

# **A G R E E M E N T**

**Between**

**MIDD-WEST SCHOOL DISTRICT**

**and the**

**MIDD-WEST EDUCATION ASSOCIATION**

**JULY 1, 2022 to JUNE 30, 2026**

# TABLE OF CONTENTS

	<b>PREAMBLE</b> .....	1
<b>ARTICLE I</b>	<b>RECOGNITION</b> .....	1
	A. UNIT .....	1
	B. DEFINITIONS .....	2
	C. PERSONNEL FILE .....	3
	D. NO STRIKE – NO LOCKOUT .....	3
	E. CAPTIONS AND NUMBERS .....	3
	F. SEPARABILITY .....	3
	G. WAIVER .....	4
<b>ARTICLE II</b>	<b>GRIEVANCE PROCEDURE</b> .....	4
	A. STEP 1 .....	4
	B. STEP 2 .....	5
	C. STEP 3 .....	5
	D. STEP 4 .....	5
	E. STEP 5 .....	5
	F. LIMITATIONS ON THE ARBITRATOR .....	6
<b>ARTICLE III</b>	<b>MEET AND DISCUSS</b> .....	6
	A. MEMBERS OF COMMITTEE .....	6
	B. MEETINGS .....	7
	C. AGENDA FOR MEETINGS .....	7
	D. ITEMS DISCUSSED – RESOLVED .....	7
	E. ITEMS DISCUSSED – UNRESOLVED .....	7
<b>ARTICLE IV</b>	<b>ASSOCIATION RIGHTS AND DUTIES</b> .....	8
	A. BOARD MEETINGS .....	8
	B. ASSOCIATION BUSINESS DAYS .....	8
	C. DUES DEDUCTION .....	8
<b>ARTICLE V</b>	<b>GENERAL MANAGEMENT</b> .....	9
	A. GENERAL MANAGEMENT .....	9
	B. FACULTY MEETINGS .....	9
	C. NOTICE OF VACANCY .....	9
	D. POSITION ASSIGNMENTS .....	10
<b>ARTICLE VI</b>	<b>PROFESSIONAL COMPENSATION</b> .....	10
	A. EMPLOYEE WORK YEAR .....	10
	B. BASIC WORK DAY .....	11
	C. SCHEDULE FOR PAYMENT OF SALARIES .....	11
	D. WAGE AND SALARY PROVISIONS .....	12
	1. SALARY GUIDE .....	12
	2. SALARY CLASS .....	12
	3. SALARY STEP .....	12
	4. MASTER'S CLASSES .....	12

	5. DOCTOR'S CLASS .....	13
	6. OTHER ADDITIONAL COMPENSATION .....	13
	7. ATTENDANCE INCENTIVE PLAN .....	13
	8. LONGEVITY PAYMENT .....	14
	9. ESSER FUNDING .....	14
	E. DIRECT DEPOSIT .....	15
	F. DEPARTMENT CHAIRPERSONS/ SUBJECT AREA COORDINATORS .....	15
	G. COMPENSATION FOR EXTRA-CURRICULAR WORK .....	15
	H. TUITION PAYMENTS .....	16
	I. SEVERANCE BENEFITS .....	19
	J. INDUCTION PROGRAM .....	20
	K. SUMMER STUDY PROGRAM .....	20
	L. SECTION 125 PLAN .....	21
<b>ARTICLE VII</b>	<b>TEMPORARY LEAVES OF ABSENCE .....</b>	<b>22</b>
	A. JURY DUTY .....	22
	B. COURT APPEARANCE .....	22
	C. PERSONAL/EMERGENCY LEAVE .....	22
	D. EDUCATIONAL CONFERENCES AND CLINICS.....	24
	E. LEAVE FOR ANTICIPATED DISABILITY .....	24
	F. LEAVE WITHOUT COMPENSATION FOR PRENATAL, POSTNATAL OR ADOPTIVE CARE .....	26
	G. PRE-ADMISSION HOSPITALIZATION LEAVE.....	27
	H. BEREAVEMENT LEAVE .....	27
	I. SABBATICAL LEAVE .....	28
	J. SICK LEAVE .....	30
	K. FAMILY AND MEDICAL LEAVE ACT .....	30
<b>ARTICLE VIII</b>	<b>OTHER EMPLOYEE BENEFITS .....</b>	<b>34</b>
	A. INSURANCE COVERAGES .....	34
	B. TAX SHELTERED ANNUITY/CREDIT UNION PLAN .....	37
	C. MILEAGE REIMBURSEMENT .....	37
	D. ADMISSION TO SCHOOL EVENTS .....	38
	E. WORKERS' COMPENSATION .....	38
	F. LIFE INSURANCE .....	38
<b>ARTICLE IX</b>	<b>TERM OF AGREEMENT .....</b>	<b>38</b>
<b>APPENDIX A</b>	<b>GRIEVANCE REPORT FORM .....</b>	<b>40</b>
<b>APPENDIX B</b>	<b>SALARY SCHEDULE .....</b>	<b>42</b>
<b>APPENDIX C</b>	<b>EXTRA-CURRICULAR ACTIVITIES LIST .....</b>	<b>46</b>

