

COLLECTIVE BARGAINING AGREEMENT
BETWEEN THE
CENTENNIAL SCHOOL DISTRICT



AND THE
CENTENNIAL EDUCATION ASSOCIATION
JULY 1, 2016 TO JUNE 30, 2020

AGREEMENT

This Agreement entered into as of the 14th day of June, 2016 is between the BOARD OF SCHOOL DIRECTORS OF THE CENTENNIAL SCHOOL DISTRICT (hereinafter referred to as the "Board") and the CENTENNIAL EDUCATION ASSOCIATION (hereinafter referred to as the "Association"). This Agreement supersedes and replaces all prior Agreements between the parties.

PREAMBLE

The primary function of the Board is to provide for the students of the Centennial School District as meaningful an educational opportunity as is consistent with the needs and resources of the Board's constituent communities and with its statutory responsibilities. The Board is aware that the achieving of this goal importantly depends upon its ability to attract and retain qualified professional employees by sound programs respecting the compensation, hours and working conditions for such employees. The Board notes, however, that explicit statutory provisions already govern the same and additional areas of the teacher-School District relationship. The Board hereby approves the concept that the professional staff have an opportunity to contribute toward the development of such programs as directly affect them. Therefore, it is an objective of the Board to promote cooperation, mutual understanding and effective communications between the Board and its professional employees on such matters. This Agreement records the principles proposed by the Board to reach this objective. Nothing contained herein, however, is intended to oblige the Board to divest itself, or to delegate any, of the obligations or requirements imposed upon it by any constitutional, statutory, regulatory or decisional law. Nothing contained herein, however, is intended to deny or restrict any professional employee of such rights as he/she may have under any constitutional, statutory, regulatory, or decisional law.

I. RECOGNITION

- A. The Board recognizes the Association (which as of the date of execution hereof represents and warrants to the Board that it does now have among its active members a majority of the Board's professional employees) as the exclusive bargaining representative for all professional employees employed by the Board.
- B. For the purpose of this Agreement, professional employees include Classroom Teachers, Teachers of Special Education, Art and Music Teachers, Librarians, Home and School Visitors, Psychometrists, Psychologists, Guidance Counselors and Guidance Teachers, Industrial Arts Teachers, Home Economics Teachers and Nurses with degrees and State certifications, Special Subject Teachers and other non-supervisory professional employees who qualify or may soon qualify for state certification. Employees covered by this Agreement shall include fractional employees. Fractional employees are defined to mean employees who are hired under full year contracts to work either (a) less than a full day (e.g., half days) or (b) less than full weeks (e.g., three days per week).

II. ASSOCIATION MEMBERSHIP AND DEDUCTION OF DUES

- A. **Availability of Association Membership.** Membership in the Association will be available to all professional employees within the bargaining unit on the same terms and conditions generally applicable to present members of the Association.
- B. **Deduction of Established Dues.** The Centennial School District, subject to any applicable law, will deduct from the salaries of its professional employees who authorize such deduction, the Association's established initiation fees and dues as certified by the Association. Any professional employee wishing to begin dues deductions shall have a properly completed authorization card submitted to the Business Office no later than the second payday in September.

1. A facsimile of the authorization card to be used for the deduction shall be as follows:

"To the Centennial School District:

I, the undersigned, a professional employee of the Centennial School District, authorize the Centennial School District to deduct annual dues from my salary and to remit the amount so deducted to the Centennial Education Association. This authorization shall be irrevocable for a period of one year and shall automatically renew itself for a successive yearly period unless I give written notice to the Centennial School District on or before August 1 of any calendar year that I revoke the authorization immediately."

Date: Signature

2. Upon receipt of a proper authorization from an employee, beginning with the first paycheck in October, the Board shall deduct one-tenth of the total CEA/PSEA/NEA dues from the pay of such employee and one-tenth from each pay thereafter until said dues are paid in full. The dues and a list of the professional employees from whom the dues have been deducted and the amount deducted from each, and a list of the teachers who had authorized such deductions and from whom no deductions were made and the reason therefore, shall be forwarded to the local Association officers no later than fifteen (15) days after each of the paychecks from which such deductions were made has been issued.
3. The Association shall defend, indemnify, and save harmless the Board and District and their employees, from any and all liability, costs, and expenses (including attorneys' fees) arising as a result of the proper deduction of Association dues.
4. **Fair Share.** Employees in the bargaining unit who are not members of the Association on the effective date of this Agreement shall be required to pay to the Association a "Fair Share Fee" for services rendered as the exclusive bargaining agent. For purposes of this

section, "Fair Share Fee" shall mean the regular membership dues of the Association, less the cost for the previous fiscal year of its activities or undertakings which were not reasonable employed to implement or effectuate the duties of the Association as the exclusive representative, as provided under Act 84 of 1988.

The District, on or before September 15 of each year, will provide the Association with a list of the names and addresses of all bargaining unit members. The District will also provide the Association with the name and address of any employee hired after September 15, such notice to be provided within thirty (30) days after the date of hire.

By December 15 of each year, the Association shall provide the District with names of employees who are non-members of the Association, the amount of the "Fair Share Fee", and a payment schedule for the deduction of the fee. For employees hired after November 15 of each year, the Association will provide the District with the amount of the fee and a payment schedule for deduction of the fee within thirty (30) days after receipt of notice of the employee's hiring. The District will deduct such fee from the paychecks of each non-member in accordance with the schedule provided and shall promptly transmit the amount deducted to the Association Treasurer.

The Association will indemnify, defend, and hold the District harmless against any and all claims, demands, suits, and other forms of liability that shall arise out of or by reason of action taken by the District to comply with the provisions of this section.

III. ASSOCIATION ACTIVITIES

- A. Representatives of Association Permitted to Visit Schools.** The Board shall permit a representative of the Association to visit the schools to investigate working conditions, professional employee complaints or problems, or for any other purpose relating to the terms and conditions of this Agreement. The representative shall inform the principal at least one school day in advance of such visit. Upon the representative's arrival, the principal or, in his/her absence, the acting administrator shall confer with

the Association representative in order to facilitate the purpose of the visit. If conferences with professional employees are necessary, they shall be scheduled so as not to interfere with the instructional program. If the representative is a member of the Centennial staff, he/she shall comply with existing rules respecting filing a slip for prior approval for absence from duty without loss of pay.

- B. Board to Make Information Available to Association.** The Board shall make available to the Association, upon its request, the names, length of service, and salaries of professional employees and any and all public information, statistics, and records to the extent to which such material is readily available or is reasonably obtainable.
- C. Monthly Meetings.** The Superintendent of Schools, or his/her representative, shall meet at least once each month during the school year with representatives of the Association to discuss matters relating to the implementation of this Agreement.
- D. Association Meeting with Professional Employees.** Upon twenty-four (24) hours notice to the building principal, the authorized representative of the Association shall have the right, subject to reasonable restrictions to prevent interference with other activities, to schedule meetings before or after the regular duty hours of the teachers concerned.
- E. No Loss of Pay When Meeting by Agreement.** Whenever the parties to this Agreement meet during working hours by mutual agreement, no representatives of the Association shall suffer any loss of pay.
- F. Pay for PSEA.** Pay for absence to attend PSEA conventions or other activities as a CEA delegate shall not be paid unless the Superintendent shall agree that the event is primarily educational in nature. Payments made under this section shall be for a maximum of nineteen (19) days per school year.
- G. Use of Buildings.** The Association shall be allowed to use school buildings for six (6) general membership meetings per year without charge and unlimited committee meetings subject to scheduling with the building

principal; any other use of school buildings by the Association shall be subject to the same charges applicable to other community groups.

- H. Use of School Facilities.** The use of school paper, copy machine, office staff, office space, and other facilities (except bulletin boards as otherwise agreed) and personnel for Association purposes shall be forbidden. The Association shall be allowed the use of one bulletin board per faculty lounge. Any additional space for filing cabinet or computer will be allocated as may be agreed to by the Superintendent. However, the CEA and staff members shall have the right to use the regular interschool mail service as scheduled by the Business Office.

IV. NO STRIKES OR LOCKOUTS

- A.** During the term of the Agreement neither the Association nor any member of the bargaining unit shall either initiate or participate in any strike as defined in the Public Employee Relations Act (Act No. 195 and Act 88). The Association will undertake all reasonable actions to insure that all members of the bargaining unit comply with the terms of this section.
- B.** During the term of this Agreement the Board will not initiate or continue any lockout.

V. GRIEVANCE PROCEDURE

- A.** It is recognized that on occasion a grievance may arise between the Board and one or more of its professional employees, or between the Board and Association, relating to the interpretation, operation, or application of this Agreement. Accordingly, a grievance procedure is described herein below for the orderly resolution of such grievances. Nothing contained in this procedure or in this Agreement shall in any way abrogate or curtail a professional employee's right to pursue any available processes or remedies provided by the School Code.
- B.** An Association representative shall have the right to be present or represent a professional employee at any step in the grievance procedure described herein.

- C. First Step.** In the event a grievance occurs, every reasonable effort will be made within fifteen (15) working days of its occurrence, or within fifteen (15) working days of when the aggrieved should have been aware, to verbally resolve said grievance between the parties.
- D. Second Step.** In the event the grievance is not resolved at step one, it may be presented in writing to the employee's building principal or supervisor within ten (10) working days. The principal or supervisor shall respond in writing within five (5) working days of the receipt of such grievance.
- E. Third Step.** In the event the grievance is not resolved at step two, it may be presented in writing to the Assistant Superintendent within five (5) working days. The Assistant Superintendent shall respond in writing within five (5) working days of the receipt of such grievance.
- F. Fourth Step.** In the event the grievance is not resolved at step three, it shall (as a condition to eventually being taken to arbitration) be presented in writing to the Superintendent within five (5) working days. Thereafter, within five (5) working days the Superintendent or his/her designee may hold a meeting at which any party may present evidence and at which all parties shall fully present their positions. The Superintendent or his/her designee shall respond in writing to the grievance within five (5) working days after the hearing or the submission of the grievance, as the case may be. The hearing shall begin promptly upon the end of the school day.
- G.** In the event the grievance is not resolved at step four, the Association may, within twenty (20) working days, elect to arbitrate the grievance in accordance with the procedures set forth in Article VI.
- H.** Working days shall be those in which the School District offices are open.
- I.** All of the time limits contained herein may be extended by mutual agreement. Absent such agreement, the Board's failure to respond within the time limits described above shall result in the grievance being considered denied, and the matter shall automatically move to the next step.

