
BALD EAGLE AREA SCHOOL DISTRICT
AND
BALD EAGLE AREA EDUCATION ASSOCIATION
AGREEMENT

2026-2031

TABLE OF CONTENTS

PREAMBLE.....	1
ARTICLE I RECOGNITION	2
ARTICLE II NEGOTIATION OF A SUCCESSOR AGREEMENT	2
A. Deadline Date	2
B. Modification	2
ARTICLE III GRIEVANCE PROCEDURE	2
A. Definitions	2
B. General Procedures	3
C. Resolution of Grievances	3
D. Table - Resolution of Grievances	4
ARTICLE IV RIGHTS OF PROFESSIONAL EMPLOYEES	5
A. Association Identification	5
B. Photo Identification Cards	5
C. Long Term Substitutes	5
ARTICLE V ASSOCIATION RIGHTS AND PRIVILEGES	6
A. Released Time for Meetings	6
B. Bulletin Boards	6
C. Leave for State or National Office	6
ARTICLE VI TEACHER WORK YEAR	6
A. Teacher Work Year	6
B. Assessment Days	7
C. Parent Teacher Conferences	7
D. Other Events	8
E. Teacher Evaluation	8
ARTICLE VII TEACHING HOURS AND TEACHING LOAD	8
A. Teacher Day	8
B. Extra Pay for Extra Service	8
C. Extra-Curricular Activities	8
D. Vacancies	9
ARTICLE VIII PROFESSIONAL COMPENSATION	9
A. Salary Schedule	9
B. Commendable Service Increment	9
C. Retirement Bonus for Longevity	10
D. Optional Pay	10
1. Summer	10

2.	Pay Periods	10
3.	Dual Enrollment	10
E.	Area Coordinators	11
F.	Payment for Credits Earned	11
G.	Reimbursement for Travel.....	13
H.	Mentor	13
I.	Head Teacher	13
ARTICLE IX ILLNESS OR DISABILITY		14
A.	Accumulative Sick Leave Days	14
B.	Leave of Absence	14
C.	Notification of Accumulation of Sick Leave and Personal Leave and Available Family Care Leave	14
D.	Sick Leave Bank	14
ARTICLE X TEMPORARY LEAVE OF ABSENCE.....		15
A.	Types of Leaves	15
1.	Personal Leave.....	15
2.	Conference of Affiliates	15
3.	Released Time	15
4.	Legal	16
5.	Bereavement	16
6.	Temporary Military.....	16
7.	Good Cause	16
B.	In Addition to Sick Leave	16
ARTICLE XI UNPAID LEAVES OF ABSENCE		17
A.	International and Federal Programs.....	17
B.	Professional Study	17
C.	Child Bearing Leave	17
D.	Child Rearing Leave	17
E.	Military	18
F.	Political	18
G.	Extensions and Renewals	18
H.	Fringe Benefits Reimbursement.....	18
ARTICLE XII INSURANCE PROTECTION		18
A.	Health Care Insurance	18
1.	Complete Annual Coverage	20
2.	Inclusions.....	20
3.	Description to Employee	21

4.	Insurance Opt Out	21
5.	Section 125 Plan	21
B.	Life Insurance	21
C.	Long-Term Disability	21
D.	Educators Income Protection Plan	22
E.	Tax Sheltered Annuity	22
F.	Dental Care Insurance	22
G.	Prescription Care Insurance	22
H.	Vision Care Insurance	22
I.	Health Care Insurance for Retirees	22
ARTICLE XIII MAINTENANCE OF MEMBERSHIP		23
ARTICLE XIV MEMBERSHIP DUES DEDUCTIONS		23
A.	Deduction from Salary	23
B.	List Supplied to Board	23
C.	Authorization Cards	23
ARTICLE XV LOSS OF PLANNING/PREPARATION/CONFERENCE PERIOD		24
ARTICLE XVI MISCELLANEOUS PROVISIONS		24
ARTICLE XVII NO LOCK OUT - NO STRIKE PROVISION		24
ARTICLE XVIII WAIVERS		24
ARTICLE XIX REDUCTION IN STAFF		25
ARTICLE XX GRADING PERIOD DAYS		25
ARTICLE XXI RETIREMENT BONUS FOR UNUSED SICK LEAVE		25
ARTICLE XXII DURATION OF AGREEMENT		26
APPENDIX A – NON-ATHLETIC EXTRA-CURRICULAR SALARIES		27
APPENDIX B – ATHLETIC EXTRA-CURRICULAR AND INTERSCHOLASTIC ATHLETIC SALARIES		29
APPENDIX C – ATHLETIC EXTRA-CURRICULAR AND INTERSCHOLASTIC GAME MANAGER Pay Per Event		32
APPENDIX D – SALARY		33
APPENDIX E - HEALTH CARE INSURANCE 2022-2026		39
APPENDIX F - DENTAL		41
APPENDIX G - VISION		45
APPENDIX H - DEFINITION-MASTER'S PLUS FIFTEEN, MASTER'S PLUS THIRTY, AND MASTER PLUS FORTY-FIVE CREDITS		417
APPENDIX I - ADJUSTED RATE SCHEDULE		49
APPENDIX J - GRIEVANCE REPORT FORM		50

PREAMBLE

The parties of the attached agreement, the Board of School Directors of the Bald Eagle Area School District and the Bald Eagle Area Education Association, have entered into a collective agreement concerning the employment relationship of the bargaining unit represented by the Bald Eagle Area Education Association.

It shall be the purpose of this agreement to promote orderly and constructive relationships between the Board of School Directors and the professional employees, and to ensure that the Board of School Directors and the Professional Employees deal fairly with each other in all matters. Both parties agree that the fundamental consideration of teachers, administrators and board members must be the educational welfare of children and the rights and interests of the public to be served. To this end and predicated upon their common interest, the parties hereto will seek harmonious relations and promote the educational enterprise.

ARTICLE I RECOGNITION

- A. The Bald Eagle Area Education Association is hereby recognized by the Bald Eagle Area School District as exclusive and sole representative for collective negotiations concerning the wages, hours and other terms and conditions of employment of all professional employees. For the purpose of this agreement, the term "Professional Employees" shall mean:

All regularly employed full-time and part-time teachers employed fifty percent or more in time who are employed under contract, including librarians, area coordinators, guidance counselors, and nurses. Said terms will also include all regularly employed full-time teachers under contract who are on leave.

- B. Unless otherwise indicated, the term "teacher" when used hereinafter in this agreement shall refer to all professional employees represented by the Association and as defined herein. Both parties aver that this agreement sets forth the terms and conditions to which each party agrees to be bound, and that such agreement has been reached voluntarily without undue or unlawful coercion or force by either party.

ARTICLE II NEGOTIATION OF A SUCCESSOR AGREEMENT

- A. Deadline Date
The parties agree to enter into collective bargaining over a successor agreement no later than January 10, 2031. Any agreement so negotiated shall be reduced to writing after ratification by the parties.
- B. Modification
This agreement shall not be modified in whole or in part by the parties except by an instrument, in writing, duly executed by both parties.

ARTICLE III GRIEVANCE PROCEDURE

- A. Definitions
1. Grievance. A grievance is an allegation by an employee, a group of employees or by the association that there has been a violation, misinterpretation or misapplication of a term or terms of this agreement.

2. Aggrieved Person. An aggrieved person is the person or persons making the complaint.
3. Party in Interest. A party in interest is the person or persons against whom the complaint is made and any person or persons who might be affected or required to take action in order to resolve the complaint.
4. Days. The term days when used shall mean calendar days except that Saturday, Sunday, or a legal holiday shall not be counted as the last day of any time limit.

B. General Procedures

1. The number of days indicated at each step should be considered a maximum and every effort should be made to expedite this process. In the event that a grievance is in process over the summer, copies shall be sent to the grievance chairperson by U.S. Mail, and the timeline at each step shall be extended three days.
2. The failure of an employee to proceed to the next level of the grievance procedure within the time limits set forth, shall be deemed to be an acceptance of the decision previously rendered.
3. Nothing herein contained will be construed as limiting the right of any employee having a grievance to discuss the matter informally with appropriate members of the administration, and having the grievance adjusted without the intervention of any employee organization, provided that the adjustment is not inconsistent with the terms of this contract.
4. At all levels beyond level one of a grievance after it has been formally presented, representatives of the Association and/or their designees may attend any meetings, hearings, appeals or other proceedings required to process the grievance.
5. All grievances shall be initiated on a form devised by the Association.
6. Timelines maybe extended through mutual written agreement.

C. Resolution of Grievances

The parties to this agreement agree that an orderly and expeditious resolution of grievances arising out of the interpretation of the terms of this agreement shall provide for a five (5) step process which is described in the following paragraphs and the table attached hereto.

Step I - Person, or persons, initiating the alleged grievance shall present the grievance, in writing and on a form provided by the employer (Appendix J), to the first level supervisor (high school principal or elementary supervisor) within seven (7) days after its occurrence. The first level supervisor shall reply to the grievance within five (5) days after initial presentation of the grievance.

Step II - If the action in Step I above fails to resolve the grievance to the satisfaction of the affected parties, the grievance shall be referred to the Business Manager.

Step III - If the action in Step II above fails to resolve the grievance within five (5) days to the satisfaction of the affected parties, the grievance shall be referred to the superintendent.

Step IV - If the action in Step III above fails to resolve the grievance, within five (5) days to the satisfaction of the affected parties, the grievance shall be referred to the Board of Education at the next official School Board meeting.

Step V - If the action in Step IV above fails to resolve the grievance to the satisfaction of the Association, the grievance shall be referred, by the Association, to binding arbitration as provided in Section 903 of Act 195. The Association shall have twenty (20) days, from the date of notifying the Secretary of the Board of School Directors, to notify the Pennsylvania Bureau of Mediation of its desire to pursue arbitration. If the grievance fails to meet the criteria of Section 903 of Act 195, the decision of the Board of Education in Step IV shall be final.

D. Table - Resolution of Grievances

Steps	Administration or Board Representation	Grievant or Employee Organization Representation	Time Limits
I	First Level Supervisor	Grievant, with or without building representative of employee organization.	7 days
II	Business Manager (with principal or others as desired)	Grievant and a representative of employee organization.	5 days
III	Superintendent (with principal or others as desired)	Grievant and a representative of employee organization.	5 days
IV	Final decision by the Board of Education except when the parties to such an agreement are required by Section 903 of Act 195 to go to binding arbitration for resolution of such a grievance.		At next official school board meeting.
V	Final decision by arbitrator on those issues subject to arbitration as defined in Section 903 or Act 195. Both parties bound to decision except where enabling legislative action is required, in which it is binding only if such legislation is enacted as provided in Section 901 or Act 195.		20 days

ARTICLE IV
RIGHTS OF PROFESSIONAL EMPLOYEES

A. Association Identification

No teacher shall be prevented from wearing pins or other identification of membership in the Association or its affiliates.

B. Photo Identification Cards

Each teacher shall receive a photo identification card, which will entitle the professional and one guest to admittance to all extra-curricular school events.

C. Long-Term Substitutes

Long-term substitutes are defined as serving in the same position for a minimum of sixty (60) consecutive days. If the period of service is anticipated to be a minimum of sixty (60) consecutive days, salary and benefits will begin at the start of service. If service time for a substitute is initially less than sixty (60) consecutive days and gets extended and meets or exceeds sixty (60) consecutive days, the substitute will be retroactively considered a long-term substitute and will receive the following benefits:

1. Prorated salary based on step 1 of the appropriate degree column on the salary schedule.
2. Prorated sick leave.
3. Prorated personal leave (one (1) personal day for every ninety (90) days service or anticipated service).
4. Jury duty leave.
5. Bereavement leave as specifically provided in School Code.
6. Health insurance, dental insurance, and vision insurance (when anticipated to work ninety (90) or more consecutive days or upon reaching the 90th consecutive day of service if service time is unknown at the beginning of the assignment).
7. The opt-out for health insurance will be prorated and will be paid within sixty (60) days of the conclusion of the assignment.
8. If the assignment is extended, additional sick and personal days will accrue. If there was an unpaid day during the course of the assignment, the additional days may be applied retroactively.
9. If the long-term substitute is hired into a permanent position for the following school year (or prior to), any unused sick leave days will accumulate and be credited upon starting the permanent position.
10. All other provisions of this Collective Bargaining Agreement not excluded below:
 - a. Long-term substitutes will not be eligible to receive the following benefits:
 - i. Life insurance and long-term disability insurance
 - ii. Professional conferences
 - iii. Tuition reimbursement

When an individual serves as a long-term substitute for ninety (90) or more consecutive days, the person will be credited with step placement should the individual be hired into a permanent position.

The salary and benefits, including PSERS, will be retroactively applied to anyone currently filling a role that would be defined as a long-term substitute with benefits.

