed in each member's personnel file. The information contained on this form shall include school year, type of contract, effective date of

employment (if new employee), salary schedule (if established), step number, salary (if established) and accumulated sick leave.

- B. Upon appointment of a member by the Board to a supplemental position, the Board will execute a "Professional Employee Supplemental Contract." This contract will include the effective date, the position to which appointed, the term of agreement, and the supplemental salary. This contract will be signed in duplicate by the member and the Board. One copy will be given to the member and the other copy will be placed in the member's personnel file in the District.

**XIX. Personnel File**

- A. No material derogatory to a member's conduct, service, character, or personality shall be placed in his or her personnel file unless the member has had an opportunity to review such material. Any copies of correspondence to the member or involving the member shall be filed in the member's personnel file only if originals or copies have been given to the member. The member shall also have the right to submit a written answer to such material and the answer shall be reviewed by the Superintendent, or his designee, and attached to the file copy.
- B. The member, at a prearranged time, shall be permitted to examine all material in his or her file, with the exception of letters of recommendation relative to his employment in this District. The member shall indicate in a written memo, to be placed in his file, that he has examined same.
- C. The member shall have the right to make a copy of the material in his or her file with the exception of letters of recommendation relative to his employment in this District, using the copying facilities in the school office at the cost of the employee requesting the copy.

**XX. Complaint Procedure**

Any complaint serious enough to be noted in the member's personnel file regarding a member, made to any member of the administration by any parent, student, or other person, shall be promptly investigated and called to the attention of the member. The member shall be given an opportunity to respond to and/or rebut such complaint. Every effort shall be made by the administration to arrange a meeting or conference between the complainant and the member if requested by either party. The member shall have the right to be represented by the Association and/or counsel at any meetings or conference regarding such complaints.

**XXI. Meetings and Hearings**

Whenever any member is requested to meet with any administrator, the member will attend. Such meetings will be scheduled within the regular work day. When the meeting relates to disciplinary action or potential disciplinary action against the member, unsatisfactory evaluations, or employee assistance plans, the member may request at any time that a maximum of two designated representatives attend. When representatives attend, the meeting may be scheduled outside of the regular work day.

**XXII. Effective Date**

This agreement is made and entered into this 29<sup>th</sup> day of June, 2023 and by and between the North East School District and the North East Education Association.

NORTH EAST SCHOOL DISTRICT

NORTH EAST EDUCATION ASSOCIATION

By   
Nicholas C. Mobilia, President

By   
Laura Fordyce, President

# 2460756.v2



**APPENDIX A**

**I. Salary Schedule**

		2023-2024										
Old Step	Step	Bachelors	Masters	M+6	M+12	M+18	M+24	M+30	M+36	M+42	M+48	D
2	1	\$49,361	\$50,461	\$50,861	\$51,261	\$51,661	\$52,061	\$52,461	\$52,861	\$53,261	\$53,661	\$54,061
3	2	\$50,361	\$51,461	\$51,861	\$52,261	\$52,661	\$53,061	\$53,461	\$53,861	\$54,261	\$54,661	\$55,061
4	3	\$51,361	\$52,461	\$52,861	\$53,261	\$53,661	\$54,061	\$54,461	\$54,861	\$55,261	\$55,661	\$56,061
5	4	\$52,361	\$53,461	\$53,861	\$54,261	\$54,661	\$55,061	\$55,461	\$55,861	\$56,261	\$56,661	\$57,061
6	5	\$53,361	\$54,461	\$54,861	\$55,261	\$55,661	\$56,061	\$56,461	\$56,861	\$57,261	\$57,661	\$58,061
7	6	\$54,361	\$55,461	\$55,861	\$56,261	\$56,661	\$57,061	\$57,461	\$57,861	\$58,261	\$58,661	\$59,061
8	7	\$55,361	\$56,461	\$56,861	\$57,261	\$57,661	\$58,061	\$58,461	\$58,861	\$59,261	\$59,661	\$60,061
9	8	\$56,361	\$57,461	\$57,861	\$58,261	\$58,661	\$59,061	\$59,461	\$59,861	\$60,261	\$60,661	\$61,061
10	9	\$57,361	\$58,461	\$58,861	\$59,261	\$59,661	\$60,061	\$60,461	\$60,861	\$61,261	\$61,661	\$62,061
11	10	\$58,361	\$59,461	\$59,861	\$60,261	\$60,661	\$61,061	\$61,461	\$61,861	\$62,261	\$62,661	\$63,061
12	11	\$59,361	\$60,461	\$60,861	\$61,261	\$61,661	\$62,061	\$62,461	\$62,861	\$63,261	\$63,661	\$64,061
13	12	\$60,361	\$61,461	\$61,861	\$62,261	\$62,661	\$63,061	\$63,461	\$63,861	\$64,261	\$64,661	\$65,061
14	13	\$61,361	\$62,461	\$62,861	\$63,261	\$63,661	\$64,061	\$64,461	\$64,861	\$65,261	\$65,661	\$66,061
15	14	\$62,361	\$63,461	\$63,861	\$64,261	\$64,661	\$65,061	\$65,461	\$65,861	\$66,261	\$66,661	\$67,061
16	15	\$63,361	\$64,461	\$64,861	\$65,261	\$65,661	\$66,061	\$66,461	\$66,861	\$67,261	\$67,661	\$68,061
18	16	\$65,161	\$66,261	\$66,661	\$67,061	\$67,461	\$67,861	\$68,261	\$68,661	\$69,061	\$69,461	\$69,861
19	17	\$67,061	\$68,161	\$68,561	\$68,961	\$69,361	\$69,761	\$70,161	\$70,561	\$70,961	\$71,361	\$71,761
20	18	\$69,061	\$70,161	\$70,561	\$70,961	\$71,361	\$71,761	\$72,161	\$72,561	\$72,961	\$73,361	\$73,761
21	19	\$71,061	\$72,161	\$72,561	\$72,961	\$73,361	\$73,761	\$74,161	\$74,561	\$74,961	\$75,361	\$75,761
22	20	\$73,061	\$74,161	\$74,561	\$74,961	\$75,361	\$75,761	\$76,161	\$76,561	\$76,961	\$77,361	\$77,761
23	21	\$75,061	\$76,161	\$76,561	\$76,961	\$77,361	\$77,761	\$78,161	\$78,561	\$78,961	\$79,361	\$79,761
24	22	\$77,061	\$78,161	\$78,561	\$78,961	\$79,361	\$79,761	\$80,161	\$80,561	\$80,961	\$81,361	\$81,761
25	23	\$79,216	\$80,480	\$80,880	\$81,280	\$81,680	\$82,080	\$82,480	\$82,880	\$83,280	\$83,680	\$84,080

**2024-2025**

Old Step	Step	Bachelors	Masters	M+6	M+12	M+18	M+24	M+30	M+36	M+42	M+48	D
3	1	\$51,378	\$52,478	\$52,878	\$53,278	\$53,678	\$54,078	\$54,478	\$54,878	\$55,278	\$55,678	\$56,078
4	2	\$52,378	\$53,478	\$53,878	\$54,278	\$54,678	\$55,078	\$55,478	\$55,878	\$56,278	\$56,678	\$57,078
5	3	\$53,378	\$54,478	\$54,878	\$55,278	\$55,678	\$56,078	\$56,478	\$56,878	\$57,278	\$57,678	\$58,078
6	4	\$54,378	\$55,478	\$55,878	\$56,278	\$56,678	\$57,078	\$57,478	\$57,878	\$58,278	\$58,678	\$59,078
7	5	\$55,378	\$56,478	\$56,878	\$57,278	\$57,678	\$58,078	\$58,478	\$58,878	\$59,278	\$59,678	\$60,078
8	6	\$56,378	\$57,478	\$57,878	\$58,278	\$58,678	\$59,078	\$59,478	\$59,878	\$60,278	\$60,678	\$61,078
9	7	\$57,378	\$58,478	\$58,878	\$59,278	\$59,678	\$60,078	\$60,478	\$60,878	\$61,278	\$61,678	\$62,078
10	8	\$58,378	\$59,478	\$59,878	\$60,278	\$60,678	\$61,078	\$61,478	\$61,878	\$62,278	\$62,678	\$63,078
11	9	\$59,378	\$60,478	\$60,878	\$61,278	\$61,678	\$62,078	\$62,478	\$62,878	\$63,278	\$63,678	\$64,078
12	10	\$60,378	\$61,478	\$61,878	\$62,278	\$62,678	\$63,078	\$63,478	\$63,878	\$64,278	\$64,678	\$65,078
13	11	\$61,378	\$62,478	\$62,878	\$63,278	\$63,678	\$64,078	\$64,478	\$64,878	\$65,278	\$65,678	\$66,078
14	12	\$62,378	\$63,478	\$63,878	\$64,278	\$64,678	\$65,078	\$65,478	\$65,878	\$66,278	\$66,678	\$67,078
15	13	\$63,378	\$64,478	\$64,878	\$65,278	\$65,678	\$66,078	\$66,478	\$66,878	\$67,278	\$67,678	\$68,078
16	14	\$64,378	\$65,478	\$65,878	\$66,278	\$66,678	\$67,078	\$67,478	\$67,878	\$68,278	\$68,678	\$69,078
18	15	\$66,178	\$67,278	\$67,678	\$68,078	\$68,478	\$68,878	\$69,278	\$69,678	\$70,078	\$70,478	\$70,878
19	16	\$68,078	\$69,178	\$69,578	\$69,978	\$70,378	\$70,778	\$71,178	\$71,578	\$71,978	\$72,378	\$72,778
20	17	\$70,078	\$71,178	\$71,578	\$71,978	\$72,378	\$72,778	\$73,178	\$73,578	\$73,978	\$74,378	\$74,778
21	18	\$72,078	\$73,178	\$73,578	\$73,978	\$74,378	\$74,778	\$75,178	\$75,578	\$75,978	\$76,378	\$76,778
22	19	\$74,078	\$75,178	\$75,578	\$75,978	\$76,378	\$76,778	\$77,178	\$77,578	\$77,978	\$78,378	\$78,778
23	20	\$76,078	\$77,178	\$77,578	\$77,978	\$78,378	\$78,778	\$79,178	\$79,578	\$79,978	\$80,378	\$80,778
24	21	\$78,078	\$79,178	\$79,578	\$79,978	\$80,378	\$80,778	\$81,178	\$81,578	\$81,978	\$82,378	\$82,778
25	22	\$80,233	\$81,497	\$81,897	\$82,297	\$82,697	\$83,097	\$83,497	\$83,897	\$84,297	\$84,697	\$85,097

**2025-2026**

Old Step	Step	Bachelors	Masters	M+6	M+12	M+18	M+24	M+30	M+36	M+42	M+48	D
4	1	\$53,460	\$54,560	\$54,960	\$55,360	\$55,760	\$56,160	\$56,560	\$56,960	\$57,360	\$57,760	\$58,160
5	2	\$54,460	\$55,560	\$55,960	\$56,360	\$56,760	\$57,160	\$57,560	\$57,960	\$58,360	\$58,760	\$59,160
6	3	\$55,460	\$56,560	\$56,960	\$57,360	\$57,760	\$58,160	\$58,560	\$58,960	\$59,360	\$59,760	\$60,160
7	4	\$56,460	\$57,560	\$57,960	\$58,360	\$58,760	\$59,160	\$59,560	\$59,960	\$60,360	\$60,760	\$61,160
8	5	\$57,460	\$58,560	\$58,960	\$59,360	\$59,760	\$60,160	\$60,560	\$60,960	\$61,360	\$61,760	\$62,160
9	6	\$58,460	\$59,560	\$59,960	\$60,360	\$60,760	\$61,160	\$61,560	\$61,960	\$62,360	\$62,760	\$63,160
10	7	\$59,460	\$60,560	\$60,960	\$61,360	\$61,760	\$62,160	\$62,560	\$62,960	\$63,360	\$63,760	\$64,160
11	8	\$60,460	\$61,560	\$61,960	\$62,360	\$62,760	\$63,160	\$63,560	\$63,960	\$64,360	\$64,760	\$65,160
12	9	\$61,460	\$62,560	\$62,960	\$63,360	\$63,760	\$64,160	\$64,560	\$64,960	\$65,360	\$65,760	\$66,160
13	10	\$62,460	\$63,560	\$63,960	\$64,360	\$64,760	\$65,160	\$65,560	\$65,960	\$66,360	\$66,760	\$67,160
14	11	\$63,460	\$64,560	\$64,960	\$65,360	\$65,760	\$66,160	\$66,560	\$66,960	\$67,360	\$67,760	\$68,160
15	12	\$64,460	\$65,560	\$65,960	\$66,360	\$66,760	\$67,160	\$67,560	\$67,960	\$68,360	\$68,760	\$69,160
16	13	\$65,460	\$66,560	\$66,960	\$67,360	\$67,760	\$68,160	\$68,560	\$68,960	\$69,360	\$69,760	\$70,160
18	14	\$67,260	\$68,360	\$68,760	\$69,160	\$69,560	\$69,960	\$70,360	\$70,760	\$71,160	\$71,560	\$71,960
19	15	\$69,160	\$70,260	\$70,660	\$71,060	\$71,460	\$71,860	\$72,260	\$72,660	\$73,060	\$73,460	\$73,860
20	16	\$71,160	\$72,260	\$72,660	\$73,060	\$73,460	\$73,860	\$74,260	\$74,660	\$75,060	\$75,460	\$75,860
21	17	\$73,160	\$74,260	\$74,660	\$75,060	\$75,460	\$75,860	\$76,260	\$76,660	\$77,060	\$77,460	\$77,860
22	18	\$75,160	\$76,260	\$76,660	\$77,060	\$77,460	\$77,860	\$78,260	\$78,660	\$79,060	\$79,460	\$79,860
23	19	\$77,160	\$78,260	\$78,660	\$79,060	\$79,460	\$79,860	\$80,260	\$80,660	\$81,060	\$81,460	\$81,860
24	20	\$79,160	\$80,260	\$80,660	\$81,060	\$81,460	\$81,860	\$82,260	\$82,660	\$83,060	\$83,460	\$83,860
25	21	\$81,315	\$82,579	\$82,979	\$83,379	\$83,779	\$84,179	\$84,579	\$84,979	\$85,379	\$85,779	\$86,179

