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

2022-2026

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PREAMBLE

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

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

ARTICLE I

RECOGNITION

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

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

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

ARTICLE II
NEGOTIATION OF A SUCCESSOR AGREEMENT

A. DEADLINE DATE

The parties agree to enter into collective bargaining over a successor agreement no later than January 10, 2026. Any agreement so negotiated shall be reduced to writing after ratification by the parties.

B. MODIFICATION

This agreement shall not be modified in whole or in part by the parties except by an instrument, in writing, duly executed by both parties.

ARTICLE III
GRIEVANCE PROCEDURE

I. **DEFINITIONS**

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

B. Aggrieved Person An aggrieved person is the person or persons making the complaint.

C. Party in Interest A party in interest is the person or persons against whom the complaint is made and any person or persons who might be affected or required to take action in order to resolve the complaint.

D. Days The term days when used shall mean calendar days except that Saturday, Sunday, or a legal holiday shall not be counted as the last day of any time limit.

II. GENERAL PROCEDURES

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

III. RESOLUTION OF GRIEVANCES

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

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

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

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

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

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

IV. TABLE - RESOLUTION OF GRIEVANCES

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

ARTICLE IV
RIGHTS OF PROFESSIONAL EMPLOYEES

A. ASSOCIATION IDENTIFICATION

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

B. PHOTO IDENTIFICATION CARDS

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

ARTICLE V
ASSOCIATION RIGHTS AND PRIVILEGES

A. RELEASED TIME FOR MEETINGS

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

B. BULLETIN BOARDS

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

C. LEAVE FOR STATE OR NATIONAL OFFICE

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

ARTICLE VI
TEACHER WORK YEAR

A. TEACHER WORK YEAR

The teacher work year for employees shall be 187 days. In each work year there shall be 180 pupil days. Guidance Counselors and Home & School Visitors who are required to work on their regular contracts more than 187 days, shall be compensated for these extra days on the basis of their regular salary prorated. When school is not in session, those teachers who chose to attend professional development days or portions thereof shall be compensated at \$100 per half day and \$250 per full days. Summer professional development will be optional and not required of any employee. The additional days shall be utilized in the following manner: Two days prior to the opening of school, one professional day, one day after the close of each grading period for the purpose of individual preparation of student assessments and/or parent conferences to be scheduled by the teacher. All professional days (i.e. Inservice and Act 80 Days) will be collectively planned by school administration and representatives (at least two) from the Association. Prior to the first instructional day, bargaining unit members will be given one ½ day to work in their classrooms.

B. ASSESSMENT DAYS

On the assessment day following the first, second, and third grading periods, employees' work hours shall be modified as follows: (The final assessment day at the close of the school year shall **NOT** be modified from regular employee hours.)

Of the 7 ½ hour workday, each employee shall report for four hours during the course of regular working hours (8:00-3:30). The remaining 3 ½ hours shall be comprised of a one-hour lunch or dinner, at the employee's discretion, with the final 2 ½ hours scheduled before the opening (8:00 a.m.) or after the close of the regular school day to allow for parent conferences. In the event no parent has scheduled a conference before the opening (8:00 a.m.) or an after-school conference, employees may opt to work their normal hours. Realizing there may be a need for employees to schedule parent conferences beyond the normal school day on days other than those named, employees may log their parent conference hours on alternate days with notification to and verification of their building principal. Conferences will be scheduled only by the employee with the parent. Any employee who has failed to log the 7 ½ hours shall be notified by the Administration no later than May 20th of the hours needed to fulfill their 7 ½ hour obligation. These hours shall be completed no later than the close of the last scheduled employee day.

C. PARENT TEACHER CONFERENCES

Teachers will be required to hold two evening parent teacher conferences totaling 3.5 hours each during the month of November. In return teachers will be given 1 Inservice day in which they will not have to attend but will be given credit for attending.

D. OTHER EVENTS

Of the 180 student days, one will serve as ½ day for students and ½ day for in-service for teachers. This will be held the Wednesday prior to Thanksgiving, the last day before winter break, or the last day of school. Student dismissal time will be at 11:30 a.m., and teachers who attend two events will be permitted to leave at 12:00 p.m. Events include but not limited to: Back to School Night, open

house, orientation, graduation or any other district designated teacher- parent contact opportunity. Teachers who attend additional nights or meetings will still be permitted to follow Article VI section B (adjusted assessment day hours).

E. TEACHER EVALUATION

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

ARTICLE VII
TEACHING HOURS AND TEACHING LOAD

A. TEACHER DAY

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

B. EXTRA PAY FOR EXTRA SERVICE

If an employee agrees to report for duty earlier or to stay later than the time listed, he shall receive additional compensation at the adjusted rate schedule, Appendix F. Any authorized work on IEPs outside the normal workday shall be compensated at the adjusted rate schedule, Appendix F. Long-term positions anticipated to last 90 or more days shall be posted. The District will select a teacher

from those who apply to perform the required duties. If no one volunteers for the posted position, the District may assign an employee to perform such duty. Short-term assignments (less than 90 days) shall be made by the District.

C. EXTRA-CURRICULAR ACTIVITIES

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

D. VACANCIES

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

ARTICLE VIII PROFESSIONAL COMPENSATION

A. SALARY SCHEDULE

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

B. COMMENDABLE SERVICE INCREMENT

The Bald Eagle Area School District shall pay, and the same shall become a part of the basic salary schedule, two hundred (\$200) dollars for each five (5) years of service completed in the Bald Eagle Area School District up to a maximum of twenty (20) years. Individuals with 20 and 25 years of service shall be paid \$300 for each five (5) years of service. Individuals with 29 and 34 years of service shall be paid \$600 for each five years of service. Payment shall be made, as reflected in the schedule in Appendix C, in the sixth, eleventh, sixteenth, twenty-first, twenty-sixth, thirty-first, and thirty-sixth years. This shall be in addition to any salary mandated by the current schedule. The above increment is predicated on commendable service by a professional employee. Should there be any reason this increment is to be withheld, the employee in such case shall be notified in writing as to the reason, and he or she shall be eligible for favorable consideration after one (1) year of improved service. Employees with broken service shall be credited with all years of service in the Bald Eagle Area School District.