Retired teachers who fill the role of a long-term substitute will be subject to the PSERS guidelines associated with a retiree returning to service.

ARTICLE V

ASSOCIATION RIGHTS AND PRIVILEGES

A. Released Time for Meetings

1. Grievance proceedings at Steps I through IV will be held at a time agreeable to both parties.
2. Grievance proceedings at Step V will take place with no loss in pay to the grievant(s).
3. Time for conferences or meetings may be granted by the Administration without loss of pay.

B. Bulletin Boards

The Association shall have, in each school building, the exclusive use of a bulletin board in each faculty lounge and teacher's dining room. The Association shall also be assigned adequate space on the bulletin board in the central office for Association business. The location of the Association bulletin boards in each room shall be designated by the Association. Copies of all material to be posted on such bulletin boards shall be given to the building principal, but no approval shall be required.

C. Leave for State or National Office

An unpaid leave of absence not to exceed one (1) year shall be granted to any teacher, upon application, for the purpose of serving in the office of President or President-elect of the Association at the state or national level. Upon return from such leave, a teacher shall be placed at the same position on the salary schedule as they would have been had they taught in the system during such period.

ARTICLE VI

TEACHER WORK YEAR

A. Teacher Work Year

The teacher work year for employees shall be one hundred eighty-eight (188) days. In each work year there shall be one hundred eighty (180) pupil days. Guidance Counselors and Home & School Visitors who are required to work on their regular contracts more than one hundred eighty-eight (188) days, shall be compensated for these extra days on the basis of their regular salary prorated. When school is not in session, those teachers who chose to attend professional development days or portions thereof shall be compensated at one hundred five dollars (\$105

per half day and two hundred sixty dollars (\$260) per full day. Summer professional development will be optional and not required of any teacher. Of the 188 workdays, three (3) shall be designated as assessment days as outlined in Article VI(B). All professional days (i.e. Inservice and Act 80 Days) will be collectively planned by school administration and representatives (at least two) from the Association. Prior to the first instructional day, bargaining unit members will be given one-half ($\frac{1}{2}$) day to work in their classrooms.

B. Assessment Days

There shall be three (3) Assessment Days scheduled as follows:

Elementary/Secondary Allocation (Assessment Days 1 and 2): Assessment Days 1 and 2 shall be allocated such that one (1) day is designated as a full day, and the other day is designated as a half ($\frac{1}{2}$) day. The Association President and Superintendent shall determine which day (Assessment Day 1 or Assessment Day 2) applies to elementary, middle, or high school teachers. The group not designated as a full day for Assessment Day 1 shall utilize a full day on Assessment Day 2, and vice versa. The professional staff workday for Assessment Days shall be from 8:00 AM – 3:00 PM, inclusive of a one (1) hour lunch.

1. **Assessment Day 1:** Shall be either (a) a one-half ($\frac{1}{2}$) day or (b) one (1) full day, prior to the date grades are due following the conclusion of Quarter 1. The determination of a one-half ($\frac{1}{2}$) day or full day shall be at the discretion of the Association President and Superintendent.
2. **Assessment Day 2:** Shall be either (a) a one-half ($\frac{1}{2}$) day in or (b) one (1) full day prior to the date grades are due following the conclusion of Quarter 2. The determination of a one-half ($\frac{1}{2}$) day or full day shall be at the discretion of the Association President and Superintendent.
3. **Assessment Day 3:** Shall be a one-half ($\frac{1}{2}$) day prior to the date grades are due following the conclusion of Quarter 3.
4. **Assessment Day 4:** Shall be a full workday scheduled on the day immediately following the last pupil day. Teachers may be excused from up to one (1) full day of Assessment Day 4, in one-half ($\frac{1}{2}$) day increments, as follows:
 - a. Attendance at graduation shall entitle the teacher to one-half ($\frac{1}{2}$) day; and
 - b. Attendance at the evening portion of parent-teacher conferences beyond the conclusion of the contractual workday shall entitle the teacher to one-half ($\frac{1}{2}$) day.

C. Parent Teacher Conferences

Parent-teacher conferences shall be held in November after the first Assessment Day. On this day, students shall report for one-half ($\frac{1}{2}$) day of instruction in the morning and dismissed at 11:30 a.m. Parent-teacher conferences shall be conducted from 12:00 p.m. to 7:00 p.m. Teachers shall be entitled to a one-half ($\frac{1}{2}$) hour dinner period.

D. Other Events

Of the 180 student days, one will serve as ½ day for students and ½ day for in-service for teachers. This will be held on the last student day of school. Student dismissal time will be at 11:30 a.m., and teachers who attend two events will be permitted to leave at 11:40 a.m. Events include but are not limited to: Back to School Night, open house, orientation, PTO events, athletic events, performing arts events, other school-sponsored events, or any other district designated teacher- parent contact opportunity (excluding parent teacher conferences and graduation).

E. Teacher Evaluation

1. All teachers shall be subject to evaluation, pursuant to current state regulations and any subsequent regulations.
2. The post observation conference for formal observations shall occur within twenty (20) school days of the formal observation.

ARTICLE VII

TEACHING HOURS AND TEACHING LOAD

A. Teacher Day

Teachers shall be required to be at their work stations by 8:00 a.m. and shall be permitted to leave the building ten (10) minutes after the close of the pupil's school day. Exceptions will be made for teachers with morning duties. The teacher's day shall be no longer than seven (7) hours and thirty (30) minutes, with the exception of one (1) day per week on which teachers shall be required to remain no longer than forty-five (45) minutes for faculty meetings, or if requested by parents or teachers, for parent conferences. The workday is inclusive of a thirty (30) minute duty free lunch for each teacher. On the assessment days following the first, second, and third marking period, working hours shall be modified as stated in Article VI.

B. Extra Pay for Extra Service

If a teacher agrees to report for duty earlier or to stay later than the time listed, they shall receive additional compensation at the adjusted rate schedule, Appendix I. Any authorized work on IEPs outside the normal workday shall be compensated at the adjusted rate schedule, Appendix I. Long-term positions anticipated to last ninety (90) or more days shall be posted. The District will select a teacher from those who apply to perform the required duties. If no one volunteers for the posted position, the District may assign a teacher to perform such duty. Short-term assignments (less than ninety (90) days) shall be made by the District.

C. Extra-Curricular Activities

Teacher participation in extra-curricular activities, which extend beyond the regularly scheduled in-school day shall be compensated according to the rate of pay and/or released time in Appendix A, B, C & I.

D. Vacancies

All bargaining unit members shall be notified of all professional bargaining unit vacancies as they occur within the District. Such notification shall be made via District email and be posted for a minimum of five (5) calendar days before the vacancy is filled.

ARTICLE VIII
PROFESSIONAL COMPENSATION

A. Salary Schedule

The Teacher Salary Schedule as shown in APPENDIX D, shall be in effect for all professional employees during the term of this contract. The parties mutually agree that all current Bargaining Unit Members hired prior to January 1, 2015 are properly placed in the salary schedule and that steps on the salary schedule may not have any relation to years of service. The salary steps shall only indicate levels of pay which shall apply to employees with varying years of service. The Board retains the right to grant salary schedule credit for experience outside the District (See School District Policy 328.1).

B. Commendable Service Increment

The Bald Eagle Area School District shall pay, and the same shall become a part of the basic salary schedule, two hundred (\$200) dollars for each five (5) years of service completed in the Bald Eagle Area School District up to a maximum of twenty (20) years. Teachers with twenty (20) and twenty-five (25) years of service shall be paid three hundred dollars (\$300) for each five (5) years of service. Teachers with twenty-nine (29) and thirty-four (34) years of service shall be paid six hundred dollars (\$600) for each five (5) years of service. Payment shall be made, as reflected in the schedule in Appendix D, in the sixth (6), eleventh (11), sixteenth (16), twenty-first (21), twenty-sixth (26), thirtieth (30), and thirty-fifth (35) years. This shall be in addition to any salary mandated by the current schedule. The above increment is predicated on commendable service by a teacher. Should there be any reason this increment is to be withheld, the teacher in such case shall be notified in writing as to the reason, and they shall be eligible for favorable consideration after one (1) year of improved service. Teachers with broken service shall be credited with all years of service in the Bald Eagle Area School District.

Starting Year of Service	Commendable Service Increment	Total
6	\$200	\$200
11	\$200	\$400
16	\$200	\$600
21	\$300	\$900
26	\$300	\$1200
30	\$600	\$1800
35	\$600	\$2400

C. Retirement Bonus for Longevity

In recognition for longevity service for teachers who retire while employed as professional employees in the School District, the Board agrees to pay, as a retirement bonus to all teachers who, after ten (10) years of service within the Bald Eagle Area School District, retire while employed in the District, an amount equal to one hundred dollars (\$100) times each year of service within the Bald Eagle Area School District.

In order to be eligible for the retirement bonus, a teacher must notify the District of their intent to retire, effective at the end of the school year, no later than March 1. Teachers who intend to retire at any other time during the year must provide written notice to the District at least ninety (90) days prior to the effective date of retirement in order to receive the retirement bonus.

D. Optional Pay

1. Summer

The teacher shall have the option of having their pay for the summer months (June-July-August) in one payment, payable June 15, or in regular semi-monthly payments. The teacher shall notify the Business Office in writing by May 1, or payment shall be on the regular schedule. Once the teacher notifies the Business Office in writing by May 1 of any year, the notification shall remain in effect until rescinded in writing by the teacher.

2. Pay Periods

Salary payments will be made semi-monthly on the 15th and the last working day of the month. Teachers who want their extra-curricular payment in a lump sum must notify the business office during the first week of school of this preference.

The teacher may choose to have lump sum payments for extra-curricular activities made in a separate check as set forth in Article VIII, Section D.2. in accordance with the following schedule:

1. Fall activities – last pay period of November
2. Winter activities – last pay period of February
3. Spring activities – last pay period of May

NOTE: Teachers must ensure end of season responsibilities are completed. Any regular, or post season, play that extends beyond the pay period listed above will be paid within one month of the completion of the season for applicable coaches.

3. Dual Enrollment

For courses where students can earn post-secondary credit, teachers of those courses will be compensated an additional one thousand five hundred (\$1,500) dollars for the first course taught and an additional five hundred (\$500) dollars for each additional course. The District retains discretion on who will teach these courses.

Once the courses have been assigned, the building administrator will notify the business office. This notice will be sufficient to secure payment. Payment will be made in two equal installments.

The first payment will be on the last pay of September, and the second pay will be on the last pay of January.

E. Area Coordinators

The ten (10) Area Coordinators will be compensated at the adjusted rate schedule, Appendix I.

F. Payment for credits Earned

The District offers three (3) categories of coursework eligible for reimbursement or advance payment: Pre-Approved Courses, Focus Courses, and the Focus Master's Program.

Annual Limits / Eligibility

1. The maximum amount available for reimbursement during each fiscal year (July 1 through June 30) shall be one hundred fifty thousand dollars (\$150,000). In the event requests exceed the available annual allocation, priority shall be given to employees completing coursework required for Level II certification and to teachers enrolled in a Focus Master's Program.
2. The District shall reimburse or pre-pay tuition and eligible fees for up to twelve (12) credits per year (July 1 through June 30) for coursework approved under the Pre-Approved Course and Focus Course categories.
3. Teachers approved for participation in a Focus Master's Program may submit up to eighteen (18) credits per year for advance payment, limited to courses required for the approved program and not to exceed thirty-six (36) credits over a three (3) year period.
4. Effective January 1, 2027, the District will only pay for the initial twenty-four (24) credits in a Focused Master's program for a teacher pursuing their level II certification.
5. While enrolled in an approved Focus Master's Program, a teacher shall not enroll in courses under the Pre-Approved or Focus Course categories unless requested or directed by the District, until the program is completed or the teacher is no longer enrolled.
6. Only post-bachelor's degree credits that have been approved by PDE for Act 48 Credits shall qualify for columnar placement and/or movement on the salary schedule.

Prior Approval Requirement

All coursework under this section requires Superintendent approval prior to registration.

Pre-Approved Courses

The District shall reimburse approved undergraduate or graduate coursework up to one hundred percent (100%) of the Commonwealth University tuition rate. In the event that a teacher is seeking a Focused Masters Degree program (masters in a teacher's area of certification), and it is not offered by a State System of Higher Education (SSHE) university, the teacher can seek pre-approval by the superintendent or their designee to be enrolled in a program at a university outside of the SSHE.

Course Pre-Approval Procedure

1. The teacher shall submit the course name and number, course description, and the teacher's certification area(s) to the Association President without identifying information (except when applying for a Focus Master's Program), at least one (1) month before the start of the course.