**MIDD-WEST SCHOOL DISTRICT**

*and the*

**MIDD-WEST EDUCATION ASSOCIATION**

**PREAMBLE**

THIS AGREEMENT, made and entered into as of May 23, 2022 BY AND BETWEEN MIDD-WEST SCHOOL DISTRICT, Middleburg, Snyder County, Pennsylvania (hereinafter called the "District"), AND MIDD-WEST EDUCATION ASSOCIATION, (hereinafter called the "Association"),

WITNESSETH:

District and Association, for and in consideration of the promises herein contained and intending to be legally bound hereby, agree as follows:

**ARTICLE I    RECOGNITION**

**A.    UNIT**

By virtue of an order of the Pennsylvania Labor Relations Board which became final on October 26, 1973, Association has been certified as the exclusive representative, for the purpose of collective bargaining with respect to wages, hours, and terms and conditions of employment, for those of District's employees who are members of the collective bargaining unit comprised of all guidance counselors, school nurses, librarians, and classroom teachers, long-term substitutes (employed for at least one semester or its continuous equivalent, including all teacher work days) and excluding all assistant principals (whether they teach or not), head teachers, supervisors, first level supervisors, confidential employees, non-professional employees, and guards as defined in the Public Employee Relations Act.

28           It is agreed by both parties that this Agreement does not include day-to-day  
29 substitute teachers.

30           This Agreement has been reached through collective bargaining negotiations  
31 conducted according to the requirements of the Public Employee Relations Act, and it is  
32 intended that the provisions hereof shall bind District, Association, and those of District's  
33 employees for whom the Association has been certified as exclusive representative.

34

35           **B.     DEFINITIONS**

36           Unless the context in which they are used clearly indicates some other meaning,  
37 the following words whenever used in this Agreement shall have the meanings ascribed  
38 to them by this article:

39           "DISTRICT" shall mean the Midd-West School District.

40           "BOARD" shall mean the Board of School Directors of the Midd-West School  
41 District.

42           "COLLECTIVE BARGAINING UNIT" or "UNIT" shall mean that group of District's  
43 employees for whom Association has been certified (Certification # PERA-R-3402-C) as  
44 exclusive representative by the order of the Pennsylvania Labor Relations Board which  
45 became final on October 26, 1973.

46           "EMPLOYEE" shall mean a member of the unit but shall not include a person  
47 employed by District as a day-to-day substitute for a guidance counselor, a school nurse,  
48 a librarian, or a classroom teacher.

49           "JUST CAUSE" No employee in the bargaining unit shall be discharged,  
50 disciplined, reprimanded, reduced in rank or compensation, or deprived of any  
51 professional advantage without just cause. Any such action asserted by the Board or any  
52 administrative agent or representative thereof shall be subject to the grievance procedure  
53 herein set forth. All information used in forming the basis for such above action shall be

54 made available to the employees and to the Association. If the District intends to use  
55 information gained from a student, or to use a student as a witness at any disciplinary  
56 or dismissal proceeding, the Association shall be given an opportunity to interview the  
57 student during the school day in a manner commensurate with the District's interview of  
58 a student policy.

