

**THREE YEAR AGREEMENT**

**BETWEEN**

**POTTSVILLE AREA SCHOOL DISTRICT**

**AND**

**POTTSVILLE AREA SCHOOL DISTRICT EDUCATION ASSOCIATION**

**TERM: JULY 1, 2022 TO JUNE 30, 2025**

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**ARTICLE I - RECOGNITION**

The Pottsville Area School District Education Association, hereinafter called the bargaining agent, is hereby recognized by the Pottsville Area School District, hereinafter called the Board, as the exclusive bargaining agent for all professional employees included in the bargaining unit as certified by the Pennsylvania Labor Relations Board, in its order of certification dated February 5, 1971, in Case #PERA-R-813-C., as amended in Case #V-81-214-E.

A professional employee, for the purposes of this Agreement, shall be any full-time professional employee, or part time professional employee hired for ninety (90) days or more, described in the certification, as amended, stated above.

**ARTICLE II - PROFESSIONAL EMPLOYEE RIGHTS**

No professional employee shall be disciplined without notice and just cause. Any such action asserted by the Superintendent or the Board shall be in accordance with the School Code.

Whenever any professional employee is required to appear at a meeting before the Superintendent or the Board, he or she shall be given prior notice of the reason therefor and shall be advised of the basis of the disciplinary action taken. If the primary purpose of said meeting is to advise the professional employee of the probability of his or her dismissal, as opposed to the investigation of allegations which may ultimately result in his or her dismissal, the professional employee shall be entitled to representation by a representative of the Association.

Grievances pertaining to this Article II shall not be arbitrable and therefore may not be submitted to arbitration. They may, however, be processed to Step IV of the Grievance Procedure, and in such event the answer of the Board at Step IV shall be final and binding on the parties.

It is agreed that this provision is not intended to limit the rights of the Superintendent or the Board to direct, select and assign personnel.

Every reasonable attempt will be made to avoid any criticism initiated by a supervisor, administrator, or Board member of the performance of professional duties by a teacher(s) from being made in the presence of students, parents, or in public gatherings.

### **ARTICLE III - GRIEVANCE PROCEDURE**

It is in the interest of the general public and the school children that both the Association and the Board serve, that grievances be reconciled and disposed of as expeditiously as possible. Accordingly, the parties agree that grievances, as defined in the Agreement, shall be resolved in accordance with the following Grievance Procedure.

## Grievance

A grievance is defined to mean a dispute, claim or complaint by a member or group of members of the Association arising under and during the term of this Agreement involving the meaning, interpretation or application of any express provision or provisions of this Agreement, and must be advanced for resolution within the deadlines and procedures hereinafter stated; provided, however, that a grievant shall not be obligated to advance his/her grievance until he/she has (or reasonably should have had) actual notice of the event he/she grieves.

### Step I

All grievances first shall be submitted to a representative designated by the Association for review and evaluation within ten (10) school days of the event or occurrence giving rise to the grievance. This review shall include an opportunity for the administration to present its position to the Association's grievance committee as a whole prior to any grievance being submitted to the Board. If this action fails to resolve the grievance, the grievance then may be processed as provided in Step II, and in such event, must be submitted to the first level supervisor not later than twenty (20) school days after the event or occurrence which gave rise to the grievance.

### Step II

The member or members initiating the grievance may present the grievance verbally to the first level supervisor (high school principal, middle school principal, or elementary principal), who shall give his or her answer verbally within five (5) school days after presentation of the grievance.

### Step III

If the answer in Step II fails to resolve the grievance to the satisfaction of the grievant(s), the grievance may, within ten (10) school days after receipt of the answer in Step II, be referred to the Superintendent, in writing, on a form to be provided by the Board. The Superintendent shall give his/her answer in writing, within ten (10) school days after his receipt of the grievance.

### Step IV

If the action in Step III fails to resolve the grievance to the satisfaction of the grievant(s), the grievance may, within ten (10) school days after the receipt of the answer in Step III, be referred to the Board by presentment to the Secretary of the Board. The Board then shall give its answer, in writing, within thirty (30) days after receipt of the grievance by the Secretary of the Board.

### Step V

If the action in Step IV fails to resolve the grievance to the satisfaction of the Association, it may, unilaterally and without approval by the Board, within thirty (30) days after receipt of the Board's written answer, advance the same to final and binding arbitration as provided under Section 903 of the Public Employee Relations Act, by advancing a request for the appointment of an arbitrator to the Pennsylvania Bureau of Mediation.

Grievance information shall not be part of the file of any professional employee.

### Arbitration

Each case shall be considered on its merits and the collective bargaining agreement shall constitute the basis upon which the decision shall be rendered. The decision at Steps I and II

shall not be used as a precedent for any subsequent case. The failure of the grievant to exhaust all remedies under this Grievance Procedure, or to comply with the time limits set forth herein, shall be deemed a waiver or abandonment of the grievance and the grievance shall be automatically closed on the basis of the last disposition.

The arbitrator shall neither add to, subtract from, or modify the provisions of this Agreement. The arbitrator shall confine himself/herself to the precise issue submitted for arbitration and shall have no authority to determine any other issues not so submitted to him/her. In the event the arbitrator finds that he/she has no power to rule on the grievance, the matter shall be referred back to the parties without comment, recommendation, or decision by the arbitrator on the merits of the matter.

The decision of the arbitrator shall be final and binding on both parties, except where the decision would require an enactment of legislation, in which case it shall be binding only if such legislation is enacted. The arbitrator shall be requested to issue his/her decision within thirty (30) days after the hearing or receipt of the transcript of the hearing.

All of the time limits contained in this Article may be extended by mutual agreement. The granting of an extension at any step shall not be deemed to establish any precedent.

All fees and expenses of the arbitrator shall be divided equally between the parties. Each party shall bear the costs of preparing and presenting its own case. Either party desiring a record of the proceedings shall pay for the record and make a copy available without charge to the arbitrator provided that a party which declines to pay its share of the cost of a transcript shall have no right or privilege of examining the transcript.

### Year-End Grievances

In the event a grievance is filed at such time that it cannot be processed through all the steps in this Grievance Procedure prior to the last scheduled teacher day of the school year, the same time limits shall prevail. For such year-end grievances, school days will be considered the same as weekdays excluding holidays, Sundays and Saturdays.

### **ARTICLE IV - MEET AND DISCUSS**

There may be four (4) scheduled meet and discuss meetings during a year at mutually agreeable times.

The Association may have seven (7) members present. The Board or a committee of the Board and the Superintendent shall be present; the solicitor may be present. An agenda shall be submitted by the Association ten (10) days prior to the meeting.

### **ARTICLE V - SAVINGS CLAUSE**

In the event any provision of this Agreement is found to be in conflict with the Public-School Code of 1949 or the Public Employee Relations Act of 1970 (Act 195) or any other applicable constitutional statutory or regulatory provision, such statute or provision shall govern, and the conflicting portion of this Agreement shall be considered null and void, but the remainder of this Agreement shall remain in full force and effect.



## **ARTICLE VI - LEAVES AND ABSENCES**

### **A. PAID LEAVES OF ABSENCE**

1. Personal Leave Days. Professional employees shall be afforded four (4) personal days of absence during the school year, provided that the day desired is properly requested at least three (3) school days in advance, and provided further that no personal days shall be permitted for the purpose of engaging in services or activities for which remuneration or compensation in any form will be paid. Professional employees who are employed by the District for six (6) or more years receive five (5) personal days.