**2026-2027**

Old Step	Step	Bachelors	Masters	M+6	M+12	M+18	M+24	M+30	M+36	M+42	M+48	D
5	1	\$55,632	\$56,732	\$57,132	\$57,532	\$57,932	\$58,332	\$58,732	\$59,132	\$59,532	\$59,932	\$60,332
6	2	\$56,632	\$57,732	\$58,132	\$58,532	\$58,932	\$59,332	\$59,732	\$60,132	\$60,532	\$60,932	\$61,332
7	3	\$57,632	\$58,732	\$59,132	\$59,532	\$59,932	\$60,332	\$60,732	\$61,132	\$61,532	\$61,932	\$62,332
8	4	\$58,632	\$59,732	\$60,132	\$60,532	\$60,932	\$61,332	\$61,732	\$62,132	\$62,532	\$62,932	\$63,332
9	5	\$59,632	\$60,732	\$61,132	\$61,532	\$61,932	\$62,332	\$62,732	\$63,132	\$63,532	\$63,932	\$64,332
10	6	\$60,632	\$61,732	\$62,132	\$62,532	\$62,932	\$63,332	\$63,732	\$64,132	\$64,532	\$64,932	\$65,332
11	7	\$61,632	\$62,732	\$63,132	\$63,532	\$63,932	\$64,332	\$64,732	\$65,132	\$65,532	\$65,932	\$66,332
12	8	\$62,632	\$63,732	\$64,132	\$64,532	\$64,932	\$65,332	\$65,732	\$66,132	\$66,532	\$66,932	\$67,332
13	9	\$63,632	\$64,732	\$65,132	\$65,532	\$65,932	\$66,332	\$66,732	\$67,132	\$67,532	\$67,932	\$68,332
14	10	\$64,632	\$65,732	\$66,132	\$66,532	\$66,932	\$67,332	\$67,732	\$68,132	\$68,532	\$68,932	\$69,332
15	11	\$65,632	\$66,732	\$67,132	\$67,532	\$67,932	\$68,332	\$68,732	\$69,132	\$69,532	\$69,932	\$70,332
16	12	\$66,632	\$67,732	\$68,132	\$68,532	\$68,932	\$69,332	\$69,732	\$70,132	\$70,532	\$70,932	\$71,332
18	13	\$68,432	\$69,532	\$69,932	\$70,332	\$70,732	\$71,132	\$71,532	\$71,932	\$72,332	\$72,732	\$73,132
19	14	\$70,332	\$71,432	\$71,832	\$72,232	\$72,632	\$73,032	\$73,432	\$73,832	\$74,232	\$74,632	\$75,032
20	15	\$72,332	\$73,432	\$73,832	\$74,232	\$74,632	\$75,032	\$75,432	\$75,832	\$76,232	\$76,632	\$77,032
21	16	\$74,332	\$75,432	\$75,832	\$76,232	\$76,632	\$77,032	\$77,432	\$77,832	\$78,232	\$78,632	\$79,032
22	17	\$76,332	\$77,432	\$77,832	\$78,232	\$78,632	\$79,032	\$79,432	\$79,832	\$80,232	\$80,632	\$81,032
23	18	\$78,332	\$79,432	\$79,832	\$80,232	\$80,632	\$81,032	\$81,432	\$81,832	\$82,232	\$82,632	\$83,032
24	19	\$80,332	\$81,432	\$81,832	\$82,232	\$82,632	\$83,032	\$83,432	\$83,832	\$84,232	\$84,632	\$85,032
25	20	\$82,487	\$83,751	\$84,151	\$84,551	\$84,951	\$85,351	\$85,751	\$86,151	\$86,551	\$86,951	\$87,351

- I. B. 1. All members shall be given one (1) year of credit for each year or  $\frac{3}{4}$  or greater fraction thereof employed in the local district.
- 2. Professional employees to be employed with experience outside of the local district, shall be placed on a step according to the years credited through negotiations between that individual and the Board.

**II. Days of Employment**

- A. The negotiated annual salary is based upon 188 days of employment. If additional days are scheduled in the calendar, they will be paid on the basis of  $\frac{1}{188}$  of the annual salary for each day worked. If additional days are contracted with members, compensation will be on the basis of  $\frac{1}{188}$  of the annual salary for each day worked. In the event the members work less than 188 days or take unpaid or unauthorized leaves of absence, then said members shall have such days deducted from their salary at the rate of  $\frac{1}{188}$  times said salary for each day.
- B. Included in the 188 days there will be two (2) in-service member work days: one (1) day prior to the first student day and one (1) day at the close of the first semester. Said work days will be strictly for clerical and room preparation. In addition, at least one-half ( $\frac{1}{2}$ ) work day shall be dedicated to Safe Schools Training to be completed in the classroom.
- C. Guidance counselors shall work ten (10) additional days, which may occur before and/or after the regular work year, as determined by the District, to be compensated at their per diem rate.

**III. Teacher Day**

The length of the school day for all members shall be 7-1/2 hours effective on the day of signing of this agreement. This is the amount of time that exists between the starting time and finishing time as set by the Board and includes one-half hour of duty-free lunch time. Any change from this requirement for individual cases must be approved by administration.

- A. In addition to the time required above, members shall attend such administrative or in-service meetings as may be called by their immediate supervisor. This period of time shall not exceed one (1) hour per month and shall be worked as an immediate extension of the work day. There shall be no more than four (4) meetings per month with a minimum of 15 minutes per meeting. Members shall be notified 24 hours prior to said meetings except in a bona fide emergency situation.
- B. Any member employed by the District for homebound instruction, adult education, summer school, driver training, homework help, or detention duty beyond the contractual day or year, shall be paid at the rate of:

2023-2024	\$30.00 per hour
2024-2025	\$31.00 per hour
2025-2026	\$32.00 per hour
2026-2027	\$33.00 per hour

- C. Any member employed by the District who participates in a workshop outside the contractual day or year and not addressed by Appendix A, Item X-B School Visitations and Educational Conferences, shall be paid at the rates specified in B above for all hours in attendance.
- D. Member participation in Sections B and C will be strictly voluntary.
- E. All workshops offered by the Board shall be advertised by the Superintendent or designee and posted in each school for at least ten (10) days prior to selection of personnel to participate.
- F. Teachers who desire to participate in these workshops shall notify the Superintendent or designee prior to the closing date listed in the advertisement
- G. The District agrees to provide preparation time to teachers as reflected by past practice. The parties recognize that the exact amount of such time, and its scheduling, is subject to change by the District, but the preparation period will be continuous and, on average over a two-week period, at least equal the time of an academic period per day when school is in session.

Shared Itinerant Teachers: The parties recognize that special circumstances can arise as it relates to shared itinerant teachers. In instances where a teacher has to teach classes in multiple buildings, the teacher will weekly receive the allotted time for preparation based on the length of the preparation period in the building where they teach a majority of their classes. The time allotted, in these instances, may not be continuous but will never be less than 30 minutes at one time on any given day. Teachers in this classification are not to be assigned any other duties excluding home room.

Secondary Scheduling: The parties recognize that the District may in the future discontinue “block scheduling”. Although they recognize the District’s right to change the student schedule, should the District elect to do so, planning time shall be adjusted such that no fewer than 250 minutes per week is provided on an average over a two-week period.

For as long as the block schedule currently in effect remains, up to 30 minutes of the current 87 minutes of daily plan time may be used for assignment to teaching or non-teaching duties. The district shall first seek substitute teachers outside of the current teaching complement to fulfill teaching duties. If no external substitute teachers are available, additional teaching duties shall first be offered to volunteers from available members. If no volunteers are available, the administration may assign teaching duties to available members on an equitable basis not to exceed two

(2) days per week. These duties will be assigned at the beginning and/or end of the scheduled plan time.

**IV. Payment**

- A. All payroll disbursements shall be made by direct deposit. Each member shall receive his or her annual salary in equal bi-weekly payments.
- B. Members may elect to choose to take a lump sum distribution of their remaining accrued salary for the summer months by notifying the administration office in writing by April 15. Any of these members could withdraw these requests no later than May 15. This amount shall be payable on the first pay in June.

**V. Increments Beyond Master's Degree or Master's Equivalency**

- A. Additional \$400 increments shall be added beyond the master's degree or master's equivalency for each six graduate semester hours of credit up to a maximum of eight (8) increments.
- B. Graduate study must be approved by the Superintendent before it is started if additional salary increments are expected to be established. Generally, graduate study should be directed toward doctoral study, certification, and improvement or enrichment of classroom instruction.
- C. Any member may substitute a maximum of twelve (12) I.U. # 5 in-service credits to count toward the maximum of eight (8) increments beyond the master's degree or master's equivalency. In no case shall the District count more than twelve (12) I.U. # 5 in-service credits in determining the number of increments a member shall be credited.
- D. Graduate credit received before employment in the District must be evaluated by the Superintendent if these credits are to apply toward additional salary increments. Only graduate credits earned after the master's degree or master's equivalency is granted will be considered for additional salary increments.
- E. The additional salary increment will be effective in September upon assurance by the member that the credits have been earned. This must be confirmed by submission of an official transcript and/or in-service credit letter prior to December 1. These transcripts will become a permanent part of the school record and will not be returned to the member.
- F. Any member wishing to receive money for credits above the master's degree or master's equivalency must file a notice of intent in writing before April 1 of the school year preceding the school year in which the additional salary is expected. No penalty is attached for anyone who does not carry out the intent. Failure to file this notice of intent prior to April 1 will result in the increments under this section being delayed until the following school year.

- G. Each member who has earned a doctorate will receive an additional increment in the amount as specified in the schedule in “A” above in addition to the increments described in "A" above.

**VI. Retirement Severance Payment**

- A. North East School District shall pay to members who retire from District employment into the Public School Employees’ Retirement System (“PSERS”) and who have been employed in this District for the last ten (10) years, a severance payment of \$100 per year for all the years in the District. Maximum payment will not exceed \$4,000.
- B. In addition to the above provisions, each member who retires with fifteen (15) or more years of service in this District may convert unused sick days at the following rate:  
  
\$125 per day of unused sick leave to a maximum of \$30,000.
- C. The member, to be eligible for payment under this section, must notify administration that he or she is retiring from the profession, under the options of the Pennsylvania Public School Employees' Retirement System. Members retiring at the conclusion of a school year must submit a letter of retirement no later than March 1<sup>st</sup> during that school year. If the member does not submit a letter of retirement by March 1<sup>st</sup>, then retirement severance payments will be delayed until July of the following year.
- D. Amounts due shall be paid as follows:
  - 1. Lump sum payment directly to the member if the total amount due is less than \$5,000.
  - 2. The District agrees to a Tax-Sheltered Annuity (TSA) 403(b) Employer Contributory Program (TSA 403(b)), offered by a mutually agreed-upon provider, subject to all applicable statutes and government regulations. The District shall make all appropriate fund transfers to said product provider. All bargaining unit employees who are eligible to receive payments under this Section of the contract in excess of \$5,000 shall have the funds distributed into the 403(b) account or into the district-provided, qualified HRA account.
  - 3. The option selected will become effective immediately after the last day of service. Lump sum payments will be made with a separate check.