2. The Association President shall provide the submitted information to the Superintendent for review.
3. The Superintendent shall notify the Association President of approval or disapproval.
4. The Association President shall notify bargaining unit members of the decision.
5. The District Office shall maintain a running list of approved courses and post the list on the District's website, updating it as courses are approved.
6. Approved courses shall be understood to be based on certification area(s) and assignment. Teachers may enroll in an approved course from the posted list without additional pre-approval.

Commonwealth University Rate Identification

At the beginning of each school year, the Commonwealth University undergraduate and graduate tuition rates shall be identified by the Administrative Assistant and shared with the Superintendent and the Association President. The updated rates shall be posted on the District's website.

Focus Course Tuition Payment

Focus Courses shall be identified by the District to support targeted professional development and/or District initiatives, and shall be reviewed annually on a case-by-case basis. Focus Courses are only available to teachers who have a Masters Degree unless otherwise approved by the superintendent or their designee. The District shall pay up to one hundred percent (100%) of tuition and eligible fees for approved Focus Courses in advance of enrollment.

Teachers receiving advance payment for Focus Courses shall agree to:

1. complete the course with a grade of B or better (or the equivalent standard established by the District for pass/fail coursework); and
2. remain employed by the District for four (4) years following completion of the course.

Teachers who fail to satisfy the requirements of this section shall reimburse the District for all tuition and costs paid by the District for the course(s). Teachers utilizing Focus Course advance payment shall sign an agreement acknowledging the above conditions.

Focus Master's Program Tuition Payment

The District shall pay up to one hundred percent (100%) of the Commonwealth University rate for tuition and eligible fees, in advance, for courses required to complete a Master's degree program that is directly related to:

1. The teacher's current content assignment(s), and/or
2. Dual-enrollment courses the District intends to offer.

Approval Requirements

Prior to enrolling, the teacher shall provide to the Superintendent the course numbers, course titles, course descriptions, relevant certification information, and content/assignment information for approval of the Focus Master's Program.

Teachers receiving advance payment under the Focus Master's Program shall agree to:

1. Complete each course with a grade of B or better (or the equivalent standard established by the District for pass/fail coursework); and
2. Remain employed by the District for four (4) years following completion of the program (or as otherwise specified by the District).

Teachers who fail to satisfy the requirements of this section shall reimburse the District for all tuition and costs paid by the District. Teachers utilizing Focus Master's Program advance payment shall sign an agreement acknowledging the above conditions.

Repayment Obligation for Tuition Reimbursement or Advance Payment

If a teacher receives tuition reimbursement or advance payment of tuition and/or eligible fees from the District under Article VIII(F) (including, but not limited to, Pre-Approved Courses, Focus Courses, and the Focus Master's Program) and voluntarily resigns, retires, is terminated for cause, or otherwise separates from employment with the District before completing four (4) full years of service following completion of the applicable course or program, the teacher shall reimburse the District on a prorated basis as follows:

Days Following Course Completion	Percent Repaid
0 – 365	100%
366 – 730	75%
731 – 1095	50%
1096 – 1460	25%

For purposes of this section, "completion" shall mean the date the teacher successfully completes the course (or, for a program, the date the teacher successfully completes the final required course in the approved program). "Year" shall mean each consecutive twelve (12) month period following completion.

The District shall provide written notice of the repayment amount due. Repayment shall be due within thirty (30) calendar days of separation unless the teacher and the District mutually agree in writing to a repayment schedule. To the extent permitted by law, the teacher authorizes payroll deduction from the teacher's final paycheck(s) for any repayment amount owed under this section.

G. Reimbursement for Travel

The School District agrees to reimburse teachers who are required, in the course of their work, to drive their personal automobiles from one building to another or on business of the School District in accordance with the IRS rate per mile.

H. Mentors

Inductee mentors shall receive a stipend in accordance with the adjusted rate schedule, Appendix I.

I. Head Teacher

- A. There will be a Head Teacher identified in each of the four (4) elementary schools. The four (4) head teachers will be compensated according to the adjusted rate schedule in Appendix I.

ARTICLE IX
ILLNESS OR DISABILITY

A. Accumulative Sick Leave Days

At the start of each fiscal year, each teacher shall be credited with an eleven (11) day sick leave allowance. A teacher may use any of their accumulated sick leave days as family sick days subject to the relatives currently listed in this section of Article IX. Family member shall be defined as the teacher's mother, father, spouse, child, grandparent, sibling, grandchild, in-law or person residing with the teacher. The care provided may include such activities as bed-side care, accompanying the family member to a doctor's appointment, and emotional support. The unused portion of such allowance shall accumulate from year to year and may be used without limitation. An additional non-accumulative day of sick leave shall be granted for every twenty (20) days or major fraction thereof (eleven (11) or more days) that a teacher may work beyond the regular school work year. This will apply only to full-time teachers on extended schedules.

B. Leave of Absence

A teacher who is unable to teach because of personal illness or disability and who has exhausted all sick leave available shall be granted a leave of absence without pay for up to one (1) year. Such teacher will be provided insurance benefits for up to twenty (20) work days beyond the exhaustion of all sick leave. Such teacher shall be permitted to maintain insurance benefits providing such teacher reimburses the Board the premium cost thereof for the duration of the leave beyond the twenty (20) day period.

C. Notification of Accumulation of Sick Leave and Personal Leave

Teachers shall have available a monthly update of accrued personal and sick leave days by means of the AESOP Web Site or a successor personnel accounting program.

D. Sick Leave Bank

The Association may establish a sick leave bank, to which teachers may contribute days of unused sick leave. The sick leave bank will be administered by the Association, who shall furnish the school district with a copy of the rules and regulations governing the same. The Association will certify the contributors to the sick leave bank annually. At the completion of each school year the Association will provide the District with a listing of the sick leave bank usage during the school term.

ARTICLE X

TEMPORARY LEAVE OF ABSENCE

A. Types of Leaves

Teachers shall be entitled to the following temporary leaves of absence with full pay each school year:

1. Personal Leave

- a. For purposes of personal leave, teachers are divided into two categories, based upon years of active service in the District. Category I teachers have less than ten (10) full years of active service. Category II teachers have ten (10) or more full years of active service.
- b. Category I teachers shall have three (3) personal leave days with pay each year. Category II teachers shall have four (4) personal leave days with pay each year.
- c. Unused days shall carry over from year to year up to a maximum of 10 days. Any teacher that has more than ten (10) days at the end of a school year shall have the excess days converted into sick leave.
 - i. Any teachers currently with more than ten (10) accumulated personal leave days will not have them converted into sick leave until the expiration of this current contract.
- d. Notice of the teacher's intent to use a Personal day shall be made through the district provided site at least two (2) days before taking such leave (except in the case of emergencies).
- e. Such leave shall not exceed ten percent (10%) of the bargaining unit on a given day.
- f. Personal leave may be taken in full or half day increments.

2. Conference of Affiliates

Up to six (6) days shall be granted for the Association President and/or their designee to attend conferences or conventions of state and nationally affiliated organizations. A short term, uncompensated leave for up to three (3) days shall be granted to teachers who are elected or appointed to attend state and national committee board meetings.

3. Released Time

- a. A member of the bargaining unit filing a grievance will be given released time, with pay, to attend hearings necessary to resolve the grievance at level 5.
- b. The President of the Association or their designee shall be given released time with pay to attend such hearings if approved by the Board.
- c. The President of the Association shall be given released time for work of the Association. The Association will provide a properly certified teacher to cover for the president in their absence, and such released time shall be at no expense to the School Board. This absence shall not exceed a maximum of two hours per week and a schedule of absence shall be prepared by the appropriate administrator and the Association.

4. Legal

Time necessary for appearance in any legal proceedings connected with the teacher's employment or with the school system, or appearing as a witness, under subpoena in either criminal or civil case shall be granted by the Board without loss of pay.

If the teacher is a defendant in a criminal case not connected with the school system or their employment, their pay will be withheld during this appearance in court and will be reimbursed if they are found not guilty. Teachers serving on jury duty shall receive their salary minus a juror's pay.

5. Bereavement

Bereavement leave shall be granted in accordance with the following chart:

7 DAYS Immediate Family	4 DAYS Extended Family, Household Member, and Miscarriage	1 DAY Near Relatives
Parent**	Siblings**	First Cousin**
Spouse	Grandchildren**	Aunt**
Child**	Grandparents**	Uncle**
Foster Child	Member of Household	Niece**
	Miscarriage*	Nephew**
*With proper medical documentation, any time after completion of the 1 st trimester		
**Step & in-law relationships for these relatives		

Death of a District Employee or Student

In the event of the death of a teacher or student within the Bald Eagle Area School District, the District shall grant an appropriate number of teachers sufficient time off to attend the funeral.

6. Temporary Military

In accordance with school code Sections 1176-1181 inclusive and Section 3301.

7. Good Cause

Other leaves of absence with pay may be granted by the Board for good reason.

B. In Addition to Sick Leave

Leaves taken pursuant to Section A above shall be in addition to any sick leave to which the teacher is entitled.

ARTICLE XI
UNPAID LEAVES OF ABSENCE

A. International and Federal Programs

A leave of absence of up to two (2) years may be granted at the discretion of the Board to any teacher upon application, for the purpose of participating in exchange teaching programs in other states, territories or countries, foreign or military teaching programs; the Peace Corps, Teacher's Corps, or Job Corps as a full-time participant in such program; or a cultural travel or work program; provided, said teacher states their intention to return to the school system. Upon return from such leave, a teacher shall be placed at the same position on the salary schedule as they were at the time of leave except in the case where the teacher was engaged in an equivalent teaching program and in this case they would be given credit on the salary schedule for this program.

B. Professional Study

A leave of absence of up to one (1) year may be granted to any teacher, upon application for the purpose of engaging in study at an accredited college or university responsibly related to their professional responsibilities. Upon return from such leave, a teacher shall be placed at the same position on the salary schedule as they would have been had they taught in the district during such period.

C. Childbearing Leave

Female teachers of the Bald Eagle Area School District shall be provided with maternity leave under the following provisions:

1. The teacher shall notify the Superintendent in writing at least thirty (30) days prior to the beginning of the leave.
2. Childbearing leave shall continue for a length of time determined by the teacher and her physician but shall not exceed more than one (1) year.
3. A teacher may return to work when the teacher's physician certifies to the employee's ability to assume her duties, provided that the teacher indicates her intentions to return at least seven (7) days prior to her actual return.
4. The teacher may use any or all of her accumulated sick leave while on childbearing leave.
5. If the teacher chooses not to use accumulated state mandated sick leave, or if her accumulated sick leave expires during the leave, she may be permitted to continue any or all of her benefits by remitting the costs for these benefits to the Board.
6. On returning to service from childbearing leave, the teacher shall be returned to the same position she occupied prior to the leave. If that position no longer exists, the teacher shall be given another position for which she is properly certified.

D. Child Rearing Leave

Teachers of the Bald Eagle Area School District shall be granted child rearing leave in accordance with the Family Medical Leave Act.

E. Military

A military leave of absence shall be granted to any teacher who shall be inducted for military duty in any branch of the armed forces of the United States for their obligated duty. Upon return from such leave, a teacher shall be placed at the position on the salary schedule as is required by law.

F. Political

A leave of absence not to exceed two (2) years may be granted to any teacher, upon application, for the purpose of serving in a public office. Upon return from such leave, a teacher shall be placed at the same position on the salary schedule as they were at the time of leave.

G. Extensions and Renewals

All extensions or renewals of leave shall be applied for in writing followed by written response to the application.

H. Fringe Benefits Reimbursement

When a teacher takes an unpaid leave day or otherwise has an uncompensated absence, any payroll deduction associated with the prorated cost of fringe benefits shall be based upon the annual cost of benefits divided by three hundred sixty-five (365) days (three hundred sixty-six (366) days in a leap year). Such deductions shall not be calculated using the teacher work year, contracted days, or any other reduced-day divisor.

ARTICLE XII

INSURANCE PROTECTION

A. Health Care Insurance

The Board will provide health care insurance as designated in paragraph two below for coverage for each teacher and the teacher's dependents, if such teacher has dependents. All teachers and their dependents will be covered by a Qualified High Deductible Health Plan (QHDHP) (Appendix E). Deductible will be not less than the then current Internal Revenue Service (I.R.S.) minimum for Qualified High Deductible Health Plans. The Qualified High Deductible Plan shall be administered in accordance with the regulations and guidelines as established, or amended, by the I.R.S.

Teachers who have a spouse that is eligible for group health insurance through the following employer categories: Federal, State, and Local Governments, Institutes of Higher Education, and other Educational Institutions (to include other school districts), will not have their spouse covered under the district's health plan. Said teachers will have the option to purchase spousal coverage under the district's health plan at the cost differential between the respective rating categories as applicable. Teachers agree to execute the required District form for Spouse/Family coverage.