VI. ARBITRATION

- A.** In the event a grievance cannot be resolved within the four-step grievance procedure described in this Agreement, this grievance may be referred to the Pennsylvania Bureau of Mediation for resolution by a single arbitrator in accordance with the rules and procedures of the aforesaid Pennsylvania Bureau of Mediation.
- B.** The language used in this Agreement shall be binding upon the arbitrator.
- C.** The decision of the arbitrator shall be final and binding.
- D.** The costs of arbitration shall be borne equally by the Board and the Association. Such cost shall be limited to the arbitrator's fee and expenses and the charges of the Pennsylvania Bureau of Mediation.

VII. SALARIES

- A.** The salary schedules for the 2016-17, 2017-18, 2018-19, and 2019-20 school years with increases as follows:
 - 2016/17 1% plus increment*
 - 2017/18 1% plus increment*
 - 2018/19 0.8% plus increment*
 - 2019/20 0.8% plus increment*

* Three increment movements over four years. Begin 2016-17 by staying at the current 2015-16 step for 8 pays, subsequent increment movements then move one half-step every 16 pays thereafter during contract term.

The district will provide each employee a salary confirmation slip that spells out the amounts individuals would make per pay. Slips will be provided in the beginning of the school year, when an employee moves a column, or upon return from leave as has been done in the past.

The supplemental pay schedule and co-curricular pay schedules for professional employees covered by this Agreement are attached hereto as appendices 1 through 6 respectively and made a part hereof.

- B. Summer Paychecks.** All members of the bargaining unit shall have the option of receiving their summer paychecks, four (4) in number, throughout the summer, or have all four (4) summer paychecks received by the second Friday in July and bearing even date therewith. All requests for payment as aforesaid must be received by the Business Office on or before May 1st.

- C. Extra Pay.** All extra pay positions (Summer School, Homebound Instruction, Co-curricular Activities, and Adult Basic Education) shall first be offered to qualified and acceptable members of the bargaining unit. Existing personnel may be reappointed without consideration of other applicants or they may be required to meet competition for the position at the discretion of the building administrator. The CEA President shall be notified whenever persons other than members of the professional staff are employed for any of the aforementioned positions.

- D. Classification Change.** A change of classification acquired by an employee between September 1 and February 28 shall be recognized effective March 1, with an appropriate movement on the pay scale.
 - 1. Administrative regulations governing change of salary classification are as follows:
 - a. All staff members who are eligible for a classification change because of receiving the proper graduate credits shall receive a horizontal increase equal to 1/2 of the scheduled horizontal increment and shall be paid 1/26 of the total increment, such increase beginning with the 14th scheduled paycheck.

 - b. Proof of change of classification in the form of a college transcript must be filed with the Superintendent's office on or before March 30. This transcript need not be official and transcripts submitted under the College Credit Subsidy Policy will be accepted as verification.

- c. Any salary classification change which becomes effective on March 1 that is not substantiated by a college transcript shall be voided on April 1, and pay adjustment will be made during the pay periods of April.
2. It is extremely important that professional staff members adhere strictly to the time schedule above in fairness to the Payroll Department and other staff members involved in making the classification change effective.

Any classification change expected on March 1 and not awarded because of not meeting deadlines shall become effective September 1, provided college transcripts are submitted to the Superintendent's office.

E. Salary Policies. All full-time staff members are paid on the basis of an annual salary. Pay for a particular school year is received over a twelve month period, and each paycheck represents 1/26 of a person's annual salary minus authorized deductions. Paychecks are received every other Friday**, except in the event of a holiday on a payday, wherein checks will be distributed on the last working day prior to the scheduled payday.

There are four (4) categories of payment:

1. Twelve Month Professional Staff

- a. Staff members who are employed for a twelve (12) month term of service and are paid currently and up to date.

2. Ten Month Professional Staff

- a. Ten (10) month professional staff receive 1/26 of their pay every other Friday including July and August. Pay for July and August is for service rendered during the previous school year.

- b. In the event of resignation of a ten (10) month professional staff member completing a full year of teaching service, the date of resignation should be August 31, and July and August pay will be forthcoming as usual.
- c. In the event of resignation of a ten (10) month professional during the school year, the amount due the staff member is determined by the following formula:

(Total Days Worked/Total Days in Employee Work Year) x Annual Salary - Pay Already Received

**Periodically, a three (3) week span between pays is necessary since 365 days divided by 26 pays is not even and the arithmetical remainder accumulates. Since pay is for an annual period, this adjustment is necessary periodically.

3. Additional Pay

- a. Whenever a staff member is allowed additional pay on a daily or time-clock basis, the hours or days worked should be turned in to the staff members immediate supervisor, who, in turn, will forward those hours on his/her Supplemental Pay Report to the Business Administrator to be included in the Supplemental Payroll.
- b. Pay on the Supplemental Payroll is received at the end of the next pay period. In other words, hours turned in for work completed during the previous two (2) weeks is paid on the next payday.

4. Fractional Employees

- a. The employer shall determine the fraction of the fractional employee's employment which shall be applied to the appropriate step on the salary schedule to determine such employee's rate of pay.

In the event a staff member is absent for a reason not covered by Sick Leave Policy, a deduction is made from that person's pay. That deduction is made on the paycheck due on the second pay of the month following the month in which the absence occurred. For the amount of deduction see "Deductions" in Section XII.G.

5. Overpayment or Underpayment of Salary

- a. When an overpayment or underpayment of salary occurs, adjustments will be made to correct the errors retroactive to the beginning of the school year in which the errors were discovered. This means the School District agrees to pay to the employee the amount of money due that employee from the beginning of the school year in which the underpayment was discovered. It also means that the employee shall repay the District the amount of overpayment received from the beginning of the school year in which the overpayment was discovered.

All pay is determined according to the appropriate salary schedules.

VIII. ANNUAL CO-CURRICULAR ACTIVITIES CONTRACTS

- A.** Assignment and acceptance of positions under the Co-Curricular Policy (which is attached hereto as Appendix VIII) shall be executed in writing by the appropriate administrator and the appointee prior to the commencement of the activity as follows
 1. Full year and Fall assignments by the end of the preceding school year; and
 2. All others by October 15 of the school year in question.
- B.** Co-curricular unit compensation shall be paid as follows:

2016/17	\$206.00 per unit
2017/18	\$210.00 per unit
2018/19	\$215.00 per unit
2019/20	\$215.00 per unit

Club and Intramural Hourly Rates

2016/17	\$14.19 per hour
2017/18	\$14.35 per hour
2018/19	\$14.45 per hour
2019/20	\$14.45 per hour

- C. The following shall constitute the co-curricular activities pay dates for each contract year:

Fall activities: last payday in November

Winter activities: last payday in March

Spring activities: last payday in May

Summer activities: last payday in September

- D. The District will pay coaches for extended play for extra curricular activities. Head coaches shall receive fifty (\$50.00) dollars per week for contests in state regionals and above and assistant coaches will receive twenty-five (\$25.00) dollars per week for contests in the state regionals and above.
- E. If the number of students in the activity significantly increases or decreases, the Administration in consultation with the head coach and athletic director has the right to adjust the total number of units for assistant coaches or the number of assistant coaches to best meet the needs of the program.

IX. OTHER COMPENSATION

- A. **College Credit Payment.** The Board will reimburse one-half (1/2) of tuition charges for work taken for college credits with the approval of the Superintendent. In no case will the Board's reimbursement exceed:

2016/17	\$260
2017/18	\$260
2018/19	\$260
2019/20	\$260

per semester hour for all credits up to thirty (30) credits beyond the Bachelor's level.

After Bachelor's plus thirty (30) credits, teachers shall receive:

2016/17	\$165
2017/18	\$165
2018/19	\$165
2019/20	\$165

per semester hour of college credit.

Long-term substitute teachers shall not be eligible for college credit subsidy.

The Centennial School Board agrees to subsidize the tuition costs for college credits in accordance with the provisions below:

1. Requests for approval can be secured from the principals and other administrators and should be submitted to the Superintendent's office two (2) weeks (defined as ten (10) business office working days) prior to the beginning of the course, allowing for the Administration to respond with approval, disapproval, or request for further information one (1) week (defined as five (5) business office working days) prior to the beginning of the course.
2. The following will not qualify for reimbursement:
 - a. Courses needed to satisfy student teaching requirements.

- b. Courses taken at institutions which are not acceptable to the Pennsylvania Department of Education.
 - c. Courses taken beyond B + 36 credit hours before the granting of a Master's Degree.
 - d. Courses taken by an employee with an Emergency Certificate may be approved by special action of the Superintendent.
3. Reimbursement for college credit subsidy is as follows:
- a. 1/2 reimbursement for undergraduate credit courses for those staff members who do not hold a Bachelor's degree, or who do not hold proper certification.
 - b. 1/2 reimbursement for graduate credits applied toward initial permanent certification, Master's Degree, or Master's Degree Equivalency for those staff members who hold a Bachelor's Degree.
4. Net cost is interpreted to mean the cost to the applicant after subtracting GI payments, scholarships, fellowships, etc. from the basic cost of the course being pursued.

The reimbursement for college credit subsidy is applicable to **tuition** only and to that portion actually paid by the staff member and is limited to:

2016/17	\$260
2017/18	\$260
2018/19	\$260
2019/20	\$260

per semester hour for all credits up to thirty (30) credits beyond the Bachelor's level. After Bachelor's plus thirty (30) credits, teachers shall receive:

2016/17	\$165
2017/18	\$165
2018/19	\$165
2019/20	\$165

per semester hour of college credit.