In the event of the retiree’s death, the maximum amount allowed of all remaining non-elective contributions will be timely paid to the retiree’s 403(b) plan account, if applicable, as provided for by the Internal Revenue Code and its corresponding regulations.



Should a member die while employed in this District and be qualified by having his/her last eight (8) years of service in this District, the member shall receive the severance payment in subsection A above which shall be issued in a separate check accompanying the deceased member's final check.

## **VII. Tuition Refund**

- A. Incentive pay for additional college training or in-service credit approved by the Intermediate Unit #5 In-service Council and/or the Department of Education for a member's professional improvement or certification will be paid at the actual cost up to \$75 per semester hour, up to 15 credits per year.
- B. Additional college training will be paid at the actual tuition cost up to the current cost per semester hour at Edinboro University of Pennsylvania, up to 15 credits per year if prescribed and directed by the principal and in consultation with the Superintendent and teacher.
- C. Additional college training will be paid at the actual tuition cost up to the current cost per semester hour at Edinboro University of Pennsylvania, up to 21 credits per year if part of an approved master's degree program at any accredited college or university.
- D. Any member wishing to receive payments for credits must file a letter of intent in writing indicating an estimated number of credits to be secured. This must be submitted before April 1 of the school year preceding the school year in which payment is to be made. No penalty is attached for anyone who does not carry out his intent. This applies whether the actual amount is greater or less than the estimated amount in the letter of intent.
- E. Payment for credit earned by any member will be paid to that member on the basis of the member's official transcript or in-service credit letter. Upon receipt of the transcript or in-service credit letter, payment will be made within 60 days.
- F. The provisions of this Article do not apply to members holding a master's degree or master's equivalency.
- G. All transcripts and in-service credit letters submitted in accordance with this Article shall become a permanent part of the school record and shall not be returned to the member.
- H. A member who has been reimbursed for tuition expenses by the district must remain with the district in satisfactory employment for a minimum of 2 years following the date of the last reimbursed amount. Should the employee leave prior to the 2 year period, the employee must reimburse the district for any amount that has been reimbursed for tuition expenses while an employee of the school district.

## VIII. Insurance

### A. Life Insurance

The North East School District will pay the entire cost of the premium for a \$30,000 life insurance policy with accidental death and dismemberment provision for all members employed full time. The benefit of the policy will be payable in full to the designated beneficiary in accordance with the terms of the policy.

### B. Health Care Insurance

1. Subject to Paragraphs 2 and 3 below, the District shall pay the premiums for health insurance coverage for the individual members and their dependents.

Coverage shall be in accordance with that provided by Blue Cross, Blue Shield Preferred Blue Plan, or equal, outlined in the Plan Agreement between the North East School District and Blue Cross, Blue Shield effective July 1, 2021. All co-payments and insurance costs not modified shall remain as in effect under the previous Agreement and as set forth in the attached summary plan description. Items not modified include but are not limited to:

- Primary care physician office visit co-pay of \$30
  - Specialist, retail clinic and urgent care office visit co-pay of \$40
  - Emergency room visit co-pay of \$100
  - Prescription drug co-pays of \$10 for generic, \$35 for brand and \$70 for non-formulary drugs
  - In network deductible of \$350/\$700 for individual/family
  - Out-of-network deductible of \$700/\$1,750 for individual/family
  - Out-of-Pocket Limit for In Network of Not Applicable for individual/family and Out-of-Network of \$700/None for individual/family
  - Maximum Out-of-Pocket for In Network of \$7,900/\$15,800 for individual/family
2. Employees enrolled for individual coverage and enrolled for dependent coverage shall pay the following monthly contributions through semi-monthly payroll deduction:

Year	Individual	Parent/Child	Husband/Wife	Family
2023-24	\$78.12	\$93.72	\$105.08	\$117.46
2024-25	\$81.24	\$107.44	\$120.16	\$134.92
2025-26	\$84.36	\$121.16	\$135.24	\$152.38
2026-27	\$87.50	\$134.90	\$150.32	\$169.84

3. Members that elect to waive coverage in the District's health insurance plan as both a primary or dependent participant may re-enroll in the plan at any time without penalties or restrictions.

C. Dental Care Insurance

1. The District shall pay the full premium for the following coverage for the individual members and their dependents:
  - a. Coverage shall be in accordance with that provided by Benefit Administrators, Inc., as outlined in the Master Agreement between the North East School District and Benefit Administrators, Inc. effective February 1, 2008 with edited date of June 1, 2014. The maximum benefit will be \$1,500 per year based on a calendar year.
  - b. Periodontics – a 50% benefit to a yearly maximum of \$1,000.
  - c. Orthodontics benefits will be paid up to 50% or a lifetime maximum of \$1,500 for dependent children up to age 19.

D. Vision Care

1. The District shall pay the full premium for the following coverage for the individual members and their dependents:
  - a. Coverage shall be in accordance with that provided by Opti Choice Gold as outlined in the Plan Agreement between the North East School District and Davis Vision/Highmark Fashion Focus Gold effective July 1, 2003.

E. Retired Employees

Retired members shall be permitted to retain health care insurance coverage as a member of the unit group until age 65 by paying their own premium in accordance with regulations established by the District.

F. Section 125 Program

The North East School District shall establish a Flexible Spending Account Plan and select a plan administrator with the provisions of Section 125 of the Internal

Revenue Code. Employees may voluntarily participate in the Flexible Spending Account to pay for dependent care and unreimbursed medical expenses in accordance with the provisions of Section 125 of the Internal Revenue Code.

North East School District will establish a payroll deduction slot for the Section 125 Plan. An employee may elect to withdraw or enroll from the plan on a yearly basis at times approved by the District, the plan administrator and the Internal Revenue Code.

**IX. Athletic & Extra Curricular Salaries**

A. 1. The following shall be the pay for all activities listed:

		<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>
<b>2023-2024</b>		<b>0 YEARS</b>	<b>1 YEAR</b>	<b>2 YEARS</b>	<b>3 YEARS OR MORE</b>
<b>JANUARY POSTING</b>	<b>POSITION</b>	<b>80%</b>	<b>85%</b>	<b>90%</b>	<b>100%</b>
FOOTBALL	HEAD	\$5,709	\$6,066	\$6,422	\$7,136
	1 <sup>ST</sup> ASST.	\$3,996	\$4,246	\$4,496	\$4,995
	ASST.	\$3,425	\$3,639	\$3,853	\$4,282
	ASST.	\$3,425	\$3,639	\$3,853	\$4,282
	ASST.	\$3,425	\$3,639	\$3,853	\$4,282
	ASST.	\$3,425	\$3,639	\$3,853	\$4,282
	ASST.	\$3,425	\$3,639	\$3,853	\$4,282
BOYS & GIRLS	HEAD	\$3,711	\$3,943	\$4,175	\$4,638
CROSS COUNTRY	ASST.	\$2,569	\$2,730	\$2,890	\$3,211
	ASST.GR7/8	\$2,569	\$2,730	\$2,890	\$3,211
	ASST. MS	\$1,427	\$1,516	\$1,606	\$1,784
VOLLEYBALL	HEAD	\$3,996	\$4,246	\$4,496	\$4,995
	1 <sup>ST</sup> ASST.	\$2,797	\$2,976	\$3,147	\$3,497
	ASST.GR7	\$2,284	\$2,426	\$2,569	\$2,854
	ASST.GR8	\$2,284	\$2,426	\$2,569	\$2,854
BOY'S GOLF	HEAD	\$2,112	\$2,244	\$2,376	\$2,640
GIRL'S GOLF	HEAD	\$2,112	\$2,244	\$2,376	\$2,640

BOY'S SOCCER	HEAD	\$3,825	\$4,064	\$4,303	\$4,781
	ASST.	\$2,569	\$2,730	\$2,890	\$3,211
	ASST.GR7/8	\$2,284	\$2,426	\$2,569	\$2,854
	ASST. MS	\$1,142	\$1,213	\$1,284	\$1,427
GIRL'S SOCCER	HEAD	\$3,825	\$4,064	\$4,303	\$4,781
	ASST.	\$2,569	\$2,730	\$2,890	\$3,211
	ASST.GR7/8	\$2,284	\$2,426	\$2,569	\$2,854
	ASST. MS	\$1,142	\$1,213	\$1,284	\$1,427
WEIGHT TRN Summer (Based on 200 hrs)		\$951	\$1,010	\$1,070	\$1,189
WEIGHT TRN Fall (Based on 200 hrs)		\$951	\$1,010	\$1,070	\$1,189
FALL CHEERLEADING	HEAD	\$1,713	\$1,820	\$1,927	\$2,141
	ASST. VSTY	\$785	\$834	\$883	\$981
	ASST. JV	\$571	\$607	\$642	\$714

		A	B	C	D
2023-2024		0 YEARS	1 YEAR	2 YEARS	3 YEARS OR MORE
MAY POSTING	POSITION	80%	85%	90%	100%
BOY'S BASKETBALL	HEAD	\$5,709	\$6,066	\$6,422	\$7,136
	1 <sup>ST</sup> ASST.	\$3,996	\$4,246	\$4,496	\$4,995
	ASST.GR7	\$3,425	\$3,639	\$3,853	\$4,282
	ASST.GR8	\$3,425	\$3,639	\$3,853	\$4,282
	ASST.GR9	\$3,425	\$3,639	\$3,853	\$4,282
GIRL'S BASKETBALL	HEAD	\$5,709	\$6,066	\$6,422	\$7,136
	1 <sup>ST</sup> ASST.	\$3,996	\$4,246	\$4,496	\$4,995
	ASST.GR7	\$3,425	\$3,639	\$3,853	\$4,282
	ASST.GR8	\$3,425	\$3,639	\$3,853	\$4,282
SWIMMING	HEAD	\$5,138	\$5,459	\$5,780	\$6,422
	ASST.	\$3,140	\$3,336	\$3,532	\$3,925
	ASST.	\$3,140	\$3,336	\$3,532	\$3,925

WRESTLING	HEAD	\$5,138	\$5,459	\$5,780	\$6,422
	1 <sup>ST</sup> ASST.	\$3,425	\$3,639	\$3,853	\$4,282
	ASST. MS	\$2,854	\$3,033	\$3,211	\$3,568
WINTER CHEERLDG	HD BKBALL	\$1,713	\$1,820	\$1,927	\$2,141
	ASST.	\$571	\$607	\$642	\$714
	ASST.	\$571	\$607	\$642	\$714
INTRAMURALS	PER HOUR	\$14.96	\$15.89	\$16.83	\$18.70
ATHLETIC DIRECTOR	ASST.	\$5,138	\$5,459	\$5,780	\$6,422
WEIGHT TRN Winter (Based on 200 hrs)		\$951	\$1,010	\$1,070	\$1,189

		A	B	C	D
2023-2024		0 YEARS	1 YEAR	2 YEARS	3 YEARS OR MORE
<b>OCTOBER POSTING</b>	<b>POSITION</b>	<b>80%</b>	<b>85%</b>	<b>90%</b>	<b>100%</b>
TRACK	HEAD-BOYS	\$5,138	\$5,459	\$5,780	\$6,422
	HEAD-GIRLS	\$5,138	\$5,459	\$5,780	\$6,422
	ASST.	\$2,854	\$3,033	\$3,211	\$3,568
	ASST.	\$2,854	\$3,033	\$3,211	\$3,568
	ASST.GR7/8	\$2,284	\$2,426	\$2,569	\$2,854
	ASST. MS	\$1,142	\$1,213	\$1,284	\$1,427
	ASST. MS	\$1,142	\$1,213	\$1,284	\$1,427
	ASST. MS	\$1,142	\$1,213	\$1,284	\$1,427
BASEBALL	HEAD	\$3,825	\$4,064	\$4,303	\$4,781
	ASST.	\$2,569	\$2,730	\$2,890	\$3,211
SOFTBALL	HEAD	\$3,825	\$4,064	\$4,303	\$4,781
	ASST.	\$2,569	\$2,730	\$2,890	\$3,211
WEIGHT TRN Spring (Based on 200 hrs)		\$951	\$1,010	\$1,070	\$1,189