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

C. RETIREMENT BONUS FOR LONGEVITY

In recognition for longevity service for teachers who retire while employed as professional employees in the School District, the Board agrees to pay, as a retirement bonus to all teachers who, after ten (10) years of service within the Bald Eagle Area School District, retire while employed in the District, an amount equal to \$100.00 times each year of service within the Bald Eagle Area School District.

D. OPTIONAL PAY

1. SUMMER

The professional employee shall have the option of having his pay for the summer months (June-July-August) in one payment, payable June 15, or in regular semi-monthly payments.

The Employee shall notify the Business Office in writing by May 1, or payment shall be on the regular schedule. Once the employee notifies the Business Office in writing by May 1 of any year, the notification shall remain in effect until rescinded in writing by the employee.

2. PAY PERIODS

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

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

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

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

E. AREA COORDINATORS

The nine Area Coordinators will be compensated at the adjusted rate schedule, Appendix F.

F. PAYMENT FOR CREDITS EARNED

The Bald Eagle Area School District shall reimburse up to a maximum of (12) credits per year (August 15th- August 14th) for all employees. All courses require Superintendent approval prior to

registration. The District offers two types of courses for reimbursement: Pre-Approved Courses and Focus Courses.

1. PRE-APPROVED COURSES

The Bald Eagle Area School District shall reimburse undergraduate courses, per credit, at the rate of fifty percent (50%) of the State System of Higher Education (SSHE) rate for undergraduate courses and shall reimburse graduate courses, per credit, at the rate of fifty percent (50%) of the SSHE rate for graduate courses to teachers who are taking course for the purpose of permanent certification.

The Bald Eagle Area School District shall reimburse undergraduate courses, per credit, at the rate of one hundred percent (100%) of the SSHE for undergraduate courses and shall reimburse graduate courses at the rate of one hundred percent (100%) of the SSHE rate for graduate courses, if course work is in his or her area of certification for all professional employees with both tenure and permanent certification. All other credits outside of the teacher's area of certification shall only be paid with pre-approval of the Superintendent and School Board.

Pre-approval of credit for permanent and non-permanent certified teachers shall work as follows: A course description and list of the teacher's area of certification shall be submitted to the Association's President, anonymously, at least one month prior to taking the course, the President will hand the description over to the Superintendent for his/her approval, the Superintendent will contact the President with the approval or disapproval, and then the President will send a statement to all teachers with the response. A running list of approved classes will be kept by the Business Office and will be posted on the District's website, being updated as courses are added. It is understood that approved courses are based on a teacher's

certification as well as classes taught. At any time, a teacher will be able to elect to take a course from the list without additional pre-approval from the Superintendent.

At the beginning of each school year the SSHE rate for undergraduate and graduate level courses shall be identified by the Secretary of the Superintendent and shared with the Association President and Superintendent. The new rates will be posted on the District Website.

2. FOCUS COURSE TUITION PAYMENT

Focus courses will be identified by the District to further enhance specific professional development or support District initiatives and will be reviewed on a case-by-case basis annually. The District will pay full Focus Course tuition costs and fees to the individual in advance of taking the course or program identified as a Focus Course. Professional employees taking advantage of Focus Course tuition payments shall agree to complete the course with a grade of B or above and remain an employee of the Bald Eagle Area School District for a period of three years following completion of the course. Professional employees who do not complete the requirements for Focus Course tuition payment shall reimburse the District for all tuition costs incurred by the District beyond those required by the previous paragraph. Professional employees utilizing Focus Course advance tuition payment shall sign a statement indicating their desire and agreement to the above conditions of payment.

3. REQUIREMENTS OF TUITION REIMBURSEMENT

Employees taking courses and receiving the benefit of tuition reimbursement and/or Focus course advanced payment agree to complete with a grade of B or above and agree to remain an employee of the Bald Eagle Area School District for a period of three (3) years following the completion of the course. Should the employee fail to do so they shall reimburse the District for the cost of all such courses taken.

A Leave within 1 year of course being reimbursed, payback is 100%.

B Leave within 2 years of course being reimbursed, payback is 66 2/3%.

C Leave within 3 years of course being reimbursed, payback is 33 1/3%.

G. REIMBURSEMENT FOR TRAVEL

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

H. MENTORS

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

ARTICLE IX
ILLNESS OR DISABILITY

A. ACCUMULATIVE SICK LEAVE DAYS

On the opening day of the school year, each teacher shall be credited with a ten (10) day sick leave allowance. An employee may use any of their accumulated sick leave days as family sick days subject to the relatives currently listed in this section of Article IX. Family member shall be defined as the employee's mother, father, spouse, child, grandparent, sibling, grandchild, in-law or person residing with the employee. The care provided may include such activities as bed-side care, accompanying the family member to a doctor's appointment, and emotional support. The unused portion of such allowance shall accumulate from year to year and may be used without limitation. An additional non-accumulative day of sick leave shall be granted for every twenty (20) days or major fraction thereof (11 or more days) that a professional employee may work beyond the regular school work year. This will apply only to full-time professional employees on extended schedules.

B. LEAVE OF ABSENCE

A teacher who is unable to teach because of personal illness or disability and who has exhausted all sick leave available shall be granted a leave of absence without pay for up to one year. Such

employee will be provided insurance benefits for up to twenty work days beyond the exhaustion of all sick leave. Such employee shall be permitted to maintain insurance benefits providing such teacher reimburses the Board the premium cost thereof for the duration of the leave beyond the twenty-day period.

C. NOTIFICATION OF ACCUMULATION OF SICK LEAVE AND PERSONAL LEAVE

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

D. SICK LEAVE BANK

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

ARTICLE X TEMPORARY LEAVE OF ABSENCE

A. TYPES OF LEAVES

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

1. PERSONAL LEAVE

Each professional employee shall be entitled to two (2) Personal days per year. Unused days shall accumulate from year to year. Notice of the employee's intent to use a Personal day shall be made on AESOP or other district provided site at least two (2) days before taking such leave (except in the case of emergencies). Such leave shall not exceed 10% of the bargaining unit on a

given day. After five (5) years of continuous service in the school district, such persons shall be entitled to three (3) days leave of absence, under the same terms set forth above.