No more than four (4) professional employees from each organizational unit (elementary center K through 4; middle school grades 5 through 8; high school grades 9 through 12) shall be permitted to be absent on any day for a personal day. The employee shall not be required to explain the reason for any personal leave day.

The requirements, as to notice and number of employees absent, may be waived by the employee's supervisor on a case-by-case basis.

Employees shall be permitted to carry over unused Personal Leave Days from year to year, provided that no employee shall begin a school year with more than ten (10) Personal Leave Days. Personal leave days in excess of ten (10) at the start of any school year shall be added to the employee's unused sick time, and shall thereafter be treated as unused sick leave days and not personal leave days.

2. Death of a Relative. For death in the immediate family (parent, step-parent, spouse, parent-in-law, brother, sister, son, daughter, or grandchild) leave of absence from the date of death to and including the day after the funeral, but not to exceed five (5) teaching days will be allowed without deduction of salary.

For the death of a near relative of the employee or the employee's spouse (grandparent, first cousin, aunt, uncle, niece, nephew, grandparent-in-law, brother-in-law, sister-in-law, daughter-in-law, or son-in-law), one day's absence for attendance at the funeral without deduction of salary will be allowed.

A "near relative" as defined above, or any other person who makes his/her home with the employee, qualifies as "Immediate Family" which permits up to five (5) days as outlined above.

3. Leaves for Legal Procedures.
  - (a) All professional employees when called for jury duty in any of the courts of this Commonwealth or in a federal court, and by reason thereof, be absent from their regular duties as school employees, shall be entitled to receive compensation from the Board while serving on such jury duty to an amount equal to the difference between their full salary or wages as a school employee and the amount of pay received for serving as jurors.
  - (b) All professional employees who shall be required to attend a court of law by reason of having been served a subpoena, and by reason thereof, be absent from their regular duties as a professional employee, shall be

entitled to receive compensation from the Board while appearing as such witnesses, to an amount equal to the difference between the full salary or wages as professional employees and the amount received for witness fees.

4. Military-Reserve Duty. All professional employees who are members either enlisted or commissioned of any reserve component of the United States military or naval forces or Pennsylvania National Guard Forces shall be entitled to leave of absence from their respective duties without loss of pay, time, other benefits, or efficiency rating, on all days not exceeding fifteen (15) in any one year during which they shall, as members of such reserve components, be engaged in the active service of the United States or in field training ordered or authorized by the federal forces.
5. Sick Leave.
  - (a) In any school year whenever a professional employee is prevented by illness or accidental injury from following his/her occupation, the Board shall pay to said employee for each day of absence, the full salary to which the employee is entitled as if said employee were actually engaged in the performance of duty, for a period of ten (10) days. Any such unused sick leave shall be cumulative from year to year in the school district of current employment or its predecessors without limitation. No employee's salary shall be paid if the accidental injury is incurred while

engaged in remunerative work unrelated to school duties.

- (b) In case of absence because of illness or disability in excess of accumulated sick leave, the difference between the employee's salary and the amount scheduled for payment to a substitute teacher shall be paid to the absented employee for sixty (60) days in the current school year. The sixty (60) days' leave is not cumulative from year to year. The deduction for the payment to a substitute teacher will be based on the board approved daily rate for a substitute teacher.
- (c) Sick Leave Bank. The Bargaining Unit may establish a sick leave bank for its members, subject to the following terms and conditions:
  - [1] Members eligible to participate in the sick leave bank should be professional employees employed in the Pottsville Area School District who have accrued a minimum of thirty (30) sick leave days as of the beginning of the applicable school year.
  - [2] Each such member shall have the opportunity of transferring sick leave days to the sick leave bank, as needed.
  - [3] Only such members who contributed to the sick leave bank shall be permitted to participate in the program.
  - [4] Contributions to the sick leave bank should be made at the beginning of the school year so that the available sick leave days in the bank during the school year will be known.

- [5] All days contributed to the sick leave bank shall be cumulative from year to year. Once a sick leave day has been contributed to the sick leave bank, the contribution shall be deemed irrevocable.
- [6] Members of the sick leave bank shall be required to exhaust their own accumulated sick leave days prior to being permitted to draw on the sick leave bank.
- [7] A Board of Trustees shall be established to administer the sick leave bank and its program, which shall consist of two (2) members appointed by the Association (both of whom shall be teachers in the Pottsville Area School District), and two (2) members of the Board, and the school physician. The Board of Trustees shall prepare appropriate guidelines or rules and regulations and have the responsibility for disbursing sick leave days from the bank to members.
- [8] The Board of Trustees shall take every precaution to assure that the sick leave and sick leave bank policies are not abused, and are administered and applied in a fair and equitable manner to accomplish the policies of the sick leave bank.
- [9] The sick leave bank shall have as its primary purpose the protection of the employee from catastrophic or long-term illness or disabilities which exhaust otherwise available sick leave days.

Catastrophic shall pertain to extraordinary and/or life-threatening circumstances and shall not pertain to routine illness/surgery.

Long term shall be defined as a period of more than 35 working days.

[10] There shall be excluded from the permissible use of the sick leave bank days injuries or illness covered by workers' compensation, any other disability type insurance paid for by the School District in whole or in part, or any illness or disability resulting from other employment engaged in by an employee.

[11] At the end of each school year, professional employees may submit a letter requesting reimbursement for 5 days or less of accumulated sick leave at a rate of \$75 per day if they meet the following: The professional employee must have 60 or more accumulated sick leave days. The professional employee must have used 5 or less sick leave days in said school year. The lump sum payment shall be deposited in a 403(b) or 457 account or into an HSA account up to the IRS limit.

6. Sabbatical. Eligibility: ten (10) years of service with at least five (5) consecutive years of service in the Pottsville Area School District, unless the Board shall allow a shorter time. Purpose: for restoration of health, study or at the discretion of the Board for other purposes. The person on leave shall receive one-half (1/2)

of his or her regular salary and all other benefits during the period he/she is on sabbatical leave.

Every employee, while on sabbatical leave, shall be considered to be in regular full-time daily attendance in the position from which the sabbatical leave was taken, during the period of said leave, for the purpose of determining the employee's length of service and the right to receive increments, as provided by law. The Board shall have the right to make such reasonable regulations as are necessary to make certain that an employee on leave shall use such leave properly for the purpose for which it was granted requiring reports from the employee on leave in such manner as is necessary.

7. Conferences. Request for approval for attendance at professional conferences must be submitted through the respective principal in advance of the event. If approved, the employee will be reimbursed for actual direct, reasonable and necessary expenses incurred, which are itemized and verified, and there will be no loss of pay or other benefits for time spent in attending said conferences.
8. Association Days. Up to three (3) days per year paid leave of absence shall be granted to the Association president or his/her designee for Association business not covered under Conferences (paragraph 7, Article VI, section A). Up to five (5) additional days per year paid leave of absence shall be granted to any employee who is a member of the PSEA Board of Directors. Prior approval shall be received from the Superintendent, and the Association shall reimburse the

board for the salary of the substitute for Association days.