The benefit calendar year begins July 1. The premium share contributions in Year 1 shall begin the first pay period after ratification. Teachers shall contribute via payroll deduction toward premium share.

The premium share for the duration of this contract will be as follows:

Subscriber Type	Premium Share Per Month
Single	\$50
Employee + 1 Dependent	\$75
Family	\$100

See Appendix E for details about the Health Plan Coverage.

The District will offer its teachers the ability to contribute to a Health Savings Account (HSA). The District will initiate the deposit of the District provided contribution to the active teacher's Health Savings Account on January 1 of each calendar year during the term of this agreement. It is agreed and understood that a period of time may be necessary in order for the funds to be processed and posted to the teacher's HSA. Teachers will be responsible to pay all administrative fees associated with the HSA. The District will contribute fifty (50%) percent of the deductible for single coverage or thirty-five (35%) percent of the deductible for all others directly into the active teacher's HSA account.

HSA/HRA Contributions for Non-Qualifying Employees

Establishment of Health Reimbursement Arrangements. In the event a teacher, beyond their control, does not meet the criteria to qualify for an HSA, and for so long as the District offers a QHDHP paired with an HSA, the District will provide that active teacher, if they elect the alternative, with a Rollover Health Reimbursement Arrangement (HRA) account. Specifically, the District teacher is eligible for an HRA contribution if and only if they are not eligible to contribute to an HSA as a result of, but not limited to, the following conditions:

1. A teacher is enrolled in Medicare, or
2. A teacher is covered by Tri-Care, or
3. A teacher is considered a tax dependent of another

HSA/HRA Contributions. The District will contribute the same employer contribution into an active teacher's HRA as being contributed to teacher HSAs for the given benefit year. Funds in the HRA may be used for the deductible, co-pays, co-insurance, any qualified and/or eligible medical, dental, or vision expenses, and insurance premiums following separation from employment.

Money in the HRA will roll over each year. It is understood that teacher contributions into an HRA are not permitted by law; only employer contributions are permitted to be deposited into an HRA. Any HSA-ineligible teacher shall be permitted to open an HSA on the first day of the month immediately following their becoming eligible for an HSA, if requested by the teacher.

Mid-Year Coverage Tier Change. In the event a covered teacher is eligible to change and does change their elected tier of coverage in the middle of the plan year which results in a change in the deductible (e.g., changing from teacher-only coverage to family coverage, or changing from family coverage to teacher-only coverage) said teacher will be subject to changes in employer contributions to their HSA/HRA.

- a. If an eligible teacher switches from teacher-only coverage to non-single coverage (parent child(ren), husband/wife, or family) in the middle of the plan year due to a qualifying event, their deductibles will increase to the family deductible. Said teacher shall be eligible to receive from the District an additional employer contribution to their HSA or HRA account in the amount needed to raise the contribution to the applicable new level to assist the teacher in meeting the increased deductible expenses. For example, if a teacher had five months of teacher-only coverage in the plan year before switching to family coverage mid-year, they shall immediately be eligible for and receive an employer contribution into their HSA or HRA according to the then current Internal Revenue Service (I.R.S.) minimum for Qualified High Deductible Health Plans.
- b. If an eligible teacher switches from a non-single coverage to a teacher only coverage in the middle of the plan year due to a qualifying event, the deductible will decrease to the single deductible. When this occurs, the teacher will only be credited with the portion of the family deductible that was satisfied themselves, and any portion of the family deductible that was satisfied by someone other than the teacher will not count towards the now lowered single deductible. As a result of the now lowered deductible, the teacher may have been overpaid contributions by the District on January 1 based on their elected family coverage in effect at the time but shall not be required to refund any overpayment to the District.

New Hired and Employees New to Coverage Mid-Year. Payment of the full contribution into an HSA/HRA will be made by the District. A teacher, new or existing, who enrolls in the QHDHP mid-year shall be entitled to the full District contribution beginning with the month they enroll, whether their enrollment date is the first day of the month or the last day of the month.

Additional dental coverage is addressed in Paragraph F.

1. **Complete Annual Coverage**

For each employee who remains in the employ of the Board for the full school year, the Board shall make payment of insurance premiums, with contributions toward premiums by the teacher as outlined above, to provide insurance coverage for the full twelve (12) months period, commencing July 1 and ending June 30.

2. **Inclusions**

A description of the general coverage shall be found in Appendix E.

3. Description to Employee

The Board shall provide to each teacher a description of the health care insurance coverage provided under this Article no later than October 1, which shall include a clear description of conditions and limits of coverage as listed above. Levels and types of coverage are subject to the operating guidelines and procedures of the insurance carrier.

4. Insurance Opt Out

The District will pay three thousand dollars (\$3,000)/individual plan, three thousand five hundred dollars (\$3500)/ couples plan, or four thousand dollars (\$4000)/family plan annually in equal payroll period stipends for any teacher who opts out of District coverage completely. This amount shall be prorated for less than a full-year opt-out. The teacher must show proof of coverage with other medical insurance to exercise this option. The teacher must notify the District of their intent to opt out no later than the fifteenth (15th) day of the month prior to the month in which the opt-out payment will begin. Once a teacher has opted out of coverage, they must remain without District coverage for the remainder of the school year, unless the teacher loses coverage under their spouse's medical insurance. The teacher shall notify the District of their loss of coverage, in writing, and the teacher's District coverage will be reinstated effective on the earliest date permitted by the District's insurance carrier. The bi-monthly stipend for opting out of District health coverage will cease on the same date that coverage is reinstated and the appropriate percentage of base salary contributions will begin. A full-time employee who is married to another District employee will be covered with one insurance plan that shall cover both employees and their eligible dependents. Neither employee in this instance shall be entitled to receive the opt-out payment. Employees agree to execute the required District form for Spouse/Family coverage and Opt-Out Waiver Statement.

5. Section 125 Plan

The District agrees to establish a Section 125 Plan, at no cost to the District, for the purposes of:

- a. Premium sharing (including vision care insurance)
- b. Opt-out
- c. Medical expenses
- d. Dependent care

B. Life Insurance

The Board will provide term life insurance coverage for all covered teachers in an amount equal to one and a half (1.5) times the annual salary of the teacher with a minimum of thirteen thousand dollars (\$13,000) life insurance.

C. Long-Term Disability

The Board shall provide a Long-Term disability insurance program for all teachers to provide benefits in the amount of one thousand five hundred dollars (\$1,500) per month as follows for each month of the disability, coverage to begin upon the expiration of all accumulated sick leave including days used from the Sick Leave Bank or on the 31st day of disability, whichever is later, the

plan to be integrated with Workmen's Compensation, Social Security, benefits and all other disability payments under the Pennsylvania Public School Employees Retirement program, after 11 months, all benefits subject to the underwriting requirements of the insurance company. Coverage shall not exceed sixty percent (60%) of the teacher's salary.

D. Educators Income Protection Plan

This plan is available to all full-time and part-time teachers of the school system by means of a payroll deduction.

E. Tax Sheltered Annuity

This plan is available to all full-time and part-time teachers of the school system by means of payroll deduction. Payroll deduction plans may be initiated during any month with deductions to commence in the following month.

F. Dental Care Insurance

The District shall provide dental insurance coverage according to the benefit grid outlined in Appendix "F" for individual and teacher dependents.

G. Prescription Care Insurance

The District shall provide prescription insurance as negotiated within the District's Health plan. Coverage for GLP-1 medications are approved for Type 2 Diabetes and must meet applicable plan criteria and prior authorization requirements. Medications prescribed for weight loss, primarily referred to as GLP-1 drugs, are not covered under this plan when prescribed for weight loss, regardless of FDA-approval status for such use. Off label use or use solely for cosmetic weight loss is excluded.

H. Vision Care Insurance

The District shall provide vision insurance coverage according to the benefit grid outlined in Appendix "G" for all teachers. Teachers will be given the option, on a voluntary basis at a cost paid by the teacher, to add eligible dependents to their vision care insurance as outlined in the benefit grid in Appendix "G".

I. Health Care Insurance for Retirees

Effective September 1, 2000 the Board will pay seventy-five percent (75%) of the cost with a maximum amount of one hundred dollars (\$100) per month for individual health care coverage as designated A.2 (above). [This amount will be applied to prescription, vision and dental insurance first, PSERS amount will be applied next to coverage designated in A.2 (above) and then the Board will pay up to a maximum of one hundred dollars (\$100) per month or the remainder of health care insurance for the retiree.], to age sixty-five (65) for each retiree with ten years of service in the District who retires at age fifty-five (55) or with thirty (30) years of PSERS creditable service. The retiree will pay the remaining premium cost which may include dependent coverage if desired by remitting the residual premium to the Business Office prior to any month of coverage. Surviving Spouse of a covered teacher shall have the opportunity to purchase group coverage until the age of

sixty-five (65). If a retiree elects to discontinue individual or dependent coverage, it may not be renewed through the teacher group.

ARTICLE XIII MAINTENANCE OF MEMBERSHIP

Provision

The Board agrees that all teachers who are presently members of the Association shall be subject to the "maintenance of membership" provision as defined in Article III, Subsection (18) of the Public Employee Relations Act, Act 195.

ARTICLE XIV MEMBERSHIP DUES DEDUCTIONS

A. Deduction from Salary

The Board agrees to deduct dues from the salaries of members of the local Association, the Pennsylvania State Education Association, and the National Education Association as said members authorized the Board to deduct and transmit the monies by check monthly to the Bald Eagle Area Education Association.

1. Equal Monthly Installments

Deductions referred to in Paragraph A above will be made in as nearly semi-monthly installments as practicable during the school year.

B. List Supplied to Board

No later than October 1 of each year the Association shall provide the Board with a list of those teachers who have authorized the Board to deduct dues for the Association listed in Paragraph A above.

C. Authorization Cards

The board shall honor such authorization cards pursuant to the maintenance of membership agreement. Sample authorization card follows:

PAYROLL DEDUCTION AUTHORIZATION CARD

This is to authorize sixteen (16) equal deductions from my pay for professional dues for the Bald Eagle Area Education Association, Pennsylvania State Education Association and National Education Association. This authorization shall remain in effect unless canceled in writing fifteen (15) days prior to the expiration of the collective bargaining agreement in effect on this date.

(Date)

(Signature)

ARTICLE XV
LOSS OF PREPARATION/PLANNING/CONFERENCE PERIOD

In those cases where regular substitutes are not available and where a substitute cannot be found, or in case of an emergency, regular teachers who volunteer or who are assigned to substitute for another teacher during their preparation/planning/conference period may submit a timecard and be paid at the adjusted rate schedule, Appendix I (except for the Released time for the President of the Association as provided for in Article X, Section 3).

If a teacher loses their preparation/planning/conference period for more than 120 minutes per month for required meetings, the teacher shall be reimbursed at the adjusted rate schedule, Appendix I, for the time in excess of 120 minutes per month at the same rate (prorated as appropriate) as Section A.

ARTICLE XVI
MISCELLANEOUS PROVISIONS

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

ARTICLE XVII
NO LOCK OUT - NO STRIKE PROVISION

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

ARTICLE XVIII
WAIVERS

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 herein or not, during the life of this agreement, exclusive of the application of the grievance procedure.

ARTICLE XIX
REDUCTION IN STAFF

Reduction in staff through suspension or furlough shall be in accordance with Sections 1124 and 1125 of School Code.

ARTICLE XX
GRADING PERIOD DAYS

Completion of grading and posting of grades, with the exception of the last yearly grading period, shall not be required prior to the fourth school day following the final day of the grading period.

ARTICLE XXI
RETIREMENT BONUS FOR UNUSED SICK LEAVE

During the life of the agreement, District Policy 344 adopted November 10, 2010, shall remain unchanged.

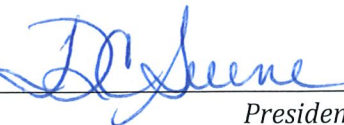
ARTICLE XXII
DURATION OF AGREEMENT

A. Effective Date

This agreement shall be effective as of August 2, 2026, and shall continue in effect until August 1, 2031 (date of expiration), subject to the Association's right to negotiate over a successor agreement as provided in ARTICLE II. This agreement shall not be extended orally.

B. In Witness Whereof the Association has caused this Agreement to be signed by its President and Secretary and the Board has caused this Agreement to be signed by its President, attested by its Secretary and its corporate seal.

