

COLLECTIVE BARGAINING AGREEMENT

between the

CENTENNIAL SCHOOL DISTRICT



and the

CENTENNIAL EDUCATION ASSOCIATION

JULY 1, 2024 *to* JUNE 30, 2028

Board approved June 26, 2024

Board approved August 20, 2024

TABLE OF CONTENTS
CENTENNIAL COLLECTIVE BARGAINING AGREEMENT
2024-2028

	PAGE
Article I. Recognition	2
Article II. Association Membership and Deduction of Dues	2./3
Article III. Association Activities	3/4
Article IV. No Strikes or Lockouts	4
Article V. Grievance Procedure	4/5
Article VI. Arbitration	5
Article VII. Salaries	6-8
Article VIII. Annual Co-Curricular Activities Contracts	8-10
Article IX. Other Compensation	10-15
Article X. Medical and Life Insurance Benefits	16-20
Article XI. Unpaid Leaves of Absence	20-22
Article XII. Paid Leaves of Absence	22-26
Article XIII. Transfer Policy	26
Article XIV. Seniority	26-27
Article XV. Filling of Substitute Bargaining Unit Positions	27-28
Article XVI. Promotions	28
Article XVII. Personnel Files	28-29
Article XVIII. Miscellaneous	29-34
Article XIX. Intent of Agreement	34
Article XX. Invalid Provision of Agreement	34
Article XXI. Duration of Agreement	34

AGREEMENT

This Agreement entered into as of the 20th day of August 2024 is between the BOARD OF SCHOOL DIRECTORS OF THE CENTENNIAL SCHOOL DISTRICT (hereinafter referred to as the "Board") and the CENTENNIAL EDUCATION ASSOCIATION (hereinafter referred to as the "Association"). This Agreement supersedes and replaces all prior Agreements between the parties.

PREAMBLE

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

ARTICLE I. RECOGNITION

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

ARTICLE II. ASSOCIATION MEMBERSHIP AND DEDUCTION OF DUES

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

"To the Centennial School District:

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

Date: Signature

2. Upon receipt of a proper authorization from a bargaining unit member, beginning with the first paycheck in October, the Board shall deduct one-tenth of the total CEA/PSEA/NEA dues from the pay of such bargaining unit member and one-tenth from each pay thereafter until said dues are paid in full. The dues and a list of the bargaining unit members from whom the dues have been deducted and the amount deducted from each, and a list of the bargaining unit members who had authorized such deductions and from whom no deductions were made and the reason therefore, shall be forwarded to the local Association officers no later than fifteen (15) days after each of the paychecks from which such deductions were made has been issued.
3. The Association shall defend, indemnify, and save harmless the Board and District and their employees, from any and all liability, costs, and expenses (including attorneys' fees) arising as a result of the proper deduction of Association dues.

ARTICLE III. ASSOCIATION ACTIVITIES

- A. **Representatives of Association Permitted to Visit Schools.** The Board shall permit a representative of the Association to visit the schools to investigate working conditions, bargaining unit member complaints or problems, or for any other purpose relating to the terms and conditions of this Agreement. The representative shall inform the principal at least one school day in advance of such visit. Upon the representative's arrival, the principal or, in his/her absence, the acting administrator shall confer with the Association representative in order to facilitate the purpose of the visit. If conferences with bargaining unit members are necessary, they shall be scheduled so as not to interfere with the instructional program. If the representative is a member of the bargaining unit, he/she shall comply with existing rules respecting filing a slip for prior approval for absence from duty without loss of pay.
- B. **Board to Make Information Available to Association.** The Board shall make available to the Association, upon its request, the names, length of service, and salaries of bargaining unit members and any and all public information, statistics, and records to the extent to which such material is readily available or is reasonably obtainable.
- C. **Monthly Meetings.** The Superintendent of Schools, or his/her representative, shall meet at least once each month during the school year with representatives of the Association to discuss matters relating to the implementation of this Agreement.
- D. **Association Meeting with Bargaining Unit Members.** Upon twenty-four (24) hours notice to the building principal, the authorized representative of the Association shall have the right, subject to reasonable restrictions to prevent interference with other activities, to schedule meetings before or after the regular duty hours of the bargaining unit members concerned.
- E. **No Loss of Pay When Meeting by Agreement.** Whenever the parties to this Agreement meet during working hours by mutual agreement, no representatives of the Association shall suffer any loss of pay.

- F. **Pay for PSEA.** Pay for absence to attend PSEA conventions or other activities as a CEA delegate shall not be paid unless the Superintendent shall agree that the event is primarily educational in nature. Payments made under this section shall be for a maximum of nineteen (19) days per school year.
- G. **Use of Buildings.** The Association shall be allowed to use school buildings for six (6) general membership meetings per year without charge and unlimited committee meetings subject to scheduling with the building principal; any other use of school buildings by the Association shall be subject to the same charges applicable to other community groups.
- H. **Use of School Facilities.** The use of school paper, copy machine, office staff, office space, and other facilities (except bulletin boards as otherwise agreed) and personnel for Association purposes shall be forbidden. The Association shall be allowed the use of one bulletin board per faculty lounge. Any additional space for filing cabinet or computer will be allocated as may be agreed to by the Superintendent. However, the CEA and bargaining unit members shall have the right to use the regular interschool mail service as scheduled by the Business Office.

ARTICLE IV. NO STRIKES OR LOCKOUTS

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

ARTICLE V. GRIEVANCE PROCEDURE

- A. It is recognized that on occasion a grievance may arise between the Board and one or more of its bargaining unit members, or between the Board and Association, relating to the interpretation, operation, or application of this Agreement. Accordingly, a grievance procedure is described herein below for the orderly resolution of such grievances. Nothing contained in this procedure or in this Agreement shall in any way abrogate or curtail a bargaining unit member's right to pursue any available processes or remedies provided by the School Code.
- B. An Association representative shall have the right to be present or represent a bargaining unit member at any step in the grievance procedure described herein.
- C. **First Step.** In the event a grievance occurs, every reasonable effort will be made within fifteen (15) working days of its occurrence, or within fifteen (15) working days of when the aggrieved should have been aware, to verbally resolve said grievance between the parties.
- D. **Second Step.** In the event the grievance is not resolved at step one, it may be presented in writing to the bargaining unit member's building principal or supervisor within ten (10)

working days. The principal or supervisor shall respond in writing within five (5) working days of the receipt of such grievance.

- E. **Third Step.** In the event the grievance is not resolved at step two, it may be presented in writing to the Assistant Superintendent within five (5) working days. The Assistant Superintendent shall respond in writing within five (5) working days of the receipt of such grievance.
- F. **Fourth Step.** In the event the grievance is not resolved at step three, it shall (as a condition to eventually being taken to arbitration) be presented in writing to the Superintendent within five (5) working days. Thereafter, within five (5) working days the Superintendent or his/her designee may hold a meeting at which any party may present evidence and at which all parties shall fully present their positions.

The Superintendent or his/her designee shall respond in writing to the grievance within five (5) working days after the hearing or the submission of the grievance, as the case may be. The hearing shall begin promptly upon the end of the school day.

- G. In the event the grievance is not resolved at step four, the Association may, within twenty (20) working days, elect to arbitrate the grievance in accordance with the procedures set forth in **Article VI. ARBITRATION**.
- H. Working days shall be those in which the School District offices are open.
- I. All of the time limits contained herein may be extended by mutual agreement. Absent such agreement, the Board's failure to respond within the time limits described above shall result in the grievance being considered denied, and the matter shall automatically move to the next step.

ARTICLE VI. ARBITRATION

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

ARTICLE VII. SALARIES

- A. The salary schedules for the 2024-25, 2025-26, 2026-27, 2027-28 school years with increases as follows:

2024/25	2.25%	plus increment
2025/26	2.25%	plus increment
2026/27	2.25%	plus increment
2027/28	2.25%	plus increment

The district will provide each bargaining unit member a salary confirmation slip that spells out the amounts individuals would make per pay. Slips will be provided in the beginning of the school year, when a bargaining unit member moves a column, or upon return from leave as has been done in the past. The supplemental pay schedule and co-curricular pay schedules for bargaining unit members covered by this Agreement are attached hereto as **Appendices 1 through 6** respectively and made a part hereof.

- B. **Summer Paychecks.** All bargaining unit members shall have the option of receiving their summer paychecks, four (4) in number, throughout the summer, or have all four (4) summer paychecks received by the second Friday in July and bearing even date therewith. All requests for payment as aforesaid must be received by the Business Office on or before May 1st.
- C. **Extra Pay.** All extra pay positions (Summer School, Homebound Instruction, Co-curricular Activities, and Centennial Virtual Learning Academy) shall first be offered to qualified and acceptable bargaining unit members. Existing personnel may be reappointed without consideration of other applicants or they may be required to meet competition for the position at the discretion of the building administrator. The CEA President shall be notified whenever persons other than bargaining unit members are employed for any of the aforementioned positions.
- D. **Classification Change.** A change of classification acquired by a bargaining unit member shall be recognized effective the first payment of the new academic year with an appropriate movement on the pay scale.
1. Administrative regulations governing change of salary classification are as follows:
 - a. All required paperwork for a Change of Classification must be submitted to the District no later than close of business of August 15th for that change to be reflected in the bargaining unit member's compensation for the upcoming school year. If August 15th falls on a Saturday or Sunday, the information must be submitted no later than close of business on the first Monday after August 15th. This does not include the college transcript which has a deadline specified in the subsection below.

- b. Proof of change of classification in the form of a college transcript must be filed with the Superintendent's office on or before September 30th. This transcript need not be official and transcripts submitted under the College Credit Subsidy Policy will be accepted as verification.
 - c. Any salary classification change which becomes effective on the first payment of a new academic year that is not substantiated by a college transcript shall be voided on October 1st and pay adjustment will be made during the pay periods of October.
 - 2. It is extremely important that bargaining unit members adhere strictly to the time schedule above in fairness to the bargaining unit members involved in making the classification change effective.
 - 3. There will be no limitations to the number of columns an eligible bargaining unit member may move in a year. Classification changes will be made only once per year.
- E. **Salary Policies.** All full-time bargaining unit members are paid on the basis of an annual salary. Pay for a particular school year is received over a twelve-month period, and each paycheck represents 1/26 of a bargaining unit member's annual salary minus authorized deductions. Paychecks are received every other Friday*, except in the event of a holiday on a payday, wherein checks will be distributed on the last working day prior to the scheduled payday.