59 **C. PERSONNEL FILE**

60 A member of the bargaining unit may review the contents of his or her personnel  
61 file by scheduling an appointment with the Superintendent's Office during normal  
62 business hours. He/she shall have the opportunity to obtain copies of any documents  
63 in the file except for letters of reference. The member of the bargaining unit, and/or a  
64 representative of the bargaining unit (upon written authorization of the employee), shall  
65 have the right to review the file in the presence of a representative of the Superintendent's  
66 Office.

67 **D. NO STRIKE – NO LOCKOUT**

68 During the term of this Agreement the Association and the employees it represents  
69 shall not engage in any strike, as that term is defined in the Public Employee Relations  
70 Act, and the District shall not conduct a lockout.

71 **E. CAPTIONS AND NUMBERS**

72 The captions and numbers of the provisions of this Agreement are for convenience  
73 only and are not intended to reflect in any way on the substance or interpretation of such  
74 provisions or on any other matters of this Agreement.

75 **F. SEPARABILITY**

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

80 **G. WAIVER**

81 This Agreement constitutes the entire Agreement between the parties with respect  
82 to all subjects appropriate for collective bargaining, whether contained herein or not, and  
83 the District shall not be required to bargain collectively or negotiate concerning any item  
84 or subject, whether mentioned herein or not, for the purpose of modifying or amending  
85 this Agreement.

86

87 **ARTICLE II GRIEVANCE PROCEDURE**

88 Throughout the grievance procedure, all information forming the basis of District  
89 and employee action is to be made available to the District, the employee and the  
90 Association.

91 As used in this Article, "grievance" means an allegation by an employee during the  
92 term of this Agreement that the District has violated, misinterpreted or misapplied a  
93 written provision of this Agreement in regard to that employee.

94 As used in this Article, "work day" means any day on which school is scheduled,  
95 and Monday through Friday, excluding legal holidays, when school is not scheduled.

96 All grievances shall be disposed of through the following five-step process:

97 Step 1

98 An employee shall present a grievance at an informal conference with the building  
99 principal within seven (7) work days after s/he became aware of the event giving rise to  
100 such a grievance. At the informal conference, the employee and building principal shall  
101 discuss all information of which either party is aware in an attempt to resolve the  
102 grievance.

103 Step 2

104 If the employee is dissatisfied with the results of the informal conference with the  
105 building principal, the Association on behalf of the employee must, within five (5) work

106 days after the conference, present the grievance to the building principal in writing and  
107 on a form provided by District.

108 The building principal shall reply in writing to the employee within five (5) work  
109 days after the presentation of the grievance.

110 Step 3

111 If the Association is dissatisfied with the reply of the building principal, the  
112 Association on behalf of the employee must, within five (5) work days after receiving the  
113 written reply, submit such grievance to the Superintendent.

114 The Superintendent shall reply to the employee in writing within five (5) work days  
115 after receipt of the grievance.

116 Step 4

117 If the Association is dissatisfied with the reply of the Superintendent, the  
118 Association must notify the Superintendent in writing within five (5) work days after the  
119 Superintendent's reply that the employee desires the grievance to be submitted to the  
120 Board at its next official meeting.

121 Step 5

122 The Board shall notify the employee of its decision within ten (10) days after such  
123 official meeting. If the Association is dissatisfied with the determination of the Board, the  
124 Association may demand that the grievance be referred to arbitration by a single  
125 arbitrator, as provided in Section 903 of the Public Employee Relations Act, by serving  
126 written notice of such demand on the Secretary of the Board within twenty (20) days after  
127 the date of the Board decision. If an employee fails to comply with the time limitations  
128 established for the 5-step process, the grievance shall be resolved and terminated and  
129 the last reply or decision made shall be deemed final. If the District at any step fails to  
130 render its decision within the time periods established, the Association shall be entitled



131 to advance the grievance to the next step. Failure of the District to reply shall be deemed  
132 a denial.

133 In the event a grievance is filed at such time that it cannot be processed through  
134 all the steps in this grievance procedure by the end of the school year, the time limits set  
135 forth herein shall be adjusted so that the grievance may be settled as soon as practicable  
136 by mutual agreement.