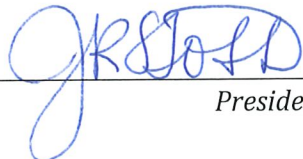
BALD EAGLE AREA BOARD OF EDUCATION

BY  _____
President

 _____
Secretary

 _____
Date

BALD EAGLE AREA EDUCATION ASSOCIATION

BY  _____
President

ATTEST:

 _____
Secretary

 _____
Date

Appendix A

NON-ATHLETIC EXTRA-CURRICULAR SALARIES

	2026-2031
Art Club Advisor (1 person)	\$ 1,600
Band Director Elementary (1 person)	\$ 1,450
Band Director Middle & Senior High (Concert & Jazz*) (1 person)	\$ 3,050
Board Game Club Advisor	\$ 1,600
Bookends Advisor (1 person)	\$ 1,600
Botball/Tech Team Co-Advisors (2 people/each)	\$ 1,900
Choral Director Elementary (Howard, Port, & Mt.) (1 person)	\$ 1,175
Choral Director Elementary (Wingate & 6th) (1 person)	\$ 1,525
Choral Director Middle/High School (1 person)	\$ 2,050
Detention Supervisor	\$70 per day
Drama Club Co-Advisors (2 people/each)	\$ 3,800
Envirothon Advisor (2 people/each)	\$ 1,900
Freshman/Sophomore Class Co-Advisors (2 people/each)	\$ 1,075
Future Business Leaders of America (FBLA) Advisor (1 person)	\$ 1,950
Future Business Leaders of America (FBLA) Assistant Advisor (1 person)	\$ 800
Future Farmers of America (FFA) Advisor (1 person)	\$ 3,800
Future Farmers of America (FFA) Assistant Advisor (1 person)	\$ 1,050
Gay-Straight Alliance (GSA) Advisor (1 person)	\$ 1,600
History Club Advisor (1 person)	\$ 1,600
Indoor Drumline (2 people/ each)	\$ 1,025
Indoor Majorette (1 person)	\$ 2,050
Indoor Color Guard (1 person)	\$ 2,050
Junior Class Co-Advisors (2 people/each)	\$ 1,850
Marching Band Color Guard (1 person)	\$ 1,000
Marching Band Drumline (1 person)	\$ 1,000
Marching Band Majorette (1 person)	\$ 1,000
Marching Band Music/Marching Instructors (2 people/each)	\$ 1,000
Mock Trial Advisor (1 person)	\$ 1,600
Model Club Advisor (1 person)	\$ 850
National Honor Society (2 people/split)	\$ 1,950
Pit Manager/Stage Manager (1 person)	\$ 1,800
Powder Puff Coordinator (1 person)	\$ 850
Powder Puff Assistant (2 people)	\$ 450
Reading Team Elementary (up to 10 people/each)	\$ 850
School Wide Coach (up to 6 people/each)	\$ 1,050
Senior Class Co-Advisors (2 people/each)	\$ 2,525
Ski Club Advisor (up to 3 people/\$150/event/each)	\$ 2,700
Spanish Club Advisor (1 person)	\$ 1,600
Student Government Middle School (1 person)	\$ 1,850
Student Government Middle School 6 th Grade Assistant	\$ 800
Student Government Senior High (1 person)	\$ 1,950
Students Against Destructive Decisions (SADD) (1 person)	\$ 1,600
Unified Club	\$ 1,600
Yearbook Advisor Business Staff (1 person)	\$ 5,000
Yearbook Advisor Middle School (1 person)	\$ 2,500

* Includes Indoor Jazz Band

\$100 day Stipend for any advisors that attends Nationals with student(s)

\$100 day per extra person for FBLA overnight events, as needed

It is within the realm of the Board to create new positions.

When new positions are created, the accompanying salary will be negotiated with the association.

If there are multiple advisors for a club/activity and a position(s) is not filled, the vacant salary will be distributed among the remaining advisor(s) for that club/activity.

Appendix B

ATHLETIC EXTRA-CURRICULAR AND INTERSCHOLASTIC ATHLETIC SALARIES

Position	% of Head	Yrs 1-4	Yrs 5-8	Yrs 9-12	Yrs 13-16	Yrs 17+
Band Director Marching (1 person)		\$ 5,500	\$ 6,000	\$ 6,500	\$ 7,000	\$ 7,500
Band Director Assistant (1 person)	45%	\$ 2,475	\$ 2,700	\$ 2,925	\$ 3,150	\$ 3,375
Band Front (1 person)	40%	\$ 2,200	\$ 2,400	\$ 2,600	\$ 2,800	\$ 3,000
Baseball						
Head Coach JV & Varsity (1)		\$ 4,250	\$ 4,750	\$ 5,250	\$ 5,750	\$ 6,250
Assistant Coach Varsity (2)	60%	\$ 2,550	\$ 2,850	\$ 3,150	\$ 3,450	\$ 3,750
JV Assistant Coach (1)	50%	\$ 2,125	\$ 2,375	\$ 2,625	\$ 2,875	\$ 3,125
Jr. High Head Coach (2)	55%	\$ 2,338	\$ 2,613	\$ 2,888	\$ 3,163	\$ 3,438
Basketball						
Boys Head Coach Varsity (1)		\$ 5,800	\$ 6,300	\$ 6,800	\$ 7,300	\$ 7,800
Boys JV Head Coach (1)	55%	\$ 3,190	\$ 3,465	\$ 3,740	\$ 4,015	\$ 4,290
Boys Jr High Head Coach (1) (9th grade)	50%	\$ 2,900	\$ 3,150	\$ 3,400	\$ 3,650	\$ 3,900
Boys Jr High Assistant Coach (1) (7th & 8th grade)	45%	\$ 2,610	\$ 2,835	\$ 3,060	\$ 3,285	\$ 3,510
Girls Head Coach Varsity (1)		\$ 5,800	\$ 6,300	\$ 6,800	\$ 7,300	\$ 7,800
Girls JV Head Coach (1)	55%	\$ 3,190	\$ 3,465	\$ 3,740	\$ 4,015	\$ 4,290
Girls Jr High Head Coach (1)	50%	\$ 2,900	\$ 3,150	\$ 3,400	\$ 3,650	\$ 3,900
Girls Jr High Assistant Coach (1)	45%	\$ 2,610	\$ 2,835	\$ 3,060	\$ 3,285	\$ 3,510
Cheerleading						
Head Coach JV & Varsity (1)		\$ 5,800	\$ 6,300	\$ 6,800	\$ 7,300	\$ 7,800
Assistant Coach JV & Varsity (1)	50%	\$ 2,900	\$ 3,150	\$ 3,400	\$ 3,650	\$ 3,900
Jr High Head Coach (1)	55%	\$ 3,190	\$ 3,465	\$ 3,740	\$ 4,015	\$ 4,290
Jr High Assistant Coach (1)	35%	\$ 2,030	\$ 2,205	\$ 2,380	\$ 2,555	\$ 2,730
Cross Country (Boys & Girls)						
Head Coach (1)		\$ 1,800	\$ 2,300	\$ 2,800	\$ 3,300	\$ 3,800
Assistant Coach (1)	60%	\$ 1,080	\$ 1,380	\$ 1,680	\$ 1,980	\$ 2,280
Football						
Head Coach JV & Varsity (1)		\$ 6,500	\$ 7,000	\$ 7,500	\$ 8,000	\$ 8,500
Assistant Coach JV & Varsity (5 or 6)*	65%	\$ 4,225	\$ 4,550	\$ 4,875	\$ 5,200	\$ 5,525
Jr High Head Coach (1)	55%	\$ 3,575	\$ 3,850	\$ 4,125	\$ 4,400	\$ 4,675
Jr High Assistant Coach (2 or 3)*	40%	\$ 2,600	\$ 2,800	\$ 3,000	\$ 3,200	\$ 3,400
<i>*One of these positions will be designated as a flexible position with a yearly determination/appointment. The exact position in a given year will be determined based on the number of players at each level. The total number of positions will continue to be ten (10). The flexible position will be paid at the rate at which the position is utilized during the season as reflected in Appendix B.</i>						
Golf (Boys & Girls)						
Boys Head Coach (1)		\$ 1,600	\$ 2,100	\$ 2,600	\$ 3,100	\$ 3,600
Girls Head Coach (1)		\$ 1,600	\$ 2,100	\$ 2,600	\$ 3,100	\$ 3,600
Soccer						

Position		% of Head	Yrs 1-4	Yrs 5-8	Yrs 9-12	Yrs 13-16	Yrs 17+
	Boys Head Coach Varsity (1)		\$ 4,250	\$ 4,750	\$ 5,250	\$ 5,750	\$ 6,250
	Boys JV Head Coach (1)	60%	\$ 2,550	\$ 2,850	\$ 3,150	\$ 3,450	\$ 3,750
	Boys Jr High Head Coach (1)	55%	\$ 2,338	\$ 2,613	\$ 2,888	\$ 3,163	\$ 3,438
	Girls Head Coach Varsity (1)		\$ 4,250	\$ 4,750	\$ 5,250	\$ 5,750	\$ 6,250
	Girls JV Head Coach (1)	60%	\$ 2,550	\$ 2,850	\$ 3,150	\$ 3,450	\$ 3,750
	Girls Jr High Head Coach (1)	55%	\$ 2,338	\$ 2,613	\$ 2,888	\$ 3,163	\$ 3,438
Softball							
	Head Coach Varsity (1)		\$ 4,250	\$ 4,750	\$ 5,250	\$ 5,750	\$ 6,250
	Assistant Coach Varsity (1)	60%	\$ 2,550	\$ 2,850	\$ 3,150	\$ 3,450	\$ 3,750
	Head Coach JV (1)	60%	\$ 2,550	\$ 2,850	\$ 3,150	\$ 3,450	\$ 3,750
	JV Assistant Coach (1)	50%	\$ 2,125	\$ 2,375	\$ 2,625	\$ 2,875	\$ 3,125
	Jr High A Team Head Coach (1)	55%	\$ 2,338	\$ 2,613	\$ 2,888	\$ 3,163	\$ 3,438
	Jr High B Team Assistant Coach (1)	55%	\$ 2,338	\$ 2,613	\$ 2,888	\$ 3,163	\$ 3,438
Track (Boys & Girls)							
	Head Coach (1)		\$ 4,750	\$ 5,250	\$ 5,750	\$ 6,250	\$ 6,750
	Assistant Coach (2)	60%	\$ 2,850	\$ 3,150	\$ 3,450	\$ 3,750	\$ 4,050
	Jr High Head Coach (1)	60%	\$ 2,850	\$ 3,150	\$ 3,450	\$ 3,750	\$ 4,050
	Jr High Assistant Coach (2)	50%	\$ 2,375	\$ 2,625	\$ 2,875	\$ 3,125	\$ 3,375
Unified Bocce							
	Head Coach (1)		\$ 1,600	\$ 2,100	\$ 2,600	\$ 3,100	\$ 3,600
	Assistant Coach (1)	50%	\$ 800	\$ 1,050	\$ 1,300	\$ 1,550	\$ 1,800
Unified Strength & Conditioning							
	Head Coach (1)		\$ 1,600	\$ 2,100	\$ 2,600	\$ 3,100	\$ 3,600
	Assistant Coach (1)	50%	\$ 800	\$ 1,050	\$ 1,300	\$ 1,550	\$ 1,800
Volleyball							
	Head Coach Varsity (1)		\$ 4,250	\$ 4,750	\$ 5,250	\$ 5,750	\$ 6,250
	Head Coach JV (1)	60%	\$ 2,550	\$ 2,850	\$ 3,150	\$ 3,450	\$ 3,750
	Jr High Head Coach (1)	55%	\$ 2,338	\$ 2,613	\$ 2,888	\$ 3,163	\$ 3,438
	Jr High Assistant Coach (1)	55%	\$ 2,338	\$ 2,613	\$ 2,888	\$ 3,163	\$ 3,438
Wrestling (Boys)							
	Head Coach (1)		\$ 5,800	\$ 6,300	\$ 6,800	\$ 7,300	\$ 7,800
	Assistant Coach (2)	55%	\$ 3,190	\$ 3,465	\$ 3,740	\$ 4,015	\$ 4,290
	Jr High Head Coach (1)	50%	\$ 2,900	\$ 3,150	\$ 3,400	\$ 3,650	\$ 3,900
	Jr High Assistant Coach (1)	45%	\$ 2,610	\$ 2,835	\$ 3,060	\$ 3,285	\$ 3,510
Wrestling (Girls)							
	Head Coach (1)		\$ 5,800	\$ 6,300	\$ 6,800	\$ 7,300	\$ 7,800
	Girls Assistant Coach (1)	55%	\$ 3,190	\$ 3,465	\$ 3,740	\$ 4,015	\$ 4,290
	Jr. High Head Coach (1)	50%	\$ 2,900	\$ 3,150	\$ 3,400	\$ 3,650	\$ 3,900

For post season, each head coach will receive \$150 per week and assistant coach will receive \$75 per week

Position	% of Head	Yrs 1-4	Yrs 5-8	Yrs 9-12	Yrs 13-16	Yrs 17+
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It is within the realm of the Board to create new positions. When new positions are created, the accompanying salary will be negotiated with the Association.