There are four (4) categories of payment:

- 1. **Twelve Month.** Bargaining unit members employed for a twelve-month term of service and are paid currently and up to date.
- 2. **Ten Month.**
 - a. Ten (10) month bargaining unit members receive 1/26 of their pay every other Friday including July and August. Pay for July and August is for service rendered during the previous school year.
 - b. In the event of resignation of a Ten (10) Month bargaining unit member completing a full year of teaching service, the date of resignation should be August 31st, and July and August pay will be forthcoming as usual.
 - c. In the event of resignation of a Ten (10) Month bargaining unit member during the school year, the amount due is determined by the following formula:

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

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

3. Additional Pay.

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

4. Fractional Bargaining Unit Members.

- a. The employer shall determine the fraction of the fractional bargaining unit member's employment which shall be applied to the appropriate step on the salary schedule to determine such member's rate of pay.
- b. In the event a bargaining unit member is absent for a reason not covered by Sick Leave Policy, a deduction is made from that person's pay. That deduction is made on the paycheck due on the second pay of the month following the month in which the absence occurred. For the amount of deduction see **Article XII. PAID LEAVES OF ABSENCES. G. Deductions.**

5. Overpayment or Underpayment of Salary.

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

ARTICLE VIII. ANNUAL CO-CURRICULAR ACTIVITIES CONTRACTS

A. Assignment and acceptance of positions under the Co-Curricular Policy shall be executed in writing by the appropriate administrator and the appointee prior to the commencement of the activity as follows:

1. Full year and Fall assignments by the end of the preceding school year; and
2. All others by October 15th of the school year in question.

B. Co-curricular unit compensation shall be paid as follows:

2024/25	\$235.00 per unit
2025-26	\$240.00 per unit
2026-27	\$240.00 per unit
2027-28	\$245.00 per unit

Club and Intramural Hourly Rates

2024/25	\$14.45 per hour
2025/26	\$14.45 per hour
2026/27	\$14.45 per hour
2027/28	\$14.45 per hour

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

Fall activities:	last payday in November
Winter activities:	last payday in March
Spring activities:	last payday in May
Summer activities:	last payday in September

D. The District will pay coaches for extended play for extracurricular activities. Head coaches shall receive fifty (\$50.00) dollars per week for contests in state regionals and above and assistant coaches will receive twenty-five (\$25.00) dollars per week for contests in the state regionals and above.

E. If the number of students in the activity significantly increases or decreases, the Administration in consultation with the head coach and athletic director has the right to adjust the total number of units for assistant coaches or the number of assistant coaches to best meet the needs of the program.

F. **Discretionary Units.** Where Discretionary Units are provided, they shall be distributed at a rate of two (2) to one (1), with each secondary building getting equal amounts and each elementary getting two-times the amount given to the secondary buildings.

The District shall provide the Association President with a sheet which illustrates the annual breakdown of the expense of these funds. This accounting shall be shared with the Association President no later than June 1st of each year and shall include at a minimum the following:

- the building each specific expenditure was used,
- all positions that were funded,
- the names of each bargaining unit member who filled each specific position,
- the amount allocated for each position, and
- the amount of unspent money.

ARTICLE IX. OTHER COMPENSATION

- A. **College Credit Payment.** The Board will reimburse one-half (1/2) of tuition charges for work taken for college credits with the approval of the Superintendent. In no case will the Board's reimbursement exceed \$325 per semester hour for all credits up to the awarding of a master's degree.

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

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

1. Requests for approval can be secured from the principals and other administrators and should be submitted to the Superintendent's office two (2) weeks (defined as ten (10) business office working days) prior to the beginning of the course, allowing for the Administration to respond with approval, disapproval, or request for further information one (1) week (defined as five (5) business office working days) prior to the beginning of the course.
2. The following will not qualify for reimbursement:
 - a. Courses needed to satisfy student teaching requirements.
 - b. Courses taken at institutions which are not acceptable to the Pennsylvania Department of Education.
 - c. Courses taken beyond the granting of a master's degree.
 - d. Courses taken by a bargaining unit member with an Emergency Certificate may be approved by special action of the Superintendent.
3. Reimbursement for college credit subsidy is as follows:

- a. 1/2 reimbursement for undergraduate credit courses for those bargaining unit members who do not hold a bachelor's degree, or who do not hold proper certification.
 - b. 1/2 reimbursement for graduate credits applied toward initial permanent certification, master's degree or master's degree equivalency for those bargaining unit members who hold a bachelor's degree.
4. Net cost is interpreted to mean the cost to the applicant after subtracting GI payments, scholarships, fellowships, etc. from the basic cost of the course being pursued.

The reimbursement for college credit subsidy is applicable to tuition only and to that portion actually paid by the bargaining unit member and is limited to \$325 per semester hour for all credits up to the awarding of a master's degree.

5. Payment will be made for completion of college credit courses receiving a B or better, pass, in a pass/fail course, or a grade of proficient in a proficient/non-proficient course. Poor marks may jeopardize further approvals.
6. A transcript from the institution granting the college credit must be submitted to the Superintendent or his/her designee for approval for payment. A transcript and a receipted bill will serve as vouchers for reimbursement.
7. County In-service Programs conducted as state-approved programs for certification credit will be accepted for college credit subsidy payments.
8. Should a course in which a bargaining unit member has previously been registered for and approved be canceled or have its location changed prior to the beginning of the class, the bargaining unit member shall have two (2) weeks (defined as ten (10) business office working days) from the date of the cancellation or the change to submit approval for a reimbursement for a new course.

B. Horizontal Movement.

1. The rules for horizontal movement are as follows:
 - a. As of July 1st, 2019, B + 24 column is eliminated. Those presently at the Bachelor's and the B + 24 columns are grandfathered and new bargaining unit member will move from a bachelor's directly to a master's degree on the salary matrix.

- b. Bargaining unit members are advised to enroll in a master's degree program related to their teaching area as early as possible to facilitate movement beyond the Bachelor's column.
- c. Bargaining unit members with a bachelor's degree must have written acceptance into a master's degree program directly related to their teaching area or in an area approved by the Superintendent and at an institution approved by the Superintendent.
- d. Movement horizontally on the salary schedule beyond the bachelor's column requires a master's degree.
- e. Movement horizontally on the salary schedule beyond the master's degree requires that bargaining unit members:
 - 1) have written acceptance from an institution into a doctoral program directly related to their certification and teaching area or in an area approved by the Superintendent and at an institution approved by the Superintendent; or,
 - 2) enroll in individual courses directly related to their certification and teaching area provided that all courses and institutions receive prior approval of the Superintendent; or,
 - 3) enroll in individual courses that will be mutually beneficial to the School District and the bargaining unit member, provided that all courses and institutions receive prior approval of the Superintendent; or,
 - 4) enroll in courses to secure additional state certification in a teaching field in which the bargaining unit member is not currently certified. However, there will be no horizontal movement on the salary schedule until the bargaining unit member is actually transferred to another assignment which requires the new certification. All courses and institutions must receive prior approval of the Superintendent.

C. **Mentor Program.** Bargaining unit members, who have been appointed to be mentors pursuant to the District Induction Program adopted by the School District, shall be compensated at the following rates:

Year 1 Mentors = one thousand (\$1,000.00) dollars.

Year 2 Mentors = five hundred (\$500.00) dollars.

D. **Special Education Longevity Incentive.** Bargaining unit member who have served continuously for three years and continue to serve as a special education classroom teacher

(and rated satisfactory) will be eligible for an annual employer paid 403(b) contribution paid in the month of June of the current school year per the schedule below:

2024/25	\$700
2025/26	\$700
2026/27	\$700
2027/28	\$700

- E. **Retirement Severance Pay.** Each bargaining unit member shall be entitled to severance pay at retirement on the following basis:

Bargaining unit members who retire and have ten (10) or more years of service shall receive \$40 per unused sick day up to a maximum of \$7,500, if and only if notice of retirement is promptly provided no later than February 28th of the respective school year. This shall be paid as an employer funded contribution to a 403(b) account.

- F. **Layoff Severance Pay.** Bargaining unit members whose contracts are not renewed due to lack of work shall be entitled to a severance benefit under the following conditions:

1. A lump sum payment of ten (10) days of per diem pay shall be given to bargaining unit members with less than (5) years of service in the Centennial School District.
2. A lump sum payment of twenty (20) days of per diem pay shall be given to bargaining unit members with five (5) or more years of service in the Centennial School District.
3. The lump sum payment shall be paid on September 15th, unless the bargaining unit member has been recalled. If such recall occurs prior to September 15th, then no payment will be made.

- G. **Compensation for Job-Related Injuries.**

1. An absence due to an injury or childhood disease incurred in the course of the bargaining unit member's employment and in fulfillment of his/her duties shall not be charged against the member's sick leave days. The Board will pay to such bargaining unit member the difference between the member's salary and the benefits received under the Pennsylvania Workers' Compensation Act for a period of time not exceeding one (1) year after the commencement of Workers' Compensation benefits.
2. When compensation reimbursement is received for absence due to injury, the amount of compensation received shall be deducted from regular pay due the bargaining unit member, and the balance will be paid in order that the total pay received from School Board funds and compensation insurance shall equal the regular pay that would be received for other absences.