2. EMERGENCY LEAVE

One (1) non-accumulative emergency leave day be granted to each employee per year. If it is necessary for a teacher to take emergency leave, he shall be paid his regular salary. Employees requiring emergency leave shall give as much advance notice as the circumstances permit, stating the reason for the same. The immediate supervisor or building principal, whichever is applicable, shall recommend to the superintendent for approval, the granting of the leave. This day will not be deducted from sick leave. Matters of a routine nature will not be deemed emergencies.

3. CONFERENCE OF AFFILIATES

Up to two (2) days shall be granted for three (3) representatives of the Association to attend conferences or conventions of state and nationally affiliated organizations. A short term, uncompensated leave for up to three (3) days shall be granted to employees who are elected or appointed to attend state and national committee board meetings.

4. RELEASED TIME

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

5. LEGAL

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

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

6. BEREAVEMENT

Up to five (5) days will be granted at any time in the event of death of a teacher's spouse, child, step-child, parent, or step-parent. Up to three (3) days will be granted in the event of death for a son-in-law, daughter-in-law, father-in-law, mother-in-law, brother, sister, brother-in-law, sister-in-law, grandchild, grandfather, grandmother, including "step" for any of the aforementioned relatives, and any other member of the immediate household. In the event of the death of a teacher or student in the Bald Eagle Area School District, the Board shall grant to an appropriate number of teachers sufficient time off to attend the funeral. One (1) day leave with pay shall be granted for the death of a near relative. A near relative shall be defined as: first cousin, aunt, uncle, niece, nephew, including "step" for any of the aforementioned relatives.

7. TEMPORARY MILITARY

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

8. GOOD CAUSE

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

B. IN ADDITION TO SICK LEAVE

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

ARTICLE XI
UNPAID LEAVES OF ABSENCE

A. INTERNATIONAL AND FEDERAL PROGRAMS

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

B. PROFESSIONAL STUDY

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

C. CHILDBEARING LEAVE

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

1. The employee shall notify the Superintendent in writing at least thirty (30) days prior to the beginning of the leave.
2. Childbearing leave shall continue for a length of time determined by the employee and her physician but shall not exceed more than one (1) year.

3. An employee may return to work when the employee's physician certifies to the employee's ability to assume her duties, provided that the employee indicates her intentions to return at least seven (7) days prior to her actual return.
4. The employee may use any or all of her accumulated sick leave while on childbearing leave.
5. If the employee chooses not to use accumulated state mandated sick leave, or if her accumulated sick leave expires during the leave, she may be permitted to continue any or all of her benefits by remitting the costs for these benefits to the Board.
6. On returning to service from childbearing leave, the employee shall be returned to the same position she occupied prior to the leave. If that position no longer exists, the employee shall be given another position for which she is properly certified.

D. CHILD REARING LEAVE

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

E. MILITARY

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

F. POLITICAL

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

G. EXTENSIONS AND RENEWALS

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

ARTICLE XII

INSURANCE PROTECTION

A. HEALTH CARE INSURANCE

The Board will provide health care insurance as designated in paragraph two below for coverage for each employee and the employee's dependents, if such employee has dependents. Effective January 1, 2019, all employees and their dependents will be covered by a Qualified High Deductible Health Plan (QHDHP) (Appendix D). Deductible will be not less than \$1,500 for a single subscriber and \$3,000 for an employee with dependent(s) or the then current Internal Revenue Service (I.R.S.) minimum for Qualified High Deductible Health Plans. The Qualified High Deductible Plan shall be administered in accordance with the regulations and guidelines as established, or amended, by the I.R.S.

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

The benefit calendar year begins July 1. The premium share contributions in Year 1 shall begin the first pay period after ratification. Employees shall contribute via payroll deduction toward premium share. The premium share for the duration of this contract will be \$25/month for single subscriber or \$50/month for employee and dependent(s).

See Appendix D for details about the Health Plan Coverage.

The District will offer its employees the ability to contribute to a Health Savings Account (HSA). The District will initiate the deposit of the District provided contribution to the active employee's Health Savings Account on January 1 of each calendar year during the term of this agreement. It is agreed

and understood that a period of time may be necessary in order for the funds to be processed and posted to the employee's HSA. Employees will be responsible to pay all administrative fees associated with the HSA. The District will contribute fifty (50%) percent of the deductible for single coverage or thirty-five (35%) percent of the deductible for all others directly into the active employee's HSA account.

HSA/HRA Contributions for Non-Qualifying Employees

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

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

HRA Contributions. The District will contribute the same employer contribution into an active employee's HRA as being contributed to employee HSAs for the given benefit year. Funds in the HRA may be used for the deductible, co-pays, co-insurance, any qualified and/or eligible medical, dental, or vision expenses, and insurance premiums following separation from employment. Money in the HRA will roll over each year. It is understood that employee contributions into an HRA are not permitted by law; only employer contributions are permitted to be deposited into an HRA. Any HSA-ineligible employee shall be permitted to open an HSA on the first day of the month immediately following his/her becoming eligible for an HSA, if requested by the employee.