5. Staff members on sabbatical leave are eligible for college credit subsidy payable to the staff member after February 1 of the year following the leave and further provided that staff member serves one (1) full year in the School District following said leave. The application for reimbursement for courses taken during said leave should be submitted two (2) weeks (defined as ten (10) business office working days) prior to the beginning of the course, allowing for the Administration to respond with approval, disapproval, or request for further information one (1) week (defined as five (5) business office working days) prior to the beginning of the course.
6. Payment will be made for completion of college credit courses receiving a B or better, pass, in a pass/fail course, or a grade of proficient in a proficient/non-proficient course. Poor marks may jeopardize further approvals.
7. A transcript from the institution granting the college credit must be submitted to the Superintendent for approval for payment. A transcript and a receipted bill will serve as vouchers for reimbursement.
8. County In-service Programs conducted as state-approved programs for certification credit will be accepted for college credit subsidy payments.
9. Should a course in which a teacher has previously been registered for and approved be cancelled or have its location changed prior to the beginning of the class, teachers shall have two (2) weeks (defined as ten (10) business office working days) from the date of the cancellation or the change to submit approval for a reimbursement for a new course.

B. Horizontal Movement.

1. The rules for horizontal movement are as follows:
 - a. Credits which apply to permanent certification are acceptable for movement to the B + 12 (members grandfathered in as of June 30, 2012) and the B + 24 columns. However, employees are advised to enroll in a Master's Degree program related to their teaching area as early as possible to facilitate movement beyond the B + 24 column.
 - b. Bargaining unit members with a Bachelor's degree must have written acceptance into a Master's Degree program directly related to their teaching area or in an area approved by the Superintendent and at an institution approved by the Superintendent.
 - c. Movement horizontally on the salary schedule beyond the B + 24 column requires a Master's Degree.
 - d. Movement horizontally on the salary schedule beyond the Master's Degree requires that bargaining unit members:
 - 1) To have written acceptance from an institution into a doctoral program directly related to their certification and teaching area or in an area approved by the Superintendent and at an institution approved by the Superintendent;
 - 2) Or enroll in individual courses directly related to their certification and teaching area provided that all courses and institutions receive prior approval of the Superintendent;
 - 3) Or enroll in individual courses that will be mutually beneficial to the School District and the employee, provided that all courses and institutions receive prior approval of the Superintendent;

- 4) Or enroll in courses to secure additional state certification in a teaching field in which the employee is not currently certified. However, there will be no horizontal movement on the salary schedule until the employee is actually transferred to another assignment which requires the new certification. All courses and institutions must receive prior approval of the Superintendent.
- 5) B + 12 column is eliminated. Those at the B+12 column are grandfathered.

C. Mentor Program. Employees, who have been appointed to be mentors pursuant to the District Induction Program adopted by the School District, shall be compensated at one thousand (\$1,000.00) dollars.

D. Retirement Severance Pay. Each professional employee shall be entitled to severance pay at retirement on the following basis:

Professional employees who retire and have ten (10) or more years of service shall receive \$100.00 per year for each year of service up to a maximum of \$1,500.00.

E. Layoff Severance Pay. Professional employees whose contracts are not renewed due to lack of work shall be entitled to a severance benefit under the following conditions:

1. A lump sum payment of ten (10) days of per diem pay shall be given to employees with less than (5) years of service in the Centennial School District;
2. A lump sum payment of twenty (20) days of per diem pay shall be given to employees with five (5) or more years of service in the Centennial School District.

3. The lump sum payment shall be paid on September 15, unless the professional employee has been recalled. If such recall occurs prior to September 15, then no payment will be made.

F. Compensation for Job-Related Injuries. An absence due to an injury or childhood disease incurred in the course of the professional employee's employment and in fulfillment of his/her duties shall not be charged against the professional employee's sick leave days. The Board will pay to such professional employee the difference between the professional employee's salary and the benefits received under the Pennsylvania Workmens' Compensation Act for a period of time not exceeding one (1) year after the commencement of Workmens' Compensation benefits.

When compensation reimbursement is received for absence due to injury, the amount of compensation received shall be deducted from regular pay due the employee, and the balance will be paid in order that the total pay received from School Board funds and compensation insurance shall equal the regular pay that would be received for other absences.

G. Mileage Reimbursement. When an employee regularly servicing two or more schools during the school day or for school business on out-of-the-district assignments is required to use his/her personal vehicle, the employee is eligible to be reimbursed at the existing Internal Revenue Service (IRS) rate then in existence by filing the proper personal expense form on a quarterly basis (exclusive of travel to and from school at the start and end of each day).

X. MEDICAL AND LIFE INSURANCE BENEFITS

A. Medical Benefits. For each professional employee in the bargaining unit electing medical benefits, the Board shall pay 100% of the premium cost for individual coverage of the Aetna HMO 10/15 or the same benefits by another similarly sound and reputable insurance company with not less than a "Best A+" rating. For each employee electing coverage other than the individual coverage indicated above, the Board shall pay 75% of the difference between the premium of the elected coverage and the premium for the individual coverage indicated above. The Aetna POS-10A, with

gap insurance to coordinate benefits, as currently done, or the same benefits by another similarly sound and reputable insurance company with not less than a “Best A+” rating shall be an optional Health Benefits Plan. Effective July 1, 2017, gap insurance to coordinate benefits shall be eliminated.

1. **The Self Referred Provision** - The self-referred provision in the Aetna QPOS plan shall provide an overall lifetime maximum benefit of \$1,000,000. Additionally, the self referred provision in the Aetna QPOS plan shall contain a maximum out-of-pocket benefit which shall limit an employee's costs to five hundred dollars (\$500) for each family member for medical claims, payable on a basis of 80% - 20%. Under the maximum out-of-pocket benefit provision the employee shall pay the \$100 deductible. Of the next \$2,000 of medical expenses the employee shall pay 20% (\$400) and the insurance carrier shall pay 80% (\$1,600). Medical expenses above \$2,100 shall be paid at the rate of 100% by the insurance carrier.

2. **Cost Sharing** - Each employee electing medical benefits shall share the premium cost in addition to the applicable employee contribution from the calculation in the first paragraph of Section X.A. This amount shall be deducted from two (2) pays each month (24 pays per year) in the amount equal to one-half (1/2) the monthly cost sharing which shall be as follows:

<u>Year</u>	<u>Per Month</u>
2016/17	\$71.00
2017/18	\$71.00
2018/19	\$71.00
2019/20	\$71.00

3. **Affordable Healthcare Act.** In anticipation of the implementation in 2020 of the 40 percent excise tax on high-cost employer-sponsored health plans, also known as the “Cadillac Tax,” the parties agree that in due course they will come together to assess the situation and negotiate mutually-agreeable solutions. During

negotiations, if they occur, the health care coverages provided under the Agreement shall remain in place.

- B. Life Insurance Benefits.** The individual face amount in the policy of each full time professional or temporary professional employee shall be \$50,000. Life insurance benefits for fractional professional or fractional temporary professional employees shall be in the face amount of \$25,000.
- C. Dental Care.** The board will pay 100% of each employee's premium cost and 75% of the premium cost for family coverage for the basic dental care program such as provided by Delta Dental Corporation. (Complete benefit and program information to be outlined in Basic Plan of Pennsylvania Dental Service Corporation Booklet.) The dental insurance limit per person is \$2,000 maximum. Dental insurance will include an orthodontics plan with maximum life time benefits of \$2,000. Orthodontics will be provided to dependents until age 19.
- D. Prescription Drugs.** For each professional employee in the bargaining unit, the Board shall pay 100% of the premium cost for individual coverage for a prescription drug program. For each employee electing coverage other than the individual coverage, the Board shall pay 75% of the difference between the premium of the elected coverage and the premium for the individual coverage. Such program shall contain a copay for generic and brand name prescription drugs payable by the employee for each prescription as indicated below.

The program shall include a co-payment for generic, brand, and nonformulary prescription drugs payable by the employee for each prescription as specified below:

<u>Year</u>	<u>Generic</u>	<u>Brand</u>	<u>Non-formulary</u>
2016/17	\$ 10	\$ 20	\$ 25
2017/18	\$ 10	\$ 20	\$ 25
2018/19	\$ 10	\$ 20	\$ 25
2019/20	\$ 10	\$ 20	\$ 25

- E. Vision Care.** The Board shall pay 100% of the premium cost for both individual and family coverage for a Vision Care Program. The Vision Care Program shall be provided by a reputable organization capable of supplying the same or similar benefits as the School Claims Services basic vision care plan.
- F.** For a period of sixty (60) days following the death of an employee, the Board will provide medical benefits as covered in Article X, Section A, for family coverage.
- G.** Fractional employees may participate in group insurance programs at their option. The Board contribution will be limited to the fraction of employment assigned to that employee.
- H.** All professional employees while on leave of absence without pay for any reason may, at their option, continue their group insurance coverage by making the necessary premium payments to the School District.
- I.** A Long Term Disability Insurance will be offered to employees on a payroll deduction basis. The District assumes the management and communication duties necessitated to offer the plan in conjunction with the chosen provider. Any change in carrier and/or coverage will be approved by the CEA and the District, with recommendations from the Cost Containment Committee.
- J. Cost Containment Committee.** A committee comprised of three (3) representatives appointed by the Board and three (3) representatives appointed by the Association will be established for the purpose of investigating methods to contain the cost of insurance premiums.
- K.** The School District shall maintain a Section 125 Plan and shall be operated in accordance with Section 125 of the Internal Revenue Code. Notwithstanding anything hereinto the contract, the School District's obligation to continue the Plan shall cease in the event that Section 125 is repealed. If Section 125 or its regulations are amended to the point where they substantially affect the tax benefits of either party, then the School

District shall meet and discuss with the Association, but shall have no obligation to agree to any other plan.

In the event that money remains in the employee's Accounts under the Plan at the conclusion of any Plan year or upon termination of the Plan, the funds shall be paid to the employees, less required withholdings; provided that no such funds are to be paid to said employee if the average payment is less than one (\$1.00) dollar; and, provided, further, that the distribution to the employees, whether pro-rata or proportionate, shall be determined by the Association.

Consequently, in the event that DVIT or a similar administrator is unwilling to continue to contract with the School District under the terms and conditions that currently exist, then the Health Care Cost Containment Committee or the Association shall have the opportunity to recommend an administrator that will offer substantially equivalent terms and conditions at fees that are substantially similar or less. The fee schedule shall be as follows:

Premium Only Plan (POP)	\$15.00
Flexible Spending Accounts and POP	\$20.00 per year, plus the Administrator's monthly fees

The fee schedule that is in effect shall be adjusted to reflect the School District's cost of administering the program. Adjustments may be made by the School District upon majority recommendation by the Cost Containment Committee. Recommendations must be made with consideration to the renewal date of the fee schedule.