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

I. **Centennial Virtual Learning Academy.**

1. The facilitation of virtual courses may be done by either an outside vendor or by bargaining unit members. The District agrees no bargaining unit member will be furloughed as a direct result of the District's implementation of online instruction conducted by non-bargaining unit members. Bargaining unit members who are properly certified, provide evidence of technical skills, and have volunteered to facilitate online instruction, will be the first offered to facilitate online courses. Bargaining unit members will have the right of first refusal for all virtual courses offered. If no bargaining unit members volunteer to facilitate a course, the District may solicit outside vendors to facilitate the course.
2. Any plans for expansion of the high school program or the addition of the middle school or elementary school virtual instruction shall be considered as Meet and Discuss items and will be bargained at the convenience of the CEA and the District when appropriate.
3. **ARTICLE XVIII. MISCELLANEOUS, C. Secondary Teacher Preparations., and XVIII. MISCELLANEOUS, D. 2. Secondary.** will be followed while scheduling bargaining unit members to facilitate courses within the contractual day.
4. **ARTICLE XVIII. MISCELLANEOUS, D. Average Teacher Day., 2. Secondary., C.1. and C.2.** will be followed while scheduling teachers to facilitate courses within the contractual day.

5. Bargaining unit members will be compensated for facilitating courses outside of the contractual day according to the following:

	Rate Per Student 1.0 Credit/Full Year	Rate Per Student .5 Credit/Half Year	Qualifications
Base Step	\$800	\$400	Properly certified; provides evidence of skills; and volunteers to facilitate online instruction.
Step 1	\$900	\$450	All of the above plus additional training. TBD*
Step 2	\$1,000	\$500	All of the above plus additional training. TBD*

* Training Pathways for additional compensation shall be considered Meet and Discuss items and will be developed and agreed upon by the District Administration, Association Teacher Leadership, and Association Leadership. Training pathway(s) will be paid by District.

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6. After a course reaches ten (10) students, that course will be considered for offering within the contractual day during the next scheduling period.
7. Bargaining unit members may be responsible for the grading and facilitation of asynchronous virtual courses facilitated outside of the school day. Facilitation of courses outside of the school day shall include:
- a) recording attendance,
 - b) providing feedback,
 - c) assisting with tech support,
 - d) office hours recommended but not required – 30 minutes synchronous meeting per course per student each week; office hours for reteaching and/or mini-lesson support, pending student availability and need.
8. Bargaining unit members may be responsible for grading and facilitation of asynchronous virtual courses facilitated inside of the school day. Facilitation of courses inside the school day shall include:
- a. recording attendance,
 - b. responding to student questions,
 - c. providing feedback,

- d. assisting with tech support,
 - e. during scheduled class and within the contractual hours that include office hours: opportunities for students to schedule for assistance with reteaching and/or mini-lesson support.
9. Online courses which run as part of a bargaining unit member's regularly scheduled teaching periods will be part of the member's annual compensation and the member will not receive the additional compensation noted in paragraph 5. of this section.
 10. All CVLA facilitation positions will be on a year-to-year basis. Each bargaining unit member who holds such a position shall be subject to an annual review by the Administration. This review will be independent of any professional performance review under the School Code.

ARTICLE X. MEDICAL AND LIFE INSURANCE BENEFITS

A. Medical Benefits.

1. **Medical Plans.** For each bargaining unit member electing medical benefits, the District shall offer three (3) plans.
 - Aetna PPO 30/60 (also known as the core plan)
 - Aetna QPOS 15/30 (modified)
 - Aetna PPO HSA \$2,000/\$4,000 deductible
2. **The Self-Referred Provision of the QPOS 15/30 (modified) plan.** The self-referred provision in the Aetna QPOS 15/30 (modified) plan shall provide an overall lifetime maximum benefit of \$1,000,000. Additionally, the self-referred provision in the Aetna QPOS 15/30 (modified) plan shall contain a maximum out-of-pocket benefit which shall limit a bargaining unit member's cost to one thousand dollars (\$1,000) for an individual family member for medical claims or to two thousand dollars (\$2,000) for an entire family. The out of network pocket maximum will be \$6,000/\$12,000. The in network out of pocket maximum \$3,000/\$6,000.
3. **Cost-Sharing.** This amount shall be deducted from two (2) pays each month (24 pays per year) in the amount equal to one-half (1/2) the monthly cost-sharing.

PPO 30/60	2024/2025	2025/2026	2026/2027	2027/2028
Single	18%	18%	18%	18%
P/Child	18%	18%	18%	18%
P/Children	18%	18%	18%	18%
Employee/Spouse	18%	18%	18%	18%
Family	18%	18%	18%	18%

QPOS 15/30 (mod)	2024/2025	2025/2026	2026/2027	2027/2028
Single	20%	20%	20%	20%
P/Child	20%	20%	20%	20%
P/Children	20%	20%	20%	20%
Employee/Spouse	20%	20%	20%	20%
Family	20%	20%	20%	20%

PPO/HSA				
\$2,000/\$4,000	2024/2025	2025/2026	2026/2027	2027/2028
Single	10%	10%	10%	10%
P/Child	10%	10%	10%	10%
P/Children	10%	10%	10%	10%
Employee/Spouse	10%	10%	10%	10%
Family	10%	10%	10%	10%

4. **Affordable Healthcare Act.** In anticipation of the implementation in 2020 of the 40 percent excise tax on high-cost employer- sponsored health plans, also known as the "Cadillac Tax," the parties agree that in due course they will come together to assess the situation and negotiate mutually agreeable solutions. During negotiations, if they occur, the health care coverages provided under the Agreement shall remain in place.

B. **Life Insurance Benefits.** The individual face amount in the policy of each full-time bargaining unit member shall be \$50,000. Life insurance benefits for fractional bargaining unit member shall be in the face amount of \$25,000.

C. **Dental Care.** The board and bargaining unit members will cost-share the dental care plan premium from the Delta Dental Corporation. Bargaining unit member cost-share percentages are as follows:

Coverage	2024-2025	2025-2026	2026-2027	2028-2029
Single	20%	20%	20%	20%
2-Person	20%	20%	20%	20%
Family	20%	20%	20%	20%

(Complete benefit and program information to be outlined in Basic Plan of Pennsylvania Dental Service Corporation Booklet.) The dental insurance limit per person is \$2,000 maximum. Dental insurance will include an orthodontics plan with maximum lifetime benefits of \$2,500. Orthodontics will be provided to dependents until age 19.

D. **Prescription Drugs.** The board and bargaining unit members will cost-share the prescription drug premium. Bargaining unit member cost-share percentages are as follows:

Coverage	2024/2025	2025/2026	2026/2027	2027/2028
Single	20%	20%	20%	20%
Family	20%	20%	20%	20%

Such program shall contain a copay for generic and brand name prescription drugs payable by the bargaining unit member for each prescription as indicated below.

The program shall include a co-payment for generic, brand, non-formulary, and specialty prescription drugs payable by the bargaining unit member for each prescription as specified below:

Year	Generic	Brand	Non-Formulary	Specialty
2024/2025	\$15	\$35	\$65	\$100
2025/2026	\$15	\$35	\$65	\$100
2026/2027	\$15	\$35	\$65	\$100
2027/2028	\$15	\$35	\$65	\$100

- E. **Vision Care.** The board and bargaining unit members will cost-share the vision care plan premium for both individual and family coverage for a Vision Care Program. The Vision Care Program shall be provided by a reputable organization capable of supplying the same or similar benefits as the School Claims Services basic vision care plan.

Coverage	2024-2025	2025-2026	2026-2027	2028-2029
Single	20%	20%	20%	20%
Family	20%	20%	20%	20%

- F. For a period of sixty (60) days following the death of a bargaining unit member, the Board will provide medical benefits as covered in **Article X. MEDICAL AND LIFE INSURANCE BENEFITS, A. Medical Benefits**, for family coverage.
- G. Fractional bargaining unit members may participate in group insurance programs at their option. The premium cost-share for the bargaining unit member will be 60% for all plans.
- H. All bargaining unit members while on leave of absence without pay for any reason may, at their option, continue their group insurance coverage by making the necessary premium payments to the School District.
- I. **Long-Term Disability Insurance.** The district will fund a Long-Term Disability Insurance plan of 50% to \$3,000 per month. The bargaining unit member has the option to buy up to 60% to \$6,000 per month on a payroll deduction basis. The District assumes the management and communication duties necessitated to offer the plan in conjunction with the chosen provider. Any change in carrier and/or coverage will be approved by the CEA and the District, with recommendations from the Health & Welfare Benefits Committee.
- J. **Health & Welfare Benefits Committee.** A committee comprised of three (3) representatives appointed by the Board and three (3) representatives appointed by the Association will be

established for the purpose of investigating methods to contain the cost of insurance premiums.

- K. The School District shall maintain a Section 125 Plan and shall be operated in accordance with Section 125 of the Internal Revenue Code. Notwithstanding anything hereinto the contract, the School District's obligation to continue the Plan shall cease in the event that Section 125 is repealed. If Section 125 or its regulations are amended to the point where they substantially affect the tax benefits of either party, then the School District shall meet and discuss with the Association, but shall have no obligation to agree to any other plan.

Consequently, in the event that DVHT or a similar administrator is unwilling to continue to contract with the School District under the terms and conditions that currently exist, then the Health & Welfare Benefits Committee or the Association shall have the opportunity to recommend an administrator that will offer substantially equivalent terms and conditions at fees that are substantially similar or less.

The School District shall not have any responsibilities as to the tax implications of any bargaining unit member's participation or lack of participation in the Plan. Similarly, the School District shall not bear any responsibility, nor shall any grievance be filed, regarding individual financial loss due to moneys not being used by individual contributors. The Association may not submit any dispute under the Plan to arbitration, except whether the School District provided a Plan in accordance with the terms and conditions hereof. If the event that a dispute is arbitrated as to whether the School District provided the required Plan, the remedy of the Arbitrator is limited to compelling the School District to adopt a compliant Plan to be prospective only.

Flexible Spending Account (FSA). Each active full-time bargaining unit member on the district census as of November 1st of each year will receive an employer paid Flexible Spending Account (FSA) contribution in the amounts below for the subsequent plan year. The plan year for the FSA Program is January 1st - December 31st. (Long-term substitutes and part-time bargaining unit members are not eligible for this benefit).