B. UNPAID LEAVES OF ABSENCE

1. Military - Active Duty. In time of war or during a state of national emergency, all professional employees who volunteer for military or naval service shall be considered to be on a leave of absence for the entire duration of such service. All rights and privileges shall be reserved to each employee if the employee agrees in writing to return to employment in the district for at least one year after completion of military leave.
2. Child-Rearing Leave. Professional employees shall be provided with child-rearing leave under the following provisions:
  - (a) The beginning date for child-rearing leave shall be determined jointly by the employee's physician and the employee. Whenever possible, the employee shall notify the District, in writing to place on the Board's agenda, no less than sixty (60) calendar days prior to the beginning date of the child-rearing leave. A professional employee must utilize the District leave forms and procedures.
  - (b) An employee may return to work seven (7) days after the employee notifies the District, in writing, of his/her intent to return. Each professional employee shall present a doctor's certificate of his/her fitness to return to work.
  - (c) A professional employee on child-rearing leave may elect to be paid



during child-rearing leave for any number of days not exceeding the total of accumulated sick leave days, on the date child-rearing leave commenced. The number of days for which the professional employee elects to receive pay under this provision shall reduce the number of accumulated sick leave days available for sick leave. The parties agree that this subparagraph (3) of Article VI, section B, paragraph 2, is intended solely to permit professional employees to elect to use sick leave days as a means of being compensated during child-rearing leave, which would otherwise be an unpaid leave; and does not, in any manner, constitute any inference, suggestion or agreement, nor do the parties intend it to constitute any inference, suggestion or agreement, that child-rearing leave is a leave for sickness, illness, injury or disability reasons.

- (d) Upon return from child-rearing leave, a professional employee shall be reinstated to a position in accordance with the School Code.
- (e) For salary step basis, the employee shall be credited with a full year of service if the employee was actively employed for at least a semester (90 student days as originally scheduled) or its equivalent in length of time during the school year. Student days are defined as those including sick and personal days.
- (f) A professional employee who adopts a child of pre-school age, may choose to take a leave of absence from service as a professional employee

for a period not to exceed that to which the professional employee would be entitled under this Agreement if instead of adopting a child, a professional employee had given birth.

- (g) The maximum period of any child-rearing leave shall be one (1) year from the beginning date of child-rearing leave or delivery date, whichever occurs first. Upon request of the employee, the Board, at its discretion, may extend child-rearing leave.
- (h) The employee shall be permitted to continue any or all fringe benefits available by remitting the cost of these benefits to the District.

3. Personal Leave of Absence without Pay. A professional employee may make written application for a personal leave of absence without pay as hereinafter defined, which may be granted by the Board in its discretion.

Leaves under this provision shall mean personal leaves of up to one (1) year and shall include, but not by way of limitation, leaves for the following reasons:

- (a) Because professional employees become parties to any court action, civil or criminal.
- (b) For professional employees to engage in professional study at an accredited college or university.
- (c) For professional employees to serve as an officer of the state or national association or on their staffs.

(d) For the purpose of campaigning for, or service in, a public office.

All benefits to which a professional employee was entitled at the time his or her leave commenced will be continued for leaves of not more than four (4) weeks. For leaves of more than four (4) weeks, professional employees may maintain these benefits by assuming the costs of the same. In this connection, it is specifically understood that a leave granted under this provision for one (1) semester (90 student days as originally scheduled) or for the entire school year shall not entitle a professional employee to a step increment under the salary schedule for the school year during which such a leave occurred.

Requests for extension of such personal leaves shall be made in writing to the Board at least four (4) weeks prior to the termination of the initial leave, and may be granted or denied at the discretion of the Board. Seniority, unused accumulated sick leave, and credits toward sabbatical eligibility shall be continued as if such personal leave had never been taken.

## **ARTICLE VII - EMPLOYEE BENEFITS**

### **A. EXTRACURRICULAR AND CO-CURRICULAR ACTIVITIES**

1. All extracurricular and co-curricular positions will be listed on a schedule as part of the Collective Bargaining Agreement. Any such position created during the term of an existing contract shall have a minimum starting salary as negotiated

between the Board and the Association. Thereafter, the position and minimum salary will be scheduled in subsequent contracts.

2. Voluntary teacher participation in extracurricular and co-curricular activities shall be compensated over the life of this new Agreement according to those salaries set forth in Appendix B, attached hereto and made a part of this Agreement.
3. Extracurricular and co-curricular positions shall be filled for a period of one (1) year at the discretion of the Board as per established practice.
4. The attached Appendix B column listing "Minimum Salary" shall not exceed the salary of a current position for the length of this Agreement. The Board shall have the right to hire a new person at or above the Minimum Salary but with the condition listed above. If the same person is rehired by the Board for subsequent years under this Agreement, such person's salary shall be increased as listed in Appendix B.
5. The salary columns for the term of this Agreement shall apply only to those persons currently in such positions, provided such persons are re-hired at the discretion of the Board.
6. Payment for participation in the supervision or administration of intramurals shall be as set forth in Appendix B for the term of this Agreement.
7. Payment for participation as a class advisor shall be as set forth in Appendix B for the term of this Agreement.
8. All bargaining unit members and other persons holding any of these positions will

be in attendance for the duration of all activities and events assigned, except in approved absences. These positions are non-tenured, and each position and appointee is subject to evaluation annually to determine if the position and/or appointee will be retained.

9. Personnel will be notified in writing of their salaries for the position upon appointment/reappointment to the position(s).
10. An Extracurricular Review Committee (ERC) comprised of the Superintendent of Schools, the High School Principal, the Middle School Principal, the Athletic Director(s), the PASDEA President or his/her designee, a member of the PASDEA negotiations committee and two additional bargaining unit members from the activity positions to be determined by PASDEA, may convene once annually and at other times as the Superintendent may determine, to review extra and co-curricular positions and salaries and make recommendations for subsequent School Board action. If a new position is created by the employer, the salary for the position will be recommended to the employer by the Superintendent with the approval of the Association.
  - (a) Coaches for the following positions will be eligible for post season pay, as set forth in Appendix B, following the end of the regular season and league championship: Football, Boys and Girls Soccer, Baseball, Softball, Boys and Girls Basketball, Boys and Girls Volleyball, Golf, Boys and Girls Track.

- (b) Coaches for the following positions will be eligible for post season pay as set forth in Appendix B only after the regular season and District Meets are completed: Boys and Girls Swimming, Boys and Girls Tennis, Boys and Girls Cross Country, Wrestling.
- (c) Coaches for Math Counts, Spelling Bee, and Quiz Bowl will only be eligible for post season pay following local competition.
- (d) The pay rates listed in Appendix B are for full week participation in post season pay. In the event that a team competes in less than a full week, then the coaches shall be paid a rate equal to one half of the week's rate for days one through three.
- (e) In the event that a team competes in a game/match/meet, and the season is extended between four to seven days, a full week's pay will be made.
- (f) Cheerleading instructors, yearbook and newspaper advisors, band directors, majorette director and scouts will only be paid the amount listed in Appendix B for participation on the day of the event.

11. Increase in extra-curricular & co-curricular stipends as follows:

- Year 1 - \$200
- Year 2 - \$100
- Year 3 – \$50

B. INSURANCE

1. Medical – As of January 1, 2023

- (a) QHDHP 1500/3000 as attached in Appendix C of this agreement
- (b) Employees shall receive the following contribution from the District into a Health Savings Account (HSA):
  - 2023: 75% of the total deductible deposited into the account in equal installments the first week of January 2023 and the first week of July 2023
  - 2024: 50% toward the deductible deposited into the account equal installments the first week of January 2024 and the first week of July 2024
  - 2025: 50% of the deductible deposited into the account equal installments the first week of January 2025 and the first week of July 2025
- (c) Any employee hired subsequent to the ratification of this agreement shall receive:
  - 75% in year 1
  - \$50% in year 2
  - 50% in year 3

This section is grandfathered into the next contract for anyone hired under this contract.