All coaches will be placed on the schedule in consideration of their years of applicable, sport specific, coaching experience.

Credit for years of experience for advancement in coaching positions will be credited as follows:

Prior experience as a Head Varsity Coach for a full year/season will be awarded 1 year of credited service.

Prior experience as a Junior Varsity (JV) and/or Varsity Assistant Coach for 2 full years/seasons will be awarded 1 year of credited service

Prior experience as a Junior High Coach for 3 full years/seasons will be awarded 1 year of credited service.

* The above experience credit applies only when advancing to a higher level coaching position in that particular sport.
(i.e. Junior High Basketball Coach with 3 full years/seasons of coaching experience would be awarded 1 year of credited service if the coach became a Junior Varsity, Varsity Assistant or Head Varsity Basketball Coach)

* All prior experience must be verified before credit for service is awarded.

* Credit will only be awarded for full years/seasons. Partial years/seasons cannot be combined.

Appendix C

ATHLETIC EXTRA CURRICULAR AND INTERSCHOLASTIC SALARIES GAME MANAGER PAY PER EVENT

Position	2026-2031
Basketball	
2 Junior High Games, 1 JV game, & 1 Varsity	\$ 150
2 Junior High Games & 1 Varsity or 1 Junior High Game, 1 JV, & 1 Varsity	\$ 125
Varsity & JV	\$ 100
Junior High - 2 games	\$ 75
Junior High - 1 game	\$ 50
Football	
Junior High - 1 game	\$ 75
Junior High - 2 games	\$ 125
JV	\$ 100
Varsity	\$ 150
Soccer	
Jr. High, JV, & Varsity	\$ 150
Junior High - 2 matches	\$ 100
JV & Varsity	\$ 125
Varsity	\$ 75
Track & Field	
Junior High Track & Field Tri or Quad Meet	\$ 150
Junior High Track & Field Duel Meet	\$ 100
Varsity Track & Field Tri or Quad Meet	\$ 150
Varsity Track & Field Dual Meet	\$ 100
Volleyball	
Junior High - 1 match	\$ 50
Junior High - 2 matches	\$ 75
JV & Varsity	\$ 125
Varsity	\$ 75
Wrestling (Boys)	
Junior High	\$ 50
Junior High & Varsity	\$ 150
Varsity	\$ 75

It is within the realm of the Board to create new positions.

When new positions are created, the accompanying salary will be negotiated with the association.

Appendix D

SALARY

Bald Eagle Salary Schedule Step Movement Chart From Each Step in 2025-26 (Base Year) to Each Step in 2030-31

To track your movement through the schedule toward the Max Step:
find your step in the current year and then move horizontally across
the columns to the right to see which step you will move to in each year.

2025-26 (Base Year)		2026-27	2027-28	2028-29	2029-30	2030-31
Old Numbering System	Steps to the Max Step	Steps to the Max Step	Steps to the Max Step	Steps to the Max Step	Steps to the Max Step	Steps to the Max Step
						20
					20	19
				20	19	18
			20	19	18	17
		20	19	18	17	16
1	21	20	19	18	17	16
2	20	19	18	17	16	15
3	19	18	17	16	15	14
4	18	17	16	15	14	13
5	17	16	15	14	13	12
6	16	15	14	13	12	11
7	15	14	13	12	11	10
8	14	13	12	11	10	9
9	13	12	11	10	9	8
10	12	11	10	9	8	7
11	11	10	9	8	7	6
12	10	9	8	7	6	5
13	9	8	7	6	5	4
14	8	7	6	5	4	3
15	7	6	5	4	3	2
16	6	5	4	3	2	1
17	5	4	3	2	1	Max
18	4	3	2	1	Max	Max
19	3	2	1	Max	Max	Max
20	2	1	Max	Max	Max	Max
21	1	Max	Max	Max	Max	Max
22	Max	Max	Max	Max	Max	Max

For example: in 2025-26 (Base Year), someone on step 7 of the Old Numbering System is 15 steps away from the Max step. In 2026-27, they move to step 14 (indicating they have 14 steps left to get to the Max), then step 13 in 2027-28, and then step 12 in 2028-29, etc.

For another example: in 2025-26 (Base Year), someone on step 12 of the Old Numbering System is 10 steps away from the Max step. In 2026-27, they move to step 9 (indicating they have 9 steps left to get to the Max), then step 8 in 2027-28, and then step 7 in 2028-29, etc.

The lowest salaried step in 2025-26 (21 Steps from the Max Step) is removed from the schedule starting in 2026-27 leaving only 20 steps to the Max Step. All members already on the salary schedule in 2025-26 still advance one step toward the Max Step in 2026-27 in standard step movement. New hires in 2026-27 and beyond, if they are hired at the lowest salaried step, are placed on step 20 from the Max step.

Bald Eagle Area Salary Schedule

2026-2027

Old System	B	B+24	M	M+15	M+30	M+45	D	From Top
1	53,949	54,406	55,194	55,983	56,771	57,559	58,347	20
2	55,054	55,510	56,299	57,087	57,875	58,663	59,451	19
3	56,158	56,615	57,403	58,191	58,979	59,767	60,556	18
4	57,263	57,720	58,508	59,296	60,084	60,872	61,660	17
5	58,367	58,824	59,612	60,400	61,188	61,977	62,765	16
6	59,471	59,928	60,716	61,504	62,293	63,081	63,869	15
7	60,575	61,032	61,820	62,609	63,397	64,185	64,973	14
8	61,680	62,136	62,925	63,713	64,501	65,289	66,077	13
9	62,784	63,241	64,029	64,817	65,605	66,393	67,182	12
10	63,889	64,346	65,134	65,922	66,710	67,498	68,286	11
11	64,993	65,450	66,238	67,026	67,814	68,603	69,391	10
12	66,097	66,554	67,342	68,130	68,919	69,707	70,495	9
13	67,201	67,658	68,446	69,235	70,023	70,811	71,599	8
14	68,306	68,762	69,551	70,339	71,127	71,915	72,703	7
15	69,410	69,867	70,655	71,443	72,231	73,019	73,808	6
16	70,515	70,972	71,760	72,548	73,336	74,124	74,912	5
17	71,619	72,076	72,864	73,652	74,440	75,228	76,016	4
18	72,724	73,181	73,969	74,757	75,545	76,333	77,121	3
19	73,828	74,285	75,073	75,861	76,649	77,437	78,225	2
20	74,933	75,390	76,178	76,966	77,754	78,542	79,330	1
21	76,037	76,494	77,282	78,070	78,858	79,646	80,434	Top

Bald Eagle Area Salary Schedule

2027-2028

Old System	B	B+24	M	M+15	M+30	M+45	D	From Top
1	56,094	56,819	57,802	58,785	59,768	60,751	61,733	20
2	57,173	57,897	58,881	59,863	60,846	61,829	62,812	19
3	58,251	58,976	59,959	60,942	61,924	62,907	63,891	18
4	59,329	60,054	61,037	62,020	63,003	63,986	64,969	17
5	60,408	61,133	62,115	63,098	64,081	65,064	66,047	16
6	61,486	62,211	63,194	64,176	65,160	66,142	67,125	15
7	62,564	63,289	64,272	65,255	66,238	67,221	68,203	14
8	63,643	64,367	65,351	66,333	67,316	68,299	69,282	13
9	64,721	65,446	66,429	67,412	68,394	69,377	70,360	12
10	65,799	66,524	67,507	68,490	69,473	70,456	71,439	11
11	66,878	67,603	68,585	69,568	70,551	71,534	72,517	10
12	67,956	68,681	69,664	70,646	71,630	72,612	73,595	9
13	69,034	69,759	70,742	71,725	72,708	73,691	74,673	8
14	70,113	70,837	71,821	72,803	73,786	74,769	75,752	7
15	71,191	71,916	72,899	73,882	74,864	75,847	76,830	6
16	72,511	73,236	74,219	75,201	76,185	77,167	78,150	5
17	73,831	74,556	75,539	76,522	77,505	78,487	79,471	4
18	75,151	75,908	76,859	77,842	78,825	79,808	80,790	3
19	76,471	77,197	78,179	79,162	80,145	81,128	82,111	2
20	77,791	78,516	79,499	80,482	81,465	82,448	83,431	1
21	79,667	80,515	81,587	82,659	83,731	84,803	85,875	Top

Bald Eagle Area Salary Schedule

2028-2029

Old System	B	B+24	M	M+15	M+30	M+45	D	From Top
1	58,257	59,253	60,432	61,612	62,791	63,970	65,149	20
2	59,310	60,305	61,484	62,664	63,843	65,022	66,201	19
3	60,362	61,357	62,536	63,716	64,895	66,074	67,254	18
4	61,414	62,409	63,588	64,768	65,947	67,126	68,306	17
5	62,466	63,461	64,641	65,820	66,999	68,178	69,358	16
6	63,518	64,513	65,693	66,872	68,051	69,230	70,410	15
7	64,570	65,565	66,745	67,924	69,103	70,282	71,462	14
8	65,622	66,617	67,797	68,976	70,155	71,334	72,514	13
9	66,674	67,669	68,849	70,028	71,207	72,387	73,566	12
10	67,726	68,722	69,901	71,080	72,259	73,439	74,618	11
11	68,778	69,774	70,953	72,132	73,311	74,491	75,670	10
12	69,830	70,826	72,005	73,184	74,364	75,543	76,722	9
13	70,882	71,878	73,057	74,237	75,416	76,595	77,774	8
14	71,935	72,930	74,110	75,289	76,468	77,647	78,826	7
15	72,987	73,982	75,162	76,341	77,520	78,699	79,879	6
16	74,211	75,207	76,386	77,565	78,745	79,924	81,103	5
17	75,436	76,431	77,611	78,790	79,969	81,148	82,328	4
18	76,660	77,678	78,835	80,014	81,193	82,373	83,552	3
19	77,885	78,880	80,059	81,238	82,418	83,597	84,776	2
20	79,109	80,104	81,284	82,463	83,642	84,821	86,001	1
21	80,991	82,133	83,417	84,702	85,987	87,273	88,557	Top

Bald Eagle Area Salary Schedule

2029-2030

Old System	B	B+24	M	M+15	M+30	M+45	D	From Top
1	60,777	62,087	63,495	64,904	66,312	67,719	69,127	20
2	61,799	63,109	64,517	65,925	67,333	68,741	70,149	19
3	62,820	64,130	65,539	66,947	68,355	69,762	71,171	18
4	63,842	65,152	66,560	67,968	69,376	70,784	72,192	17
5	64,863	66,174	67,582	68,990	70,398	71,806	73,214	16
6	65,885	67,195	68,603	70,011	71,419	72,827	74,235	15
7	66,906	68,217	69,625	71,033	72,441	73,849	75,257	14
8	67,928	69,238	70,646	72,054	73,462	74,870	76,278	13
9	68,950	70,260	71,668	73,076	74,484	75,892	77,300	12
10	69,971	71,282	72,689	74,097	75,505	76,914	78,321	11
11	70,993	72,303	73,711	75,119	76,527	77,935	79,343	10
12	72,014	73,325	74,732	76,140	77,549	78,957	80,364	9
13	73,036	74,346	75,754	77,162	78,570	79,978	81,386	8
14	74,057	75,368	76,776	78,184	79,592	81,000	82,408	7
15	75,079	76,389	77,797	79,205	80,613	82,021	83,429	6
16	76,192	77,502	78,910	80,318	81,726	83,134	84,542	5
17	77,305	78,615	80,023	81,431	82,839	84,247	85,655	4
18	78,418	79,740	81,136	82,544	83,952	85,360	86,768	3
19	79,531	80,841	82,249	83,657	85,065	86,473	87,881	2
20	80,644	81,954	83,362	84,770	86,178	87,586	88,994	1
21	82,203	83,612	85,091	86,571	88,050	89,530	91,010	Top

Bald Eagle Area Salary Schedule

2030-2031

Old System	B	B+24	M	M+15	M+30	M+45	D	From Top
1	63,626	65,293	66,960	68,626	70,293	71,960	73,626	20
2	64,613	66,280	67,947	69,613	71,280	72,947	74,613	19
3	65,600	67,267	68,934	70,600	72,267	73,934	75,600	18
4	66,587	68,254	69,921	71,587	73,254	74,921	76,587	17
5	67,574	69,241	70,908	72,574	74,241	75,908	77,574	16
6	68,561	70,228	71,895	73,561	75,228	76,895	78,561	15
7	69,548	71,215	72,882	74,548	76,215	77,882	79,548	14
8	70,535	72,202	73,869	75,535	77,202	78,869	80,535	13
9	71,522	73,189	74,856	76,522	78,189	79,856	81,522	12
10	72,509	74,176	75,843	77,509	79,176	80,843	82,509	11
11	73,496	75,163	76,830	78,496	80,163	81,830	83,496	10
12	74,483	76,150	77,817	79,483	81,150	82,817	84,483	9
13	75,470	77,137	78,804	80,470	82,137	83,804	85,470	8
14	76,457	78,124	79,791	81,457	83,124	84,791	86,457	7
15	77,444	79,111	80,778	82,444	84,111	85,778	87,444	6
16	78,431	80,098	81,765	83,431	85,098	86,765	88,431	5
17	79,418	81,085	82,752	84,418	86,085	87,752	89,418	4
18	80,405	82,072	83,739	85,405	87,072	88,739	90,405	3
19	81,392	83,059	84,726	86,392	88,059	89,726	91,392	2
20	82,379	84,046	85,713	87,379	89,046	90,713	92,379	1
21	83,366	85,033	86,700	88,366	90,033	91,700	93,366	Top

Appendix E

HEALTH CARE INSURANCE

*THIS PLAN SHALL BE IN EFFECT 1/1/2019 FOR ALL ACTIVE EMPLOYEES. Anyone retiring after 1/1/2019 shall be subject to this Plan; however, the District shall not be responsible for any payments into an HSA or HRA account for retirees.