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

- a. If an eligible employee switches from employee-only coverage to non-single coverage (parent child(ren), husband/wife, or family) in the middle of the plan year due to a qualifying event, his/her deductibles will increase to the family deductible. Said employee shall be eligible to receive from the District an additional employer contribution to his/her HSA or HRA account in the amount needed to raise the contribution to the applicable new level to assist the employee in meeting the increased deductible expenses. For example, if an employee had five months of employee-only coverage in the 2022/23 plan year before switching to family coverage mid-year, s/he shall immediately be eligible for and receive an employer contribution into his/her HSA or HRA as follows:
 - i. Individual HSA district contribution in 2022/23: $\$1,500 \times 50\% = \750 .
 - ii. Family HSA district contribution in 2022/23: $\$3,000 \times 35\% = \$1,050$.
- b. If an eligible employee switches from a non-single coverage to an employee-only coverage in the middle of the plan year due to a qualifying event, the deductible will decrease to the single deductible. When this occurs, the employee will only be credited with the portion of the family deductible that was satisfied themselves, and any portion of the family deductible that was satisfied by someone other than the employee will not count towards the now lowered single deductible. As a result of the now lowered deductible, the employee may have been overpaid contributions by the District on January 1 based on his/her elected family coverage in effect at the time but shall not be required to refund any overpayment to the District.

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

Additional dental coverage is addressed in Paragraph F.

1. COMPLETE ANNUAL COVERAGE

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

2. INCLUSIONS

A description of the general coverage shall be found in APPENDIX D.

3. DESCRIPTION TO EMPLOYEE

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

4. INSURANCE OPT OUT

The District will pay \$3,000/individual plan, \$3500/ couples plan, or \$4000/family plan annually in equal payroll period stipends for any employee who opts out of District coverage completely. This amount shall be prorated for less than a full-year opt-out. The employee must show proof of coverage with other medical insurance to exercise this option. The employee must notify the District of his/her intent to opt out no later than the fifteenth (15th) day of the month prior to the month in which the opt-out payment will begin. Once an employee has

opted out of coverage, he/she must remain without District coverage for the remainder of the school year, unless the employee loses coverage under his/her spouse's medical insurance. The employee shall notify the District of his/her loss of coverage, in writing, and the employee's District coverage will be reinstated effective on the earliest date permitted by the District's insurance carrier. The bi-monthly stipend for opting out of District health coverage will cease on the same date that coverage is reinstated and the appropriate percentage of base salary contributions will begin. A full-time employee who is married to another District employee will be covered with one insurance plan that shall cover both employees and their eligible dependents. Neither employee in this instance shall be entitled to receive the opt-out payment. Employees agree to execute the required District form for Spouse/Family coverage and Opt-Out Waiver Statement.

5. SECTION 125 PLAN

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

1. Premium sharing (including vision care insurance)
2. Opt-out
3. Medical expenses
4. Dependent care

B. LIFE INSURANCE

The Board will provide term life insurance coverage for all covered professional employees in an amount equal to 1.5 times the annual salary of the employee with a minimum of \$13,000 life insurance.

C. LONG-TERM DISABILITY

The Board shall provide a Long-Term disability insurance program for all professional employees to provide benefits in the amount of \$1,500 per month as follows for each month of the disability,

coverage to begin upon the expiration of all accumulated sick leave including days used from the Sick Leave Bank or on the 31st day of disability, whichever is later, the plan to be integrated with Workmen's Compensation, Social Security, benefits and all other disability payments under the Pennsylvania Public School Employees Retirement program, after 11 months, all benefits subject to the underwriting requirements of the insurance company. Coverage shall not exceed sixty percent (60%) of the employee's salary.

D. EDUCATORS INCOME PROTECTION PLAN

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

E. TAX SHELTERED ANNUITY

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

F. DENTAL CARE INSURANCE

The Board agrees to provide dental insurance coverage, which is equivalent to a Delta Plan as follows: Basic Services (100% UCR), Prosthetics (75% UCR), and Periodontics (100% UCR), for individual employees only. The District shall provide basic dental insurance coverage for employee dependents with a fifty (50%) co-payment of UCR to include diagnostics, preventive, basic restorative, oral surgery, endodontics, and periodontics. Effective with the 2004-2005 school year the present medical co-pay will increase \$2 a month. Individual coverage shall have a maximum of \$2,000 and dependent coverage shall have a maximum of \$1,000.

G. PRESCRIPTION CARE INSURANCE

The District shall provide prescription insurance as negotiated within the District's Health plan. This plan will be implemented as soon after the ratification of the contract.

H. VISION CARE INSURANCE

The District shall provide a basic employee vision care program. Full-time employees will be given the option, on a voluntary basis at a cost paid by the employee, to add eligible dependents to their vision care insurance. For example, if the basic employee monthly premium is \$2.50 per month, and the monthly premium for employee plus dependent(s) is \$5.00 per month, the employee would have \$2.50 per month withheld from their paycheck, on a pre-tax basis, to have the benefits extended to their eligible dependents if they elect to exercise this option.

I. HEALTH CARE INSURANCE FOR RETIREES

Effective September 1, 2000 the Board will pay 75% of the cost with a maximum amount of \$100 per month for individual health care coverage as designated A.2 (above). [This amount will be applied to prescription, vision and dental insurance first, PSERS amount will be applied next to coverage designated in A.2 (above) and then the Board will pay up to a maximum of \$100 per month or the remainder of health care insurance for the retiree.], to age 65 for each retiree with ten years of service in the District who retires at age 55 or with 30 years of PSERS creditable service. The retiree will pay the remaining premium cost which may include dependent coverage if desired by remitting the residual premium to the Business Office prior to any month of coverage. Surviving Spouse of a covered employee shall have the opportunity to purchase group coverage until the age of 65. If a retiree elects to discontinue individual or dependent coverage, it may not be renewed through the employee group.

ARTICLE XIII
MAINTENANCE OF MEMBERSHIP

Provision

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

ARTICLE XIV
MEMBERSHIP DUES DEDUCTIONS

A. DEDUCTION FROM SALARY

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

1. Equal Monthly Installments

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

B. LIST SUPPLIED TO BOARD

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

C. AUTHORIZATION CARDS

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

PAYROLL DEDUCTION AUTHORIZATION CARD

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

(Date)

(Signature)

ARTICLE XV
LOSS OF PREPARATION/PLANNING/CONFERENCE PERIOD

In those cases where regular substitutes are not available and where a substitute cannot be found, or in case of an emergency, regular teachers who volunteer or who are assigned to substitute for another teacher during their preparation/planning/conference period may submit a timecard and be paid at the adjusted rate schedule, Appendix F (except for the Released time for the President of the Association as provided for in Article X, Section 5, Subsection a).