		A	B	C	D
2024-2025		0 YEARS	1 YEAR	2 YEARS	3 YEARS OR MORE
JANUARY POSTING	POSITION	80%	85%	90%	100%
FOOTBALL	HEAD	\$5,851	\$6,217	\$6,583	\$7,314
	1 <sup>ST</sup> ASST.	\$4,096	\$4,352	\$4,608	\$5,120
	ASST.	\$3,511	\$3,730	\$3,950	\$4,388
	ASST.	\$3,511	\$3,730	\$3,950	\$4,388
	ASST.	\$3,511	\$3,730	\$3,950	\$4,388
	ASST.	\$3,511	\$3,730	\$3,950	\$4,388
	ASST.	\$3,511	\$3,730	\$3,950	\$4,388
BOYS & GIRLS	HEAD	\$3,803	\$4,041	\$4,279	\$4,754
CROSS COUNTRY	ASST.	\$2,633	\$2,798	\$2,962	\$3,291
	ASST.GR7/8	\$2,633	\$2,798	\$2,962	\$3,291
	ASST. MS	\$1,463	\$1,554	\$1,646	\$1,829
VOLLEYBALL	HEAD	\$4,096	\$4,352	\$4,608	\$5,120
	1 <sup>ST</sup> ASST.	\$2,867	\$3,050	\$3,225	\$3,584
	ASST.GR7	\$2,340	\$2,487	\$2,633	\$2,926
	ASST.GR8	\$2,340	\$2,487	\$2,633	\$2,926
BOY'S GOLF	HEAD	\$2,165	\$2,300	\$2,436	\$2,706
GIRL'S GOLF	HEAD	\$2,165	\$2,300	\$2,436	\$2,706
BOY'S SOCCER	HEAD	\$3,920	\$4,165	\$4,410	\$4,900
	ASST.	\$2,633	\$2,798	\$2,962	\$3,291
	ASST.GR7/8	\$2,340	\$2,487	\$2,633	\$2,926
	ASST. MS	\$1,170	\$1,243	\$1,317	\$1,463
GIRL'S SOCCER	HEAD	\$3,920	\$4,165	\$4,410	\$4,900
	ASST.	\$2,633	\$2,798	\$2,962	\$3,291
	ASST.GR7/8	\$2,340	\$2,487	\$2,633	\$2,926
	ASST. MS	\$1,170	\$1,243	\$1,317	\$1,463

WEIGHT TRN Summer (Based on 200 hrs)		\$975	\$1,036	\$1,096	\$1,219
WEIGHT TRN Fall (Based on 200 hrs)		\$975	\$1,036	\$1,096	\$1,219
FALL CHEERLEADING	HEAD	\$1,755	\$1,865	\$1,975	\$2,194
	ASST. VSTY	\$805	\$855	\$905	\$1,006
	ASST. JV	\$585	\$622	\$658	\$731

		A	B	C	D
2024-2025		0 YEARS	1 YEAR	2 YEARS	3 YEARS OR MORE
MAY POSTING	POSITION	80%	85%	90%	100%
BOY'S BASKETBALL	HEAD	\$5,851	\$6,217	\$6,583	\$7,314
	1 <sup>ST</sup> ASST.	\$4,096	\$4,352	\$4,608	\$5,120
	ASST.GR7	\$3,511	\$3,730	\$3,950	\$4,388
	ASST.GR8	\$3,511	\$3,730	\$3,950	\$4,388
	ASST.GR9	\$3,511	\$3,730	\$3,950	\$4,388
GIRL'S BASKETBALL	HEAD	\$5,851	\$6,217	\$6,583	\$7,314
	1 <sup>ST</sup> ASST.	\$4,096	\$4,352	\$4,608	\$5,120
	ASST.GR7	\$3,511	\$3,730	\$3,950	\$4,388
	ASST.GR8	\$3,511	\$3,730	\$3,950	\$4,388
SWIMMING	HEAD	\$5,266	\$5,595	\$5,924	\$6,583
	ASST.	\$3,218	\$3,419	\$3,620	\$4,023
	ASST.	\$3,218	\$3,419	\$3,620	\$4,023
WRESTLING	HEAD	\$5,266	\$5,595	\$5,924	\$6,583
	1 <sup>ST</sup> ASST.	\$3,511	\$3,730	\$3,950	\$4,388
	ASST. MS	\$2,926	\$3,108	\$3,291	\$3,657
WINTER CHEERLDG	HD BKBALL	\$1,755	\$1,865	\$1,975	\$2,194
	ASST.	\$585	\$622	\$658	\$731
	ASST.	\$585	\$622	\$658	\$731



INTRAMURALS	PER HOUR	\$15.33	\$16.29	\$17.25	\$19.16
ATHLETIC DIRECTOR	ASST.	\$5,266	\$5,595	\$5,924	\$6,583
WEIGHT TRN Winter (Based on 200 hrs)		\$975	\$1,036	\$1,096	\$1,219

		A	B	C	D
2024-2025		0 YEARS	1 YEAR	2 YEARS	3 YEARS OR MORE
OCTOBER POSTING	POSITION	80%	85%	90%	100%
TRACK	HEAD-BOYS	\$5,266	\$5,595	\$5,924	\$6,583
	HEAD-GIRLS	\$5,266	\$5,595	\$5,924	\$6,583
	ASST.	\$2,926	\$3,108	\$3,291	\$3,657
	ASST.	\$2,926	\$3,108	\$3,291	\$3,657
	ASST.GR7/8	\$2,340	\$2,487	\$2,633	\$2,926
	ASST. MS	\$1,170	\$1,243	\$1,317	\$1,463
	ASST. MS	\$1,170	\$1,243	\$1,317	\$1,463
	ASST. MS	\$1,170	\$1,243	\$1,317	\$1,463
BASEBALL	HEAD	\$3,920	\$4,165	\$4,410	\$4,900
	ASST.	\$2,633	\$2,798	\$2,962	\$3,291
SOFTBALL	HEAD	\$3,920	\$4,165	\$4,410	\$4,900
	ASST.	\$2,633	\$2,798	\$2,962	\$3,291
WEIGHT TRN Spring (Based on 200 hrs)		\$975	\$1,036	\$1,096	\$1,219

		A	B	C	D
2025-2026		0 YEARS	1 YEAR	2 YEARS	3 YEARS OR MORE
JANUARY POSTING	POSITION	80%	85%	90%	100%
FOOTBALL	HEAD	\$5,998	\$6,372	\$6,747	\$7,497
	1 <sup>ST</sup> ASST.	\$4,198	\$4,461	\$4,723	\$5,248
	ASST.	\$3,599	\$3,823	\$4,048	\$4,498
	ASST.	\$3,599	\$3,823	\$4,048	\$4,498
	ASST.	\$3,599	\$3,823	\$4,048	\$4,498
	ASST.	\$3,599	\$3,823	\$4,048	\$4,498
	ASST.	\$3,599	\$3,823	\$4,048	\$4,498
BOYS & GIRLS	HEAD	\$3,898	\$4,142	\$4,386	\$4,873
CROSS COUNTRY	ASST.	\$2,699	\$2,868	\$3,036	\$3,374
	ASST.GR7/8	\$2,699	\$2,868	\$3,036	\$3,374
	ASST. MS	\$1,499	\$1,593	\$1,687	\$1,874
VOLLEYBALL	HEAD	\$4,198	\$4,461	\$4,723	\$5,248
	1 <sup>ST</sup> ASST.	\$2,939	\$3,126	\$3,306	\$3,674
	ASST.GR7	\$2,399	\$2,549	\$2,699	\$2,999
	ASST.GR8	\$2,399	\$2,549	\$2,699	\$2,999
BOY'S GOLF	HEAD	\$2,219	\$2,358	\$2,497	\$2,774
GIRL'S GOLF	HEAD	\$2,219	\$2,358	\$2,497	\$2,774
BOY'S SOCCER	HEAD	\$4,018	\$4,270	\$4,521	\$5,023
	ASST.	\$2,699	\$2,868	\$3,036	\$3,374
	ASST.GR7/8	\$2,399	\$2,549	\$2,699	\$2,999
	ASST. MS	\$1,200	\$1,274	\$1,349	\$1,499
GIRL'S SOCCER	HEAD	\$4,018	\$4,270	\$4,521	\$5,023
	ASST.	\$2,699	\$2,868	\$3,036	\$3,374
	ASST.GR7/8	\$2,399	\$2,549	\$2,699	\$2,999
	ASST. MS	\$1,200	\$1,274	\$1,349	\$1,499

WEIGHT TRN Summer (Based on 200 hrs)		\$999	\$1,062	\$1,124	\$1,249
WEIGHT TRN Fall (Based on 200 hrs)		\$999	\$1,062	\$1,124	\$1,249
FALL CHEERLEADING	HEAD	\$1,799	\$1,912	\$2,024	\$2,249
	ASST. VSTY	\$825	\$876	\$928	\$1,031
	ASST. JV	\$600	\$637	\$675	\$750

		A	B	C	D
2025-2026		0 YEARS	1 YEAR	2 YEARS	3 YEARS OR MORE
MAY POSTING	POSITION	80%	85%	90%	100%
BOY'S BASKETBALL	HEAD	\$5,998	\$6,372	\$6,747	\$7,497
	1 <sup>ST</sup> ASST.	\$4,198	\$4,461	\$4,723	\$5,248
	ASST.GR7	\$3,599	\$3,823	\$4,048	\$4,498
	ASST.GR8	\$3,599	\$3,823	\$4,048	\$4,498
	ASST.GR9	\$3,599	\$3,823	\$4,048	\$4,498
GIRL'S BASKETBALL	HEAD	\$5,998	\$6,372	\$6,747	\$7,497
	1 <sup>ST</sup> ASST.	\$4,198	\$4,461	\$4,723	\$5,248
	ASST.GR7	\$3,599	\$3,823	\$4,048	\$4,498
	ASST.GR8	\$3,599	\$3,823	\$4,048	\$4,498
SWIMMING	HEAD	\$5,398	\$5,735	\$6,073	\$6,747
	ASST.	\$3,299	\$3,505	\$3,711	\$4,123
	ASST.	\$3,299	\$3,505	\$3,711	\$4,123
WRESTLING	HEAD	\$5,398	\$5,735	\$6,073	\$6,747
	1 <sup>ST</sup> ASST.	\$3,599	\$3,823	\$4,048	\$4,498
	ASST. MS	\$2,999	\$3,186	\$3,374	\$3,749
WINTER CHEERLDG	HD BKBALL	\$1,799	\$1,912	\$2,024	\$2,249
	ASST.	\$600	\$637	\$675	\$750
	ASST.	\$600	\$637	\$675	\$750
INTRAMURALS	PER HOUR	\$15.71	\$16.70	\$17.68	\$19.64

ATHLETIC DIRECTOR	ASST.	\$5,398	\$5,735	\$6,073	\$6,747
WEIGHT TRN Winter (Based on 200 hrs)		\$999	\$1,062	\$1,124	\$1,249

		A	B	C	D
2025-2026		0 YEARS	1 YEAR	2 YEARS	3 YEARS OR MORE
OCTOBER POSTING	POSITION	80%	85%	90%	100%
TRACK	HEAD-BOYS	\$5,398	\$5,735	\$6,073	\$6,747
	HEAD-GIRLS	\$5,398	\$5,735	\$6,073	\$6,747
	ASST.	\$2,999	\$3,186	\$3,374	\$3,749
	ASST.	\$2,999	\$3,186	\$3,374	\$3,749
	ASST.GR7/8	\$2,399	\$2,549	\$2,699	\$2,999
	ASST. MS	\$1,200	\$1,274	\$1,349	\$1,499
	ASST. MS	\$1,200	\$1,274	\$1,349	\$1,499
	ASST. MS	\$1,200	\$1,274	\$1,349	\$1,499
BASEBALL	HEAD	\$4,018	\$4,270	\$4,521	\$5,023
	ASST.	\$2,699	\$2,868	\$3,036	\$3,374
SOFTBALL	HEAD	\$4,018	\$4,270	\$4,521	\$5,023
	ASST.	\$2,699	\$2,868	\$3,036	\$3,374
WEIGHT TRN Spring (Based on 200 hrs)		\$999	\$1,062	\$1,124	\$1,249

		A	B	C	D
2026-2027		0 YEARS	1 YEAR	2 YEARS	3 YEARS OR MORE
JANUARY POSTING	POSITION	80%	85%	90%	100%
FOOTBALL	HEAD	\$6,147	\$6,531	\$6,916	\$7,684
	1 <sup>ST</sup> ASST.	\$4,303	\$4,572	\$4,841	\$5,379
	ASST.	\$3,688	\$3,919	\$4,149	\$4,610
	ASST.	\$3,688	\$3,919	\$4,149	\$4,610
	ASST.	\$3,688	\$3,919	\$4,149	\$4,610
	ASST.	\$3,688	\$3,919	\$4,149	\$4,610
	ASST.	\$3,688	\$3,919	\$4,149	\$4,610