- (d) Any new employee hired mid-year shall receive a pro-rated deposit into his/her HSA account. Any employee resigning will receive a pro-rated share or reimburse the school district through a balance of contract meeting or within thirty (30) days of resignation or otherwise face legal action.
- (e) Affordable Care Act: If through the Affordable Care Act, an excise tax is implemented or if there is danger of reaching the established thresholds, the parties agree to meet and explore possible cost savings measures. These discussions are exploratory and non-binding.
- (f) Premium Share: Employees will pay the following premium share from each paycheck during 2023-2025:
- Single - \$28.00
  - 2-Person- \$41.00
  - Family - \$44.00
- (g) Employees are eligible to participate in an IRS Section 125 Plan, which allows pre-tax dollars to be set aside for premium co-payments, anticipated medical, dental, vision/hearing and prescription expenses not paid by health insurance, elder care and child care payments, all up to the IRS maximum limit. Employees must elect pre-tax spending option(s) prior to January 1. The Plan year will be October 1 through September 30 of each year. There will be one Open Enrollment period each year prior to October 1.



2. Dental Insurance. The District shall provide for professional employees and dependents, a Pennsylvania Blue Shield Prepaid Dental Care Protection - Schuylkill County Plan, Basic Dental 100%, including Rider A - 80% Supplemental Basic.
3. Group Life Insurance. The District shall provide group life insurance coverage in the amount of \$25,000.00 for each professional employee. Said insurance is to contain accidental death and dismemberment rider and a convertibility feature.
4. Optical/Vision Insurance. The District shall provide for vision and optical protection through the PSEA Health and Welfare Fund, subject to the terms, conditions and limitations contained in the plan for professional employees and dependents.
5. Tax Shelter Annuity. This plan shall be available to all full-time employees of the School District by means of payroll deduction. Such annuities will be mutually acceptable to the District and the Association.
6. Health Care Opt-Out Provision. Employees who are eligible to receive health care benefits through this agreement who decline coverage shall receive an annual payment of \$5,000. In cases where both spouses who are employed by the Pottsville Area School District, the family shall be entitled to one 2-person or family health care plan and are not eligible for the opt-out payment. Employees may only opt out during open enrollment or at the occurrence of a qualifying life changing event. The payment shall be paid out as follows: \$2,500 on the first

payroll date in December and \$2,500 on the second payroll date in June. If an additional 1- 4 employees opt out, the annual payment is \$6,000. If an additional 5 or more employees opt out, the annual payment is \$7,000.

C. SEVERANCE

Any teacher with ten (10) or more years of PSERS service in the Pottsville Area School District will be granted a retirement severance in addition to the increments to which he/she may otherwise be entitled to for his or her final year's salary. The amount of the retirement severance shall be:

- Members who have accumulated 250 or more days shall be reimbursed \$90.00 for each unused sick day.
- Members who have accumulated 200 to 249 sick days shall be reimbursed \$60.00 for each unused sick day.
- Members who have accumulated 100 to 199 sick days shall be reimbursed \$45.00 for each unused sick day.
- Members who have accumulated 1 to 99 sick days shall be reimbursed \$35.00 for each unused sick day.

Payment will be made in accordance with paragraph E.

D. RETIREMENT INCENTIVE

1. A lump sum payment of \$15,000.00 will be granted at the end of the school year to the professional employee retiring and having served twenty-five (25) PSERS years as an educational professional with ten (10) PSERS/PASD years as a professional employee within the Pottsville Area School District. Thereafter, there shall be a deduction of \$1,000.00 per year for every year of PSERS service over the twenty-seven (27) years.

2. The following will expire after year 1 of the contract: A lump sum payment of \$15,000 will be granted at the end of the school year to any retiring professional employee without any deduction.

E. UNUSED SICK LEAVE SEVERANCE/RETIREMENT INCENTIVE

A mandatory 403(b) plan will be provided to shelter any compensation received for unused sick leave and retirement incentive pursuant to ARTICLE VII paragraphs C and D. It will be the retiree's responsibility to complete all paperwork with an approved 403(b) plan vendor and submit it to the school district payroll office. The School District shall make a non-elective employer contribution to the employee's 403(b) retirement plan for all unused sick leave and retirement severance. The employee shall receive no cash option.

F. PAYMENT FOR CREDITS

Professional employees shall be reimbursed on a per-credit basis for all pre-approved credits successfully completed and verified, on the following basis and on the following terms and conditions:

1. For actual cost of credits, maximum payment for credits shall be the maximum cost per graduate credit at Penn State University, University Park.
2. Prior approval for the pursuit of the credits must be obtained from the Superintendent. Teachers may take courses over the Internet or by correspondence, provided such courses have the prior approval of the Superintendent. The fact that Internet and/or correspondence courses were

approved by the Superintendent in the past does not mean that they will be approved hereafter.

3. Reimbursable credits must contribute to professional growth in the field of teaching. Courses must be such as will enhance professional growth, as determined by the Superintendent.
4. A maximum of nine (9) credits shall be reimbursable to any one professional employee in any school year. Payment for more than nine (9) credits in a school year may be approved at the discretion of the Superintendent. Any teacher who fails to return for:
  - one (1) full school year will reimburse the District one hundred percent (100%) for payment of educational credits
  - two (2) school years will reimburse the District for one hundred percent (100%) for such educational credits
  - three (3) full school years will reimburse the District seventy-five percent (75%) of such educational credits.

The former employee is required to make payment in full within thirty (30) days of demand from the District or otherwise face legal action.

5. Evidence of successful completion of pre-approved credits must be presented prior to reimbursement. Payment for credit reimbursements shall be made thirty (30) days thereafter.

Payment will be as follows: 100% for grades A and B, 50% for grade C, 100% for

Pass in a Pass/Fail grading system. Any grade lower than a C will not be reimbursed.

6. Movement to the next column, if any, shall be on July 1st or September 1st of the calendar year in which the advance step was achieved.

G. COMBINED DUES OF ASSOCIATION

The School District, upon receipt of signed authorization by the employee, shall provide for payroll deductions of dues payable to the treasurer of the Association. All such dues shall be deducted on a uniform basis and such deductions shall be made in sixteen (16) consecutive equal payments on each payday, beginning in October or November of each year. If an employee leaves the School District before all such payroll deductions have been made, all remaining dues shall be taken from the last pay the employee shall receive from the School District and transmitted to the treasurer of the Association.

The School District shall not be liable for the remittance or payment of any sums other than those constituting actual deductions made, and if for any reason it fails to make a deduction for any employee as above-provided, upon notice from the Association it shall make that deduction from the employee's next pay from which Association dues and initiation fees are normally deducted. If the School District in error makes an overpayment to the Association, the School District shall deduct that amount from its next check.

The Association hereby agrees to indemnify, defend and save the School District

harmless against any and all claims, demands, suits and any other forms of liability that may or shall arise out of or by reason of any action taken by the School District for the purpose of complying with any of the provisions of this provision or in relying on any list, notice, or authorization furnished by the Association under these provisions.

H. HOMEBOUND INSTRUCTION

Payments of \$35.00 per hour will be made to any professional employee engaged in approved homebound instruction during the duration of this contract.