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

ARTICLE XVI
MISCELLANEOUS PROVISIONS

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

ARTICLE XVII
NO LOCK OUT - NO STRIKE PROVISION

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

ARTICLE XVIII
WAIVERS

The parties agree that all negotiable items have been discussed during the negotiations leading to this agreement, and that no additional negotiations on this agreement will be conducted on any item, whether contained herein or not, during the life of this agreement, exclusive of the application of the grievance procedure.

ARTICLE XIX
REDUCTION IN STAFF

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

ARTICLE XX
GRADING PERIOD DAYS

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

ARTICLE XXI
RETIREMENT BONUS FOR UNUSED SICK LEAVE

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


ARTICLE XXII
DURATION OF AGREEMENT

A. Effective Date

This agreement shall be effective as of August 2, 2022, and shall continue in effect until August 1, 2026 (date of expiration), subject to the Association's right to negotiate over a successor agreement as provided in ARTICLE II. This agreement shall not be extended orally.

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

BALD EAGLE AREA BOARD OF EDUCATION

BY 
President


Secretary

1/20/22
Date

BALD EAGLE AREA EDUCATION ASSOCIATION

BY 
President

ATTEST:


Secretary

2/16/22
Date

APPENDIX A – NON-ATHLETIC EXTRA-CURRICULAR SALARIES

	2022-2026
Art Club Advisor (1 person)	\$ 1,600
Band Director Elementary (1 person)	\$ 1,450
Band Director Middle & Senior High (Concert & Jazz*) (1 person)	\$ 3,050
Board Game Club Advisor	\$ 1,600
Bookends Advisor (1 person)	\$ 1,600
Botball/Tech Team Co-Advisors (2 people/each)	\$ 1,900
Choral Director Elementary (Howard, Port, & Mt.) (1 person)	\$ 1,175
Choral Director Elementary (Wingate & 6th) (1 person)	\$ 1,525
Choral Director Middle/High School (1 person)	\$ 2,050
Detention Supervisor	\$70 per day
Drama Club Co-Advisors (2 people/each)	\$ 3,800
Envirothon Advisor (2 people/each)	\$ 1,900
Freshman/Sophomore Class Co-Advisors (2 people/each)	\$ 1,075
Future Business Leaders of America (FBLA) Advisor (1 person)	\$ 1,950
Future Business Leaders of America (FBLA) Assistant Advisor (1 person)	\$ 800
Future Farmers of America (FFA) Advisor (1 person)	\$ 2,800
Future Farmers of America (FFA) Assistant Advisor (1 person)	\$ 1,050
Gay-Straight Alliance (GSA) Advisor (1 person)	\$ 1,600
History Club Advisor (1 person)	\$ 1,600
Indoor Drumline (2 people/ each)	\$ 1,025
Indoor Majorette (1 person)	\$ 2,050
Indoor Color Guard (1 person)	\$ 2,050
Junior Class Co-Advisors (2 people/each)	\$ 1,850
Marching Band Color Guard (1 person)	\$ 1,000
Marching Band Drumline (1 person)	\$ 1,000
Marching Band Majorette (1 person)	\$ 1,000
Marching Band Music/Marching Instructors (2 people/each)	\$ 1,000
Mock Trial Advisor (1 person)	\$ 1,600
Model Club Advisor (1 person)	\$ 850
National Honor Society (2 people/split)	\$ 1,950
Pit Manager/Stage Manager (1 person)	\$ 1,800
Powder Puff Coordinator (1 person)	\$ 850
Powder Puff Assistant (2 people)	\$ 450
Reading Team Elementary (up to 10 people/each)	\$ 850
School Wide Coach (up to 6 people/each)	\$ 1,050
Senior Class Co-Advisors (2 people/each)	\$ 2,525
Ski Club Advisor (up to 3 people/\$150/event/each)	\$ 2,700
Spanish Club Advisor (1 person)	\$ 1,600
Student Government Middle School (1 person)	\$ 1,850
Student Government Middle School 6 th Grade Assistant	\$ 800
Student Government Senior High (1 person)	\$ 1,950
Students Against Destructive Decisions (SADD) (1 person)	\$ 1,600
Unified Club	\$ 1,600
Yearbook Advisor Business Staff (1 person)	\$ 5,000
Yearbook Advisor Middle School (1 person)	\$ 2,500