The School District shall not have any responsibilities as to the tax implications of any employee's participation or lack of participation in the Plan. Similarly, the School District shall not bear any responsibility, nor shall any grievance be filed, regarding individual financial loss due to moneys not being used by individual contributors. The Association may not submit any dispute under the Plan to arbitration, except whether the School District provided a Plan in accordance with the terms and conditions

hereof. If the event that a dispute is arbitrated as to whether the School District provided the required Plan, the remedy of the Arbitrator is limited to compelling the School District to adopt a compliant Plan to be prospective only.

- L. Domestic Partner.** For medical benefits, partner shall be defined as the person with whom the professional employee has made a home. The medical cost sharing for partner benefits will be at the same rate as those of spouse or family as pertains to the employee's situation. A domestic partner does not include an immediate family member or near relative as defined under the Pennsylvania School Code, as amended.

- M. Future Health Care Options.** CEA and the Board agree to reopen discussions during the life of this contract on the single issue of health care should possibilities exist via a consortium and/or state and federal health care options that would benefit both sides.

- N. Employee Assistance Program.** The District agrees to provide an Employee Assistance Program. The program offered shall be determined by the District. The District may change the carrier as long as similar benefits are provided to employees.

XI. UNPAID LEAVES OF ABSENCE

- A.** If and when the Association requests a leave of absence without pay for a professional employee who is elected or appointed to a full time position with the Association or any organization with which it is affiliated, the Board will, upon proper application, grant only one (1) professional employee a leave of absence for the purpose of accepting such a position. No professional employee shall be granted more than one such leave of absence and no more than one such absence shall be granted by the Board during any two (2) year period. No such leave shall be granted to last more than two (2) calendar years. A professional employee who is granted such a leave of absence, nothing to the contrary contained herein, shall retain all insurance and other benefits and shall continue to accrue seniority for salary increments and all other purposes as though he/she was in regular service. Upon return to service the employee shall be placed on the assignment

which he/she left with all accrued benefits and increments that he/she would have earned had he/she been in regular service.

Subject to the requirements of the various plans, a professional employee on such a leave of absence shall be permitted to pay both his and the Board's regular contributions to all plans requiring such contributions.

- B.** Credits toward sabbatical leave and unused sick leave accumulated at the commencement of any leave of absence shall not continue to accrue during any leave of absence, nor shall they be forfeited unless twelve (12) months shall have elapsed before the professional employee returns to an active status, provided, however, such credits may not be used until the professional employee has remained on active status for a period equal to the leave of absence retroactive to his/her return to active status. Any person on any such leave of absence will be given primary consideration for a teaching position for which qualified and certified, including a permanent substitute teaching position.

C. Child Bearing/Child Rearing Leave.

- 1. Grant of Leave:** The Board shall grant Child Bearing/Child Rearing leaves to all employees who are eligible. The leave shall be for a reasonable period of time.
- 2. Period of Leave:** The date of beginning and of termination of this leave shall be reasonably at the election of the employee. Child bearing/child rearing leave is not intended to normally exceed one (1) year unless by special permission of the School Board after consideration of the circumstances. In any event, return to employment must occur no later than the second September opening of school after the leave is granted. The employee shall provide the Superintendent with notice, in writing, of the beginning and ending of such leave as far in advance as can reasonably be expected so that there is a minimum of detriment to the education of children and in consideration of fairness to substitute employees and the administrators. Four (4) weeks notice shall be deemed reasonable.

3. **Eligibility.** Any employee of the District shall be eligible for child bearing/child rearing leave on the basis of pregnancy or adoption.
4. **Status While on Child Bearing/Child Rearing Leave.** No salary shall be paid to an employee on child bearing/child rearing leave. While on child bearing/child rearing leave the employee is entitled to use accrued sick leave for actual sickness, pursuant to the School Code. No fringe benefit payments shall be made from any "sick leave" payments. The employee while on child bearing/child rearing leave shall have the privilege of continuing contributions to retirement and fringe benefits upon notification, in writing, of such intent, and upon the employee's written agreement to reimburse the School District for the cost of such benefits, if available. The School District cannot be responsible, however, for the continuation of payment(s) for insurance(s) if reimbursement(s) are not made when due, or if insurance carriers refuse to extend coverage.
5. **Return from Child Bearing/Child Rearing Leave.** Upon application by the employee on such leave to return to employment following such reasonable child bearing/child rearing leave, the District shall offer the employee the job held before going on leave, if it still exists, or a substantially equivalent position, if the employee qualifies. To the extent applicable, this regulation shall be administered in a reasonably consistent way with other leaves of absence as provided under the laws of the State of Pennsylvania.

Upon return from child bearing/child rearing leave the employee shall receive compensation for services at the step or level appropriate for the experience and service to the District on the then existing salary schedule. If during the school year the employee takes leave, the following advancement shall apply:

- a) If the employee works 70% of the work year, the employee shall advance one (1) full step on the salary schedule.
- b) If the employee works 40% of the work year, the employee shall advance one-half (1/2) step on the salary schedule.

c) If the employee works less than 40% of the work year, the employee shall not advance on the salary schedule.

6. Miscellaneous: The School Board may require that requests for sick leave while on child bearing/child rearing leave and for return to employment from child bearing/child rearing leave be supported by a physician's statement. The Board reserves the right to require consultation with employee's doctor by the school doctor to verify the employee's status or claim(s).

XII. PAID LEAVES OF ABSENCE

A. Sick Leave - Deductible from current and/or accumulated credit.

An employee may be absent due to personal illness fifteen (15) days per year for ten (10) month employees and eighteen (18) days for twelve (12) month employees without payroll deduction. The total number of days granted annually will be placed on credit for each person on their date of increment. Annual sick leave for any person discontinuing service in the school before completing the year's assignment will be prorated at 1-1/2 days per month. On increment date each year, unused sick leave time for the previous year is credited as accumulated sick leave. Accumulated sick leave is used after the annual allowance is used. Sick leave may be used for illness in the immediate family, including transportation to and from hospital -annual limit - five (5) days.

1. Doctor certification is required commencing with the fourth day of consecutive absence.
2. The misuse of sick leave or other leaves shall result in forfeitures of pay on a prorated basis.
3. When a professional employee's sick leave (current and accumulated) has been exhausted due to a serious illness or non-work-related accident the employee may apply to the School Board for an extension of sick leave up to a maximum of sixty (60) days. Such applications

shall be made to the Superintendent through the proper administrative channels. The CEA/Administration Committee shall serve as a screening committee for such applications and shall consider such criteria as competency, loyalty, length of service and hardship in recommending whether an extension should be made. The recommendation of the CEA/Administration Committee shall then be presented to the School Board for its action. The right to grant or deny an extension shall rest solely with the School Board. The Business Office shall notify the CEA/Administration Committee whenever an employee's sick leave has been exhausted.

B. Other Absences. Not deductible from sick leave:

1. Death

- a. Three (3) days (State mandated) are granted for death in immediate family (spouse, child, parent, parent-in-law, brother, sister, stepchild, or resident grandparent, domestic partner). This period may be extended as the exigencies of the case may warrant.
- b. Absence will be granted for impending death in the immediate family, the length of time allowed dependent upon the individual case.
- c. A single day's absence may be used to attend the funeral of a near relative (first cousin, grandparent, grandparent-in-law, aunt, uncle, niece, nephew, sister-in-law, brother-in-law). This period may be extended as the exigencies of the case may warrant (for factors such as distance, etc.).
- d. Absence will be allowed for the settlement of family affairs (executor of estate) following the death in the immediate family, the length of time allowed dependent upon the individual case.

2. School Business (prior approval required)

One (1) day is allowed for staff members to take advanced degree examinations or to attend graduation exercises where an advanced degree is being awarded. The one day is a maximum allowance and shall be subdivided if the occasion warrants.

3. Absences for Legal Reasons (prior approval required)

It is difficult to define the total scope of absences related to this heading. It is the intent of the Board to grant absences with pay for the reasons listed below, subject to administrative review and approval. Individuals have right of review and appeal.

- a. Jury Duty - Persons assigned to jury duty may serve without pay deduction or without sick leave deduction, but are expected to work any part of a day or days when not required to be present for jury duty.
- b. Child Adoption – One (1) day's absence will be allowed for adoption proceedings.
- c. Compulsory Court Appearance - if not at fault.
- d. Voluntary Court Appearance - if not at fault.
- e. Home Purchase Closing.
- f. Internal Revenue Service.

4. Religious. Two (2) days per year are allowed for religious holidays of a nature that are not provided for in the school calendar.

5. Personal Business. Usual prior approval is required except for unforeseen circumstances. Absence will be approved for urgent personal business that cannot be conveniently scheduled on other than work days and for personal emergencies requiring immediate attention.

6. All staff requesting absence from duty for a reason requiring prior approval shall submit an Application for Pay for Absence form to their respective supervisors at least two (2) weeks prior to the date of the intended absence. Supervisors will indicate their approval or disapproval and forward to the Superintendent of Schools for action. Following final action, one (1) copy will be sent to the Business Office, two (2) copies to the staff member's supervisor, one (1) of which goes to the staff member.
7. Requests for Sabbatical Leave of Absence and Leave without pay must be referred to the School Board for action - such leaves to be granted according to the School Laws of Pennsylvania. Sabbatical leave requests should be filed with the Superintendent by April 1 of the year prior to the school year in which the request is being made in order that the cost of such sabbatical leave will be reflected in the school budget.
8. **Personal Leave.** Teachers shall be permitted to use three (3) days each year from their sick leave as personal leave. Personal leave days shall be accumulative to a maximum of five (5) days. No more than 10% of the staff of each building shall be permitted to take personal leave on the same day.

C. Undefined Absences.

1. Requests for absences not covered by policy should be submitted to immediate supervisor.
2. Supervisor will recommend decision to Superintendent who will act upon request.

D. Employees may apply for paid days off for reasons other than those set forth above: The approval or disapproval of such requests shall be at the discretion of the Superintendent.