I. REIMBURSEMENT FOR TRAVEL EXPENSES

Teachers required, in the regular course of their duties, to drive personal automobiles from one school building to another, shall receive a car allowance at the approved IRS rate. Commuting shall not be considered in this allowance. The same allowance shall be given for use of personal automobiles for field trips or other business of the Board approved by the Superintendent. The Board shall provide liability insurance protection for employees when their personal automobiles are used as provided in this section.

J. CREDIT UNION DEDUCTION

The School District, upon receipt of a signed authorization from the employee, in the form approved by the School District, shall make payroll deductions for any professional employee desiring to make deposits in the Hidden River Credit Union. Such signed authorization shall specify a uniform amount to be withheld from each paycheck and shall remain in effect until revoked or canceled by written notice from the employee.

## **ARTICLE VIII - WAGES AND SALARY PROVISIONS**

- A. All professional employees shall be on duty a maximum of seven (7) hours per day exclusive of the lunch period.
- B. The salary schedule referred to herein shall be for a term of not more than 184 days, which term shall include no more than 180 pupil days. Credit for "teacher days" will be given for in-service days, orientation days, after-school departmental and grade-level meetings, and for any other meetings called by or authorized by the Administration.
- C. Salaries of all full-time professional employees shall be divided by 26 and paid on alternate Fridays beginning on the first pay period in September for the term of the contract.
- D. Regular part time professional employees (those hired for 90 days or more during the school year) shall be paid the proper proportion of the First Step of the Bachelor Salary Schedule. If a regular part time professional employee is rehired in the second year for ninety (90) days or more, such employee shall be paid the proper proportion of the Second Step of the Bachelor Salary Schedule.
- E. The parties agree that wages and salaries to be in effect during the term of this Agreement are accurately reflected in Appendix A be made part of this Agreement, and that the schedule of wages and salaries set forth in Appendix A, shall be the schedule which shall remain in force for the period of this Agreement. The steps on the Salary Schedule no longer have any relation to an employee's years of service or to the steps reflected on the Salary Schedules under prior agreements between the parties. They are now intended

solely to show the compensation payable to an employee who is assigned to a designated salary step. Each employee shall move up one step for 2022-2023, 2023-2024, and 2024-2025 within this Agreement. There will be no teachers outside the last step on the schedule.

- F. The District is free to offer such amounts above the minimum amount as the Board shall deem appropriate in its discretion.
- G. The parties agree that all regularly scheduled school holidays shall remain as holidays regardless of the number of days cancelled due to inclement weather conditions. Snow make-up days are not considered school holidays for the purposes of this section. For clarification purposes, unless otherwise agreed by the PASDEA, the Friday before and the Monday after Easter are designated as days off not subject to snow make-up designation.
- H. The following days shall be half-days for students: Wednesday before Thanksgiving, the final school day before Christmas Break, the final school day before Spring Break, the final day of the school-year. Bargaining Unit members shall be permitted to leave after the building principal or designee has confirmed that all students have departed the school grounds.
- I. Virtual teaching/learning:
  - Year 1 - \$600/semester, teacher option
  - Year 2 - \$600/semester, synchronous learning with recorded lessons (required)
  - Year 3 – no stipend for synchronous learning with recorded lessons (required)



- Total number of students in a section with in-person and virtual learners will not exceed 30 students.

#### **ARTICLE IX - DAYS NOT CHARGED**

Absence due to occupational disability which is determined to be compensable under the Pennsylvania Workers' Compensation Law shall not be charged against an employee's sick leave days. In such event, during the period when an employee is receiving workers' compensation benefits up to a maximum time of one (1) year, whichever is less, the Board shall pay to such employee the difference between the statutory workers' compensation benefits received by such employee and the regular earnings such employee would have earned, if any, had he been regularly employed during such period.

In the event the disability is the direct result of an assault of the employee while acting in the discharge of his or her duties, the reasonable cost of any loss, damage or destruction from the assault to his/her clothing shall be reimbursed to the professional employee.

#### **ARTICLE X - NO LOCKOUT - NO STRIKE - ZIPPER CLAUSE**

Both parties agree to faithfully abide by the provision of Pennsylvania Public Bargaining Law, Act 195 and the School Strike Reform Law, Act 88. As a condition of the various provisions of this Agreement to which the parties have agreed, the Board pledges that it will not conduct or cause to be conducted a lockout during the term of this

Agreement and the Association pledges that members of the Bargaining Unit will not engage in a strike (as that term is defined in Act 195) during the term of this Agreement.

The parties agree that all negotiable items have been discussed during the negotiations leading to this Agreement and that no additional negotiations on this Agreement will be conducted on any item, whether contained here or not, except by mutual consent.

#### **ARTICLE XI - SUSPENSIONS AND FURLOUGHS: REDUCTIONS IN STAFF**

##### **A. SUSPENSIONS AND FURLOUGHS**

Subject to the provision of section B of this Article, suspensions and furloughs (reductions in staff), realignments and retentions (bumping) and reinstatements (recalls or re-employments) shall be governed under this Agreement in accordance with Sections 1124 and 1125.1 of the Public-School Code of 1949, as amended, the provisions of which are hereby incorporated by reference into and are deemed a provision of this Agreement.

##### **B. ELECTION OF REMEDIES**

The parties acknowledge that a decision to furlough, suspend or take any other action under Sections 1124 and 1125.1 of the Public-School Code is now established as an adjudication under the Local Agency Law, which provides any teacher suspended or furloughed with the right to a local agency hearing. The parties also acknowledge that any such decision or action, because of the inclusion of this Article XI in this Agreement, may also be the subject matter of a grievance as defined in this Agreement. It is the

intention of the parties that, in the event that any teacher affected by any such decision or action (the grievant) chooses to contest the same, such contest shall be instituted and processed at the election of the grievant either by way of a local agency hearing or under the Grievance Procedure, but not both. Accordingly, the parties agree that:

1. If a local agency hearing is requested before a grievance is initiated under the Grievance Procedure, the grievant shall not be entitled to institute proceedings under the Grievance Procedure, all rights to do so being waived by the exercise of the election to utilize the local agency procedure;
2. If a grievance is filed under the Grievance Procedure prior to the institution of any local agency proceedings, the grievant shall not be entitled to request or initiate proceedings under the Local Agency Law, all rights to do so being waived by the exercise of the election by the grievant to utilize the Grievance Procedure. The Association agrees that it will in all cases make a full and complete disclosure to the grievant or teacher affected by the decision or action to suspend or furlough, of all of the consequences of the Election of Remedies set forth above, and that by making the election, the grievant and/or teacher will be precluded from contesting any such action or decision to furlough and suspend through the local agency hearing or Grievance Procedure, as the case may be, whichever is the proceeding not elected.

## **ARTICLE XII - TERM OF AGREEMENT**

The term of this Agreement shall be for four (4) years beginning on July 1, 2022 and shall continue in full force and effect until June 30, 2025 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 signature thereto. All terms, conditions and language not noted herein shall remain unchanged and in full force for the remainder of this agreement.

## **ARTICLE XIII – DIRECT DEPOSIT**

Each member of the Association covered by this agreement as a dues paying member agrees and consents that the payment of all amounts due and payable under and pursuant to the terms of this Agreement shall be paid to each member by means of direct deposit to a bank or other financial institution as identified by each professional employee. Each professional employee agrees that they will provide the District with the name of such financial institution and any and all other information necessary for the District to accomplish the direct deposit of all amounts due and payable under this agreement.