- 2024/2025 \$150.00
- 2025/2026 \$100.00
- 2026/2027 \$50.00
- 2027/2028 \$00.00

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

- M. **Future Health Care Options.** CEA and the Board agree to reopen discussions during the life of this contract on the single issue of health care should possibilities exist via a consortium and/or state and federal health care options that would benefit both sides.
- N. **Employee Assistance Program.** The District agrees to provide an Employee Assistance Program. The program offered shall be determined by the District. The District may change the carrier as long as similar benefits are provided to bargaining unit members.

ARTICLE XI. UNPAID LEAVES OF ABSENCE

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

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

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

C. **Childbearing/Child Rearing Leave.**

1. **Grant of Leave.** The Board shall grant Childbearing/Child Rearing leaves to all bargaining unit members who are eligible. The leave shall be for a reasonable period of time.

2. **Period of Leave.** The date of beginning and of termination of this leave shall be reasonably at the election of the bargaining unit member. Childbearing/Child Rearing leave is not intended to normally exceed one (1) year unless by special permission of the School Board after consideration of the circumstances. In any event, return to employment must occur no later than the second September opening of school after the leave is granted. The bargaining unit member shall provide the Superintendent with notice, in writing, of the beginning and ending of such leave as far in advance as can reasonably be expected so that there is a minimum of detriment to the education of children and in consideration of fairness to substitute employees and the administrators. Four (4) weeks' notice shall be deemed reasonable.
3. **Eligibility.** Any bargaining unit member of the District shall be eligible for Childbearing/Child rearing leave on the basis of pregnancy or adoption.
4. **Status While on Childbearing/Child Rearing Leave.** No salary shall be paid to a bargaining unit member on Childbearing /Child Rearing leave. While on Childbearing/Child Rearing leave the bargaining unit member is entitled to use accrued sick leave for actual sickness, pursuant to the School Code. No fringe benefit payments shall be made from any "sick leave" payments. The bargaining unit member while on Childbearing /Child Rearing leave shall have the privilege of continuing contributions to retirement and fringe benefits upon notification, in writing, of such intent, and upon the member 's written agreement to reimburse the School District for the cost of such benefits, if available. The School District cannot be responsible, however, for the continuation of payment(s) for insurance(s) if reimbursement(s) are not made when due, or if insurance carriers refuse to extend coverage.
5. **Return from Childbearing/Child Rearing Leave.** Upon application by the bargaining unit member on such leave to return to employment following such reasonable Childbearing/Child Rearing leave, the District shall offer the member the job held before going on leave, if it still exists, or a substantially equivalent position, if the member qualifies. To the extent applicable, this regulation shall be administered in a reasonably consistent way with other leaves of absence as provided under the laws of the State of Pennsylvania.

Upon return from Childbearing/Child Rearing leave the bargaining unit member shall receive compensation for services at the step or level appropriate for the experience and service to the District on the then existing salary schedule. If during the school year the bargaining unit member takes leave, the following advancement shall apply:

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

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

6. **Miscellaneous.** The School Board may require that requests for sick leave while on Childbearing/Child Rearing leave and for return to employment from Childbearing/Child Rearing leave be supported by a physician's statement. The Board reserves the right to require consultation with bargaining unit member's doctor by the school doctor to verify the bargaining unit member's status or claim(s).

ARTICLE XII. PAID LEAVES OF ABSENCE

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

Bargaining unit members will be awarded a total of thirteen (13) days of paid leave time annually without payroll deduction. The total number of days granted annually will be placed on credit for each bargaining unit member on their date of increment. Designation of these days will be defined as follows:

Sick leave: For use when the bargaining unit member or immediate family member is ill or needs to attend a doctor's appointment which cannot be scheduled outside of the regular workday.

Sick leave may be used for impending death in the immediate family, the length of time allowed dependent upon the individual case. Use of this specific provision requires approval by the Board of School Directors, however, due to the timely nature for the need of this use, request shall be sent to the appropriate District administrator as soon as possible so the leave may be taken as needed.

Sick leave may be used for the settlement of family affairs (executor of estate) following the death in the immediate family, the length of time allowed dependent upon the individual case. Use of this specific provision requires approval by the Board of School Directors, however, due to the timely nature for the need of this use, request shall be sent to the appropriate District administrator as soon as possible so the leave may be taken as needed.

Personal Leave: For use at the discretion of the bargaining unit member.

Ten (10) month bargaining unit members shall receive an annual allowance of ten (10) sick days per year. Accumulated sick leave is used after the annual allowance is used. Sick leave may be used for personal illness or illness in the immediate family, including transportation to and from hospital, annual limit ten (10) days.

Annual sick leave for any person discontinuing service in the school before completing the year's assignment will be prorated at 1 day per month. On increment date each year, unused sick leave time for the previous year is credited as accumulated sick leave.

1. Doctor certification is required commencing with the fourth day of consecutive absence.
2. The misuse of sick leave or other leaves shall result in forfeitures of pay on a prorated basis.
3. When a bargaining unit member's sick leave (current and accumulated) has been exhausted due to a serious illness or non-work-related accident the member may apply to the School Board for an extension of sick leave up to a maximum of sixty (60) days. Such applications shall be made to the Superintendent through the proper administrative channels. The CEA/Administration Committee shall serve as a screening committee for such applications and shall consider such criteria as competency, loyalty, length of service and hardship in recommending whether an extension should be made.

The recommendation of the CEA/ Administration Committee shall then be presented to the School Board for its action. The right to grant or deny an extension shall rest solely with the School Board. The Business Office shall notify the CEA/ Administration Committee whenever a bargaining unit member's sick leave has been exhausted.

Bargaining unit members with a 12-month work schedule shall receive an annual allowance of thirteen (13) days. Any person discontinuing service in the school before completing the year's assignment will be prorated based on actual days worked.

Bargaining unit members shall receive an annual allowance of three (3) Personal Leave days each year. Personal leave days shall be accumulative to a maximum of five (5) days. Unused personal day above the five (5) day maximum accrual shall convert to sick days. Annual Personal Leave for any person discontinuing service in the school before completing the year's assignment will be prorated at .3 day per month. Notice of personal leave to extend a holiday must be provided at least two weeks in advance. (A holiday is defined as any non-weather-related school closure for students and staff.) No more than 10% of the staff of each building shall be permitted to take personal leave on the same day.

B. Other absences. Not deductible from sick leave:

1. Death.

- a. Three (3) days (State mandated) are granted for death in immediate family (spouse, child, parent, parent-in-law, brother, sister, stepchild, or resident grandparent, domestic partner). This period may be extended as the exigencies of the case may warrant.

- b. A single day's absence may be used to attend the funeral of a near relative (first cousin, grandparent, grandparent-in-law, aunt, uncle, niece, nephew, sister-in-law, brother-in-law). This period may be extended as the exigencies of the case may warrant (for factors such as distance, etc.).
- 2. **School Business.** (Prior approval required) One (1) day is allowed for bargaining unit members to take advanced degree examinations or to attend graduation exercises where an advanced degree is being awarded. The one day is a maximum allowance and shall be subdivided if the occasion warrants.
- 3. **Absences for Legal Reasons.** (Prior approval required) It is difficult to define the total scope of absences related to this heading. It is the intent of the Board to grant absences with pay for the reasons listed below, subject to administrative review and approval. Individuals have right of review and appeal.
 - a. Jury Duty - Persons assigned to jury duty may serve without pay deduction or without sick leave deduction, but are expected to work any part of a day or days when not required to be present for jury duty.
 - b. Child Adoption - One (1) day's absence will be allowed for adoption proceedings.
 - c. Compulsory Court Appearance - if not at fault.
 - d. Voluntary Court Appearance - if not at fault.
 - e. Home Purchase Closing.
 - f. Internal Revenue Service.
- 4. **Religious.** Two (2) days per year are allowed for religious holidays of a nature that are not provided for in the school calendar. Religious leave must be preapproved at least 2 weeks in advance and be documented by a letter from the bargaining unit member's religious leader.
- 5. **Personal Business.** Usual prior approval is required except for unforeseen circumstances. Absence will be approved for urgent personal business that cannot be conveniently scheduled on other than work days and for personal emergencies requiring immediate attention.
- 6. All bargaining unit members requesting absence from duty for a reason requiring prior approval shall submit an Application for Pay for Absence form to their respective supervisors at least two (2) weeks prior to the date of the intended absence. Supervisors

will indicate their approval or disapproval and forward to the Superintendent of Schools for action. Following final action, one (1) copy will be sent to the Business Office, two (2) copies to the bargaining unit member's supervisor, one (1) of which goes to the member's member.

7. Requests for Sabbatical Leave of Absence and Leave without pay must be referred to the School Board for action - such leaves to be granted according to the School Laws of Pennsylvania. Sabbatical leave requests should be filed with the Superintendent by April 1st of the year prior to the school year in which the request is being made in order that the cost of such sabbatical leave will be reflected in the school budget.

C. Undefined Absences.

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

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

- E. **Appeal and Penalty.** Bargaining unit members abusing absence policy may be penalized by deduction in pay.

- F. It is required that all bargaining unit members file with their administrator an Application for Pay Absence (with doctor certification, if doctor certified) immediately upon return to service after absence.

- G. **Deductions.** For absences for any cause not included above salary deductions will be made on the payroll of the month following the month in which absences occurred and at the following rates:

1. Twelve (12) month personnel – 1/250th of annual salary for each day's absence.
2. Ten (10) month personnel – 1/200th of annual salary for each day's absence.

- H. **Sick Bank.** A Sick Bank shall be instituted in the 2016-17 school year. The Sick Bank shall consist of sick leave that a member has properly accrued, and that the member wishes to provide for the use of other members who may need the sick leave for personal illness or for other reasons permitted under the Agreement. A Sick Bank Committee, comprised of Association members and Administration, shall be formed in due course, and that Committee will create policies for the implementation and use of the Sick Bank Those policies will be

developed and shared with Association members so that they might determine whether to participate in the Sick Bank.