BOYS & GIRLS	HEAD	\$3,996	\$4,245	\$4,495	\$4,995
CROSS COUNTRY	ASST.	\$2,766	\$2,939	\$3,112	\$3,458
	ASST.GR7/8	\$2,766	\$2,939	\$3,112	\$3,458
	ASST. MS	\$1,537	\$1,633	\$1,729	\$1,921
VOLLEYBALL	HEAD	\$4,303	\$4,572	\$4,841	\$5,379
	1 <sup>st</sup> ASST.	\$3,012	\$3,204	\$3,389	\$3,765
	ASST.GR7	\$2,459	\$2,613	\$2,766	\$3,074
	ASST.GR8	\$2,459	\$2,613	\$2,766	\$3,074
BOY'S GOLF	HEAD	\$2,274	\$2,417	\$2,559	\$2,843
GIRL'S GOLF	HEAD	\$2,274	\$2,417	\$2,559	\$2,843
BOY'S SOCCER	HEAD	\$4,119	\$4,376	\$4,633	\$5,148
	ASST.	\$2,766	\$2,939	\$3,112	\$3,458
	ASST.GR7/8	\$2,459	\$2,613	\$2,766	\$3,074
	ASST. MS	\$1,229	\$1,306	\$1,383	\$1,537
GIRL'S SOCCER	HEAD	\$4,119	\$4,376	\$4,633	\$5,148
	ASST.	\$2,766	\$2,939	\$3,112	\$3,458
	ASST.GR7/8	\$2,459	\$2,613	\$2,766	\$3,074
	ASST. MS	\$1,229	\$1,306	\$1,383	\$1,537
WEIGHT TRN Summer (Based on 200 hrs)		\$1,024	\$1,088	\$1,152	\$1,280
WEIGHT TRN Fall (Based on 200 hrs)		\$1,024	\$1,088	\$1,152	\$1,280
FALL CHEERLEADING	HEAD	\$1,844	\$1,959	\$2,075	\$2,305
	ASST. VSTY	\$845	\$898	\$951	\$1,057
	ASST. JV	\$615	\$653	\$692	\$768

		<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>
<b>2026-2027</b>		<b>0 YEARS</b>	<b>1 YEAR</b>	<b>2 YEARS</b>	<b>3 YEARS OR MORE</b>
<b>MAY POSTING</b>	<b>POSITION</b>	<b>80%</b>	<b>85%</b>	<b>90%</b>	<b>100%</b>
BOY'S BASKETBALL	HEAD	\$6,147	\$6,531	\$6,916	\$7,684
	1 <sup>ST</sup> ASST.	\$4,303	\$4,572	\$4,841	\$5,379
	ASST.GR7	\$3,688	\$3,919	\$4,149	\$4,610
	ASST.GR8	\$3,688	\$3,919	\$4,149	\$4,610
	ASST.GR9	\$3,688	\$3,919	\$4,149	\$4,610
GIRL'S BASKETBALL	HEAD	\$6,147	\$6,531	\$6,916	\$7,684
	1 <sup>ST</sup> ASST.	\$4,303	\$4,572	\$4,841	\$5,379
	ASST.GR7	\$3,688	\$3,919	\$4,149	\$4,610
	ASST.GR8	\$3,688	\$3,919	\$4,149	\$4,610
SWIMMING	HEAD	\$5,532	\$5,878	\$6,224	\$6,916
	ASST.	\$3,381	\$3,592	\$3,804	\$4,226
	ASST.	\$3,381	\$3,592	\$3,804	\$4,226
WRESTLING	HEAD	\$5,532	\$5,878	\$6,224	\$6,916
	1 <sup>ST</sup> ASST.	\$3,688	\$3,919	\$4,149	\$4,610
	ASST. MS	\$3,074	\$3,266	\$3,458	\$3,842
WINTER CHEERLDG	HD BKBALL	\$1,844	\$1,959	\$2,075	\$2,305
	ASST.	\$615	\$653	\$692	\$768
	ASST.	\$615	\$653	\$692	\$768
INTRAMURALS	PER HOUR	\$16.11	\$17.11	\$18.12	\$20.13
ATHLETIC DIRECTOR	ASST.	\$5,532	\$5,878	\$6,224	\$6,916
WEIGHT TRN Winter (Based on 200 hrs)		\$1,024	\$1,088	\$1,152	\$1,280

		<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>
<b>2026-2027</b>		<b>0 YEARS</b>	<b>1 YEAR</b>	<b>2 YEARS</b>	<b>3 YEARS OR MORE</b>
<b>OCTOBER POSTING</b>	<b>POSITION</b>	<b>80%</b>	<b>85%</b>	<b>90%</b>	<b>100%</b>
TRACK	HEAD-BOYS	\$5,532	\$5,878	\$6,224	\$6,916
	HEAD-GIRLS	\$5,532	\$5,878	\$6,224	\$6,916
	ASST.	\$3,074	\$3,266	\$3,458	\$3,842
	ASST.	\$3,074	\$3,266	\$3,458	\$3,842
	ASST.GR7/8	\$2,459	\$2,613	\$2,766	\$3,074
	ASST. MS	\$1,229	\$1,306	\$1,383	\$1,537
	ASST. MS	\$1,229	\$1,306	\$1,383	\$1,537
	ASST. MS	\$1,229	\$1,306	\$1,383	\$1,537
BASEBALL	HEAD	\$4,119	\$4,376	\$4,633	\$5,148
	ASST.	\$2,766	\$2,939	\$3,112	\$3,458
SOFTBALL	HEAD	\$4,119	\$4,376	\$4,633	\$5,148
	ASST.	\$2,766	\$2,939	\$3,112	\$3,458
WEIGHT TRN Spring (Based on 200 hrs)		\$1,024	\$1,088	\$1,152	\$1,280

Pay for Weight Trainer is based on 200 hours for each PIAA sport season +200 hours for summer weight training.

Any dispute in this area shall be limited to the amount of the salary when the grievance procedure is used. The sole consideration for decision of an arbitrator shall be the amount of money which is due and payable to the aggrieved party.

2. Payment

Payment for coaching a sport shall be made in equal installments per the following schedule:

Fall Sports (3 Payments)

Payment 1 = First Pay in September

Payment 2 = First Pay in October

Payment 3 = First Pay in November

Winter Sports (3 Payments)

Payment 1 = Second Pay in December

Payment 2 = Second Pay in January

Payment 3 = Second Pay in February

Spring Sports (3 Payments)

Payment 1 = Second Pay in March

Payment 2 = Second Pay in April

Payment 3 = Second Pay in May

In the event a sport season is shortened due to reasons beyond the school district's control, payment will be prorated on the basis of the season completed.

3. Any member who is promoted within a specific sport shall suffer no loss in pay due to such a promotion.
4. When an athletic responsibility is fulfilled by a member, the Table in this Article and rates of pay will apply. These rates will apply only as a minimum when members fill any of these positions. The Board may grant more than the minimum based on merit to any individual without increasing the minimum totally in the entire schedule. Final payment for these responsibilities will be made upon satisfactory completion of the responsibilities upon request by the member and with the approval of the building principal as to satisfactory completion of the duties and responsibilities incumbent to the athletic activity.

It is understood that assignments in this Article do not have protection under tenure and each appointment is for a one (1) year period. The Athletic, Extra-Curricular and Department Head positions will be declared vacant and posted when activities have been completed.

Posting will occur in January, May, and October. It is also further understood that the positions in this Article are not hereby established, authorized, or continued and that salaries as stated are applicable only if, when, and so long as the Board authorizes the positions and has members assigned to them.

5. Head Varsity Coach, the Athletic Director, and Principals are responsible for reporting unsatisfactory work or negligence of duties to the Superintendent of schools. If the school district concludes that the circumstances necessitate suspension of the employee pending a decision of the Board of School Directors, a written notice of the suspension will be furnished to the employee and to the Association.



6. Game workers shall be paid at the Step D Intramural hourly rate. The Athletic Director, High School Principal, Middle School Principal and Business Manager will agree upon number of hours per task per event prior to the season and adjust hours as needed on an annual basis.

**Extracurricular Salaries**

- B. 1. The following shall be the pay for all activities listed:

	A	B	C	D
2023-2024	0 YEARS	1 YEAR	2 YEARS	3 YEARS OR MORE
<b>HIGH SCHOOL ACTIVITY</b>	<b>80%</b>	<b>85%</b>	<b>90%</b>	<b>100%</b>
ACADEMIC LETTER ADVISOR	\$571	\$607	\$642	\$714
AFS	\$571	\$607	\$642	\$714
MARCHING BAND DIRECTOR	\$5,709	\$6,066	\$6,422	\$7,136
MARCHING BAND 1st ASST	\$3,539	\$3,761	\$3,982	\$4,424
MARCHING BAND ASST	\$2,683	\$2,851	\$3,019	\$3,354
MARCHING BAND ASST	\$2,683	\$2,851	\$3,019	\$3,354
MARCHING BAND ASST	\$2,683	\$2,851	\$3,019	\$3,354
MARCHING BAND ASST	\$2,683	\$2,851	\$3,019	\$3,354
MARCHING BAND ASST	\$2,683	\$2,851	\$3,019	\$3,354
SENIOR BAND	\$856	\$910	\$963	\$1,070
SENIOR CHORUS	\$856	\$910	\$963	\$1,070
DANCE TEAM	\$3,425	\$3,639	\$3,853	\$4,282
DANCE TEAM ASST	\$2,398	\$2,548	\$2,697	\$2,997
ECOLOGY CLUB	\$571	\$607	\$642	\$714
FBLA	\$1,142	\$1,213	\$1,284	\$1,427
FRESHMAN CLASS	\$571	\$607	\$642	\$714
JUNIOR CLASS	\$2,169	\$2,305	\$2,441	\$2,712
LIFESMARTS	\$856	\$910	\$963	\$1,070
LITERARY MAGAZINE	\$571	\$607	\$642	\$714
MODEL U.N.	\$571	\$607	\$642	\$714
MUSICAL DIRECTOR	\$2,341	\$2,487	\$2,633	\$2,926
MUSICAL INSTR DIRECTOR	\$1,941	\$2,062	\$2,184	\$2,426
MUSICAL VOCAL DIRECTOR	\$1,941	\$2,062	\$2,184	\$2,426
MUSICAL STAGE MANAGER	\$1,941	\$2,062	\$2,184	\$2,426

MUSICAL CHOREOGRAPHER	\$970	\$1,031	\$1,092	\$1,213
MUSICAL SET DESIGN	\$970	\$1,031	\$1,092	\$1,213
NATIONAL HONOR SOCIETY	\$571	\$607	\$642	\$714
NEWSPAPER	\$1,884	\$2,002	\$2,119	\$2,355
NIGHT ON BROADWAY DIRECTOR	\$571	\$607	\$642	\$714
HS PJAS	\$2,169	\$2,305	\$2,441	\$2,712
HS SCIENCE OLYMPICS	\$1,142	\$1,213	\$1,284	\$1,427
SENIOR CLASS	\$2,169	\$2,305	\$2,441	\$2,712
SENIOR PLAY DIRECTOR	\$1,541	\$1,638	\$1,734	\$1,927
SENIOR PLAY ASST DIRECTOR	\$1,142	\$1,213	\$1,284	\$1,427
SENIOR PLAY STAGE MANAGER	\$1,142	\$1,213	\$1,284	\$1,427
SOPHOMORE CLASS	\$856	\$910	\$963	\$1,070
SOUND & LIGHTING MANAGER	\$1,713	\$1,820	\$1,927	\$2,141
HS STUDENT COUNCIL	\$1,713	\$1,820	\$1,927	\$2,141
TECHNOLOGY STUDENT ASSOC	\$571	\$607	\$642	\$714
VOCAL ENSEMBLE	\$856	\$910	\$963	\$1,070
HS YEARBOOK	\$3,140	\$3,336	\$3,532	\$3,925

	A	B	C	D
<b>2023-2024</b>	<b>0 YEARS</b>	<b>1 YEAR</b>	<b>2 YEARS</b>	<b>3 YEARS OR MORE</b>
<b>MIDDLE/ELEM ACTIVITY</b>	<b>80%</b>	<b>85%</b>	<b>90%</b>	<b>100%</b>
MS BAND	\$856	\$910	\$963	\$1,070
MS CHORUS	\$856	\$910	\$963	\$1,070
MS DANCE TEAM	\$856	\$910	\$963	\$1,070
MS DANCE TEAM	\$856	\$910	\$963	\$1,070
ELEMENTARY MUSIC	\$285	\$303	\$321	\$357
ELEMENTARY STEM	\$571	\$607	\$642	\$714
MS MATHCOUNTS	\$571	\$607	\$642	\$714
MS PJAS	\$1,142	\$1,213	\$1,284	\$1,427
MS SCIENCE OLYMPICS	\$1,142	\$1,213	\$1,284	\$1,427
MS STUDENT COUNCIL	\$856	\$910	\$963	\$1,427
MS YEARBOOK	\$856	\$910	\$963	\$1,427