137 The charges of the arbitrator shall be borne equally by the Association and the  
138 District.

139 Limitations on the Arbitrator

140 The arbitrator shall have no power to add to, subtract from, disregard, alter,  
141 change, amend or modify any terms of this Agreement; nor shall the arbitrator substitute  
142 her/his discretion for that of District where such discretion has been retained by District  
143 by provision of this Agreement.

144

145 **ARTICLE III MEET AND DISCUSS**

146 The parties to this Agreement acknowledge the responsibilities and duties of the  
147 Board, as provided by law, to manage and administer the District. Fully recognizing the  
148 Board's exclusive authority in this field, the parties agree to meet and discuss matters  
149 affecting wages, hours, and terms and conditions of employment, as well as their impact  
150 on the parties, upon request by the committee chairpersons.

151 **A. MEMBERS OF COMMITTEE**

152 Each party shall appoint four (4) members to the committee, one of whom shall  
153 be designated as chairperson by each party. This committee shall be composed of those  
154 persons whom each party may from time to time designate in addition to the  
155 chairpersons.

156 **B. MEETINGS**

157 Meetings shall be scheduled if either party requests a meeting and submits an  
158 agenda. The Board will respond to the Association’s request for a meet and discuss within  
159 ten (10) work days of receipt of such request. Representatives of the District and  
160 Association shall meet within twenty (20) work days of each request.

161 **C. AGENDA FOR MEETINGS**

162 An agenda for each meeting shall be prepared by the chairpersons. Each party  
163 shall prepare its own minutes of every meeting and may distribute copies of its minutes  
164 as it deems appropriate.

165 **D. ITEMS DISCUSSED – RESOLVED**

166 The chairperson for the Board committee shall submit items agreed to in meet  
167 and discuss sessions to the Board for action.

168 **E. ITEMS DISCUSSED – UNRESOLVED**

169 An unresolved item exists when either party indicates, after at least two sessions,  
170 that further discussion of the item will achieve no progress. The Board chairperson and  
171 the Association chairperson each shall prepare a written statement of her/his party's  
172 final positions on the unresolved item. Copies of these statements shall be furnished to  
173 each member of the Board, the Superintendent, the Association President, and the  
174 chairperson of the Association meet and discuss committee. The item shall then be  
175 placed on the agenda of the next Board meeting for disposition.

176 **ARTICLE IV ASSOCIATION RIGHTS AND DUTIES**

177 **A. BOARD MEETINGS**

178 A representative of the Association designated by its President shall receive a copy  
179 of the current agenda, list of bills and minutes of the previous public meetings at the  
180 same time such items are furnished to the members of the Board.

181 **B. ASSOCIATION BUSINESS DAYS**

182 District may grant members of the Association leaves of absence to attend the  
183 various conventions sponsored by the parent organizations of the Association. In the  
184 event that two or more employees from the same building request Association leave days  
185 for the same work day and the officers of the Association approve such request, the  
186 employees may meet with the Superintendent to discuss the request. If, in the judgment  
187 of the Superintendent, the absence of both employees will not interfere with the  
188 educational program, the Superintendent may grant the requests. District shall pay the  
189 salary of the substitute. The Association will make payment to the District for the actual  
190 cost of providing a substitute at the substitute rate for a maximum of six (6) employee  
191 days. Days beyond that, the Association shall reimburse the District for the salary of the  
192 employee using such leave.

193 **C. DUES DEDUCTION**

194 District shall deduct an employee's dues for Association membership from the  
195 employee's first fifteen (15) installments of salary beginning in October of each school  
196 year and shall remit the same to the Association, provided the employee has given written  
197 authorization to do so prior to **September 15** of the year an employee becomes a member  
198 of the Association. The method of dues payment will remain the same and continuous  
199 until the employee notifies the District and the Association in writing of any changes.  
200 The notification will be sent to MWEA President, Membership Chair, and Midd-West  
201 School District payroll secretary by September 15 of the year changes need to be made.