ARTICLE. XIII. TRANSFER POLICY

- A. All transfers should be resolved in a fair and equitable manner. Under normal transfer conditions consideration will be given on the basis of whether or not the bargaining unit members being considered for transfer meet the requirements of the position that is available. If two or more candidates meet the conditions set forth and all other factors are equal, then the bargaining unit member having the greater seniority in the District shall be given his/her preference.
- B. Transfers other than those considered "normal" would be those necessary when a new building is opened or when changes in zoning require a reorganization of grade levels, etc. When transfers of this type are necessary, a balance will be maintained among existing bargaining unit members insofar as experience, grade level and departments are concerned. In keeping with this, no more than approximately one half of any existing faculty, grade level or department will be approved for transfer.
- C. When there is a need for an involuntary transfer the bargaining unit member having the least amount of continuous service shall be the first to be transferred except where a bargaining unit member with longer service has a unique talent or special training essential to the success of the instructional program.
- D. Vacancies that are identified by March 1st through retirements, resignations, allocations, and course selection will be filled through the voluntary transfer process. Bargaining unit members must remain at a school for at least (3) years prior to requesting a voluntary transfer. Bargaining unit members who are on a Professional Improvement Plan will only be eligible for a voluntary transfer if both the sending and receiving principals agree.
- E. In the event of a reduction of positions, members will be called in seniority order to select from the available vacancies based on their preference as long as they have the appropriate certifications. Administration will develop a designated process for members to indicate their contingency preferences should their position be eliminated.

ARTICLE XIV. SENIORITY

- A. The seniority of a bargaining unit member is determined by the length of his/her service in the Centennial School District, computed in years, months and days from the first day of his/her latest period of continuous employment. The first day of such employment shall mean the effective date as approved by the Board in its official minutes. A fractional bargaining unit member shall be credited with the determined fraction of a "year of service" as the term

is used throughout the collective bargaining Agreement for any years during which they are a fractional member.

- B. A bargaining unit member shall lose his/her seniority rights if the member resigns or is discharged in accordance with the School Code. However, seniority shall not be lost if:
 - 1. Seniority is otherwise preserved by the provisions of the Selective Service Act of 1948; or
 - 2. The bargaining unit member is on an approved sabbatical leave; or
 - 3. The bargaining unit member is absent for one (1) year or less due to illness or accident or maternity.
- C. Leaves of absence for reasons other than those provided by the School Code or **ARTICLE XI. UNPAID LEAVES OF ABSENCE., A. or C. Childbearing/Child Rearing Leave.,** are granted solely at the discretion of the School Board. Bargaining unit members whose requests for such discretionary leaves have been approved by the Board shall not accrue seniority for any purpose for the period of time for which said leave is granted commencing with the effective starting date of said leave; however, seniority benefits accrued up to the effective starting date of said leave shall be retained.

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

ARTICLE XV. FILLING OF SUBSTITUTE BARGAINING UNIT POSITIONS

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

- A. K-6 positions which are open prior to September 1st shall be filled with bargaining unit members from the R.I.F. list in inverse order of suspension.
- B. After September 1st the District intends to use seniority as the guide for recall to bargaining unit substitute positions in grades K-6. However, the District reserves full discretion to fill such bargaining unit substitute positions with bargaining unit members it deems suitable

from the R.I.F. list. The exercise of this discretion by the School District shall not be subject to the grievance or arbitration provisions of this Agreement.

- C. Bargaining Unit substitute positions in grades 7-12 shall be filled in inverse order of suspension with a bargaining unit member who at the time of his/her suspension was teaching in grades 7-12 in an area of certification required for the substitute position.
- D. Bargaining Unit substitute positions in special subjects, grades K-12 (e.g. Art, Music, Physical Education, etc.) shall be filled in inverse order of suspension by bargaining unit members who were teaching these subjects at the time of their suspension.

ARTICLE XVI. PROMOTIONS

- A. Whenever it is decided during the school year to fill any bargaining unit position in the School District, notice of all openings as well as the requirements for such positions, shall be posted at least two (2) weeks in advance of all interviews for the position in all schools in a prescribed, appropriate place in each school so that applicants may know whether they qualify and will be given a reasonable opportunity to apply for the position. All positions whose filling is decided on during the summer months will be posted in all schools which are open, and in District offices. Copies of each posting shall be simultaneously sent to the Association. An unsuccessful applicant for a position within the bargaining unit will be notified by their Administrator or a representative of the Human Resources Office that they did not receive the position.
- B. Any bargaining unit member interested in a position which may become open during the summer months may apply for such position.

ARTICLE XVII. PERSONNEL FILES

Official bargaining unit members' files shall be maintained at the Human Resources Office in accordance with the following procedures:

- A. No material derogatory to a bargaining unit member's conduct, service, character, or personality shall be placed in the file unless it is signed by a person competent to know the facts or make the judgment and unless the bargaining unit member has had an opportunity to read the material. The bargaining unit member shall be given the opportunity to acknowledge that he/she has read such material by affixing his/her signature on the actual copy to be filed, with the understanding that such signature merely signifies that he/she read the material to be filed and does not necessarily indicate agreement with its content. Anonymous material placed in a bargaining unit member's file prior to the execution of this Agreement shall at such bargaining unit member's request be removed therefrom and, in any event, shall be given no weight or consideration for any purpose whatever.

- B. The bargaining unit member shall have the right to answer any material filed and the member's answer shall be attached to the file copy.
- C. Upon request by the bargaining unit member and his/her identification, he/she shall be permitted to examine his/her file. The bargaining unit member shall indicate in writing to be placed in his/her file that he/she has examined the same.
- D. A bargaining unit member may contact the Human Resources Office to request copies of any material in their file. These copies will be provided at the bargaining unit member's expense.
- E. Only those persons who have an official right and reason for doing so may inspect a bargaining unit member's file.
- F. Administrators shall be encouraged to place in the bargaining unit member's files information of a positive nature indicating special competencies, achievements, performances or contributions of an academic, professional or civic nature. Any such materials received from outside competent, responsible sources shall also be included in the bargaining unit member's file.
- G. The following personnel records shall be kept on file in the Human Resources Office and their maintenance shall be the responsibility of that office: employee contracts, proper certificate, transcripts, evidence of degrees and copies of degrees. Those papers which are the personal property of bargaining unit members shall be returned to that member when that member discontinues service in this School District.

ARTICLE XVIII. MISCELLANEOUS

- A. **Teaching Assignments.** All teaching assignments for the next academic year will be finalized and each bargaining unit member will be notified in writing of his/her schedule by June 1st. However, an allowance shall be made for adjustments necessitated by changes in enrollment, professional staff adjustments, staffing of new schools, or course selection changes made by students.
- B. **Grade Changes.** Grades given by a bargaining unit member shall not be changed or altered without the member's knowledge.
- C. **Secondary Teacher Preparations.** Every effort will be made to restrict the assignment of secondary teachers so that the combination of grade level and subject assignments does not exceed three separate preparations per day.
- D. The following schedule shall be a teacher's average day:
 - 1. **Elementary.**

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

½ hour Lunch

1 hour Planning Time

7-½ Overall Day (Total)

- ❖ Planning hours shall be scheduled in time periods of not less than 45 minutes within the student day. Professional hours shall be scheduled at the discretion of the principal or administration.
- a. Cafeteria duty shall not be performed by teachers.
- b. Recess duty shall not be performed by teachers.
- c. Elementary teachers shall be entitled to use art, music, physical education/health, library, and technology periods for planning time.
- d. All non-teaching and emergency duties shall be shared on an equitable basis.

2. **Secondary.**

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

½ hour Lunch

1 hour Planning Time

7-½ Overall Day (Total)

- ❖ Professional hours shall be scheduled at the discretion of the principal or administration.
- a. Cafeteria duty shall not be performed by teachers.
- b. A minimum of sixty (60%) percent of a secondary teacher's planning time shall occur during the student day on a weekly basis for all secondary schools.
- c. So that no teachers find themselves overburdened because of the subjects they teach the following conditions shall be in effect whenever possible.
 - (1) Teachers of courses meeting daily shall be responsible for the evaluation and grading of approximately 125-150 students per marking period for grades 7-12. However fractional bargaining unit members who teach three (3) one-hour classes

per day and teaching courses which meet daily shall be responsible for the evaluation and grading of approximately 62 - 90 students per marking period for grades 7-12.

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

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

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

F. **Vacations - Procedures.**

1. Twelve (12) month bargaining unit members shall be allowed two (2) weeks vacation each year, prorated year one (1) based on hire date, and in compliance with board policy.
2. Vacation or severance pay for unused vacation time shall be awarded to any person resigning from the school system provided that person has served in the School District for one (1) full year.
3. All vacation requests for time prior to the Monday after school closes and after August 31st must be prior approved by immediate supervisor and the Assistant Superintendent for Instructional Services before being authorized.
4. All vacation requests for the period between the Monday after school closes and August 31st will be approved by immediate supervisors for the members of each staff group for which that administrator is responsible.

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

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

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

- H. **Classroom Coverage.** No teacher shall be required to cover a class during planning time. In the event a teacher is required to cover a class during professional duties he/she may not be required to teach.
- I. The employer shall determine the fraction of the fractional bargaining unit member's employment. The total teaching and professional hours assigned a fractional bargaining unit member may not exceed the member's fraction x 6, except the District may assign homeroom up to an additional ten (10) minutes per day. All remaining time shall be planning time.
- J. Except as otherwise provided by this Agreement, a fractional bargaining unit member's day shall be the fraction determined by the employer and such fraction shall be applicable to all appropriate provisions contained in the collective bargaining agreement.
- K. **Work Year.** The bargaining unit member's work year shall be 190 days as defined below:
 - 1. **Early Dismissals.**
 - a. **Early Dismissals: Secondary.** Two (2) teaching days shall be scheduled as ½ day early dismissals allowing for teacher clerical responsibilities to be scheduled at the end of the 1st and 3rd marking periods.
 - b. **Early Dismissals: Elementary.** Two (2) teaching days shall be scheduled as ½ day early dismissals allowing for teacher clerical responsibilities to be scheduled the Friday before grades are due at the end of the second and third trimesters.
 - 2. **In-Service.**
 - a. In-Service: Secondary. One (1) in-service day shall be scheduled as a midyear transition day for teacher clerical duties.
 - b. In-Service: Elementary. One (1) in-service day shall be scheduled the Friday before fall conferences for teacher clerical duties.
 - 3. One (1) in-service day shall be designated as a teacher preparation clerical day prior to Labor Day. Recognizing the essential role our school buildings play within our larger community, even during the summer months, the Association acknowledges the difficulty faced by the facilities department in transitioning from summer programs to each

approaching school year. The district will strive to have the buildings accessible for the three (3) weeks prior to Labor Day for bargaining unit members to meet this requirement.