## **ARTICLE XIV – EVALUATION OF PROFESSIONAL EMPLOYEES**

All Professional Employees of the Pottsville Area School District shall be evaluated based on the following schedule:

### **Temporary Professional Employees (non-tenured)**

Formal Observation twice per year until tenure is attained.

### **Professional Employees**

- a.) Formal Observation once every three (3) years as prescribed by the Pennsylvania Department of Education.
- b.) During the years where formal observation is not required by the Pennsylvania Department of Education, the Professional Employee shall have the choice of one of the following methods of evaluation each year
  - Peer Evaluation OR
  - Self-Evaluation OR
  - Portfolio Review OR
  - Formal Observation
- c.) Professional Employees who are in their first year in a new position shall be formally observed during that year.

**EXECUTION DATE AND SIGNATURE**

This Agreement is made and entered into this 13th day of July 2022, by and between the Pottsville Area School District and the Pottsville Area School District Education Association.

POTTSVILLE AREA  
SCHOOL DISTRICT

POTTSVILLE AREA SCHOOL DISTRICT  
EDUCATION ASSOCIATION

By: \_\_\_\_\_

By: \_\_\_\_\_

ATTEST:

ATTEST:

\_\_\_\_\_  
Secretary

\_\_\_\_\_  
Secretary

WITNESS:

\_\_\_\_\_

\_\_\_\_\_

## APPENDIX A SALARY SCHEDULE

All Bargaining Unit Members, shall move one step on the first pay period of September of the contract years of 2022-2023 (except those at step 15), 2023-2024 and 2024-2025.

| To Top | Step | B        | B + 15   | M        | M+15     | PhD      | 2022-2023 |
|--------|------|----------|----------|----------|----------|----------|-----------|
| 14     | 1    | \$41,000 | \$47,600 | \$49,600 | \$51,700 |          |           |
| 13     | 2    | \$41,500 | \$48,100 | \$50,100 | \$52,200 | \$57,187 | *         |
| 12     | 3    | \$42,000 | \$48,600 | \$50,600 | \$52,700 |          |           |
| 11     | 4    | \$42,500 | \$49,100 | \$51,100 | \$53,200 |          |           |
| 10     | 5    | \$43,000 | \$49,600 | \$51,600 | \$53,700 |          |           |
| 9      | 6    | \$43,000 | \$51,297 | \$53,382 | \$55,388 |          |           |
| 8      | 7    | \$43,000 | \$52,968 | \$55,029 | \$57,151 | \$66,562 | *         |
| 7      | 8    | \$43,000 | \$54,990 | \$57,071 | \$59,193 |          |           |
| 6      | 9    | \$43,000 | \$57,283 | \$59,186 | \$61,298 | \$70,312 | *         |
| 5      | 10   | \$43,000 | \$59,621 | \$61,589 | \$63,695 |          |           |
| 4      | 11   | \$43,000 | \$61,789 | \$63,886 | \$66,083 |          |           |
| 3      | 12   | \$43,000 | \$64,958 | \$66,925 | \$68,772 |          |           |
| 2      | 13   | \$43,000 | \$67,777 | \$69,898 | \$72,301 |          |           |
| 1      | 14   | \$43,000 | \$71,007 | \$73,015 | \$75,493 |          |           |
| 0      | 15   | \$43,000 | \$74,605 | \$76,523 | \$77,620 |          |           |
|        |      |          | \$75,105 | \$77,023 | \$78,120 |          | Off Step  |

| To Top | Step | B        | B + 15   | M        | M+15     | PhD      | 2023-2024 |
|--------|------|----------|----------|----------|----------|----------|-----------|
| 15     | 1    | \$43,000 | \$49,600 | \$51,600 | \$53,700 |          |           |
| 14     | 2    | \$43,000 | \$49,600 | \$51,600 | \$53,700 |          |           |
| 13     | 3    | \$43,500 | \$50,100 | \$52,100 | \$54,200 | \$59,187 | *         |
| 12     | 4    | \$44,000 | \$50,600 | \$52,600 | \$54,700 |          |           |
| 11     | 5    | \$44,500 | \$51,100 | \$53,100 | \$55,200 |          |           |
| 10     | 6    | \$45,000 | \$51,600 | \$53,600 | \$55,700 |          |           |
| 9      | 7    | \$45,000 | \$53,297 | \$55,382 | \$57,388 |          |           |
| 8      | 8    | \$45,000 | \$54,968 | \$57,029 | \$59,151 | \$68,562 | *         |

|   |    |          |          |          |          |            |
|---|----|----------|----------|----------|----------|------------|
| 7 | 9  | \$45,000 | \$56,990 | \$59,071 | \$61,193 |            |
| 6 | 10 | \$45,000 | \$59,283 | \$61,186 | \$63,298 | \$72,312 * |
| 5 | 11 | \$45,000 | \$61,621 | \$63,589 | \$65,695 |            |
| 4 | 12 | \$45,000 | \$63,789 | \$65,886 | \$68,083 |            |
| 3 | 13 | \$45,000 | \$66,958 | \$68,925 | \$70,772 |            |
| 2 | 14 | \$45,000 | \$69,777 | \$71,898 | \$74,301 |            |
| 1 | 15 | \$45,000 | \$73,007 | \$75,015 | \$77,493 |            |
| 0 | 16 | \$45,000 | \$76,605 | \$78,523 | \$79,620 |            |

| To Top | Step | B        | B + 15   | M        | M+15     | PhD        | 2024-2025 |
|--------|------|----------|----------|----------|----------|------------|-----------|
| 16     | 1    | \$45,000 | \$51,600 | \$53,600 | \$55,700 |            |           |
| 15     | 2    | \$45,000 | \$51,600 | \$53,600 | \$55,700 |            |           |
| 14     | 3    | \$45,000 | \$51,600 | \$53,600 | \$55,700 |            |           |
| 13     | 4    | \$45,500 | \$52,100 | \$54,100 | \$56,200 | \$61,187 * |           |
| 12     | 5    | \$46,000 | \$52,600 | \$54,600 | \$56,700 |            |           |
| 11     | 6    | \$46,500 | \$53,100 | \$55,100 | \$57,200 |            |           |
| 10     | 7    | \$47,000 | \$53,600 | \$55,600 | \$57,700 |            |           |
| 9      | 8    | \$47,000 | \$55,297 | \$57,382 | \$59,388 |            |           |
| 8      | 9    | \$47,000 | \$56,968 | \$59,029 | \$61,151 | \$70,562 * |           |
| 7      | 10   | \$47,000 | \$58,990 | \$61,071 | \$63,193 |            |           |
| 6      | 11   | \$47,000 | \$61,283 | \$63,186 | \$65,298 | \$74,312 * |           |
| 5      | 12   | \$47,000 | \$63,621 | \$65,589 | \$67,695 |            |           |
| 4      | 13   | \$47,000 | \$65,789 | \$67,886 | \$70,083 |            |           |
| 3      | 14   | \$47,000 | \$68,958 | \$70,925 | \$72,772 |            |           |
| 2      | 15   | \$47,000 | \$71,777 | \$73,898 | \$76,301 |            |           |
| 1      | 16   | \$47,000 | \$75,007 | \$77,015 | \$79,493 |            |           |
| 0      | 17   | \$47,000 | \$78,605 | \$80,523 | \$81,620 |            |           |