	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>
<b>2024-2025</b>	<b>0 YEARS</b>	<b>1 YEAR</b>	<b>2 YEARS</b>	<b>3 YEARS OR MORE</b>
<b>HIGH SCHOOL ACTIVITY</b>	<b>80%</b>	<b>85%</b>	<b>90%</b>	<b>100%</b>
ACADEMIC LETTER ADVISOR	\$585	\$622	\$658	\$731
AFS	\$585	\$622	\$658	\$731
MARCHING BAND DIRECTOR	\$5,851	\$6,217	\$6,583	\$7,314
MARCHING BAND 1st ASST	\$3,628	\$3,854	\$4,081	\$4,535
MARCHING BAND ASST	\$2,750	\$2,922	\$3,094	\$3,438
MARCHING BAND ASST	\$2,750	\$2,922	\$3,094	\$3,438
MARCHING BAND ASST	\$2,750	\$2,922	\$3,094	\$3,438
MARCHING BAND ASST	\$2,750	\$2,922	\$3,094	\$3,438
MARCHING BAND ASST	\$2,750	\$2,922	\$3,094	\$3,438
SENIOR BAND	\$878	\$933	\$987	\$1,097
SENIOR CHORUS	\$878	\$933	\$987	\$1,097
DANCE TEAM	\$3,511	\$3,730	\$3,950	\$4,388
DANCE TEAM ASST	\$2,458	\$2,611	\$2,765	\$3,072
ECOLOGY CLUB	\$585	\$622	\$658	\$731
FBLA	\$1,170	\$1,243	\$1,317	\$1,463
FRESHMAN CLASS	\$585	\$622	\$658	\$731
JUNIOR CLASS	\$2,223	\$2,362	\$2,501	\$2,779
LIFESMARTS	\$878	\$933	\$987	\$1,097
LITERARY MAGAZINE	\$585	\$622	\$658	\$731
MODEL U.N.	\$585	\$622	\$658	\$731
MUSICAL DIRECTOR	\$2,399	\$2,549	\$2,699	\$2,999
MUSICAL INSTR DIRECTOR	\$1,989	\$2,114	\$2,238	\$2,487
MUSICAL VOCAL DIRECTOR	\$1,989	\$2,114	\$2,238	\$2,487
MUSICAL STAGE MANAGER	\$1,989	\$2,114	\$2,238	\$2,487
MUSICAL CHOREOGRAPHER	\$995	\$1,057	\$1,119	\$1,243
MUSICAL SET DESIGN	\$995	\$1,057	\$1,119	\$1,243
NATIONAL HONOR SOCIETY	\$585	\$622	\$658	\$731
NEWSPAPER	\$1,931	\$2,052	\$2,172	\$2,414
NIGHT ON BROADWAY DIRECTOR	\$585	\$622	\$658	\$731
HS PJAS	\$2,223	\$2,362	\$2,501	\$2,779
HS SCIENCE OLYMPICS	\$1,170	\$1,243	\$1,317	\$1,463

SENIOR CLASS	\$2,223	\$2,362	\$2,501	\$2,779
SENIOR PLAY DIRECTOR	\$1,580	\$1,679	\$1,777	\$1,975
SENIOR PLAY ASST DIRECTOR	\$1,170	\$1,243	\$1,317	\$1,463
SENIOR PLAY STAGE MANAGER	\$1,170	\$1,243	\$1,317	\$1,463
SOPHOMORE CLASS	\$878	\$933	\$987	\$1,097
SOUND & LIGHTING MANAGER	\$1,755	\$1,865	\$1,975	\$2,194
HS STUDENT COUNCIL	\$1,755	\$1,865	\$1,975	\$2,194
TECHNOLOGY STUDENT ASSOC	\$585	\$622	\$658	\$731
VOCAL ENSEMBLE	\$878	\$933	\$987	\$1,097
HS YEARBOOK	\$3,218	\$3,419	\$3,620	\$4,023

	A	B	C	D
2024-2025	0 YEARS	1 YEAR	2 YEARS	3 YEARS OR MORE
<b>MIDDLE/ELEM ACTIVITY</b>	<b>80%</b>	<b>85%</b>	<b>90%</b>	<b>100%</b>
MS BAND	\$878	\$933	\$987	\$1,097
MS CHORUS	\$878	\$933	\$987	\$1,097
MS DANCE TEAM	\$878	\$933	\$987	\$1,097
MS DANCE TEAM	\$878	\$933	\$987	\$1,097
ELEMENTARY MUSIC	\$293	\$311	\$329	\$366
ELEMENTARY STEM	\$585	\$622	\$658	\$731
MS MATHCOUNTS	\$585	\$622	\$658	\$731
MS PJAS	\$1,170	\$1,243	\$1,317	\$1,463
MS SCIENCE OLYMPICS	\$1,170	\$1,243	\$1,317	\$1,463
MS STUDENT COUNCIL	\$878	\$933	\$987	\$1,463
MS YEARBOOK	\$878	\$933	\$987	\$1,463

	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>
<b>2025-2026</b>	<b>0 YEARS</b>	<b>1 YEAR</b>	<b>2 YEARS</b>	<b>3 YEARS OR MORE</b>
<b>HIGH SCHOOL ACTIVITY</b>	<b>80%</b>	<b>85%</b>	<b>90%</b>	<b>100%</b>
ACADEMIC LETTER ADVISOR	\$600	\$637	\$675	\$750
AFS	\$600	\$637	\$675	\$750
MARCHING BAND DIRECTOR	\$5,998	\$6,372	\$6,747	\$7,497
MARCHING BAND 1st ASST	\$3,719	\$3,951	\$4,183	\$4,648
MARCHING BAND ASST	\$2,819	\$2,995	\$3,171	\$3,524
MARCHING BAND ASST	\$2,819	\$2,995	\$3,171	\$3,524
MARCHING BAND ASST	\$2,819	\$2,995	\$3,171	\$3,524
MARCHING BAND ASST	\$2,819	\$2,995	\$3,171	\$3,524
MARCHING BAND ASST	\$2,819	\$2,995	\$3,171	\$3,524
SENIOR BAND	\$900	\$956	\$1,012	\$1,125
SENIOR CHORUS	\$900	\$956	\$1,012	\$1,125
DANCE TEAM	\$3,599	\$3,823	\$4,048	\$4,498
DANCE TEAM ASST	\$2,519	\$2,676	\$2,834	\$3,149
ECOLOGY CLUB	\$600	\$637	\$675	\$750
FBLA	\$1,200	\$1,274	\$1,349	\$1,499
FRESHMAN CLASS	\$600	\$637	\$675	\$750
JUNIOR CLASS	\$2,279	\$2,422	\$2,564	\$2,849
LIFESMARTS	\$900	\$956	\$1,012	\$1,125
LITERARY MAGAZINE	\$600	\$637	\$675	\$750
MODEL U.N.	\$600	\$637	\$675	\$750
MUSICAL DIRECTOR	\$2,459	\$2,613	\$2,766	\$3,074
MUSICAL INSTR DIRECTOR	\$2,039	\$2,167	\$2,294	\$2,549
MUSICAL VOCAL DIRECTOR	\$2,039	\$2,167	\$2,294	\$2,549
MUSICAL STAGE MANAGER	\$2,039	\$2,167	\$2,294	\$2,549
MUSICAL CHOREOGRAPHER	\$1,020	\$1,083	\$1,147	\$1,274
MUSICAL SET DESIGN	\$1,020	\$1,083	\$1,147	\$1,274
NATIONAL HONOR SOCIETY	\$600	\$637	\$675	\$750
NEWSPAPER	\$1,979	\$2,103	\$2,227	\$2,474
NIGHT ON BROADWAY DIRECTOR	\$600	\$637	\$675	\$750
HS PJAS	\$2,279	\$2,422	\$2,564	\$2,849
HS SCIENCE OLYMPICS	\$1,200	\$1,274	\$1,349	\$1,499
SENIOR CLASS	\$2,279	\$2,422	\$2,564	\$2,849
SENIOR PLAY DIRECTOR	\$1,619	\$1,721	\$1,822	\$2,024

SENIOR PLAY ASST DIRECTOR	\$1,200	\$1,274	\$1,349	\$1,499
SENIOR PLAY STAGE MANAGER	\$1,200	\$1,274	\$1,349	\$1,499
SOPHOMORE CLASS	\$900	\$956	\$1,012	\$1,125
SOUND & LIGHTING MANAGER	\$1,799	\$1,912	\$2,024	\$2,249
HS STUDENT COUNCIL	\$1,799	\$1,912	\$2,024	\$2,249
TECHNOLOGY STUDENT ASSOC	\$600	\$637	\$675	\$750
VOCAL ENSEMBLE	\$900	\$956	\$1,012	\$1,125
HS YEARBOOK	\$3,299	\$3,505	\$3,711	\$4,123

	A	B	C	D
2025-2026	0 YEARS	1 YEAR	2 YEARS	3 YEARS OR MORE
<b>MIDDLE/ELEM ACTIVITY</b>	<b>80%</b>	<b>85%</b>	<b>90%</b>	<b>100%</b>
MS BAND	\$900	\$956	\$1,012	\$1,125
MS CHORUS	\$900	\$956	\$1,012	\$1,125
MS DANCE TEAM	\$900	\$956	\$1,012	\$1,125
MS DANCE TEAM	\$900	\$956	\$1,012	\$1,125
ELEMENTARY MUSIC	\$300	\$319	\$337	\$375
ELEMENTARY STEM	\$600	\$637	\$675	\$750
MS MATHCOUNTS	\$600	\$637	\$675	\$750
MS PJAS	\$1,200	\$1,274	\$1,349	\$1,499
MS SCIENCE OLYMPICS	\$1,200	\$1,274	\$1,349	\$1,499
MS STUDENT COUNCIL	\$900	\$956	\$1,012	\$1,499
MS YEARBOOK	\$900	\$956	\$1,012	\$1,499

	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>
<b>2026-2027</b>	<b>0 YEARS</b>	<b>1 YEAR</b>	<b>2 YEARS</b>	<b>3 YEARS OR MORE</b>
<b>HIGH SCHOOL ACTIVITY</b>	<b>80%</b>	<b>85%</b>	<b>90%</b>	<b>100%</b>
ACADEMIC LETTER ADVISOR	\$615	\$653	\$692	\$768
AFS	\$615	\$653	\$692	\$768
MARCHING BAND DIRECTOR	\$6,147	\$6,531	\$6,916	\$7,684
MARCHING BAND 1st ASST	\$3,811	\$4,049	\$4,288	\$4,764
MARCHING BAND ASST	\$2,889	\$3,070	\$3,250	\$3,611
MARCHING BAND ASST	\$2,889	\$3,070	\$3,250	\$3,611
MARCHING BAND ASST	\$2,889	\$3,070	\$3,250	\$3,611
MARCHING BAND ASST	\$2,889	\$3,070	\$3,250	\$3,611
MARCHING BAND ASST	\$2,889	\$3,070	\$3,250	\$3,611
SENIOR BAND	\$922	\$980	\$1,037	\$1,153
SENIOR CHORUS	\$922	\$980	\$1,037	\$1,153
DANCE TEAM	\$3,688	\$3,919	\$4,149	\$4,610
DANCE TEAM ASST	\$2,582	\$2,743	\$2,905	\$3,227
ECOLOGY CLUB	\$615	\$653	\$692	\$768
FBLA	\$1,229	\$1,306	\$1,383	\$1,537
FRESHMAN CLASS	\$615	\$653	\$692	\$768
JUNIOR CLASS	\$2,336	\$2,482	\$2,628	\$2,920
LIFESMARTS	\$922	\$980	\$1,037	\$1,153
LITERARY MAGAZINE	\$615	\$653	\$692	\$768
MODEL U.N.	\$615	\$653	\$692	\$768
MUSICAL DIRECTOR	\$2,520	\$2,678	\$2,835	\$3,150
MUSICAL INSTR DIRECTOR	\$2,090	\$2,221	\$2,351	\$2,613
MUSICAL VOCAL DIRECTOR	\$2,090	\$2,221	\$2,351	\$2,613
MUSICAL STAGE MANAGER	\$2,090	\$2,221	\$2,351	\$2,613
MUSICAL CHOREOGRAPHER	\$1,045	\$1,110	\$1,176	\$1,306
MUSICAL SET DESIGN	\$1,045	\$1,110	\$1,176	\$1,306
NATIONAL HONOR SOCIETY	\$615	\$653	\$692	\$768
NEWSPAPER	\$2,029	\$2,155	\$2,282	\$2,536
NIGHT ON BROADWAY DIRECTOR	\$615	\$653	\$692	\$768
HS PJAS	\$2,336	\$2,482	\$2,628	\$2,920
HS SCIENCE OLYMPICS	\$1,229	\$1,306	\$1,383	\$1,537
SENIOR CLASS	\$2,336	\$2,482	\$2,628	\$2,920
SENIOR PLAY DIRECTOR	\$1,660	\$1,763	\$1,867	\$2,075