E. Appeal and Penalty.

Employees abusing absence policy may be penalized by deduction in pay.

- F.** It is required that all employees file with their administrator an Application for Pay Absence (with doctor certification, if doctor certified) immediately upon return to service after absence.
- G. Deductions.** For absences for any cause not included above salary deductions will be made on the payroll of the month following the month in which absences occurred and at the following rates:
1. Twelve (12) month personnel - 1/250th of annual salary for each day's absence
 2. Ten (10) month personnel - 1/200th of annual salary for each day's absence.
- H. Sick Bank.** A Sick Bank shall be instituted in the 2016-17 school year. The Sick Bank shall consist of sick leave that a member has properly accrued and that the member wishes to provide for the use of other members who may need the sick leave for personal illness or for other reasons permitted under the Agreement. A Sick Bank Committee, comprised of Association members and Administration, shall be formed in due course, and that Committee will create policies for the implementation and use of the Sick Bank. Those policies will be developed and shared with Association members so that they might determine whether to participate in the Sick Bank.

XIII. TRANSFER POLICY

- A.** All employee transfers should be resolved in a fair and equitable manner. Under normal transfer conditions consideration will be given on the basis of whether or not the persons being considered for transfer meet the requirements of the position that is available. If two or more candidates meet the conditions set forth and all other factors are equal, then the staff member having the greater seniority in the District shall be given his/her preference.

- B.** Transfers other than those considered "normal" would be those necessary when a new building is opened or when changes in zoning require a reorganization of grade levels, etc. When transfers of this type are necessary, a balance will be maintained among existing staff insofar as experience, grade level and departments are concerned. In keeping with this, no more than approximately one half of any existing faculty, grade level or department will be approved for transfer.
- C.** When there is a need for an involuntary transfer the employees having the least amount of continuous service shall be the first to be transferred except where a teacher with longer service has a unique talent or special training essential to the success of the instructional program.

XIV. SENIORITY

- A.** The seniority of an employee is determined by the length of his/her service in the Centennial School District, computed in years, months and days from the first day of his/her latest period of continuous employment. The first day of such employment shall mean the effective date as approved by the Board in its official minutes. A fractional employee shall be credited with the determined fraction of a "year of service" as the term is used throughout the collective bargaining Agreement for any years during which they are a fractional employee.
- B.** A professional employee shall lose his/her seniority rights if the professional employee resigns or is discharged in accordance with the School Code. However, seniority shall not be lost if:
 - 1. Seniority is otherwise preserved by the provisions of the Selective Service Act of 1948; or
 - 2. The employee is on an approved sabbatical leave; or
 - 3. The employee is absent for one (1) year or less due to illness or accident or maternity.

- C. Leaves of absence for reasons other than those provided by the School Code or Article XI, Section A or C are granted solely at the discretion of the School Board. Employees whose requests for such discretionary leaves have been approved by the Board shall not accrue seniority for any purpose for the period of time for which said leave is granted commencing with the effective starting date of said leave; however, seniority benefits accrued up to the effective starting date of said leave shall be retained.

During the period of discretionary leaves the School Board shall not be required to make payments into the Public School Employee's Retirement Fund on behalf of such employees or to pay any monies directly to or on behalf of such employees unless required by law. Such employees may, however, continue their group insurance coverage in force during the period of said leaves by making the proper premium payment each month to the Centennial School District. The proper monthly premium payment shall include both the employee's and the Board's share of the premium for the coverage desired by the employee.

XV. FILLING OF SUBSTITUTE BARGAINING UNIT POSITIONS

Employees who are suspended under the School Code shall be entitled to fill substitute bargaining unit positions (i.e., ninety two [92] days or more in a school year). In filling such positions the following rules shall govern:

- A. K-6 positions which are open prior to September 1 shall be filled with employees from the R.I.F. list in inverse order of suspension.
- B. After September 1 the District intends to use seniority as the guide for recall to bargaining unit substitute positions in grades K-6. However, the District reserves full discretion to fill such bargaining unit substitute positions with employees it deems suitable from the R.I.F. list. The exercise of this discretion by the School District shall not be subject to the grievance or arbitration provisions of this Agreement.
- C. Bargaining Unit substitute positions in grades 7 - 12 shall be filled in inverse order of suspension with an employee who at the time of his/her

suspension was teaching in grades 7 - 12 in an area of certification required for the substitute position.

- D.** Bargaining Unit substitute positions in special subjects, grades K - 12 (e.g. Art, Music, Physical Education, etc.) shall be filled in inverse order of suspension by employees who were teaching these subjects at the time of their suspension.

XVI. TEACHERS PROMOTIONS

- A.** Whenever it is decided during the school year to fill any position in the School District below the rank of Superintendent of Schools, notice of all openings as well as the requirements for such positions, shall be posted at least two (2) weeks in advance of all interviews for the position in all schools in a prescribed, appropriate place in each school so that applicants may know whether they qualify and will be given a reasonable opportunity to apply for the position. All positions whose filling is decided on during the summer months will be posted in all schools which are open, and in District offices. Copies of each posting shall be simultaneously sent to the Association. An unsuccessful applicant for a position within the bargaining unit will, upon request, be notified as to the reason he/she did not obtain the position applied for.

- B.** Any professional employee interested in a position which may become open during the summer months may apply for such position.

XVII. PROFESSIONAL EMPLOYEES' PERSONNEL FILES

Official professional employees' files shall be maintained at the offices of the Superintendent, Supervisor and Principal in accordance with the following procedures:

- A.** No material derogatory to a professional employee's conduct, service, character, or personality shall be placed in the file unless it is signed by a person competent to know the facts or make the judgment and unless the

professional employee has had an opportunity to read the material. The professional employee shall be given the opportunity to acknowledge that he/she has read such material by affixing his/her signature on the actual copy to be filed, with the understanding that such signature merely signifies that he/she read the material to be filed and does not necessarily indicate agreement with its content. Anonymous material placed in a professional employee's file prior to the execution of this Agreement shall at such employee's request be removed therefrom and, in any event, shall be given no weight or consideration for any purpose whatever.

- B.** The professional employee shall have the right to answer any material filed and the employee's answer shall be attached to the file copy.
- C.** Upon request by the professional employee and his/her identification, he/she shall be permitted to examine his/her file. The professional employee shall indicate in writing to be placed in his/her file that he/she has examined the same.
- D.** The professional employee shall be permitted conveniently to reproduce on the Board's premises any material in his/her file.
- E.** Only those persons who have an official right and reason for doing so may inspect a professional employee's file.
- F.** Administrators shall be encouraged to place in the professional employee's files information of a positive nature indicating special competencies, achievements, performances or contributions of an academic, professional or civic nature. Any such materials received from outside competent, responsible sources shall also be included in the professional employee's file.
- G.** The following personnel records shall be kept on file in the Superintendent's office and their maintenance shall be the responsibility of that office: employee contracts, proper certificate, transcripts, evidence of degrees and copies of degrees.

Those papers which are the personal property of staff members shall be returned to that employee when that employee discontinues service in this School District.

XVIII. MISCELLANEOUS

- A. Teaching Assignments.** All teaching assignments for the next academic year will be finalized and each employee will be notified in writing of his/her schedule by June 1. However, an allowance shall be made for adjustments necessitated by changes in enrollment, professional staff adjustments, staffing of new schools, or course selection changes made by students.

- B. Grade Changes.** Grades given by a teacher shall not be changed or altered without the teacher's knowledge.

- C. Secondary Teacher Preparations.** Every effort will be made to restrict the assignment of secondary teachers so that the combination of grade level and subject assignments does not exceed three separate preparations per day.

- D.** The following schedule shall be a teacher's average day:

- 1. Elementary**

- 6 hours Teaching/Professional hours with no more than 315 minutes of direct instructional time. The parties can agree to more instructional time through the CEA/Administration Forum

- ½ hour Lunch

- 1 hour Planning Time

- 7-½ Overall Day (Total)

- * Planning hours shall be scheduled in time periods of not less than 45 minutes within the student day. Professional hours shall be scheduled at the discretion of the principal or administration.

- a. Cafeteria duty shall not be performed by teachers.
- b. Recess duty shall not be performed by teachers.
- c. Elementary teachers shall be entitled to use art, music, physical education/health, library, and technology periods for planning time.
- d. All non-teaching and emergency duties shall be shared on an equitable basis.

2. Secondary

6 hours - Teaching/Professional hours, with no more than 315 minutes of direct instructional time. The parties can agree to more instructional time through the CEA/Administration Forum

1/2 hour Lunch

1 hour Planning Time

7-1/2 Overall Day (Total)

* Professional hours shall be scheduled at the discretion of the principal or administration.

- a. Cafeteria duty shall not be performed by teachers.
- b. A minimum of sixty (60%) percent of a secondary teachers planning time shall occur during the student day on a weekly basis for all secondary schools.
- c. So that no teachers find themselves overburdened because of the subjects they teach the following conditions shall be in effect whenever possible.
 - (1) Teachers of courses meeting daily shall be responsible for the evaluation and grading of approximately 125-150 students per marking period for grades 7-12. However fractional teachers

who teach three (3) one hour classes per day and teaching courses which meet daily shall be responsible for the evaluation and grading of approximately 62 - 90 students per marking period for grades 7 - 12.

(2) Teachers of other subjects meeting only two (2) or three (3) times a week shall be responsible for the evaluation and grading of a number of students proportional to existing class size limitations.

d. All non-teaching and emergency duties shall be shared on an equitable basis.

E. Representation/Disciplinary Conferences.

Whenever an employee is required to attend a meeting which results in formal disciplinary action, the District will advise the employee of his/her right to have present an Association representative or officer from the same school as the teacher being disciplined. The refusal of the Association representative to attend such a meeting will be deemed as having fulfilled the representation requirement. Any formal disciplinary action resulting from a meeting without such notice will be null and void.

F. Vacations - Procedures

1. Twelve (12) month librarians shall be allowed four (4) weeks vacation each year taken during the next fiscal year. Vacations may not be taken one (1) week prior to the opening of school.
2. Vacation or severance pay for unused vacation time shall be awarded to any person resigning from the school system provided that person has served in the School District for one (1) full year.
3. All vacation requests for time prior to the Monday after school closes and after August 31 must be prior approved by immediate supervisor

and the Assistant Superintendent for Instructional Services before being authorized.