* Includes Indoor Jazz Band

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

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

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

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

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

APPENDIX B – ATHLETIC EXTRA-CURRICULAR AND INTERSCHOLASTIC ATHLETIC SALARIES

Position	% of Head	Yrs 1-5	Yrs 6-10	Yrs 11-15	Yrs 16-20	Yrs 21+
Band Director Marching (1 person)		\$ 5,500	\$ 6,000	\$ 6,500	\$ 7,000	\$ 7,500
Band Director Assistant (1 person)	45%	\$ 2,475	\$ 2,700	\$ 2,925	\$ 3,150	\$ 3,375
Band Front (1 person)	40%	\$ 2,200	\$ 2,400	\$ 2,600	\$ 2,800	\$ 3,000
Baseball						
Head Coach JV & Varsity (1)		\$ 4,250	\$ 4,750	\$ 5,250	\$ 5,750	\$ 6,250
Assistant Coach Varsity (2)	60%	\$ 2,550	\$ 2,850	\$ 3,150	\$ 3,450	\$ 3,750
Jr. High Head Coach (2)	55%	\$ 2,338	\$ 2,613	\$ 2,888	\$ 3,163	\$ 3,438
Basketball						
Boys Head Coach Varsity (1)		\$ 5,800	\$ 6,300	\$ 6,800	\$ 7,300	\$ 7,800
Boys JV Head Coach (1)	55%	\$ 3,190	\$ 3,465	\$ 3,740	\$ 4,015	\$ 4,290
Boys Jr High Head Coach (1) (9th grade)	50%	\$ 2,900	\$ 3,150	\$ 3,400	\$ 3,650	\$ 3,900
Boys Jr High Assistant Coach (1) (7th & 8th grade)	45%	\$ 2,610	\$ 2,835	\$ 3,060	\$ 3,285	\$ 3,510
Girls Head Coach Varsity (1)		\$ 5,800	\$ 6,300	\$ 6,800	\$ 7,300	\$ 7,800
Girls JV Head Coach (1)	55%	\$ 3,190	\$ 3,465	\$ 3,740	\$ 4,015	\$ 4,290
Girls Jr High Head Coach (1)	50%	\$ 2,900	\$ 3,150	\$ 3,400	\$ 3,650	\$ 3,900
Girls Jr High Assistant Coach (1)	45%	\$ 2,610	\$ 2,835	\$ 3,060	\$ 3,285	\$ 3,510
Cheerleading						
Head Coach JV & Varsity (1)		\$ 5,800	\$ 6,300	\$ 6,800	\$ 7,300	\$ 7,800
Assistant Coach JV & Varsity (1)	50%	\$ 2,900	\$ 3,150	\$ 3,400	\$ 3,650	\$ 3,900
Jr High Head Coach (1)	55%	\$ 3,190	\$ 3,465	\$ 3,740	\$ 4,015	\$ 4,290
Jr High Assistant Coach (1)	35%	\$ 2,030	\$ 2,205	\$ 2,380	\$ 2,555	\$ 2,730
Cross Country (Boys & Girls)						
Head Coach (1)		\$ 1,800	\$ 2,300	\$ 2,800	\$ 3,300	\$ 3,800
Football						
Head Coach JV & Varsity (1)		\$ 6,500	\$ 7,000	\$ 7,500	\$ 8,000	\$ 8,500
Assistant Coach JV & Varsity (4)	65%	\$ 4,225	\$ 4,550	\$ 4,875	\$ 5,200	\$ 5,525
Jr High Head Coach (1)	55%	\$ 3,575	\$ 3,850	\$ 4,125	\$ 4,400	\$ 4,675
Jr High Assistant Coach (4)	40%	\$ 2,600	\$ 2,800	\$ 3,000	\$ 3,200	\$ 3,400
Golf						
Head Coach (1)		\$ 1,600	\$ 2,100	\$ 2,600	\$ 3,100	\$ 3,600
Soccer						
Boys Head Coach Varsity (1)		\$ 4,250	\$ 4,750	\$ 5,250	\$ 5,750	\$ 6,250
Boys JV Head Coach (1)	60%	\$ 2,550	\$ 2,850	\$ 3,150	\$ 3,450	\$ 3,750
Boys Jr High Head Coach (1)	55%	\$ 2,338	\$ 2,613	\$ 2,888	\$ 3,163	\$ 3,438
Girls Head Coach Varsity (1)		\$ 4,250	\$ 4,750	\$ 5,250	\$ 5,750	\$ 6,250
Girls JV Head Coach (1)	60%	\$ 2,550	\$ 2,850	\$ 3,150	\$ 3,450	\$ 3,750
Girls Jr High Head Coach (1)	55%	\$ 2,338	\$ 2,613	\$ 2,888	\$ 3,163	\$ 3,438

Position	% of Head	Yrs 1-5	Yrs 6-10	Yrs 11-15	Yrs 16-20	Yrs 21+
Softball						
Head Coach Varsity (1)		\$ 4,250	\$ 4,750	\$ 5,250	\$ 5,750	\$ 6,250
Assistant Coach Varsity (1)	60%	\$ 2,550	\$ 2,850	\$ 3,150	\$ 3,450	\$ 3,750
Head Coach JV (1)	60%	\$ 2,550	\$ 2,850	\$ 3,150	\$ 3,450	\$ 3,750
Jr High A Team Head Coach (1)	55%	\$ 2,338	\$ 2,613	\$ 2,888	\$ 3,163	\$ 3,438
Jr High B Team Assistant Coach (1)	55%	\$ 2,338	\$ 2,613	\$ 2,888	\$ 3,163	\$ 3,438
Track (Boys & Girls)						
Head Coach (1)		\$ 4,750	\$ 5,250	\$ 5,750	\$ 6,250	\$ 6,750
Assistant Coach (2)	60%	\$ 2,850	\$ 3,150	\$ 3,450	\$ 3,750	\$ 4,050
Jr High Head Coach (1)	60%	\$ 2,850	\$ 3,150	\$ 3,450	\$ 3,750	\$ 4,050
Jr High Assistant Coach (2)	50%	\$ 2,375	\$ 2,625	\$ 2,875	\$ 3,125	\$ 3,375
Unified Bocce						
Head Coach (1)		\$ 1,600	\$ 2,100	\$ 2,600	\$ 3,100	\$ 3,600
Assistant Coach (1)	50%	\$ 800	\$ 1,050	\$ 1,300	\$ 1,550	\$ 1,800
Volleyball						
Head Coach Varsity (1)		\$ 4,250	\$ 4,750	\$ 5,250	\$ 5,750	\$ 6,250
Head Coach JV (1)	60%	\$ 2,550	\$ 2,850	\$ 3,150	\$ 3,450	\$ 3,750
Jr High Head Coach (1)	55%	\$ 2,338	\$ 2,613	\$ 2,888	\$ 3,163	\$ 3,438
Jr High Assistant Coach (1)	55%	\$ 2,338	\$ 2,613	\$ 2,888	\$ 3,163	\$ 3,438
Wrestling						
Head Coach (1)		\$ 5,800	\$ 6,300	\$ 6,800	\$ 7,300	\$ 7,800
Assistant Coach (2)	55%	\$ 3,190	\$ 3,465	\$ 3,740	\$ 4,015	\$ 4,290
Jr High Head Coach (1)	50%	\$ 2,900	\$ 3,150	\$ 3,400	\$ 3,650	\$ 3,900
Jr High Assistant Coach (1)	45%	\$ 2,610	\$ 2,835	\$ 3,060	\$ 3,285	\$ 3,510

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

It is within the realm of the Board to create new positions. When new positions are created, the accompanying salary will be negotiated with the Association.