4. Six (6) days may be scheduled at the discretion of the Board as teaching, conference or in-service days.

In years where there are four (4) Mondays in August, two (2) in-service days will be scheduled no earlier than the Monday before Labor Day.

In years where there are five (5) Mondays in August, two (2) in-service days will be scheduled no earlier than the Wednesday prior to the Monday before Labor Day.

One (1) In-Service day shall be designated as a virtual teacher In-Service day prior to Labor Day. The district will open the virtual content July 1st with the Virtual PD content to be completed by each bargaining unit member before the end of the day on the Friday before members return. No synchronous PD shall be required during this summer window. As an In-Service day consists of 5.5 hours of Professional Development, this Virtual P.D. will consist of one (1) to 5.5 hours and will be required for each member to complete before the end of the day on the Friday before members return. Should any of the 5.5 hours not be assigned during the summer window, the district may assign the remaining hour(s), with an open window of one (1) month for the member to complete, during the school year.

5. Bargaining unit members new to the District shall work two (2) additional days during their first year of employment during the summer months as determined by the Administration.

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

M. **Joint Labor/Management Task Force.** Both the membership and administration have the joint responsibility for a safe and positive school climate. A Joint Labor/Management Task Force(s) as defined by the Administration-CEA Forum will be assembled to address these issues on or about September 2019. Initial topics will include: Length of Student Day, Class Size, and Joint Responsibilities for a Safe & Positive School Climate.

N. **CSD/CEA Finance Committee.** A joint CSD/CEA Finance Committee will convene from time to time during the school year to review the District's financial situation.

- O. **Fair Share Language.** Language from **ARTICLE II. ASSOCIATION MEMBERSHIP AND DEDUCTION OF DUES., B., 4.** has been replaced with an MOU pertaining to Fair Share.

ARTICLE XIX. INTENT OF AGREEMENT

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

ARTICLE XX. INVALID PROVISION OF AGREEMENT

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

ARTICLE XXI. DURATION OF AGREEMENT

The term of this Agreement shall be from July 1, 2024 through June 30, 2028.

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

CENTENNIAL EDUCATION
ASSOCIATION

By:

Annemarie Catalano

President,

CENTENNIAL SCHOOL DISTRICT

By:

Mary Alice Brancato

President,

By:

Alexandra Schuh

Chief Negotiator,

By:

Colleen Ruch

Secretary,

APPENDIX I.

CSB-CEA Year 1 2.25% Centennial Education Association, PSEA-NEA 2024-2025 – Salary Schedule							
I	II	IIB	III	IIIA	IIIB	IIIC	IV
STEP	B	B+24	M	M+9	M+18	M+27	M+36
Emerg.		(1)					
1	\$51,802	\$56,562	\$58,942	\$61,324	\$63,706	\$66,088	\$68,469
1.5	\$53,099	\$58,032	\$60,500	\$62,967	\$65,434	\$67,902	\$70,368
2	\$54,396	\$59,502	\$62,057	\$64,609	\$67,162	\$69,715	\$72,266
2.5	\$55,694	\$60,971	\$63,611	\$66,250	\$68,890	\$71,528	\$74,166
3	\$56,991	\$62,440	\$65,165	\$67,891	\$70,617	\$73,341	\$76,066
3.5	\$58,288	\$63,910	\$66,721	\$69,532	\$72,345	\$75,156	\$77,967
4	\$59,584	\$65,380	\$68,276	\$71,173	\$74,072	\$76,971	\$79,867
4.5	\$60,881	\$66,850	\$69,833	\$72,816	\$75,800	\$78,785	\$81,768
5	\$62,178	\$68,319	\$71,389	\$74,459	\$77,528	\$80,599	\$83,668
5.5	\$63,476	\$69,788	\$72,945	\$76,100	\$79,256	\$82,413	\$85,568
6	\$64,773	\$71,257	\$74,500	\$77,741	\$80,984	\$84,226	\$87,468
6.5	\$66,070	\$72,727	\$76,056	\$79,382	\$82,712	\$86,041	\$89,367
7	\$67,366	\$74,196	\$77,612	\$81,023	\$84,439	\$87,855	\$91,266
7.5	\$69,175	\$75,665	\$79,167	\$82,666	\$86,166	\$89,669	\$93,167
8	\$70,984	\$77,134	\$80,721	\$84,308	\$87,893	\$91,482	\$95,068
8.5	\$71,769	\$78,604	\$82,277	\$85,949	\$89,621	\$93,297	\$96,969
9	\$72,554	\$80,074	\$83,832	\$87,590	\$91,349	\$95,112	\$98,869
9.5	\$73,852	\$81,544	\$85,387	\$89,232	\$93,078	\$96,925	\$100,769
10	\$75,149	\$83,013	\$86,941	\$90,874	\$94,807	\$98,738	\$102,668
10.5	\$76,447	\$84,481	\$88,498	\$92,516	\$96,534	\$100,552	\$104,569
11	\$77,745	\$85,949	\$90,055	\$94,157	\$98,261	\$102,366	\$106,470
11.5	\$79,041	\$87,419	\$91,610	\$95,799	\$99,989	\$104,179	\$108,369
12	\$80,336	\$88,888	\$93,164	\$97,440	\$101,716	\$105,991	\$110,268
12.5	\$81,635	\$90,357	\$94,720	\$99,082	\$103,444	\$107,806	\$112,169
13	\$82,933	\$91,826	\$96,275	\$100,723	\$105,172	\$109,621	\$114,069
13.5	\$84,229	\$93,295	\$97,833	\$102,366	\$106,901	\$111,435	\$115,970
14	\$85,525	\$94,764	\$99,390	\$104,008	\$108,629	\$113,249	\$117,871
14.5	\$86,823	\$96,234	\$100,944	\$105,650	\$110,357	\$115,063	\$119,770
15	\$88,120	\$97,703	\$102,497	\$107,291	\$112,084	\$116,877	\$121,669

(1) Grandfathered Column

CSB-CEA
Year 2 2.25%
Centennial Education Association, PSEA-NEA
2025-2026 – Salary Schedule

I	II	IIB	III	IIIA	IIIB	IIIC	IV
STEP	B	B+24	M	M+9	M+18	M+27	M+36
Emerg.		(1)					
1	\$52,968	\$57,835	\$60,268	\$62,704	\$65,139	\$67,575	\$70,010
1.5	\$54,294	\$59,338	\$61,861	\$64,384	\$66,906	\$69,430	\$71,951
2	\$55,620	\$60,841	\$63,453	\$66,063	\$68,673	\$71,284	\$73,892
2.5	\$56,947	\$62,343	\$65,042	\$67,741	\$70,440	\$73,138	\$75,835
3	\$58,273	\$63,845	\$66,631	\$69,419	\$72,206	\$74,991	\$77,777
3.5	\$59,599	\$65,348	\$68,222	\$71,097	\$73,973	\$76,847	\$79,721
4	\$60,925	\$66,851	\$69,812	\$72,774	\$75,739	\$78,703	\$81,664
4.5	\$62,251	\$68,354	\$71,404	\$74,454	\$77,506	\$80,558	\$83,608
5	\$63,577	\$69,856	\$72,995	\$76,134	\$79,272	\$82,412	\$85,551
5.5	\$64,904	\$71,358	\$74,586	\$77,812	\$81,039	\$84,267	\$87,494
6	\$66,230	\$72,860	\$76,176	\$79,490	\$82,806	\$86,121	\$89,436
6.5	\$67,556	\$74,363	\$77,767	\$81,168	\$84,573	\$87,977	\$91,378
7	\$68,882	\$75,865	\$79,358	\$82,846	\$86,339	\$89,832	\$93,319
7.5	\$70,732	\$77,368	\$80,948	\$84,526	\$88,105	\$91,686	\$95,263
8	\$72,581	\$78,870	\$82,537	\$86,205	\$89,871	\$93,540	\$97,207
8.5	\$73,384	\$80,373	\$84,128	\$87,883	\$91,638	\$95,396	\$99,151
9	\$74,186	\$81,876	\$85,718	\$89,561	\$93,404	\$97,252	\$101,094
9.5	\$75,513	\$83,379	\$87,308	\$91,240	\$95,172	\$99,106	\$103,036
10	\$76,840	\$84,881	\$88,897	\$92,919	\$96,940	\$100,960	\$104,978
10.5	\$78,167	\$86,382	\$90,489	\$94,598	\$98,706	\$102,815	\$106,922
11	\$79,494	\$87,883	\$92,081	\$96,276	\$100,472	\$104,669	\$108,866
11.5	\$80,819	\$89,386	\$93,671	\$97,954	\$102,239	\$106,523	\$110,808
12	\$82,144	\$90,888	\$95,260	\$99,632	\$104,005	\$108,376	\$112,749
12.5	\$83,472	\$92,390	\$96,851	\$101,311	\$105,772	\$110,232	\$114,693
13	\$84,799	\$93,892	\$98,441	\$102,989	\$107,538	\$112,087	\$116,636
13.5	\$86,124	\$95,394	\$100,034	\$104,669	\$109,306	\$113,942	\$118,580
14	\$87,449	\$96,896	\$101,626	\$106,348	\$111,073	\$115,797	\$120,523
14.5	\$88,776	\$98,399	\$103,215	\$108,027	\$112,840	\$117,652	\$122,465
15	\$90,103	\$99,901	\$104,803	\$109,705	\$114,606	\$119,507	\$124,407

(1) Grandfathered Column

APPENDIX III.