4. All vacation requests for the period between the Monday after school closes and August 31 will be approved by immediate supervisors for the members of each staff group for which that administrator is responsible.

G. In-Service Days All In-service days shall consist of five and one half (5-1/2) hours of active professional in-service outside of lunch and coffee breaks, etc.

Lunch periods will be no less than thirty (30) minutes and no longer than ninety (90) minutes depending upon what administrator is in charge of the individual in-service program. Thirty (30) to sixty (60) minute lunch periods will require remaining in the schools and sixty (60) to ninety (90) minute lunch periods may be planned for in-service days where staff has lunch outside of the buildings.

No in-service day program will start before 8 AM nor continue past 4 PM and no in-service days will be continuous without a lunch break.

H. Classroom Coverage. No teacher shall be required to cover a class during planning time. In the event a teacher is required to cover a class during professional duties he/she may not be required to teach.

I. The employer shall determine the fraction of the fractional employee's employment. The total teaching and professional hours assigned a fractional employee may not exceed the employee's fraction x 6, except the District may assign homeroom up to an additional ten (10) minutes per day. All remaining time shall be planning time.

J. Except as otherwise provided by this Agreement, a fractional employee's day shall be the fraction determined by the employer and such fraction shall be applicable to all appropriate provisions contained in the collective bargaining agreement.

K. Work Year

The employee's work year shall be 191 days as defined below:

1. Two (2) teaching days shall be scheduled as ½ day early dismissals allowing for teacher clerical responsibilities to be scheduled at the end of the 1st and 3rd marking periods.
2. One (1) in-service day shall be scheduled as a midyear transition day for teacher clerical duties.
3. One (1) in-service day shall be designated as a teacher preparation clerical day prior to Labor Day. The three (3) weeks prior to Labor Day shall be available for staff to meet this requirement.
4. One (1) in-lieu of day shall be available.
5. Six (6) days may be scheduled at the discretion of the Board as teaching, conference or in-service days as two (2) of the in-service days will be scheduled on Tuesday and Wednesday prior to Labor Day.
6. Staff new to the District shall work two (2) additional days during their first year of employment during the summer months as determined by the Administration.

L. Paid Deductions for 403B.

To the extent permitted by applicable law the Board shall make payroll deductions from the salaries of employees who elect to participate in 403B programs. Two (2) representatives from the CEA will be part of the 403B committee as well as representatives of the District. The representatives for the CEA will be appointed by the Association. Any change in financial providers will be approved by the CEA and the District with recommendations from the 403B Committee.

XIX. INTENT OF AGREEMENT

Nothing contained in this Agreement is intended to disrupt the usual consultations respecting matters of curriculum, course content or emphasis, teaching methods, administration matters and like items which have heretofore normally occurred between the teaching staff and the Superintendent, school principals and/or other supervisory staff provided, however, that this paragraph shall not be used to raise collective bargaining matters in any such meetings.

XX. INVALID PROVISION OF AGREEMENT

- A.** In the event any provision of this Agreement is held by a court of law to be contrary to the School Code or any other State or Federal law, such provision shall continue in effect only to the extent permitted by law. All other provisions of this Agreement shall remain in effect.
- B.** If, at any time thereafter, a provision once declared invalid shall be valid, then the provision as originally embodied in this Agreement shall be restored in full force and effect.


XXI. DURATION OF AGREEMENT

The term of this Agreement shall be from July 1, 2016 through June 30, 2020.

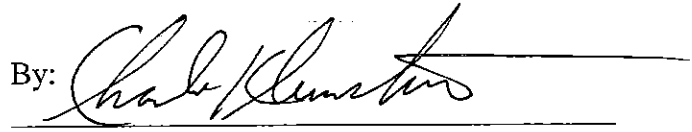
IN WITNESS WHEREOF, the parties hereto have caused this Memorandum of Understanding to be executed by properly authorized agents or officials of the respective parties.

CENTENNIAL SCHOOL DISTRICT


CENTENNIAL EDUCATION
ASSOCIATION

By: 

President, Joseph O'Connor III

By: 

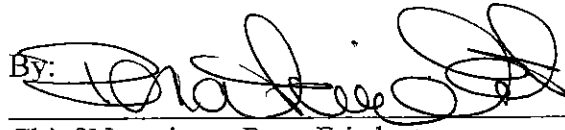
President, Charles Kleinschmidt

By: 

Past-President, Linwood Martin

By: 

Secretary, Mary Anne Robold

By: 

Chief Negotiator, Rena Friedant

Date: 6/28/16

Date: 7/26/16

APPENDIX I

CSB-CEA
Year 1 1.0%
**Centennial Education Association, PSEA-NEA
2016-2017 - Salary Schedule**

**I Step Emerg.	II	IIA	IIB	III	IIIA	IIIB	IIIC	IV	Admin Use Only	
	B	B+12 (1)	B+24	M	M+10	M+20	M+30	M+40	ProSoft Reference (2)	ProSoft Label (2)
1	48,104	50,314	52,525	54,736	56,949	59,159	61,371	63,582	1	1
1.5	49,309	51,600	53,891	56,181	58,474	60,764	63,055	65,346	2	1H
2	50,514	52,885	55,255	57,627	59,998	62,368	64,739	67,110	3	2
2.5	51,718	54,169	56,620	59,071	61,522	63,972	66,424	68,874	4	2H
3	52,922	55,454	57,983	60,515	63,046	65,577	68,107	70,637	5	3
3.5	54,127	56,738	59,349	61,960	64,570	67,181	69,792	72,403	6	3H
4	55,332	58,021	60,713	63,405	66,094	68,785	71,477	74,167	7	4
4.5	56,537	59,306	62,079	64,849	67,620	70,390	73,161	75,933	8	4H
5	57,741	60,591	63,443	66,293	69,145	71,994	74,846	77,697	9	5
5.5	58,946	61,876	64,808	67,739	70,669	73,599	76,531	79,462	10	5H
6	60,150	63,160	66,171	69,183	72,193	75,204	78,215	81,225	11	6
6.5	61,354	64,445	67,536	70,627	73,717	76,808	79,900	82,990	12	6H
7	62,558	65,730	68,900	72,072	75,241	78,413	81,584	84,753	13	7
7.5	63,763	67,015	70,265	73,516	76,766	80,017	83,268	86,518	14	7H
8	64,967	68,298	71,629	74,960	78,291	81,621	84,952	88,282	15	8
8.5	66,172	69,583	72,995	76,404	79,816	83,226	86,638	90,048	16	8H
9	67,376	70,868	74,359	77,848	81,340	84,830	88,323	91,812	17	9
9.5	68,581	72,152	75,724	79,293	82,864	86,435	90,007	93,578	18	9H
10	69,785	73,437	77,088	80,737	84,389	88,040	91,691	95,342	19	10
10.5	70,990	74,722	78,452	82,183	85,913	89,645	93,376	97,106	20	0H
11	72,195	76,007	79,815	83,627	87,437	91,249	95,060	98,870	21	11
11.5	73,399	77,290	81,181	85,071	88,962	92,853	96,744	100,634	22	1A
12	74,603	78,573	82,545	86,516	90,486	94,456	98,428	102,399	23	12
12.5	75,809	79,859	83,910	87,960	92,011	96,061	100,112	104,163	24	2A
13	77,014	81,143	85,273	89,404	93,535	97,666	101,796	105,927	25	13
13.5	78,218	82,428	86,638	90,851	95,060	99,271	103,482	107,692	26	3A
14	79,422	83,713	88,002	92,296	96,585	100,876	105,166	109,458	27	14
14.5	80,627	84,998	89,367	93,739	98,110	102,481	106,851	111,222	28	4A
15	81,831	86,282	90,731	95,182	99,634	104,085	108,535	112,986	29	15

(1) BA+12 grandfathered only

(2) ProSoft information for administrative purposes only.

**Three increment movements over four years. Begin 2016-2017 by staying at the current 2015-2016 step for 8 pays, subsequent increment movements ever 16 pays thereafter during contract term.

APPENDIX II

CSB-CEA
 Year 2 1.0%
**Centennial Education Association, PSEA-NEA
 2017-2018 - Salary Schedule**

**I Step Emerg.	II	IIA	IIB	III	IIIA	IIIB	IIIC	IV	Admin Use Only	
	B	B+12 (1)	B+24	M	M+10	M+20	M+30	M+40	ProSoft Reference (2)	ProSoft Label (2)
1	48,585	50,817	53,050	55,283	57,518	59,751	61,985	64,218	1	1
1.5	49,802	52,116	54,430	56,743	59,059	61,372	63,686	65,999	2	1H
2	51,019	53,414	55,808	58,203	60,598	62,992	65,386	67,781	3	2
2.5	52,235	54,711	57,186	59,662	62,137	64,612	67,088	69,563	4	2H
3	53,451	56,009	58,563	61,120	63,676	66,233	68,788	71,343	5	3
3.5	54,668	57,305	59,942	62,580	65,216	67,853	70,490	73,127	6	3H
4	55,885	58,601	61,320	64,039	66,755	69,473	72,192	74,909	7	4
4.5	57,102	59,899	62,700	65,497	68,296	71,094	73,893	76,692	8	4H
5	58,318	61,197	64,077	66,956	69,836	72,714	75,594	78,474	9	5
5.5	59,535	62,495	65,456	68,416	71,376	74,335	77,296	80,257	10	5H
6	60,752	63,792	66,833	69,875	72,915	75,956	78,997	82,037	11	6
6.5	61,968	65,089	68,211	71,333	74,454	77,576	80,699	83,820	12	6H
7	63,184	66,387	69,589	72,793	75,993	79,197	82,400	85,601	13	7
7.5	64,401	67,685	70,968	74,251	77,534	80,817	84,101	87,383	14	7H
8	65,617	68,981	72,345	75,710	79,074	82,437	85,802	89,165	15	8
8.5	66,834	70,279	73,725	77,168	80,614	84,058	87,504	90,948	16	8H
9	68,050	71,577	75,103	78,626	82,153	85,678	89,206	92,730	17	9
9.5	69,267	72,874	76,481	80,086	83,693	87,299	90,907	94,514	18	9H
10	70,483	74,171	77,859	81,544	85,233	88,920	92,608	96,295	19	10
10.5	71,700	75,469	79,237	83,005	86,772	90,541	94,310	98,077	20	0H
11	72,917	76,767	80,613	84,463	88,311	92,161	96,011	99,859	21	11
11.5	74,133	78,063	81,993	85,922	89,852	93,782	97,711	101,640	22	1A
12	75,349	79,359	83,370	87,381	91,391	95,401	99,412	103,423	23	12
12.5	76,567	80,658	84,749	88,840	92,931	97,022	101,113	105,205	24	2A
13	77,784	81,954	86,126	90,298	94,470	98,643	102,814	106,986	25	13
13.5	79,000	83,252	87,504	91,760	96,011	100,264	104,517	108,769	26	3A
14	80,216	84,550	88,882	93,219	97,551	101,885	106,218	110,553	27	14
14.5	81,433	85,848	90,261	94,676	99,091	103,506	107,920	112,334	28	4A
15	82,649	87,145	91,638	96,134	100,630	105,126	109,620	114,116	29	15

(1) BA+12 grandfathered only

(2) ProSoft information for administrative purposes only.