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

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

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

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

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

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

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

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

Position	% of Head	Yrs 1-5	Yrs 6-10	Yrs 11-15	Yrs 16-20	Yrs 21+
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APPENDIX B

ATHLETIC EXTRA CURRICULAR AND INTERSCHOLASTIC SALARIES

GAME MANAGER PAY PER EVENT

Position	2022-2026
Basketball	
2 Junior High Games, 1 JV game, & 1 Varsity	\$ 150
2 Junior High Games & 1 Varsity or 1 Junior High Game, 1 JV, & 1 Varsity	\$ 125
Varsity & JV	\$ 100
Junior High - 2 games	\$ 75
Junior High - 1 game	\$ 50
Football	
Junior High - 1 game	\$ 75
Junior High - 2 games	\$ 125
JV	\$ 100
Varsity	\$ 150
Soccer	
Jr. High, JV, & Varsity	\$ 150
Junior High - 2 matches	\$ 100
JV & Varsity	\$ 125
Varsity	\$ 75
Track & Field	
Junior High Track & Field Tri or Quad Meet	\$ 150
Junior High Track & Field Duel Meet	\$ 100
Varsity Track & Field Tri or Quad Meet	\$ 150
Varsity Track & Field Dual Meet	\$ 100
Volleyball	
Junior High - 1 match	\$ 50
Junior High - 2 matches	\$ 75
JV & Varsity	\$ 125
Varsity	\$ 75
Wrestling	
Junior High	\$ 50
Junior High & Varsity	\$ 150
Varsity	\$ 75

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

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

APPENDIX C – SALARY

2022-2023 BEA Salary Scale

Step	B	B+15	M	M+15	M+30	M+45	DR	Steps from Top
1	45,272	45,473	46,075	46,677	47,280	47,882	48,484	21
2	46,401	46,602	47,204	47,807	48,409	49,011	49,613	20
3	47,531	47,731	48,334	48,936	49,538	50,140	50,742	19
4	48,660	48,860	49,463	50,065	50,667	51,269	51,872	18
5	49,789	49,990	50,592	51,194	51,796	52,399	53,001	17
6	50,918	51,119	51,721	52,323	52,925	53,528	54,130	16
7	52,047	52,248	52,850	53,452	54,055	54,657	55,259	15
8	53,176	53,377	53,979	54,582	55,184	55,786	56,388	14
9	54,306	54,506	55,109	55,711	56,313	56,915	57,517	13
10	55,435	55,635	56,238	56,840	57,442	58,044	58,647	12
11	56,564	56,765	57,367	57,969	58,571	59,174	59,776	11
12	57,693	57,894	58,496	59,098	59,700	60,303	60,905	10
13	58,822	59,023	59,625	60,227	60,830	61,432	62,034	9
14	59,951	60,152	60,754	61,357	61,959	62,561	63,163	8
15	61,081	61,281	61,884	62,486	63,088	63,690	64,292	7
16	62,210	62,410	63,013	63,615	64,217	64,819	65,422	6
17	63,715	63,916	64,518	65,120	65,723	66,325	66,927	5
18	65,221	65,422	66,024	66,626	67,228	67,830	68,433	4
19	66,726	66,977	67,529	68,132	68,734	69,336	69,938	3
20	68,232	68,433	69,035	69,637	70,239	70,842	71,444	2
21	69,737	69,938	70,540	71,143	71,745	72,347	72,949	1
22	71,243	71,444	72,046	72,648	73,250	73,853	74,455	0

**Teachers who are currently on Step 22 will receive an additional \$200 per year. Teachers who reach Step 22 this contract will receive an additional \$200 per year starting the second year they are on Step 22.

APPENDIX C - SALARY

2023-2024 BEA Salary Scale

Step	B	B+15	M	M+15	M+30	M+45	DR	Steps from Top
1	47,772	47,973	48,575	49,177	49,780	50,382	50,984	21
2	48,901	49,102	49,704	50,307	50,909	51,511	52,113	20
3	50,031	50,231	50,834	51,436	52,038	52,640	53,242	19
4	51,160	51,360	51,963	52,565	53,167	53,769	54,372	18
5	52,289	52,490	53,092	53,694	54,296	54,899	55,501	17
6	53,418	53,619	54,221	54,823	55,425	56,028	56,630	16
7	54,547	54,748	55,350	55,952	56,555	57,157	57,759	15
8	55,676	55,877	56,479	57,082	57,684	58,286	58,888	14
9	56,806	57,006	57,609	58,211	58,813	59,415	60,017	13
10	57,935	58,135	58,738	59,340	59,942	60,544	61,147	12
11	59,064	59,265	59,867	60,469	61,071	61,674	62,276	11
12	60,193	60,394	60,996	61,598	62,200	62,803	63,405	10
13	61,322	61,523	62,125	62,727	63,330	63,932	64,534	9
14	62,451	62,652	63,254	63,857	64,459	65,061	65,663	8
15	63,581	63,781	64,384	64,986	65,588	66,190	66,792	7
16	64,710	64,910	65,513	66,115	66,717	67,319	67,922	6
17	66,215	66,416	67,018	67,620	68,223	68,825	69,427	5
18	67,721	67,922	68,524	69,126	69,728	70,330	70,933	4
19	69,226	69,477	70,029	70,632	71,234	71,836	72,438	3
20	70,732	70,933	71,535	72,137	72,739	73,342	73,944	2
21	72,237	72,438	73,040	73,643	74,245	74,847	75,449	1
22	73,743	73,944	74,546	75,148	75,750	76,353	76,955	0

**Teachers who are currently on Step 22 will receive an additional \$200 per year. Teachers who reach Step 22 this contract will receive an additional \$200 per year starting the second year they are on Step 22.