CSB-CEA
Year 3 2.25%
Centennial Education Association, PSEA-NEA
2026-2027 – Salary Schedule

I	II	IIB	III	IIIA	IIIB	IIIC	IV
STEP	B	B+24	M	M+9	M+18	M+27	M+36
Emerg.		(1)					
1	\$54,160	\$59,136	\$61,624	\$64,115	\$66,605	\$69,095	\$71,585
1.5	\$55,516	\$60,673	\$63,253	\$65,832	\$68,412	\$70,992	\$73,570
2	\$56,871	\$62,210	\$64,881	\$67,549	\$70,218	\$72,888	\$75,555
2.5	\$58,228	\$63,746	\$66,506	\$69,265	\$72,025	\$74,783	\$77,541
3	\$59,584	\$65,282	\$68,130	\$70,981	\$73,831	\$76,678	\$79,527
3.5	\$60,940	\$66,819	\$69,757	\$72,696	\$75,637	\$78,576	\$81,514
4	\$62,296	\$68,355	\$71,383	\$74,411	\$77,443	\$80,474	\$83,501
4.5	\$63,652	\$69,892	\$73,010	\$76,129	\$79,250	\$82,370	\$85,489
5	\$65,007	\$71,428	\$74,637	\$77,847	\$81,056	\$84,266	\$87,476
5.5	\$66,364	\$72,964	\$76,264	\$79,563	\$82,863	\$86,163	\$89,462
6	\$67,720	\$74,499	\$77,890	\$81,279	\$84,669	\$88,059	\$91,448
6.5	\$69,076	\$76,036	\$79,517	\$82,995	\$86,476	\$89,956	\$93,434
7	\$70,432	\$77,572	\$81,144	\$84,710	\$88,282	\$91,853	\$95,419
7.5	\$72,323	\$79,109	\$82,769	\$86,428	\$90,088	\$93,749	\$97,407
8	\$74,214	\$80,645	\$84,394	\$88,145	\$91,893	\$95,645	\$99,394
8.5	\$75,035	\$82,182	\$86,021	\$89,861	\$93,700	\$97,543	\$101,382
9	\$75,855	\$83,718	\$87,647	\$91,576	\$95,506	\$99,440	\$103,369
9.5	\$77,212	\$85,255	\$89,272	\$93,293	\$97,314	\$101,336	\$105,355
10	\$78,569	\$86,791	\$90,897	\$95,010	\$99,121	\$103,232	\$107,340
10.5	\$79,926	\$88,326	\$92,525	\$96,726	\$100,927	\$105,128	\$109,328
11	\$81,283	\$89,860	\$94,153	\$98,442	\$102,733	\$107,024	\$111,315
11.5	\$82,638	\$91,397	\$95,778	\$100,158	\$104,539	\$108,919	\$113,301
12	\$83,992	\$92,933	\$97,403	\$101,874	\$106,345	\$110,814	\$115,286
12.5	\$85,350	\$94,469	\$99,030	\$103,590	\$108,152	\$112,712	\$117,273
13	\$86,707	\$96,005	\$100,656	\$105,306	\$109,958	\$114,609	\$119,260
13.5	\$88,062	\$97,541	\$102,285	\$107,024	\$111,765	\$116,506	\$121,248
14	\$89,417	\$99,076	\$103,913	\$108,741	\$113,572	\$118,402	\$123,235
14.5	\$90,774	\$100,613	\$105,537	\$110,457	\$115,379	\$120,299	\$125,221
15	\$92,130	\$102,149	\$107,161	\$112,173	\$117,185	\$122,196	\$127,206

(1) Grandfathered Column

CSB-CEA
Year 4 2.25%
Centennial Education Association, PSEA-NEA
2027-2028 – Salary Schedule

I	II	IIB	III	IIIA	IIIB	IIIC	IV
STEP	B	B+24	M	M+9	M+18	M+27	M+36
Emerg.		(1)					
1	\$55,379	\$60,467	\$63,011	\$65,558	\$68,104	\$70,650	\$73,196
1.5	\$56,765	\$62,039	\$64,676	\$67,314	\$69,951	\$72,589	\$75,226
2	\$58,151	\$63,610	\$66,341	\$69,069	\$71,798	\$74,528	\$77,255
2.5	\$59,538	\$65,181	\$68,002	\$70,824	\$73,645	\$76,466	\$79,286
3	\$60,925	\$66,751	\$69,663	\$72,578	\$75,492	\$78,403	\$81,316
3.5	\$62,312	\$68,322	\$71,326	\$74,332	\$77,339	\$80,344	\$83,348
4	\$63,698	\$69,893	\$72,989	\$76,085	\$79,185	\$82,285	\$85,380
4.5	\$65,084	\$71,464	\$74,653	\$77,842	\$81,033	\$84,224	\$87,412
5	\$66,470	\$73,035	\$76,316	\$79,599	\$82,880	\$86,162	\$89,444
5.5	\$67,857	\$74,605	\$77,980	\$81,354	\$84,727	\$88,101	\$91,475
6	\$69,244	\$76,175	\$79,643	\$83,108	\$86,574	\$90,040	\$93,506
6.5	\$70,631	\$77,746	\$81,307	\$84,862	\$88,421	\$91,980	\$95,536
7	\$72,017	\$79,317	\$82,970	\$86,616	\$90,268	\$93,920	\$97,566
7.5	\$73,951	\$80,889	\$84,632	\$88,372	\$92,115	\$95,859	\$99,598
8	\$75,884	\$82,460	\$86,293	\$90,128	\$93,961	\$97,797	\$101,630
8.5	\$76,723	\$84,031	\$87,956	\$91,882	\$95,808	\$99,737	\$103,663
9	\$77,562	\$85,602	\$89,619	\$93,636	\$97,655	\$101,677	\$105,695
9.5	\$78,950	\$87,173	\$91,281	\$95,392	\$99,503	\$103,616	\$107,725
10	\$80,337	\$88,744	\$92,942	\$97,148	\$101,351	\$105,555	\$109,755
10.5	\$81,725	\$90,313	\$94,607	\$98,903	\$103,198	\$107,494	\$111,788
11	\$83,112	\$91,882	\$96,271	\$100,657	\$105,044	\$109,432	\$113,820
11.5	\$84,497	\$93,453	\$97,933	\$102,412	\$106,891	\$111,370	\$115,850
12	\$85,882	\$95,024	\$99,595	\$104,166	\$108,738	\$113,307	\$117,880
12.5	\$87,270	\$96,595	\$101,258	\$105,921	\$110,585	\$115,248	\$119,912
13	\$88,658	\$98,165	\$102,921	\$107,675	\$112,432	\$117,188	\$121,943
13.5	\$90,044	\$99,735	\$104,586	\$109,432	\$114,280	\$119,127	\$123,976
14	\$91,429	\$101,305	\$106,251	\$111,188	\$116,127	\$121,066	\$126,008
14.5	\$92,816	\$102,876	\$107,912	\$112,943	\$117,975	\$123,006	\$128,038
15	\$94,203	\$104,447	\$109,572	\$114,697	\$119,822	\$124,945	\$130,068

(1) Grandfathered Column

SUPPLEMENTAL PAY

Additional compensation will be paid to bargaining unit members at the following rates.

1. \$37.50 per hour rate for additional tasks outside the teacher day including tutoring homebound students, writing curriculum, attending meetings, etc. This rate shall also be applied to any bargaining unit member who loses planning/preparation time for the electing to provide instruction during classroom coverage. For the purpose of clarity, this applies to the loss of scheduled planning/preparation time and not to the loss of unassigned time.
2. Summer Workshops

2024/25	\$104.00
2025/26	\$104.00
2026/27	\$104.00
2027/28	\$104.00

CO-CURRICULAR ACTIVITIES
NON-ATHLETIC

APPENDIX VI.

#	School & Activity	Units	2024-25	2025-26	2026-27	2027-28
	Position	Unit	235	240	240	245
1.	<u>Advisor</u>					
a.	William Tennent					
	Grade 12	22	5170	5280	5280	5390
	Grade 11	7	1645	1680	1680	1715
	Grade 10	7	1645	1680	1680	1715
	Grade 9	7	1645	1680	1680	1715
2.	Black and White Night Directors (3)	24	5640	5760	5760	5880
3.	<u>Music Groups</u>					
a.	William Tennent Band					
	Band Director	40	9400	9600	9600	9800
	Asst. Director	19	4465	4560	4560	4655
	Asst. Director	19	4465	4560	4560	4655
	Instructor	16	3760	3840	3840	3920
	Instructor	16	3760	3840	3840	3920
b.	William Tennent Concert Directors					
	Orchestra	6	1410	1440	1440	1470
c.	Klinger Concert Directors					
	Band	4	940	960	960	980
	Orchestra	4	940	960	960	980
d.	Log College Concert Directors					
	Band	4	940	960	960	980
	Orchestra	4	940	960	960	980
e.	Stage Band					
	William Tennent	12	2820	2880	2880	2940
	Klinger	6	1410	1440	1440	1470
	Log College	6	1410	1440	1440	1470
4.	<u>Cheerleaders</u>					
a.	William Tennent					
	Football	11	2585	2640	2640	2695
	Soccer/Hockey	6	1410	1440	1440	1470
	Basketball	11	2585	2640	2640	2695
	Wrestling	6	1410	1440	1440	1470
	Grade 9 Fall	4	940	960	960	980
	Grade 9 Winter	4	940	960	960	980
b.	Klinger	6	1410	1440	1440	1470
c.	Log College	6	1410	1440	1440	1470
5.	<u>Chess</u>					
a.	William Tennent	5	1175	1200	1200	1225

CO-CURRICULAR ACTIVITIES
NON-ATHLETIC

APPENDIX VI (Cont.)