SENIOR PLAY ASST DIRECTOR	\$1,229	\$1,306	\$1,383	\$1,537
SENIOR PLAY STAGE MANAGER	\$1,229	\$1,306	\$1,383	\$1,537
SOPHOMORE CLASS	\$922	\$980	\$1,037	\$1,153
SOUND & LIGHTING MANAGER	\$1,844	\$1,959	\$2,075	\$2,305
HS STUDENT COUNCIL	\$1,844	\$1,959	\$2,075	\$2,305
TECHNOLOGY STUDENT ASSOC	\$615	\$653	\$692	\$768
VOCAL ENSEMBLE	\$922	\$980	\$1,037	\$1,153
HS YEARBOOK	\$3,381	\$3,592	\$3,804	\$4,226

	A	B	C	D
2026-2027	0 YEARS	1 YEAR	2 YEARS	3 YEARS OR MORE
<b>MIDDLE/ELEM ACTIVITY</b>	<b>80%</b>	<b>85%</b>	<b>90%</b>	<b>100%</b>
MS BAND	\$922	\$980	\$1,037	\$1,153
MS CHORUS	\$922	\$980	\$1,037	\$1,153
MS DANCE TEAM	\$922	\$980	\$1,037	\$1,153
MS DANCE TEAM	\$922	\$980	\$1,037	\$1,153
ELEMENTARY MUSIC	\$307	\$327	\$346	\$384
ELEMENTARY STEM	\$615	\$653	\$692	\$768
MS MATHCOUNTS	\$615	\$653	\$692	\$768
MS PJAS	\$1,229	\$1,306	\$1,383	\$1,537
MS SCIENCE OLYMPICS	\$1,229	\$1,306	\$1,383	\$1,537
MS STUDENT COUNCIL	\$922	\$980	\$1,037	\$1,537
MS YEARBOOK	\$922	\$980	\$1,037	\$1,537

Any dispute in this area shall be limited to the amount of the salary when the grievance procedure is used. The sole consideration for decision of an arbitrator shall be the amount of money which is due and payable to the aggrieved party.

B. 2. Payment

- a. Payment for advising an activity shall be made within two (2) pay periods following the end of the activity.
- b. Advisors of year-long activities shall have the option to receive 50% of their advisor's salary on the second pay in December and the balance on the first pay period in June.



- c. Whenever an activity not listed above shall be recognized by the Board, the advisor's compensation shall be negotiated by the bargaining agent.

C. Department Heads

One department chair will be considered for each of the following areas:

<u>Grades K-5</u>	<u>Grades 6-8</u>	<u>Grades 9-12</u>	<u>Grades 6-12</u>
ELA	ELA	ELA	Social Studies
Math	Math	Math	
Science	Science	Science	

Recommendations shall be made annually to the board of directors by the administration with regard to filling these positions. The salary for each position shall be as follows:

	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>
	<b>0 YEARS</b>	<b>1 YEAR</b>	<b>2 YEARS</b>	<b>3 YEARS OR MORE</b>
<b>DEPARTMENT HEAD</b>	<b>80%</b>	<b>85%</b>	<b>90%</b>	<b>100%</b>
2023-2024	\$685	\$728	\$771	\$856
2024-2025	\$702	\$746	\$790	\$878
2025-2026	\$720	\$765	\$810	\$900
2026-2027	\$738	\$784	\$830	\$922

D. Mentor Teacher Stipend

Employees in the bargaining unit who serve as Mentor Teachers shall be entitled to compensation in addition to their regular salaries of \$500 per school year. The District administration shall have the ability to select employees to serve as mentors provided, however, that employees serving as mentor teachers shall do so strictly on a voluntary basis.

E. Special Education Stipend

The parties acknowledge that staff who are responsible for evaluation reports (ERs), reevaluation reports (RRs), individualized education programs (IEPs), and/or 504 plans require work outside of normal work hours. Therefore, special education teachers shall be compensated at \$750 per semester.

**X. Temporary Leaves of Absence**

**A. Personal Leave of Absence**

1. Each member shall be granted three (3) days of unrestricted absence per year for personal reasons without loss of pay. These days must be taken in whole day units, except that no more than one (1) day per year may be taken in one-half (1/2) day increments. Except for emergency situations, no leave shall be granted under this section during the first five pupil days or the last five pupil days in the school calendar or on Act 80 or professional learning days. Except for emergency situations, written notice shall be given to the Superintendent at least two (2) member employment days in advance of taking leaves under this section.
2. On any given day, no more than 12% of the total members shall be absent under subsection 1 above, to protect the normal functioning of the District. In the event that the total member requests exceed 12% for any given day under subsection 1, permission shall be granted on the basis of first request and the personal situation involved. Seniority will be used as tie-breaker if required.
3. Personal days requested the day before or after a vacation or holiday will be limited to no more than 10% of the staff per building. Leaves shall be granted annually, beginning the first member day, on the basis of first request with seniority as a tie-breaker if required.
4. Unused personal days may be accumulated to five (5) personal days which may be used in any year.
5. Unused personal days in excess of the five (5) days shall be added to accumulated sick leave days at the end of each school year.

**B. School Visitation and Educational Conferences**

Upon approval by the Board, up to three (3) days for the purpose of visiting schools or attending meetings or conferences of an educational nature may be granted with full pay. The Board will reimburse the member for reasonable expenses including registration fees, meals, lodging and transportation. Cost of this program excluding substitute costs shall not exceed \$6,000 per school year. The Board will furnish the association with periodic reports (November 1, April 1 and June 30) listing all expenditures and current balances.

**C. Bereavement Leave**

Employees shall be granted bereavement leave as follows:

1. Up to five (5) consecutive workdays for the death of the employee's parent, spouse, child, step-parent or step-child.

2. Up to three (3) consecutive workdays for the death of the employee's family member defined as siblings, step-siblings with whom the employee was reared, child-in-law, parent-in-law, grandparent or grandchild, or near relative who resides in the same household, or any person with whom the employee has made his/her home.
3. One (1) workday to attend the funeral for sibling-in-law, grandparent-in-law, first cousin, first cousin-in-law, uncle, aunt, aunt-in-law, uncle-in-law, nephew, niece, niece-in-law, or nephew-in-law.
4. Notwithstanding the general rule that bereavement leave must be taken on consecutive days, bereavement leave used for a parent, child, spouse, or any listed relative with whom the employee resides may include the use of non-consecutive days to settle an estate, provided the days are used within twelve (12) months of the date of death and the total bereavement leave used does not exceed the maximum days allowed.

## **XI. Unpaid Leaves of Absence**

### **A. Military Leave**

A military leave of absence shall be granted as provided in the Pennsylvania School Code.

### **B. Maternity Leave, Child Care and Adoption Leave**

1. Employees shall be granted an unpaid leave of absence not to exceed twenty-four (24) months in length for the purpose of child-rearing (either due to the birth of a child or the adoption of a child). Such leave shall be consistent with applicable state and federal laws and/or rules and regulations. Leave shall commence on a date determined by the employee and attending physician, where applicable, and with the approval of the Superintendent. The employer shall be notified of the employee's intent to begin leave. Notice shall be served within a reasonable period of time in advance of leave. Leave under this section shall run concurrently with FMLA, where applicable.
2. No salary shall be paid during such leave, except that the employee may be entitled to sick leave for periods of disability caused or contributed to by pregnancy-related conditions or childbirth. The District may require verification from the employee's doctor as to the period of disability. The remainder of such leave shall be unpaid. For all periods of unpaid leave, the employee may continue to carry insurance by reimbursing the District the cost of the benefits at the group rate.
3. In the event of the death of the child, the teacher may terminate the leave upon presentation of a sixty (60) day notice requesting same.

4. The member, upon return from a child-rearing leave of absence or a leave of absence for adoption purposes, shall be entitled to return to the same position or to a position equal to the former position. Notification of plans to resign or return shall be submitted in writing at least sixty (60) days prior to the expiration of the leave, except in an emergency situation.
5. No increments or other benefits shall accrue during this leave period. The member shall, however, be entitled to the same seniority, unused sick leave and credit toward sabbatical eligibility as when the leave commenced.

C. Professional Study Program Leave and/or International or Federal Program Leave

An unpaid leave of absence of up to one school year may be granted with Board approval to any member upon application, for the purpose of engaging in study at an accredited college or university reasonably related to his/her professional responsibilities or International or Federal Program leaves. This leave should be limited to one member in each category in any one school year, with Board approval. No increments or other benefits shall accrue during this leave. The member or members shall, however, be entitled to the same seniority, hospitalization benefits, and life insurance benefits providing this is agreeable with the insurance carrier in each instance. Unused accumulated sick leave and credit toward sabbatical leave shall remain in the member's record at the same amount as when the leave commenced. Upon return from such leave, he/she shall be returned to the same position he/she held when the leave was granted, if such position still exists, if the member so desires. In the event the member does not return to this District for a period of one (1) year after the completion of this leave, the member will reimburse the District for funds expended during the leave for hospitalization benefits and life insurance benefits.

D. Legal Leave

A teacher called for jury duty or subpoenaed as a witness in any proceeding arising out of district employment to give testimony before any judicial or administrative tribunal shall be compensated for the difference between the teaching pay and the pay received for the performance of such obligation, or remit to the Board all payments for such duty and receive full pay for the days lost for such reasons. However, the Board shall not be obligated to pay a teacher for any time lost during which said teacher was giving testimony against or participating in any action against the school district if said action was instituted by the teacher or association.

**XII. Illness or Disability**

A. Accumulative Sick Leave Days

On the opening day of the school year, each member shall be credited with a sick leave allowance of twelve (12) days. The unused portion of the total allowance shall accumulate from year to year without limitation. All sick leave days may be

used in accordance with the Pennsylvania Public School Code or to care for the medical needs of the employee's dependent child(ren).

B. Leave of Absence

A member who is unable to teach because of personal illness or disability and who has exhausted all sick leave and/or other benefits available, shall be granted a leave of absence without pay for the duration of such illness or disability up to one (1) year. Requests for renewal shall be submitted in writing by the member. The leave may be renewed up to one (1) year at the discretion of the Board.

If, at the end of the leave, the member is mentally and physically capable of performing teaching duties as determined by his/her attending physician and a physician or physicians selected by the Board, he/she shall be assigned to a position for which he/she is certified provided such a position is available or to the first available position for which he/she is certified. No increments or other benefits shall accrue during this leave. Expenses for physicians incurred by the member will be borne by that member and expenses for physicians incurred by the Board will be borne by the Board.

C. Family Medical Leave of Absence

Employees who apply for and are granted a family medical leave of any type by the school board of directors for up to the maximum of twelve (12) weeks must use all days available to them concurrently during the leave period. Any unused personal, sick days or unpaid leave days available to the employee through the district must be used at the onset of the leave for the approved time of the leave. Once these days are expended, the employee remains on unpaid leave. During the portion of FMLA leave that is not covered by paid leave entitlements the employee is responsible for remitting to the District any required contribution toward the cost of insurance.

D. Sick Leave Bank

A Sick Leave Bank for members of the North East Education Association shall be maintained by the Association. This Sick Leave Bank is intended to provide paid leave to supplement the individual member's personal accumulated sick leave days in the event of an extended absence from duty due to the employee's illness or injury which exhausts their accumulated sick days. The plan language is attached as Appendix B.

E. Days Not Charged

Absence due to a job-related injury which qualifies for entitlement under the Pennsylvania Workers' Compensation Act shall not be charged against the member's sick leave days beyond three (3) days. The Board shall pay the member the difference between 75% of his base salary and the benefits received under the

Pennsylvania Workers' Compensation Act and/or Social Security benefits. Such entitlement shall be limited to a period of 18 months or for the period of entitlement under Pennsylvania Workers' Compensation, whichever is less. If a member, after a period of 12 months of benefits under the above provision, becomes eligible for disability retirement, then salary payments shall not extend beyond the date of such eligibility.

**XIII. Sabbatical Leave**

Sabbatical Leave shall be granted in accordance with the Pennsylvania School Code.