APPENDIX C - SALARY

2024-2025 BEA Salary Scale

Step	B	B+15	M	M+15	M+30	M+45	DR	Steps from Top
1	49,272	49,473	50,075	50,677	51,280	51,882	52,484	21
2	50,401	50,602	51,204	51,807	52,409	53,011	53,613	20
3	51,531	51,731	52,334	52,936	53,538	54,140	54,742	19
4	52,660	52,860	53,463	54,065	54,667	55,269	55,872	18
5	53,789	53,990	54,592	55,194	55,796	56,399	57,001	17
6	54,918	55,119	55,721	56,323	56,925	57,528	58,130	16
7	56,047	56,248	56,850	57,452	58,055	58,657	59,259	15
8	57,176	57,377	57,979	58,582	59,184	59,786	60,388	14
9	58,306	58,506	59,109	59,711	60,313	60,915	61,517	13
10	59,435	59,635	60,238	60,840	61,442	62,044	62,647	12
11	60,564	60,765	61,367	61,969	62,571	63,174	63,776	11
12	61,693	61,894	62,496	63,098	63,700	64,303	64,905	10
13	62,822	63,023	63,625	64,227	64,830	65,432	66,034	9
14	63,951	64,152	64,754	65,357	65,959	66,561	67,163	8
15	65,081	65,281	65,884	66,486	67,088	67,690	68,292	7
16	66,210	66,410	67,013	67,615	68,217	68,819	69,422	6
17	67,340	67,540	68,142	68,744	69,346	69,948	70,550	5
18	68,469	68,669	69,271	69,873	70,475	71,077	71,679	4
19	69,598	69,798	70,400	71,002	71,604	72,206	72,808	3
20	70,727	70,927	71,529	72,131	72,733	73,335	73,937	2
21	71,856	72,056	72,658	73,260	73,862	74,464	75,066	1
22	72,985	73,185	73,787	74,389	74,991	75,593	76,195	0

**Teachers who are currently on Step 22 will receive an additional \$200 per year. Teachers who reach Step 22 this contract will receive an additional \$200 per year starting the second year they are on Step 22.

APPENDIX C - SALARY

2025-2026 BEA Salary Scale

Step	B	B+15	M	M+15	M+30	M+45	DR	Steps from Top
1	50,772	50,973	51,575	52,177	52,780	53,382	53,984	21
2	51,901	52,102	52,704	53,307	53,909	54,511	55,113	20
3	53,031	53,231	53,834	54,436	55,038	55,640	56,242	19
4	54,160	54,360	54,963	55,565	56,167	56,769	57,372	18
5	55,289	55,490	56,092	56,694	57,296	57,899	58,501	17
6	56,418	56,619	57,221	57,823	58,425	59,028	59,630	16
7	57,547	57,748	58,350	58,952	59,555	60,157	60,759	15
8	58,676	58,877	59,479	60,082	60,684	61,286	61,888	14
9	59,806	60,006	60,609	61,211	61,813	62,415	63,017	13
10	60,935	61,135	61,738	62,340	62,942	63,544	64,147	12
11	62,064	62,265	62,867	63,469	64,071	64,674	65,276	11
12	63,193	63,394	63,996	64,598	65,200	65,803	66,405	10
13	64,322	64,523	65,125	65,727	66,330	66,932	67,534	9
14	65,451	65,652	66,254	66,857	67,459	68,061	68,663	8
15	66,581	66,781	67,384	67,986	68,588	69,190	69,792	7
16	67,710	67,910	68,513	69,115	69,717	70,319	70,922	6
17	69,215	69,416	70,018	70,620	71,223	71,825	72,427	5
18	70,721	70,922	71,524	72,126	72,728	73,330	73,933	4
19	72,226	72,477	73,029	73,632	74,234	74,836	75,438	3
20	73,732	73,933	74,535	75,137	75,739	76,342	76,944	2
21	75,237	75,438	76,040	76,643	77,245	77,847	78,449	1
22	76,743	76,944	77,546	78,148	78,750	79,353	79,955	0

**Teachers who are currently on Step 22 will receive an additional \$200 per year. Teachers who reach Step 22 this contract will receive an additional \$200 per year starting the second year they are on Step 22.

APPENDIX D - HEALTH CARE INSURANCE 2022-2026

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

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

Overview of PPOBlue Qualified High Deductible Health Plan Non-Grandfathered

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

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

Overview of PPOBlue Qualified High Deductible Health Plan Non-Grandfathered

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

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

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

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

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

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

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

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

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

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

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

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

APPENDIX E

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

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

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

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

APPENDIX F

ADJUSTED RATE SCHEDULE

	2022-2026 RATE
Article VII B. Extra Pay	\$ 30.00
Article VIII E. Area Coordinators	
Department of PE, Health, and Wellness	\$ 3,050.00
English	\$ 3,050.00
Foreign Language Arts Music (FLAM)	\$ 3,050.00
Mathematics	\$ 3,050.00
Sciences	\$ 3,050.00
Social Studies	\$ 3,050.00
Special Education Elementary	\$ 3,050.00
Special Education High School	\$ 3,050.00
Student Services and Career	
Exploration	\$ 3,050.00
Article VIII H. Mentors	\$ 600.00
Article XV. Substituting	\$ 30.00
Appendix B Intramural Athletics *	\$ 25.00

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

APPENDIX G
GRIEVANCE REPORT FORM

Grievance No. _____

Grievance Report
Submit to Grievance Committee

Building _____	Assignment _____	Name of Grievance _____	Date Filed _____
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A. Date Cause of Grievance Occurred _____

B. 1. State of Grievance _____

2. Relief Sought _____

Signature

Date

STEP I

A. Disposition by High School Principal or Elementary Supervisor _____

Signature

Date

B. Position of Grievant and/or Association _____

Signature Date

STEP II

A. Disposition by Business Manager _____

Signature Date

B. Position of Grievant and/or Association _____

Signature Date

STEP III

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

Signature Date

Position of Grievant and/or Association_____

Signature

Date _____

STEP IV

Date received by Board of Education or Designee _____

Disposition of Board _____

Signature

Date _____

Position of Grievant and/or Association_____

Signature

Date _____

STEP V

Date submitted to Arbitration _____

Disposition and Award of Arbitrator _____