Bald Eagle Area School District (Active Teachers & Act 93 Contracts)

Overview of PPOBlue Qualified High Deductible Health Plan Non-Grandfathered

BENEFIT	PPOBlue Qualified High Deductible Health Plan	
	In-Network Care ¹	Out-of-Network Care ^{1,2}
Policy Provisions		
Benefit Period	12 Month Period Begins With Plan Implementation Date	
Benefit Period Deductible ³ (Employee Only Plan / Family Plan)	\$1,500 / \$3,000 Applies to Medical and Prescription Drug Benefits	
Co-Insurance (The Plan Pays:)	100% after deductible	80% after deductible
Annual Out-of-Pocket Maximum (Employee Only Plan / Family Plan)	Not Applicable <i>Does not apply when the In-network co-insurance is 100% after deductible</i>	\$1,500 / \$3,000 ⁴ (not including deductibles) (not including balance billing)
Total Maximum Out-of-Pocket ⁵ (Employee Only Plan / Family Plan) (Includes medical & prescription drug deductible, coinsurance, & copays)	\$1,500 / \$3,000	Not Applicable
Lifetime Maximum Per Person	Unlimited	
Applied Behavior Analysis for Autism Spectrum Disorders ⁶	100% after deductible	80% after deductible
Dependent Eligibility	Dependents To Age 26	
Precertification Requirements	Yes (provider responsibility)	Yes ⁷
Preventive Care Services		
Routine Physical Exams (adult & pediatric)	100% (deductible does not apply)	80% after deductible
Routine Gynecological Exams, including PAP Test	100% (deductible does not apply)	80% (deductible does not apply)
Adult Immunizations	100% (deductible does not apply)	80% after deductible
Childhood Immunizations	100% (deductible does not apply)	80% (deductible does not apply)
Mammograms - Routine	100% (deductible does not apply)	80% after deductible
Colorectal Cancer Screening - Routine	100% (deductible does not apply)	80% after deductible
Hospital / Physician Services		
Physician Office Visits	100% after deductible	80% after deductible
Specialist Office Visits	100% after deductible	80% after deductible
Maternity Care (facility & professional)	100% after deductible	80% after deductible
Inpatient Hospital Services	100% after deductible	80% after deductible
Outpatient Hospital Services	100% after deductible	80% after deductible
Medical/Surgical Services (except office visits)	100% after deductible	80% after deductible
Diagnostic Services		
Advanced Imaging (MRI, CAT Scan, PET Scan, etc)	100% after deductible	80% after deductible
Basic Diagnostic Services (Standard Imaging, Diagnostic Medical, Lab/Pathology, Allergy Testing)	100% after deductible	80% after deductible
Mammograms - Medically Necessary	100% after deductible	80% after deductible
Colorectal Cancer Screening - Medically Necessary	100% after deductible	80% after deductible
Allergy Extracts	100% after deductible	80% after deductible
Transplant Services	100% after deductible	80% after deductible
Emergency Services		
Emergency Room Services ⁸	100% after deductible	
Ambulance	100% after deductible	80% after deductible
Therapy Services		
Spinal Manipulation Services	100% after deductible	80% after deductible
Physical, Speech, & Occupational Therapy Services	100% after deductible	80% after deductible
Cardiac Rehabilitation, Chemotherapy, & Dialysis Treatment	100% after deductible	80% after deductible
Infusion & Radiation Therapy Services	100% after deductible	80% after deductible
Respiratory Therapy Services	100% after deductible	80% after deductible

Bald Eagle Area School District (Active Teachers & Act 93 Contracts)

Overview of PPOBlue Qualified High Deductible Health Plan

Non-Grandfathered

BENEFIT	PPOBlue Qualified High Deductible Health Plan	
	In-Network Care ¹	Out-of-Network Care ^{1,2}
Behavioral Health Services		
Mental Health - Inpatient	100% after deductible	80% after deductible
Mental Health - Outpatient	100% after deductible	80% after deductible
Substance Abuse - Inpatient Detoxification	100% after deductible	80% after deductible
Substance Abuse - Inpatient Rehabilitation	100% after deductible	80% after deductible
Substance Abuse - Outpatient Rehabilitation	100% after deductible	80% after deductible
Other Services		
Dental Services Related to Accidental Injury	100% after deductible	80% after deductible
Diabetes Treatment	100% after deductible	80% after deductible
Durable Medical Equipment	100% after deductible	80% after deductible
Enteral Formulae	100% after deductible	80% after deductible
Home Infusion Therapy	100% after deductible	80% after deductible
Home Health Care	100% after deductible	80% after deductible
<i>Combined Limit: 90 visits per benefit period</i>		
Hospice Care	100% after deductible	80% after deductible
Infertility Counseling, Testing and Treatment ⁹	100% after deductible	80% after deductible
Orthotics	100% after deductible	80% after deductible
Private Duty Nursing	100% after deductible	80% after deductible
<i>Combined Limit: 240 hours per benefit period</i>		
Prosthetics	100% after deductible	80% after deductible
Skilled Nursing Facility	100% after deductible	80% after deductible
Prescription Drugs		
Prescription Drug Deductible	Works In Conjunction With Medical Deductible	
Prescription Drug (retail)	100% after deductible ¹⁰	
	Up to a 31 day supply	
	National Plus Pharmacy Network	
Prescription Drug (mail)	Open Formulary with Soft Mandatory Generic Provision ¹¹	
	100% after deductible ¹⁰	
	Up to a 90 day supply	
	Open Formulary with Soft Mandatory Generic Provision ¹¹	

¹ You may be responsible for a facility fee, clinic charge or similar fee or charge (in addition to any professional fees) if your office visit or service is provided at a location that qualifies as a hospital department or a satellite building of a hospital.

² Precertification may be required for services rendered by out-of-network providers.

³ Deductible levels are determined by the IRS and are subject to change.

⁴ Non-participating providers or those who are not in the Highmark network can bill members for the difference between the amount that the non-participating provider bills and the payment Highmark will make for the covered services that are performed by the non-participating provider. This is referred to as balance billing and the member's liability is not limited by the health plan. Balance billing liabilities are above and beyond the out-of-pocket maximum listed on this benefit grid.

⁵ Coverage for eligible members to age 21. Services will be paid according to the benefit category (e.g. speech therapy). Treatment for autism spectrum disorders does not reduce visit/day limits.

⁶ The in-network total maximum out-of-pocket as mandated by the federal government must include medical and prescription drug deductible, coinsurance, & copays. If you are enrolled as an individual, the deductible, and Total Maximum Out-of-Pocket for the "Employee Only" plan apply. If you are enrolled in a "Family" plan, the entire family deductible and Total Maximum Out-of-Pocket apply.

⁷ HMS must be contacted prior to a planned inpatient admission or within 48 hours of an emergency or maternity-related inpatient admission. Some facility providers will contact HMS and obtain precertification of the inpatient admission on your behalf. Be sure to verify that your provider is contacting HMS for precertification. If not, you are responsible for contacting HMS. If this does not occur and it is later determined that all or part of the inpatient stay was not medically necessary or appropriate, you will be responsible for payment of any costs incurred.

⁸ Emergency service is any health care service provided to a member after the sudden onset of a medical condition that manifests itself by acute symptoms of sufficient severity or severe pain, such that a prudent layperson who possesses an average knowledge of health and medicine, could reasonably expect the absence of immediate medical attention to result in: a) placing the health of the member, or, with respect to a pregnant woman, the health of the woman or her unborn child, in serious jeopardy; b) serious impairment to bodily functions; or c) serious dysfunction of any bodily organ or part.

⁹ Treatment includes coverage for the correction of a physical or medical problem associated with infertility. Infertility drug therapy may or may not be covered depending on your group's prescription drug program.

¹⁰ At a retail or mail order pharmacy, if your deductible has not been met, you pay the entire cost for your prescription drug at the discounted rate Highmark has negotiated. The eligible amount you paid for your prescription will be applied to your deductible.

¹¹ Under the Soft Mandatory Generic Provision, the member is responsible for the payment differential when a generic drug is available and the patient elects to purchase a brand name drug. The member payment is the price difference between the generic and the brand name, in addition to copayment or coinsurance amounts which apply.

Appendix F

DENTAL



BALD EAGLE AREA School District

Effective 07/01/2026

Concordia Flex is a passive PPO program that allows members to receive care from any licensed dentist; however, members receive the greatest value and convenience when they receive care from a participating dentist. This means that members who receive care from a participating dentist are responsible only for those deductibles and coinsurance amounts that are part of the program design.

	F-Plan10W	
	In-Network ¹	Non-Network ²
	ElitePLUS	Advantage MAC
Class I	100%	100%
Class II	100%	100%
Class III	75%	75%
Class IV	Not Applicable	Not Applicable
Annual Program Maximum	\$2000	\$2000
Annual Program Deductible	\$0/\$0(excludes Class I)	\$0/\$0(excludes Class I)
Lifetime Orthodontic Maximum	Not Applicable	Not Applicable

Selected Plan Features

Smile for Health - Wellness

1. Reimbursement is based on our schedule of maximum allowable charges (MACs). Network dentists agree to accept our allowances as payment in full for covered services, less applicable deductibles and coinsurance percentages.
2. Reimbursement is based on our schedule of maximum allowable charges (MACs). Non-network dentists may bill the member for any difference between our allowance and their fee.

BALD EAGLE AREA School District

Effective Date: 07/01/2026

Benefit Category	F-Plan10W
Class I	United Concordia's Standard Frequency Limitations
Exams	2 per calendar year
X-Rays (Bitewings Only)	1 set every 12 months under age 19 and 1 set every 18 months age 19 and over
X-Rays (All Others)	1 every 5 years for Full Mouth and Panoramic X-Rays Limitations may apply to other types of X-rays.
Cleanings	3 per calendar year
Fluoride Treatment	1 per calendar year under age 14
Sealants	1 per tooth every 3 years to age 16 on permanent first and second molars
Palliative Treatment (Emergency)	2 per 12 months in combination with pulpal debridement
Space Maintainers	1 every 5 years under age 14
Class II	
Basic Restorative	Not within 24 months of previous placement. Includes coverage for posterior resins.
Simple Extractions	Any frequency (no limitations)
Repairs of Crowns, Inlays, Onlays, Dentures and Bridges	1 per 36 months
Endodontics	- Pulpal therapy: primary teeth that have no permanent tooth to replace it - Root canal treatment: one per tooth per lifetime
Non-Surgical Periodontics	- Full mouth debridement: 1 per lifetime - Scaling and root planing : 1 per 36 months (per area of mouth) - Periodontal maintenance: 2 per calendar year (in addition to routine prophylaxis following active periodontal therapy)
Surgical Periodontics	Surgical periodontal procedures: 1 per 36 months (per area of mouth)
Complex Oral Surgery	Guided tissue regeneration: 1 per tooth per lifetime
General Anesthesia	May vary by procedure
	Limited to 60 minutes per session
Class III	
Inlays, Onlays and Crowns	Not within 5 years of previous placement
Prosthetics (Bridges, Dentures)	Not within 5 years of previous placement
Implants	Covered at 75% for both in- and out-of-network reimbursement
Class IV	
Not Applicable	
Dependent Eligibility	
Dependent children covered to age 23.	
Due to state and federal mandates applying to other states, dependent eligibility may differ from that quoted.	
Selected Plan Features	
Smile for Health – Wellness Provides periodontal care for people with certain chronic medical conditions. Eligible conditions: diabetes, heart disease, stroke, rheumatoid arthritis, lupus, organ transplant and head & neck radiation.	- Covers 1 additional periodontal maintenance per year and all are covered at 100% - Scaling and root planing are covered at 100% 4 periodontal surgery procedures are covered at 100%

03/24/2026

BALD EAGLE AREA School District

Effective 07/01/2026

Concordia Flex is a passive PPO program that allows members to receive care from any licensed dentist; however, members receive the greatest value and convenience when they receive care from a participating dentist. This means that members who receive care from a participating dentist are responsible only for those deductibles and coinsurance amounts that are part of the program design.