**XIV. Evaluation**

Professional Personnel Evaluation shall be conducted in accordance with the Pennsylvania School Code.

**XV. Safe Working Conditions**

- A. The Board and the Association agree that the health and safety of the school employees shall be reviewed during the term of this agreement. The Association shall be given the opportunity to nominate members to participate on the District's Safety Committee for the purpose of review and evaluation of District safety practices and recommendations regarding the same. Participation on the Safety Committee shall be voluntary.
- B. The District shall be required to adhere to all applicable federal, state, and local safety standards.
- C. There will be no loss of sick time to employees when buildings are closed because of contagious disease or the destruction or damage of the building by fire or other causes. Under such circumstances, employees shall suffer no loss in pay as provided for under 24 P.S. §11-1153.
- D. The Employer will furnish, at its expense, all personal safety and protective equipment, as required by the District, for the protection of employees and/or students.

## **APPENDIX B**

### **NORTH EAST EDUCATION ASSOCIATION SICK LEAVE BANK**

#### **A. Sick Leave Bank**

A Sick Leave Bank for members of the North East Education Association shall be maintained by the Association. This Sick Leave Bank is intended to provide paid leave to supplement the individual member's personal accumulated sick leave days in the event of an extended absence from duty due to the employee's illness or injury which exhausts their accumulated sick days.

#### **B. Membership**

1. All full time professional employees who are members of the North East Education Association have the option to participate in the Sick Leave Bank.
  - a. To become members of the Sick Leave Bank, individuals must complete and submit an enrollment form donating two (2) days to the Sick Leave Bank in the first year of their participation. New employees who wish to become members will donate one (1) day their first year of teaching and one (1) day their second year of teaching. Any member is eligible to participate within ten (10) days after employment or at the beginning of any school year given that the proper deadline is met.
  - b. Once enrolled, membership in the bank shall be continuous and must be renewed annually by contributing one (1) day by September 30. A voluntary contribution form must be completed and submitted to the Association.
  - c. Membership in the bank may be discontinued by a participant if the member submits to the Association a written request by September 15. Once the member has elected to withdraw from participation, he may not participate again until the subsequent school year and must meet stipulation (a) above.
  - d. Participating members who are on school district approved leaves of absence shall have their membership in the Sick Leave Bank suspended. Upon return to active employment status, membership in the Sick Leave Bank shall be reinstated as fully as though such leave had never been taken. Returning members shall make all contributions of sick days to the Sick Leave Bank that had been assessed while they were on leave.

**C. Contributions of Sick Days**

1. Participating Association members shall contribute initial sick days as stipulated in the provisions under Membership.
2. The Sick Leave Bank Board shall meet prior to or on September 15 to assess the number of day within the bank. The Bank Board, if deemed necessary, shall continue to collect sick days from all participating members until the total number of sick days in the Sick Leave Bank equals or exceeds two hundred (200) days. If on September 15 of each year, the balance of days in the Bank already equals or exceeds two hundred (200) days, the previous year's members shall not be required to contribute a day for that year. However, new employees and or those joining the Bank for the first time will be required to contribute the two (2) initial days.
3. Participating members of the Sick Leave Bank may voluntarily donate six (6) additional days per fiscal year. Voluntary donations of sick days into the bank shall be accompanied by a signed form to affect the contribution.
4. All contributions to the Sick Leave Bank are permanent and irrevocable.
5. If a member applies for and is granted days from the Bank, upon the member's return to work following the illness, all unused sick days that were originally granted by the Sick Leave Bank Board, shall return to the bank.

**D. Review of Applications for Use of Sick Leave Bank Days**

1. All Applications shall be reviewed for final decision by the Sick Leave Bank Board which shall consist of one (1) delegate and one (1) alternate each from the High School, Middle School, Intermediate School, and Elementary School. In addition, a Board Chairperson shall be compensated by the association for the management of all paperwork at a rate to be determined by the Association Executive Committee. Each delegate and the chairperson will have one (1) vote. Alternates will be responsible for attending all meetings of the board so they are aware of the particulars of each request. Their purpose will be to cast a vote only if the regular delegate is unable to attend the meeting. If, for some reason, both the regular delegate and the alternate from a building cannot attend a meeting, a building representative may attend to cast a proxy vote. A majority vote of three (3) will be required for granting approval of a request.
2. Members of the Sick Leave Bank Board shall be elected within each building by its Association Membership. They shall serve a voluntary term of three (3) years and may serve more than one (1) term if elected. Building elections for Bank Board Members must be held prior to September 15 and shall be held in alternating years by



building, except for the first election, thereby assuring continuity of membership throughout successive years. The schedule for elections shall be determined by the Sick Leave Bank Board.

3. Vacancies on the Sick Leave Bank Board will be filled by appointment by the Association President.
4. All forms necessary for the administration of the Sick Leave Bank shall be distributed and maintained by the Chairperson of the Sick Bank Board.
5. Decisions of the Sick Leave Bank Board are final and not subject to appeal.

#### **E. Regulations**

The Sick Leave Bank will be administered according to the following guidelines:

1. The applicant must have exhausted all individual sick days and personal days to be eligible to apply for days from the Sick Leave Bank.
2. Sick Leave Bank Days shall be granted only if those days are necessitated by serious illness, disability, or catastrophic accident. Qualifying conditions will be major surgery, cardiovascular illness, respiratory illness, bone or nerve disorders affecting motor locomotion, malignancies, serious accidents, and difficult pregnancies which present life threatening circumstances. Members who qualify for other disability coverages such as Workers' Compensation are not eligible. Those on maternity leave, child rearing leave, or any other School District approved leaves shall not be eligible.
3. The applicant must request and complete all necessary Sick Leave Bank forms through communication with the Chairperson of the Sick Leave Bank Board. Requests not properly documented, may not be honored. The Bank Board will make every effort to respond to requests with a decision within one week of the submission of the necessary documentation.
4. The report of a physician explaining in detail the nature of the employee's illness or injury and the estimate of length of absence from full-time duty, shall be presented to the Chairperson of the Sick Leave Bank Board before the employee can receive benefits from the Bank.
5. The Sick Leave Bank Board can request a second opinion and progress reports from any or all physicians involved with the applicant.

6. The maximum number of Sick Leave Bank days that can be granted per Applicant in any one school calendar year will be ninety (90) days.
7. The Sick Leave Bank Board may grant up to thirty (30) days at a time per individual request by an applicant. Subsequent grants may continue until the maximum of ninety (90) days has been distributed. Re-submission of forms shall accompany subsequent requests with a physician's report included.
8. Once the applicant returns to work, they shall not be eligible to apply for Sick Leave Bank days for a period of forty-five (45) days, except in the case of extenuating circumstances, as determined by the Bank Board.
9. The employee must inform the Sick Leave Bank Board of their return to active work and the Sick Leave Bank Board is required to inform the applicant when granted days have been used up.
10. Granted Sick Leave Bank days for any applicant do not carry over to the subsequent calendar school year.
11. If the Sick Leave Bank is depleted of days, eligibility for any member ceases.

**F. Reporting Procedures**

1. The Sick Leave Bank Board or the North East Education Association shall inform the School District Administrative Office monthly, or as needed, of all participants, contributions, requests, disposition of cases, and status of the bank.
2. The Sick Leave Bank Board shall meet with the Executive Committee of the North East Education Association bi-annually to review the nature and structure of the Sick Leave Bank. If deemed necessary, the Bank may be modified during the course of The Contract Agreement with the approval of the School District Administration.
3. A representative of the Sick Leave Bank Board shall make a report of the status of the Sick Leave Bank at each North East Education Association general membership meeting.

**G. Exemption From Liability**

The North East Education Association will indemnify and hold the North East School District harmless from any and all claims of any type asserted by an employee resulting from the inclusion of the Article I the collective bargaining agreement, its operation, or any decision of the Sick Leave Bank Board.

**NORTH EAST EDUCATION ASSOCIATION  
SICK LEAVE BANK  
REQUEST FOR USE FORM**

Personal Data:

Name: \_\_\_\_\_ Social Security Number: \_\_\_\_\_  
Address: \_\_\_\_\_ City & State: \_\_\_\_\_  
Telephone: \_\_\_\_\_ Zip: \_\_\_\_\_  
Position: \_\_\_\_\_ School: \_\_\_\_\_

Employment Data:

Date employed: \_\_\_\_\_  
Date enrolled in Sick Leave Bank: \_\_\_\_\_

Request Data:

Number of total Sick Leave Bank days requested: \_\_\_\_\_  
Reason for Request: Attach a physician's statement to this form indicating the circumstances for which you are requesting this sick leave.  
Date use of Sick Leave Bank days are to begin: \_\_\_\_\_  
Anticipated date of return to work: \_\_\_\_\_

Check the following:

\_\_\_\_\_ I have used all my accumulated sick leave and personal leave.  
\_\_\_\_\_ I authorize the North East Education Association Sick Leave Bank Board to check my sick leave and personal leave records from the Administrative offices of the School District.  
\_\_\_\_\_ I understand that any unused sick days will be returned to the Sick Leave Bank.

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

**FORM IS TO BE SUBMITTED TO THE SICK LEAVE BANK BOARD THROUGH YOUR BUILDING DELEGATE. YOU WILL BE NOTIFIED OF THE FINAL DECISION IN A TIMELY MANNER. A COPY WILL BE RETURNED TO YOU FOR YOUR RECORDS.**

**NORTH EAST EDUCATION ASSOCIATION  
SICK LEAVE BANK  
VOLUNTARY CONTRIBUTION FORM**

I, \_\_\_\_\_, do voluntarily contribute from my accumulated sick leave the number of sick days indicated below to the North East Education Association Sick Leave Bank.

I understand that this contribution is permanent and that it shall be distributed to the Sick Leave Bank members in accordance with the Sick Leave Bank guidelines as stipulated in the collective bargaining agreement.

Number of Days to Contribute: \_\_\_\_\_

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

**Return this form to the sick leave bank board chairperson.  
A copy will be returned to you for your records.**

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**FOR USE BY THE SICK LEAVE BANK BOARD**

Date Received: \_\_\_\_\_

Signature of Chairperson: \_\_\_\_\_

**NORTH EAST EDUCATION ASSOCIATION  
SICK LEAVE BANK  
ENROLLMENT FORM**

I, \_\_\_\_\_, authorize the North East Education Association to include my name for membership in the North East Education Association Sick Leave Bank.

I agree to abide by all the terms and conditions of the Sick Leave Bank as stipulated within the collective bargaining agreement.

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

**Return this form to your building representative to be forwarded to the Sick Leave Bank  
Board Chairperson.**

**A copy will be returned to you for your records.**

**FOR USE BY THE SICK LEAVE BANK BOARD**

Date Received: \_\_\_\_\_

Signature of Chairperson: \_\_\_\_\_

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**INDEX**

<b><u>TITLE</u></b>	<b><u>PAGE</u></b>
Association Rights .....	6
Athletic Salaries .....	25
Bereavement Leave.....	47
Complaint Procedure .....	12
Compliance Between Individual Contract and Master Agreement .....	6
Conferences.....	6, 19
Days of Employment .....	18
Department Heads.....	46
Effective Date .....	13
Evaluation .....	51
Expenses .....	6
Extracurricular Salaries.....	38
Family Medical Leave .....	50
Game Workers .....	38
Grievance Procedure.....	2
Homebound Instruction .....	18
Illness or Disability .....	49
Increments Beyond Masters.....	20
Information .....	11
In-service Orientation .....	11
Insurance .....	23
Maternity, Childcare and Adoption Leave.....	48
Meetings and Hearings .....	13
Membership Dues Deduction .....	9
Mentor Teacher Stipend.....	46
Military Leave.....	48
Modification.....	2
No Lock-Out – No Strike.....	2
Notice of Salary Form.....	11
Notification of Teaching Schedule .....	7
Payment.....	20
Payroll Deduction Authorization .....	10
Personal Leave .....	47
Personnel File.....	12
Professional Study Program and/or International or Federal Program Leave .....	49
Recognition .....	1
Retirement Severance .....	21
Sabbatical Leave .....	51
Safe Working Conditions.....	51
Salary Schedules .....	14
Salary Step Placement.....	18
School Visitation and Educational Conferences.....	47
Section 125 Program.....	24

Separability .....	5
Sick Leave Bank .....	50
Special Education Stipend .....	46
Teacher Day .....	18
Temporary Leaves of Absence .....	47
Term of Agreement.....	2
Transportation Reimbursement.....	6
Tuition Refund .....	22
Unpaid Leaves of Absence .....	48
Use of Buildings .....	11
Vacancies and Transfers .....	7
Wages, Salary and Other Provisions.....	11
Workshops .....	19

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