#	School & Activity	Units	2024-25	2025-26	2026-27	2027-28
	Position	Unit	235	240	240	245
6.	<u>Chorus</u>					
a.	William Tennent	12	2820	2880	2880	2940
	Chorale	6	1410	1440	1440	1470
	Madrigals	7	1645	1680	1680	1715
b.	Klinger					
	Concert Choir	4	940	960	960	980
	Chorus	4	940	960	960	980
c.	Log College					
	Concert Choir	4	940	960	960	980
	Chorus	4	940	960	960	980
7.	<u>Clubs After School</u>					
a.	William Tennent					
	2024-25 450 hrs.	\$14.45	6503			
	2025-26 450 hrs.	\$14.45		6503		
	2026-27 450 hrs.	\$14.45			6503	
	2027-28 450 hrs.	\$14.45				6503
b.	Klinger					
	2024-25 150 hrs.	\$14.45	2168			
	2025-26 150 hrs.	\$14.45		2168		
	2026-27 150 hrs.	\$14.45			2168	
	2027-28 150 hrs.	\$14.45				2168
c.	Log					
	2024-25 150 hrs.	\$14.45	2168			
	2025-26 150 hrs.	\$14.45		2168		
	2026-27 150 hrs.	\$14.45			2168	
	2027-28 150 hrs.	\$14.45				2168
8.	<u>Dramatics</u>					
a.	William Tennent (Play)					
	Director	10	2350	2400	2400	2450
	Asst. Director	6	1410	1440	1440	1470
	Asst. Director	6	1410	1440	1440	1470
	1 Act Play	3	705	720	720	735
b.	William Tennent (Musical)					
	Director	20	4700	4800	4800	4900
	Units to be dist. to positions below:	47	11045	11280	11280	11515
	Choreographer					
	Orchestra Director					
	Vocal Director					
	Lighting & Sound					
	Set Construction					
	Business Manager					
c.	Klinger					
	Director	14	3290	3360	3360	3430
	Units to be dist. to positions below:	32	7520	7680	7680	7840
	Asst. Director					
	Lighting & Sound					

CONT. ON NEXT PAGE

CO-CURRICULAR ACTIVITIES
NON-ATHLETIC

APPENDIX VI (Cont.)

#	School & Activity	Units	2024-25	2025-26	2026-27	2027-28
	Position	Unit	235	240	240	245
8.	<u>Dramatics (cont.)</u>					
	Set Construction					
	Stage Crew					
d.	Log College					
	Director	14	3290	3360	3360	3430
	Units to be dist. to positions below:	32	7520	7680	7680	7840
	Asst. Director					
	Lighting & Sound					
	Set Construction					
	Stage Crew					
9.	<u>Mathletes</u>					
a.	William Tennent	5	1175	1200	1200	1225
10.	<u>National Honor Society</u>					
a.	William Tennent	10	2350	2400	2400	2450
11.	<u>Black and White Morning News</u>					
a.	William Tennent	12	2820	2880	2880	2940
	Klinger	6	1410	1440	1440	1470
	Log College	6	1410	1440	1440	1470
12.	<u>Student Council</u>					
a.	William Tennent	18	4230	4320	4320	4410
	Klinger	12	2820	2880	2880	2940
	Log College	12	2820	2880	2880	2940
13.	<u>Yearbook</u>					
a.	William Tennent					
	Sponsor	22	5170	5280	5280	5390
	Asst. Sponsor	11	2585	2640	2640	2695
14.	<u>Publications</u>					
a.	Klinger					
	Sponsor	11	2585	2640	2640	2695
	Asst. Sponsor	7	1645	1680	1680	1715
b.	Log College					
	Sponsor	11	2585	2640	2640	2695
	Asst. Sponsor	7	1645	1680	1680	1715
15.	<u>Athletic Council</u>					
	William Tennent	15	3525	3600	3600	3675

CO-CURRICULAR ACTIVITIES
NON-ATHLETIC

APPENDIX VI (Cont.)

#	School & Activity	Units	2024-25	2025-26	2026-27	2027-28
	Position	Unit	235	240	240	245
17.	<u>FBLA Club</u>					
	William Tennent	12	2820	2880	2880	2940
18.	<u>Key Club</u>					
	William Tennent	18	4230	4320	4320	4410
19.	<u>Synchronized Swimming</u>					
a.	Klinger	12	2820	2880	2880	2940
b.	Log College	12	2820	2880	2880	2940
20.	<u>March Madness</u>					
a.	Klinger	2	470	480	480	490
b.	Log College	2	470	480	480	490
	Elementary (per school)	2	470	480	480	490
21.	<u>Robotics</u>					
a.	William Tennent					
	Director	16	3760	3840	3840	3920
	Asst. Director	8	1880	1920	1920	1960
	Asst. Director	8	1880	1920	1920	1960
	Asst. Director	8	1880	1920	1920	1960
22.	<u>Debate</u>					
a.	William Tennent					
	Director	8	1880	1920	1920	1960
	Asst. Director	4	940	960	960	980

CO-CURRICULAR ACTIVITIES
ATHLETIC

APPENDIX VI (Cont.)

#	School & Activity	Units	2024-25	2025-26	2026-27	2027-28
	Position	Unit	235	240	240	245
1.	<u>Baseball and Softball</u>					
a.	High School Head	18	4230	4320	4320	4410
	Assistants (4 max)	48	11280	11520	11520	11760
b.	Middle Schools					
	2 coaches (max)	22	5170	5280	5280	5390
2.	<u>Basketball (Boys & Girls)</u>					
a.	High School	30	7050	7200	7200	7350
	Assistants (4 max)	56	13160	13440	13440	13720
b.	Middle Schools					
	2 Coaches (max)	22	5170	5280	5280	5390
3.	<u>Bowling (Boys & Girls)</u>					
a.	High School Head	8	1880	1920	1920	1960
4.	<u>Cross Country (Boys & Girls)</u>					
	High School Head	18	4230	4320	4320	4410
	Assistant	13	3055	3120	3120	3185
5.	<u>Faculty Manager</u>					
a.	High School					
	Fall, Winter, Spring (each)	16	3760	3840	3840	3920
	Summer	8	1880	1920	1920	1960
b.	Middle Schools					
	Fall, Winter, Spring (each)	11	2585	2640	2640	2695
	Summer	4	940	960	960	980
6.	<u>Football</u>					
a.	High School					
	Head	39	9165	9360	9360	9555
	Asst. (4 max)	116	27260	27840	27840	28420
b.	9 th Grade Football					
	Head	12	2820	2880	2880	2940
	2 Assistants	20	4700	4800	4800	4900
c.	Middle Schools					
	3 Coaches	32	7520	7680	7680	7840
	1 Coach	10	2350	2400	2400	2450
7.	<u>Golf</u>					
a.	High School Head	12	2820	2880	2880	2940
	Assistant	10	2350	2400	2400	2450
8.	<u>Hockey</u>					
a.	High School Head	18	4230	4320	4320	4410
	Assistants (4 max)	48	11280	11520	11520	11760
b.	Middle Schools					
	2 Coaches	22	5170	5280	5280	5390

CO-CURRICULAR ACTIVITIES
ATHLETIC

APPENDIX VI (Cont.)

#	School & Activity	Units	2024-25	2025-26	2026-27	2027-28
	Position	Unit	235	240	240	245
9.	<u>Intramurals (Boys & Girls)</u>					
a.	High School					
	2024-25 540 hrs.	\$14.45	7803			
	2025-26 540 hrs.	\$14.45		7803		
	2026-27 540 hrs.	\$14.45			7803	
	2027-28 540 hrs.	\$14.45				7803
b.	Middle Schools					
	2024-25 100 hrs.	\$14.45	1445			
	2025-26 100 hrs.	\$14.45		1445		
	2026-27 100 hrs.	\$14.45			1445	
	2027-28 100 hrs.	\$14.45				1445
10.	<u>Soccer (Boys & Girls)</u>					
a.	High School Head	20	4700	4800	4800	4900
	Assistants (4 max)	48	11280	11520	11520	11760
b.	Middle Schools (3 max)	32	7520	7680	7680	7840
11.	<u>Swimming (Boys & Girls)</u>					
a.	High School Head	22	5170	5280	5280	5390
	Assistant	13	3055	3120	3120	3185
	Driving	10	2350	2400	2400	2450
12.	<u>Tennis (Boys and Girls)</u>					
a.	High School Head	13	3055	3120	3120	3185
	Assistant	10	2350	2400	2400	2450
b.	Middle School					
	Head	10	2350	2400	2400	2450
13.	<u>Track – Spring (Boys & Girls)</u>					
a.	High School Head	22	5170	5280	5280	5390
	Assistants (5 max)	58	13630	13920	13920	14210
b.	Middle School (2 max)	22	5170	5280	5280	5390
14.	<u>Track – Winter (Boys & Girls)</u>					
	High School Head	17	3995	4080	4080	4165
	Assistant	10	2350	2400	2400	2450
15.	<u>Volleyball (Boys & Girls)</u>					
a.	High School Head	18	4230	4320	4320	4410
	Assistants (2 max)	24	5640	5760	5760	5880
b.	Middle Schools					
	2 Coaches	22	5170	5280	5280	5390

CO-CURRICULAR ACTIVITIES
ATHLETIC

APPENDIX VI (Cont.)

#	School & Activity	Units	2024-25	2025-26	2026-27	2027-28
	Position	Unit	235	240	240	245
16.	<u>Wrestling</u>					
a.	High School Head	30	7050	7200	7200	7350
	Assistants (4 max)	56	13160	13440	13440	13720
b.	Middle Schools					
	2 Coaches	22	5170	5280	5280	5390
17.	<u>Co-Curricular Nurse</u>					
	Middle Schools	10	2350	2400	2400	2450
18.	<u>Lacrosse (Boys & Girls)</u>					
a.	High School Head	18	4230	4320	4320	4410
	Assistants (2 max)	26	6110	6240	6240	6370
b.	Middle Schools					
	2 Coaches	22	5170	5280	5280	5390

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