\*Grandfathered



**APPENDIX B**

**EXTRACURRICULARS & CO-CURRICULARS**

| <b>CLASS</b> | <b>POSITION</b>                | <b>START</b> |
|--------------|--------------------------------|--------------|
| <b>AA</b>    | <b>***ATHLETIC DIRECTOR***</b> | \$9,500.00   |
|              | Activities                     | \$3,000.00   |
|              | Assistant AD                   | \$1,500.00   |
|              | <b>***TRAINER***</b>           |              |
|              | Aquatics                       | \$2,800.00   |
|              | Weight Room Supervisor         | \$3,000.00   |
|              | EQUIPMENT MANAGER              | \$2,600.00   |
| <b>BB</b>    | <b>FOOTBALL</b>                |              |
|              | Varsity Head Coach             | \$5,500.00   |
|              | Freshman Head Coach            | \$3,000.00   |
|              | 7th-8th Head Coach             | \$3,000.00   |
|              | 1st Assistant Coach            | \$2,800.00   |
|              | Assistant Coach                | \$2,800.00   |
|              | Assistant Coach                | \$2,800.00   |
|              | Assistant Coach                | \$2,800.00   |
|              | Assistant Coach                | \$2,800.00   |
|              | Assistant Coach                | \$2,800.00   |
|              | Freshman Assistant Coach       | \$2,600.00   |
|              | Freshman Assistant Coach       | \$2,600.00   |
|              | 7th-8th Assistant Coach        | \$2,600.00   |
| <b>CC</b>    | <b>BASKETBALL</b>              |              |
|              | Varsity Head Boys'             | \$4,300.00   |
|              | Varsity Head Girls'            | \$4,300.00   |
|              | Assistant Varsity Boys'        | \$2,600.00   |
|              | Assistant Varsity Girls'       | \$2,600.00   |
|              | JV Boys' Coach                 | \$2,400.00   |
|              | JV Girls' Coach                | \$2,400.00   |
|              | 9th Grade Boys Coach           | \$2,400.00   |
|              | 7th Grade Boys' Coach          | \$2,400.00   |
|              | 8th Grade Boys' Coach          | \$2,400.00   |
|              | 7th Grade Girls' Coach         | \$2,400.00   |
|              | 8th Grade Girls' Coach         | \$2,400.00   |
|              |                                |              |
|              |                                |              |

| <b>CLASS</b> | <b>POSITION</b>                | <b>START</b> |
|--------------|--------------------------------|--------------|
|              | <b>WRESTLING</b>               |              |
|              | Head Varsity Coach             | \$4,300.00   |
|              | Assistant Varsity Coach        | \$2,600.00   |
|              | JH Head Coach                  | \$2,600.00   |
|              | JH Assistant Coach             | \$2,400.00   |
|              |                                |              |
| <b>DD</b>    | <b>BASEBALL</b>                |              |
|              | Varsity Head Coach             | \$3,800.00   |
|              | JV Head Coach                  | \$2,400.00   |
|              | Assistant Varsity Coach        | \$2,400.00   |
|              | Assistant JV Coach             | \$2,200.00   |
|              | <b>SOFTBALL</b>                |              |
|              | Varsity Head Coach             | \$3,800.00   |
|              | Assistant Varsity Coach        | \$2,400.00   |
|              | JV Head Coach                  | \$2,400.00   |
|              | JV Assistant Coach             | \$2,200.00   |
|              | <b>SOCCER</b>                  |              |
|              | Varsity Head Coach Boys'       | \$3,800.00   |
|              | Varsity Assistant Coach Boys'  | \$2,200.00   |
|              | Varsity Head Coach Girls'      | \$3,800.00   |
|              | Varsity Assistant Coach Girls' | \$2,200.00   |
|              | <b>SWIMMING</b>                |              |
|              | Boys' Head Coach               | \$3,800.00   |
|              | Girls Head Coach               | \$3,800.00   |
|              | Assistant Coach                | \$2,200.00   |
|              | Assistant Coach                | \$2,200.00   |
|              | Assistant Coach                | \$2,200.00   |
| <b>EE</b>    | <b>VOLLEYBALL</b>              |              |
|              | Girls' Head Coach              | \$3,200.00   |
|              | Girls Assistant Coach          | \$2,000.00   |
|              | <b>TRACK &amp; FIELD</b>       |              |
|              | Boys' Head Coach               | \$3,300.00   |
|              | Girls' Head Coach              | \$3,300.00   |
|              | Assistant Varsity Coach        | \$2,000.00   |
|              | Assistant Varsity Coach        | \$2,000.00   |
|              | Assistant Varsity Coach        | \$2,000.00   |
|              | Assistant Varsity Coach        | \$2,000.00   |
|              |                                |              |

| <b>CLASS</b> | <b>POSITION</b>         | <b>START</b> |
|--------------|-------------------------|--------------|
|              | Assistant Varsity Coach | \$2,000.00   |
|              | JH Head Coach           | \$2,400.00   |
|              | JH Assistant Coach      | \$2,000.00   |
|              | JH Assistant Coach      | \$2,000.00   |
| <b>FF</b>    | <b>CHEERLEADING</b>     |              |
|              | Head Instructor         | \$2,600.00   |
|              | Assistant Instructor    | \$1,600.00   |
|              | JH Instructor           | \$1,600.00   |
|              | <b>GOLF</b>             |              |
|              | Head Coach              | \$2,600.00   |
|              | <b>CROSS COUNTY</b>     |              |
|              | Head Coach              | \$2,600.00   |
|              | <b>WATER POLO</b>       |              |
|              | Head Coach              | \$2,600.00   |
|              | Assistant Coach         | \$1,600.00   |
| <b>FF</b>    | <b>TENNIS</b>           |              |
|              | Boys' Head Coach        | \$2,600.00   |
|              | Girls' Head Coach       | \$2,600.00   |
|              |                         |              |
| <b>A</b>     | Yearbook Advisor        | \$3,500.00   |
|              | Band Director           | \$3,500.00   |
|              |                         |              |
| <b>B</b>     | <b>LEAD TEACHERS</b>    |              |
|              | <b>HIGH SCHOOL</b>      |              |
|              | Business                | \$2,200.00   |
|              | English                 | \$2,200.00   |
|              | Math                    | \$2,200.00   |
|              | Science                 | \$2,200.00   |
|              | Social Studies          | \$2,200.00   |
|              | Special Education       | \$2,200.00   |
|              | <b>MIDDLE SCHOOL</b>    |              |
|              | 5th Grade               | \$2,200.00   |
|              | English/Language Arts   | \$2,200.00   |
|              | Math                    | \$2,200.00   |
|              | Science                 | \$2,200.00   |
|              | Social Studies          | \$2,200.00   |
|              | Special Education       | \$2,200.00   |
|              | Co-Curricular           | \$2,200.00   |