**Three increment movements over four years. Begin 2016-2017 by staying at the current 2015-2016 step for 8 pays, subsequent increment movements ever 16 pays thereafter during contract term.

APPENDIX III

CSB-CEA
 Year 3 0.8%
 Centennial Education Association, PSEA-NEA
 2018-2019 - Salary Schedule

**I Step Emerg.	II B	IIA B+12 (1)	IIB B+24	III M	IIIA M+10	IIIB M+20	IIIC M+30	IV M+40	Admin Use Only	
									ProSoft Reference (2)	ProSoft Label (2)
1	48,974	51,224	53,474	55,725	57,978	60,229	62,481	64,732	1	1
1.5	50,200	52,533	54,865	57,197	59,531	61,863	64,195	66,527	2	1H
2	51,427	53,841	56,254	58,669	61,083	63,496	65,909	68,323	3	2
2.5	52,653	55,149	57,643	60,139	62,634	65,129	67,625	70,120	4	2H
3	53,879	56,457	59,032	61,609	64,185	66,763	69,338	71,914	5	3
3.5	55,105	57,763	60,422	63,081	65,738	68,396	71,054	73,712	6	3H
4	56,332	59,070	61,811	64,551	67,289	70,029	72,770	75,508	7	4
4.5	57,559	60,378	63,202	66,021	68,842	71,663	74,484	77,306	8	4H
5	58,785	61,687	64,590	67,492	70,395	73,296	76,199	79,102	9	5
5.5	60,011	62,995	65,980	68,963	71,947	74,930	77,914	80,899	10	5H
6	61,238	64,302	67,368	70,434	73,498	76,564	79,629	82,693	11	6
6.5	62,464	65,610	68,757	71,904	75,050	78,197	81,345	84,491	12	6H
7	63,689	66,918	70,146	73,375	76,601	79,831	83,059	86,286	13	7
7.5	64,916	68,226	71,536	74,845	78,154	81,464	84,774	88,082	14	7H
8	66,142	69,533	72,924	76,316	79,707	83,096	86,488	89,878	15	8
8.5	67,369	70,841	74,315	77,785	81,259	84,730	88,204	91,676	16	8H
9	68,594	72,150	75,704	79,255	82,810	86,363	89,920	93,472	17	9
9.5	69,821	73,457	77,093	80,727	84,363	87,997	91,634	95,270	18	9H
10	71,047	74,764	78,482	82,196	85,915	89,631	93,349	97,065	19	10
10.5	72,274	76,073	79,871	83,669	87,466	91,265	95,064	98,862	20	0H
11	73,500	77,381	81,258	85,139	89,017	92,898	96,779	100,658	21	11
11.5	74,726	78,688	82,649	86,609	90,571	94,532	98,493	102,453	22	1A
12	75,952	79,994	84,037	88,080	92,122	96,164	100,207	104,250	23	12
12.5	77,180	81,303	85,427	89,551	93,674	97,798	101,922	106,047	24	2A
13	78,406	82,610	86,815	91,020	95,226	99,432	103,637	107,842	25	13
13.5	79,632	83,918	88,204	92,494	96,779	101,066	105,353	109,639	26	3A
14	80,858	85,226	89,593	93,965	98,331	102,700	107,068	111,437	27	14
14.5	82,084	86,535	90,983	95,433	99,884	104,334	108,783	113,233	28	4A
15	83,310	87,842	92,371	96,903	101,435	105,967	110,497	115,029	29	15

(1) BA+12 grandfathered only

(2) ProSoft information for administrative purposes only.

**Three increment movements over four years. Begin 2016-2017 by staying at the current 2015-2016 step for 8 pays, subsequent increment movements ever 16 pays thereafter during contract term.

APPENDIX IV

CSB-CEA
Year 4 0.8%
**Centennial Education Association, PSEA-NEA
2019-2020 - Salary Schedule**

**I Step Emerg.	II	IIA	IIB	III	IIIA	IIIB	IIIC	IV	Admin Use Only	
	B	B+12 (1)	B+24	M	M+10	M+20	M+30	M+40	ProSoft Reference (2)	ProSoft Label (2)
1	49,366	51,634	53,902	56,171	58,442	60,711	62,981	65,250	1	1
1.5	50,602	52,953	55,304	57,655	60,007	62,358	64,709	67,059	2	1H
2	51,838	54,272	56,704	59,138	61,572	64,004	66,436	68,870	3	2
2.5	53,074	55,590	58,104	60,620	63,135	65,650	68,166	70,681	4	2H
3	54,310	56,909	59,504	62,102	64,698	67,297	69,893	72,489	5	3
3.5	55,546	58,225	60,905	63,586	66,264	68,943	71,622	74,302	6	3H
4	56,783	59,543	62,305	65,067	67,827	70,589	73,352	76,112	7	4
4.5	58,019	60,861	63,708	66,549	69,393	72,236	75,080	77,924	8	4H
5	59,255	62,180	65,107	68,032	70,958	73,882	76,809	79,735	9	5
5.5	60,491	63,499	66,508	69,515	72,523	75,529	78,537	81,546	10	5H
6	61,728	64,816	67,907	70,997	74,086	77,177	80,266	83,355	11	6
6.5	62,964	66,135	69,307	72,479	75,650	78,823	81,996	85,167	12	6H
7	64,199	67,453	70,707	73,962	77,214	80,470	83,723	86,976	13	7
7.5	65,435	68,772	72,108	75,444	78,779	82,116	85,452	88,787	14	7H
8	66,671	70,089	73,507	76,927	80,345	83,761	87,180	90,597	15	8
8.5	67,908	71,408	74,910	78,407	81,909	85,408	88,910	92,409	16	8H
9	69,143	72,727	76,310	79,889	83,472	87,054	90,639	94,220	17	9
9.5	70,380	74,045	77,710	81,373	85,038	88,701	92,367	96,032	18	9H
10	71,615	75,362	79,110	82,854	86,602	90,348	94,096	97,842	19	10
10.5	72,852	76,682	80,510	84,338	88,166	91,995	95,825	99,653	20	0H
11	74,088	78,000	81,908	85,820	89,729	93,641	97,553	101,463	21	11
11.5	75,324	79,318	83,310	87,302	91,296	95,288	99,281	103,273	22	1A
12	76,560	80,634	84,709	88,785	92,859	96,933	101,009	105,084	23	12
12.5	77,797	81,953	86,110	90,267	94,423	98,580	102,737	106,895	24	2A
13	79,033	83,271	87,510	91,748	95,988	100,227	104,466	108,705	25	13
13.5	80,269	84,589	88,910	93,234	97,553	101,875	106,196	110,516	26	3A
14	81,505	85,908	90,310	94,717	99,118	103,522	107,925	112,328	27	14
14.5	82,741	87,227	91,711	96,196	100,683	105,169	109,653	114,139	28	4A
15	83,976	88,545	93,110	97,678	102,246	106,815	111,381	115,949	29	15

(1) BA+12 grandfathered only

(2) ProSoft information for administrative purposes only.

**Three increment movements over four years. Begin 2016-2017 by staying at the current 2015-2016 step for 8 pays, subsequent increment movements ever 16 pays thereafter during contract term.

SUPPLEMENTAL PAY

Additional compensation will be paid to Bargaining Unit Members at the following rates:

1. \$35 per hour rate for teaching PSSA classes to MBIT seniors who cannot fit the classes into their normal schedule. This rate is valid for classes delivered during the summer and outside of the school day.
2. \$35 per hour rate for additional tasks outside the teacher day including tutoring homebound students, writing curriculum, attending meetings, etc.
3. Summer Workshops

2016-2017	\$104.00
2017-2018	\$104.00
2018-2019	\$104.00
2019-2020	\$104.00

**CO-CURRICULAR ACTIVITIES
NON-ATHLETIC**

	School & Activity Position	<u>Units</u>	<u>2016-17</u>	<u>2017-18</u>	<u>2018-19</u>	<u>2019-20</u>
1	<u>Advisor</u>					
a.	William Tennent					
	Grade 12	22	4532	4620	4730	4730
	Grade 11	7	1442	1470	1505	1505
	Grade 10	7	1442	1470	1505	1505
	Grade 9	7	1442	1470	1505	1505
2	<u>Black and White Night</u>					
	Director	8	1648	1680	1720	1720
	Assistant	8	1648	1680	1720	1720
3	<u>Music Groups</u>					
a.	William Tennent Band					
	Band Director	40	8240	8400	8600	8600
	Asst. Director	19	3914	3990	4085	4085
	Asst. Director	19	3914	3990	4085	4085
	Instructor	16	3296	3360	3440	3440
	Instructor	16	3296	3360	3440	3440
b.	William Tennent Concert Directors Orchestra	6	1236	1260	1290	1290
c.	Klinger Concert Directors					
	Band	4	824	840	860	860
	Orchestra	4	824	840	860	860
d.	Log College Concert Directors					
	Band	4	824	840	860	860
	Orchestra	4	824	840	860	860
e.	Stage Band					
	William Tennent	12	2472	2520	2580	2580
	Klinger	6	1236	1260	1290	1290
	Log College	6	1236	1260	1290	1290