	F-Plan2W	
	In-Network ¹	Non-Network ²
	ElitePLUS	Advantage MAC
Class I	50%	50%
Class II	50%	50%
Class III	0%	0%
Class IV	Not Applicable	Not Applicable
Annual Program Maximum	\$1000	\$1000
Annual Program Deductible	\$0/\$0(excludes Class I)	\$0/\$0(excludes Class I)
Lifetime Orthodontic Maximum	Not Applicable	Not Applicable

Selected Plan Features

Smile for Health - Wellness

1. Reimbursement is based on our schedule of maximum allowable charges (MACs). Network dentists agree to accept our allowances as payment in full for covered services, less applicable deductibles and coinsurance percentages.
2. Reimbursement is based on our schedule of maximum allowable charges (MACs). Non-network dentists may bill the member for any difference between our allowance and their fee.

BALD EAGLE AREA School District

Effective Date: 07/01/2026

Benefit Category	F-Plan2W
Class I	United Concordia's Standard Frequency Limitations
Exams	2 per calendar year
X-Rays (Bitewings Only)	1 set every 12 months under age 19 and 1 set every 18 months age 19 and over
X-Rays (All Others)	1 every 5 years for Full Mouth and Panoramic X-Rays Limitations may apply to other types of X-rays.
Cleanings	3 per calendar year
Fluoride Treatment	1 per calendar year under age 14
Sealants	1 per tooth every 3 years to age 16 on permanent first and second molars
Palliative Treatment (Emergency)	2 per 12 months in combination with pulpal debridement
Space Maintainers	1 every 5 years under age 14
Class II	
Basic Restorative	Not within 24 months of previous placement. Includes coverage for posterior resins.
Simple Extractions	Any frequency (no limitations)
Repairs of Crowns, Inlays, Onlays, Dentures and Bridges	1 per 36 months
Endodontics	- Pulpal therapy: primary teeth that have no permanent tooth to replace it - Root canal treatment: one per tooth per lifetime
Non-Surgical Periodontics	- Full mouth debridement: 1 per lifetime - Scaling and root planing : 1 per 36 months (per area of mouth) - Periodontal maintenance: 2 per calendar year (in addition to routine prophylaxis following active periodontal therapy)
Surgical Periodontics	Surgical periodontal procedures: 1 per 36 months (per area of mouth)
Complex Oral Surgery	Guided tissue regeneration: 1 per tooth per lifetime
General Anesthesia	May vary by procedure
	Limited to 60 minutes per session
Class III	
Inlays, Onlays and Crowns	Not within 5 years of previous placement
Prosthetics (Bridges, Dentures)	Not within 5 years of previous placement
Class IV	
Not Applicable	
Dependent Eligibility	
Dependent children covered to age 23.	
Due to state and federal mandates applying to other states, dependent eligibility may differ from that quoted.	
Selected Plan Features	
Smile for Health – Wellness Provides periodontal care for people with certain chronic medical conditions. Eligible conditions: diabetes, heart disease, stroke, rheumatoid arthritis, lupus, organ transplant and head & neck radiation.	- Covers 1 additional periodontal maintenance per year and all are covered at 100% - Scaling and root planing are covered at 100% 4 periodontal surgery procedures are covered at 100%

03/24/2026

Appendix G

VISION



Bald Eagle Area School District

\$0 Exam / \$20 Materials Copay
Dependent Age: 23

Frequency Type: Last Date of Service	Employee	Spouse	Children (Age 19 EOBM)
Vision Exam	24 Months	24 Months	12 Months
Lenses	24 Months	24 Months	12 Months
Frames	24 Months	24 Months	24 Months

Benefits: Employee Can Select Either	VBA Participating Provider Amount Covered/Benefit (After Applicable Copay)*	Out-of-Network Max Reimbursement (Zero Copay)
Vision Exam (Glasses or Contacts)	Covered in Full	\$40
Retinal Screening with Exam	Copay not to exceed \$39	N/A
Clear Standard Lenses (Pair):		
Single Vision	Covered in Full	\$40
Bifocal	Covered in Full	\$60
Blended Bifocal	Covered in Full	\$60
Trifocal	Covered in Full	\$80
Progressives (Basic)	Covered in Full	\$80
Progressives (Standard and Premium 1-4)	Partially-Covered	\$80
Lenticular	Covered in Full	\$120
Polycarbonate	Covered in Full for Persons Up to Age 19	N/A
Basic Scratch Coating	Covered in Full	N/A
Frame	Up to \$200	\$50
-OR-		
Elective Contacts (in lieu of eyeglass benefits)		
Material Allowance	Up to \$200 ^A	\$200
Elective Fitting Fee and Evaluation	15% off UCR	N/A
-OR-		
Medically Necessary Contacts	Covered in Full ^B	\$450
-AND-		
Lasik Surgery (once every 8 years)	N/A	\$125

Where an "allowance" is shown above, the Member is responsible for paying any charges in excess of the allowance less any applicable copay.

Benefits and participation may vary by location, including, but not limited to, Costco® Optical, Pearle Vision, LensCrafters®, Target Optical®, Eyeglass World®, America's Best®, and Boskov's™ Optical.

- A The allowance is applied to all services/materials associated with contact lenses, including, but not limited to, contact fitting, dispensing, cost of the lenses, etc. No guarantee the allowance will cover the entire cost of services and materials.
- B Requires prior approval. May only be selected in lieu of all other material benefits listed herein.
- * A \$0 copayment is applied to the vision exam and a \$20 copayment is applied to the total cost of the lenses and/or frames ordered from a VBA Member Doctor only. Copayments do not apply to the contact materials.

Member Out-of-Pocket Maximum

Progressive Lenses (Partially-Covered)

Standard Progressive	\$65	Premium 3 Progressive	\$175
Premium 1 Progressive	\$90	Premium 4 Progressive	\$220
Premium 2 Progressive	\$130		

Anti-Reflective Coatings (Not Partially or Fully Covered)

Standard A/R 1	\$31	Premium A/R 2	\$81
Standard A/R 2	\$52	Ultra A/R	\$94
Premium A/R 1	\$69		

Other Services and Materials (Not Partially or Fully Covered)

Digital Retinal Screening	\$39	UV 400	\$12
Blue Protection Material	\$15	Mid-Index/Trivex	\$40 - \$50
Polycarbonate (19 & Over)	\$16 SV	High Index	\$78 - \$120
	\$27 MF	Photochromic	\$62 - \$136
Digital Surfacing, Single Vision	\$48 - \$80	Mirror Coating	\$35
Polarized	\$56 - \$66	Edge Treatments	\$10 - \$13
Color Coating	\$23	Premium Scratch	\$10 - \$30
Near Variable Focus	\$40	Solid or Gradient Tint	\$10
Rimless Mounting	\$8 - \$28		

VBA reserves the right to add, modify or delete any of the prices or products available on each tier without notice to any party, member, covered insured or other person or entity. Maximum charges apply only to materials and services obtained through In-Network Providers. In-Network Providers are not required to carry all brands on all tiers. Benefits and participation may vary by location.

This plan is designed to cover your visual needs rather than cosmetic options.

Additional Charges

You may incur out-of-pocket charges when selecting any of the following:

- Tinted Lenses
- Photochromic/Polarized Lenses
- Polycarbonate (covered under age 19)
- Hi-index Lenses
- Progressive (available starting at \$29)
- The coating of the lens or lenses (except Basic Scratch Coating)
- A frame that costs more than the plan allowance
- Rimless Frames
- Anti-Reflective

Additionally, costs for contact lenses/services in excess of the plan's scheduled reimbursement allowances are the responsibility of the patient.

Not Covered

The contract gives VBA the right to waive any of the plan limitations if, in the opinion of our optometric consultants, it is necessary for the patient's welfare. VBA provides no benefit for professional services or materials connected with the following:

- Orthoptics or vision training
- Non-prescription lenses
- Two pair of glasses in lieu of bifocals
- Medical or surgical treatment of the eyes
- An eye examination, or corrective eyewear, required by an employer as a condition of employment
- Services of materials provided as result of any Worker's Compensation Law or similar legislation
- Glasses and contacts during the same eligibility period

Lenses and frames furnished under this program which are lost or broken will not be replaced except at the normal intervals when services are otherwise available.

Additional Terms and Conditions

Benefits may only be used for contact lenses when selected in lieu of eyeglasses (spectacle lenses and frames). If purchased at the same time from a single provider, your plan will cover up to \$70 for Option 1 or \$200 for Option 2 towards the cost of contact fitting fees and contact lenses. Any provider contact lens charges that exceed this amount shall be the responsibility of the member. Members may be required to pay contact fitting fees out of pocket at some locations.

Benefits and participation may vary by location and where prohibited by state law.

LASIK benefits may be limited to no more than 50% per eye.

Exam copay is not required if benefits are used to purchase contact lenses from a single provider on the same day of the member's exam. Material copays do not apply to contact lenses.

A 15% discount off the provider's usual, customary and reasonable contact lens fitting fee may be available in some locations. Void where prohibited by law.

Benefits may only be used for medically necessary contact lenses when selected in lieu of all other materials.

Additional terms and conditions apply. Contact VBA at 412-881-4900 for more information.

Appendix H

DEFINITION-MASTER'S PLUS FIFTEEN, MASTER'S PLUS THIRTY, AND MASTER PLUS FORTY-FIVE CREDITS

Starting January 1, 2027, column movement beyond the Master's/Master's Equivalency column requires an earned Master's Degree.

The Board's intent is to encourage and reward an organized educational program. The Board, in the third horizontal step, defines it as: Master's or Master's Equivalency with a minimum of thirty (30) credit program. If the particular program requires in excess of thirty (30) credits, these credits will then apply to the next three columns titled Master's plus fifteen, Master's plus thirty, and Master's plus forty-five after receipt of the aforementioned degree or equivalency.

Any credits acquired prior to entering this directed program that are not part of that degree requirement, after receipt of that degree will apply toward the next three columns.

Column movement for credits earned beyond degrees may occur only two times per year. For teachers who are awarded credits during the spring semester or over summer, the teacher must notify and provide proof of credits to the Superintendent's office by the last work day in October in order to receive the full salary (retroactive to the beginning of the school year) associated with the column movement. For teachers who are awarded credits during the fall or winter semester, the teacher must notify and provide proof of credits to the Superintendent's office by the last work day in January in order to receive a pro-rated salary (retroactive to the beginning of the second semester) associated with the column movement.

Appendix I

ADJUSTED RATE SCHEDULE

	2026-2031 RATE
Article VII B. Extra Pay	\$ 32
Article VIII E. Area Coordinators	
Department of PE, Health, and Wellness	\$ 3,050
English	\$ 3,050
Foreign Language Arts Music (FLAM)	\$ 3,050
Health Services	\$ 3,050
Mathematics	\$ 3,050
Sciences	\$ 3,050
Social Studies	\$ 3,050
Special Education Elementary	\$ 3,050
Special Education High School	\$ 3,050
Student Services and Career Exploration	\$ 3,050
Article VIII H. Mentors	\$ 600
Article VIII I. Head Teachers	\$ 2,800
Article XV. Substituting	\$ 32
Appendix B Intramural Athletics *	\$ 25

* Intramural Athletics will be compensated a maximum of 20 hours per sport per calendar year.

Appendix J

GRIEVANCE REPORT FORM

Grievance No. _____

Grievance Report
Submit to Grievance Committee

Building	Assignment	Name of Grievance	Date Filed
----------	------------	-------------------	------------

A. Date Cause of Grievance Occurred _____

B. 1. State of Grievance _____

2. Relief Sought

Signature _____ Date _____

STEP I

A. Disposition by High School Principal or Elementary Supervisor _____

Signature _____ Date _____

B. Position of Grievant and/or Association _____

Signature _____ Date _____

STEP II

A. Disposition by Business Manager _____

Signature _____ Date _____

B. Position of Grievant and/or Association _____

Signature _____ Date _____

STEP III

Date received by Superintendent or Designee _____
Disposition of Superintendent or Designee _____

Signature _____ Date _____

Position of Grievant and/or Association _____

Signature

Date

STEP IV

Date received by Board of Education or Designee _____

Disposition of Board _____

Signature

Date

Position of Grievant and/or Association _____

Signature

Date

STEP V

Date submitted to Arbitration _____

Disposition and Award of Arbitrator _____