| <b>CLASS</b> | <b>POSITION</b>             | <b>START</b> |
|--------------|-----------------------------|--------------|
|              | JOHN S CLARKE               |              |
|              | Kindergarten                | \$2,200.00   |
|              | 1st Grade                   | \$2,200.00   |
|              | 2nd Grade                   | \$2,200.00   |
|              | 3rd Grade                   | \$2,200.00   |
|              | 4th Grade                   | \$2,200.00   |
|              | Reading                     | \$2,200.00   |
|              | Special Education           | \$2,200.00   |
|              | Co-Curricular               | \$2,200.00   |
|              | K-12                        |              |
|              | Art/Industrial Arts         | \$2,200.00   |
|              | Foreign Language            | \$2,200.00   |
|              | Guidance                    | \$2,200.00   |
|              | Health/PE/Drivers' Ed       | \$2,200.00   |
|              | Media Services (Library/TV) | \$2,200.00   |
|              | Music                       | \$2,200.00   |
| <b>C</b>     | Drama Director              | \$2,200.00   |
|              | Drama Music Director        | \$700.00     |
|              | Stage Band                  | \$2,200.00   |
|              | HS Newspaper                | \$2,200.00   |
|              | Assistant Band Director     | \$2,200.00   |
| <b>D</b>     | MS Spelling Bee             | \$1,300.00   |
|              | MS Newspaper                | \$1,300.00   |
|              | Assistant Band Front        | \$1,300.00   |
|              | Band Marshal                | \$1,300.00   |
|              | Majorette                   | \$1,300.00   |
|              | Flag Instructor             | \$1,300.00   |
|              | Quiz Bowl                   | \$1,300.00   |
|              | eSports                     | \$1,300.00   |
|              | MathCounts                  | \$1,300.00   |
|              |                             |              |
| <b>E</b>     | <b>CLASS ADVISOR</b>        |              |
|              | Senior                      | \$1,300.00   |
|              | Senior                      | \$1,300.00   |
|              | Junior                      | \$1,100.00   |
|              | Junior                      | \$1,100.00   |
|              | Sophomore                   | \$900.00     |
|              | Sophomore                   | \$900.00     |

| <b>CLASS</b> | <b>POSITION</b>        | <b>START</b> |
|--------------|------------------------|--------------|
|              | Freshman               | \$700.00     |
|              | Freshman               | \$700.00     |
| <b>F</b>     | <b>PEER EDUCATION</b>  |              |
|              | HS Student Council     | \$700.00     |
|              | MS Student Council     | \$700.00     |
|              | Asst. Drama Director   | \$700.00     |
|              | Asst. Drama Director   | \$700.00     |
|              | Asst. Drama Director   | \$700.00     |
| <b>G</b>     | <b>CLUB ADVISORS</b>   |              |
|              | HS Foreign Language    | \$400.00     |
|              | HS Ecology             | \$400.00     |
|              | Astronomy              | \$400.00     |
|              | Alethea                | \$400.00     |
|              | Interact-Key Club-Leo  | \$400.00     |
|              | Interact-Key Club-Leo  | \$400.00     |
|              | Senior Mural           | \$400.00     |
|              | SADD Advisor           | \$400.00     |
|              | SADD Advisor           | \$400.00     |
|              | National Honor Society | \$400.00     |
|              | Lit/Art Magazine       | \$400.00     |
|              | Sketch                 | \$400.00     |
|              | AID                    | \$400.00     |
|              | TKD                    | \$400.00     |
|              | MS Art                 | \$400.00     |
|              | MS Spanish             | \$400.00     |
|              | MS Spanish             | \$400.00     |
|              | MS Tide-Tek            | \$400.00     |
|              | MS Yearbook            | \$400.00     |
|              | JSC Yearbook           | \$400.00     |
| <b>H</b>     | <b>PBIS</b>            |              |
|              | JSC PBIS               | \$400.00     |
|              | MS PBIS                | \$400.00     |
|              | HS PBIS                | \$400.00     |
|              |                        |              |
|              |                        |              |
|              |                        |              |
|              |                        |              |
|              |                        |              |

| <b>POST-SEASON</b>             | <b>STARTING STIPEND</b> |
|--------------------------------|-------------------------|
|                                | <b>MINIMUM</b>          |
| <b>FOOTBALL</b>                |                         |
| Varsity Head Coach             | \$200.00                |
| 1st Assistant Coach            | \$150.00                |
| Assistant Coach                | \$150.00                |
| Assistant Coach                | \$150.00                |
| Assistant Coach                | \$150.00                |
| Assistant Coach                | \$150.00                |
| Equipment Manager              | \$150.00                |
| <b>BASKETBALL</b>              |                         |
| Varsity Head Boys'             | \$200.00                |
| Varsity Head Girls'            | \$200.00                |
| Assistant Varsity Boys'        | \$150.00                |
| Assistant Varsity Girls'       | \$150.00                |
| JV Boys' Coach                 | \$150.00                |
| JV Girls' Coach                | \$150.00                |
| <b>WRESTLING</b>               |                         |
| Head Varsity Coach             | \$200.00                |
| Assistant Varsity Coach        | \$150.00                |
| <b>BASEBALL</b>                |                         |
| Varsity Head Coach             | \$200.00                |
| Assistant Varsity coach        | \$150.00                |
| Assistant                      | \$150.00                |
| <b>SOFTBALL</b>                |                         |
| Varsity Head Coach             | \$200.00                |
| Assistant Varsity Coach        | \$150.00                |
| <b>SOCCER</b>                  |                         |
| Varsity Head Coach Boys'       | \$200.00                |
| Varsity Assistant Coach Boys'  | \$150.00                |
| Varsity Head Coach Girls'      | \$200.00                |
| Varsity Assistant Coach Girls' | \$150.00                |
|                                |                         |
|                                |                         |

|                          | <b>STARTING STIPEND</b> |
|--------------------------|-------------------------|
|                          | <b>MINIMUM</b>          |
| <b>SWIMMING</b>          |                         |
| Boys' Head Coach         | \$200.00                |
| Girls Head Coach         | \$200.00                |
| <b>SWIMMING</b>          |                         |
| Assistant Coach          | \$150.00                |
| Co-Assistant Coach       | \$75.00                 |
| Co-Assistant Coach       | \$75.00                 |
| <b>VOLLEYBALL</b>        |                         |
| Girls' Head Coach        | \$200.00                |
| Girls Assistant Coach    | \$150.00                |
| <b>TRACK &amp; FIELD</b> |                         |
| Boys' Head Coach         | \$200.00                |
| Girls' Head Coach        | \$200.00                |
| Assistant Varsity Coach  | \$150.00                |
| Assistant Varsity Coach  | \$150.00                |
| Assistant Varsity Coach  | \$150.00                |
| <b>CHEERLEADING</b>      |                         |
| Head Instructor          | \$50.00                 |
| Assistant Instructor     | \$50.00                 |
| <b>WATER POLO</b>        |                         |
| Head Coach               | \$200.00                |
| Assistant Coach          | \$150.00                |
| <b>TENNIS</b>            |                         |
| Boys' Head Coach         | \$200.00                |
| Girls' Head Coach        | \$200.00                |
| <b>GOLF</b>              |                         |
| Head Coach               | \$200.00                |
| <b>CROSS COUNTRY</b>     |                         |
| Head Coach               | \$200.00                |

|                         | <b>STARTING STIPEND</b> |
|-------------------------|-------------------------|
|                         | <b>MINIMUM</b>          |
| MS Spelling Bee         | \$150.00                |
| Quiz Bowl               | \$150.00                |
| Yearbook Advisor        | \$50.00                 |
| HS Newspaper            | \$50.00                 |
| Band Director           | \$50.00                 |
| Asst. Band Director     | \$50.00                 |
| Assistant Band Front    | \$50.00                 |
| Majorette               | \$50.00                 |
| Flags                   | \$50.00                 |
| Non-Varsity Post-Season | \$50.00                 |



## **APPENDIX C: HEALTH CARE**