APPENDIX VI (continued)

	<u>School & Activity Position</u>	<u>Units</u>	<u>2016-17</u>	<u>2017-18</u>	<u>2018-19</u>	<u>2019-20</u>
4	<u>Cheerleaders</u>					
a.	William Tennent					
	Football	11	2266	2310	2365	2365
	Soccer/Hockey	6	1236	1260	1290	1290
	Basketball	11	2266	2310	2365	2365
	Wrestling	6	1236	1260	1290	1290
	Grade 9 Fall	4	824	840	860	860
	Grade 9 Winter	4	824	840	860	860
	b. Klinger	6	1236	1260	1290	1290
	c. Log College	6	1236	1260	1290	1290
5	<u>Chess</u>					
a.	Tennent	5	1030	1050	1075	1075
6	<u>Chorus</u>					
a.	William Tennent	12	2472	2520	2580	2580
	Chorale	6	1236	1260	1290	1290
	Madrigals	7	1442	1470	1505	1505
	b. Klinger					
	Concert Choir	4	824	840	860	860
	Chorus	4	824	840	860	860
	c. Log College					
	Concert Choir	4	824	840	860	860
	Chorus	4	824	840	860	860
7	<u>Clubs After School</u>					
a.	William Tennent					
	2016-17 450 hrs	\$14.19	6386			
	2017-18 450 hrs	\$14.35		6,458		
	2018-19 450 hrs	\$14.45			6,503	
	2019-20 450 hrs	\$14.45				6,503
	b. Klinger					
	2016-17 150 hrs	\$14.19	2,129			
	2017-18 150 hrs	\$14.35		2,153		
	2018-19 150 hrs	\$14.45			2,168	
	2019-20 150 hrs	\$14.45				2,168

APPENDIX VI (continued)

	School & Activity Position	<u>Units</u>	<u>2016-17</u>	<u>2017-18</u>	<u>2018-19</u>	<u>2019-20</u>
	c. Log College					
	2010-11 150 hrs	\$14.19	2,129			
	2011-12 150 hrs	\$14.35		2,153		
	2012-13 150 hrs	\$14.45			2,168	
	2013-14 150 hrs	\$14.45				2,168
8	<u>Dramatics</u>					
	a. William Tennent (Play)					
	Director	10	2060	2100	2150	2150
	Asst. Director	6	1236	1260	1290	1290
	Asst. Director	6	1236	1260	1290	1290
	1 Act Play	3	618	630	645	645
	b. William Tennent (Musical)					
	Director	20	4120	4200	4300	4300
	Choreographer					
	Orchestra Director					
	Vocal Director	47	9682	9870	10105	10105
	Lighting & Sound					
	Set Construction					
	Business Manager					
	c. Klinger					
	Director	12	2472	2520	2580	2580
	Asst. Director	10	2060	2100	2150	2150
	Lighting & Sound	4	824	840	860	860
	Set Construction	4	824	840	860	860
	d. Log College					
	Director	12	2472	2520	2580	2580
	Asst. Director	10	2060	2100	2150	2150
	Lighting & Sound	4	824	840	860	860
	Set Construction	4	824	840	860	860
9	<u>Mathletes</u>					
	a. William Tennent	5	1030	1050	1075	1075
10	<u>National Honor Society</u>					
	a. William Tennent	8	1648	1680	1720	1720
11	<u>Newspaper</u>					
	a. William Tennent	12	2472	2520	2580	2580

APPENDIX VI (continued)

	<u>School & Activity Position</u>	<u>Units</u>	<u>2016-17</u>	<u>2017-18</u>	<u>2018-19</u>	<u>2019-20</u>
12	<u>Student Council</u>					
a.	William Tennent	18	3708	3780	3870	3870
	Klinger	12	2472	2520	2580	2580
	Log College	12	2472	2520	2580	2580
13	<u>Year Book</u>					
a.	William Tennent					
	Sponsor	22	4532	4620	4730	4730
	Asst. Sponsor	11	2266	2310	2365	2365
14	<u>Publications</u>					
a.	Klinger					
	Sponsor	11	2266	2310	2365	2365
	Asst. Sponsor	7	1442	1470	1505	1505
	b. Log College					
	Sponsor	11	2266	2310	2365	2365
	Asst. Sponsor	7	1442	1470	1505	1505
15	<u>School "Spirit"</u>					
	William Tennent	15	3090	3150	3225	3225
16	<u>Scholastic Scholar Bowl</u>					
	William Tennent	12	2472	2520	2580	2580
17	<u>FBLA Club</u>					
	William Tennent	12	2472	2520	2580	2580
18	<u>Key Club</u>					
	William Tennent	18	3708	3780	3870	3870
19	<u>Synchronized Swimming</u>					
a.	Klinger	12	2472	2520	2580	2580
b.	Log College	12	2472	2520	2580	2580
20	<u>March Madness</u>					
1	a. Klinger	2	412	420	430	430
	b. Log College	2	412	420	430	430
2	<u>Elementary</u>					
	March Madness (per school)	2	412	420	430	430

**CO-CURRICULAR ACTIVITIES
ATHLETIC**

APPENDIX VI (continued)

	<u>School* & Activity Position</u>	<u>Units</u>	<u>2016-17</u>	<u>2017-18</u>	<u>2018-19</u>	<u>2019-20</u>
1	<u>Baseball and Softball</u>					
a.	High School Head	18	3708	3780	3870	3870
	Assistants (4 max)	48	9888	10080	10320	10320
b.	Middle Schools					
	2 Coaches (max)	22	4532	4620	4730	4730
2	<u>Basketball (boys & Girls)</u>					
a.	High School	30	6180	6300	6450	6450
	Assistants (4 max)	56	11536	11760	12040	12040
b.	Middle Schools					
	2 Coaches (max)	22	4532	4620	4730	4730
3	<u>Bowling (Boys & Girls)</u>					
a.	High School Head	8	1648	1680	1720	1720
4	<u>Cross Country (Boys & Girls)</u>					
	High School Head	18	3708	3780	3870	3870
	Assistant	13	2678	2730	2795	2795
5	<u>Faculty Manager</u>					
a.	High School					
	Fall, Winter, Spring (each)	16	3296	3360	3440	3440
	Summer	8	1648	1680	1720	1720
b.	Middle Schools					
	Fall, Winter, Spring (each)	11	2266	2310	2365	2365
	Summer	4	824	840	860	860
6	<u>Football</u>					
a.	High School					
	Head	39	8034	8190	8385	8385
	Asst. (4 max)	116	23896	24360	24940	24940
b.	<u>9th Grade Football</u>					
	Head	12	2472	2520	2580	2580
	2 Assistants	20	4120	4200	4300	4300

APPENDIX VI (continued)

	School* & Activity Position	<u>Units</u>	<u>2016-17</u>	<u>2017-18</u>	<u>2018-19</u>	<u>2019-20</u>
	<u>c. Middle Schools</u>					
	3 Coaches	32	6592	6720	6880	6880
	1 Coach	10	2060	2100	2150	2150
7	<u>Golf</u>					
	High School Head	12	2472	2520	2580	2580
	Assistant	10	2060	2100	2150	2150
8	<u>Hockey</u>					
	a. High School Head	18	3708	3780	3870	3870
	Assistants (4 max)	48	9888	10080	10320	10320
	b. Middle Schools					
	2 coaches	22	4532	4620	4730	4730
9	<u>Intramurals (boys & girls)</u>					
	a. High School					
	2016-17 540 hrs	\$14.19	7663			
	2017-18 540 hrs	\$14.35		7749		
	2018-19 540 hrs	\$14.45			7803	
	2019-20 540 hrs	\$14.45				7803
	b. Middle Schools					
	2016-17 100 hrs	\$14.19	1419			
	2017-18 100 hrs	\$14.35		1435		
	2018-19 100 hrs	\$14.45			1445	
	2019-20 100 hrs	\$14.45				1445
10	<u>Soccer (boys & girls)</u>					
	a. High School Head	20	4120	4200	4300	4300
	Assistants (4 max)	48	9888	10080	10320	10320
	b. Middle Schools (3 max)	32	6592	6720	6880	6880
11	<u>Swimming (boys & girls)</u>					
	a. High School Head	22	4532	4620	4730	4730
	Assistant	13	2678	2730	2795	2795
	Diving	10	2060	2100	2150	2150
12	<u>Tennis (boys & girls)</u>					
	High School Head	13	2678	2730	2795	2795
	Assistant	10	2060	2100	2150	2150
	Middle School Head	10	2060	2100	2150	2150

APPENDIX VI (continued)

	<u>School* & Activity Position</u>	<u>Units</u>	<u>2016-17</u>	<u>2017-18</u>	<u>2018-19</u>	<u>2019-20</u>
13	<u>Track - Sprin (boys & girls)</u>					
a.	High School Head	22	4532	4620	4730	4730
	Assistants (5 max)	58	11948	12180	12470	12470
b.	Middle School (2 max)	22	4532	4620	4730	4730
14	<u>Track - Winter (boys & girls)</u>					
	High School Head	17	3502	3570	3655	3655
	Assistant	10	2060	2100	2150	2150
15	<u>Volleyball (boys & girls)</u>					
a.	High School Head	18	3708	3780	3870	3870
	Assistants (2 max)	24	4944	5040	5160	5160
b.	Middle Schools 2 Coaches	22	4532	4620	4730	4730
16	<u>Wrestling</u>					
a.	High School Head	30	6180	6300	6450	6450
	Assistants (4 max)	56	11536	11760	12040	12040
b.	Middle Schools 2 Coaches	22	4532	4620	4730	4730
17	<u>Co- Curricular Nurse</u>					
	Middle Schools	10	2060	2100	2150	2150
18	<u>Lacrosse (boys & girls)</u>					
a.	High School Head	18	3708	3780	3870	3870
	Assistants (2 max)	26	5356	5460	5590	5590
b.	Middle Schools 2 Coaches	22	4532	4620	4730	4730

* The Middle School numbers are for each school, unless designated differently.

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