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**ARTICLE V GENERAL MANAGEMENT**

**A. GENERAL MANAGEMENT**

Association recognizes the Board as the sole and final authority over matters of inherent managerial policy, which term includes, but is not limited to, the selection, direction and assignment of employees of the District.

**B. FACULTY MEETINGS**

Professional staff members will be required to attend no more than one (1) faculty meeting per month, with a maximum of nine (9) faculty meetings per school year. Faculty meetings will be announced to the faculty members at least five (5) school days in advance of the meeting. This notice will be waived if the meeting is to be conducted during the school day. Meetings held after the school day will last no longer than thirty (30) minutes.

**C. NOTICE OF VACANCY**

District will give notice of a vacancy by means of a newsletter or by posting a list in each school. Such notice shall be posted a minimum of ten (10) days before the vacancy is filled, but nothing shall preclude District from filling the vacancy during the notice period in order to assure the integrity and continuity of the educational program. Vacancy means an open position of full-time employment in any school in the District caused by the resignation, retirement, transfer or death of a member of the Unit. A copy of a vacancy notice will be sent to the Association President on the date of posting.

District will give notice of a vacancy in an extra-curricular position, should such a vacancy occur, at least once prior to the beginning of the season. Such notice will be given in a manner similar to the process in the paragraph above. A vacancy in an extra-curricular position is caused by: a) the resignation, retirement or death of the current appointee or (b) a recommendation by the Administration not to continue the

228 appointment due to unsatisfactory performance. Until a vacancy occurs, the current  
229 appointee will remain in the extra-curricular position from year to year.

230 **D. POSITION ASSIGNMENTS**

231 A request by an employee for assignment to a different position or school shall be  
232 made in writing to the Superintendent and, in the employee's discretion, a copy may be  
233 filed with the Association. The request shall set forth the reasons for the requested  
234 assignment. The Superintendent, or her/his designee, shall respond to the request by  
235 meeting with the employee. Similarly, whenever the District requests an employee to  
236 change assignment, the employee may request a meeting with the Superintendent, or  
237 her/his designee. If a member of the bargaining unit applies for the vacancy, he/she will  
238 receive an acknowledgement of their request. If the transfer request is denied, the  
239 employee will be provided the opportunity to meet with the Superintendent to discuss the  
240 reason(s) for the denial.

241

242 **ARTICLE VI PROFESSIONAL COMPENSATION**

243 **A. EMPLOYEE WORK YEAR**

244 The normal work year for each employee shall be 186 days during the term of this  
245 Agreement. District may schedule one of these days as up to three (3) evening sessions  
246 totaling a maximum of seven and one-half (7½) hours when the calendar for the school  
247 year is adopted. In the event that the school calendar approved by the Board of School  
248 Directors requires an employee to work on days prior to September 1, those days shall  
249 be credited toward fulfilling the 186-day (2022-2023, 2023-2024, 2024-2025, 2025-2026)  
250 annual requirement for the new school year.

251 New employees of the District may be requested to participate in an orientation  
252 program for up to two days prior to the opening of the school year. Employees who elect

253 to participate do so voluntarily and without pay and the orientation days are not work  
254 days.

255 **B. BASIC WORK DAY**

256 The basic work day for professional employees will be seven (7) hours and thirty-  
257 seven (37) minutes. In extenuating circumstances when delays and dismissals are for  
258 students, the same applies to teachers.

259 **C. SCHEDULE FOR PAYMENT OF SALARIES**

260 District shall pay each employee's annual salary in at least twenty-six (26)  
261 installments over a period of twelve consecutive months. An employee may, by  
262 submitting notice in writing to the Superintendent prior to **April 15** of the school year,  
263 elect to have that portion of the salary which would normally be paid during the summer  
264 months paid in a lump sum on the last pay day in the month of June.

265 This provision shall not apply to long-term substitutes employed for less than a  
266 full school year (two consecutive semesters). Salary for these employees will be computed  
267 on a pro rata basis and paid over the period of employment.

268 Whenever any amount other than an installment of annual salary is due  
269 to an employee, the additional pay will be included with the salary installment minus any  
270 applicable withholdings.

271 **D. WAGE AND SALARY PROVISIONS**

272 **1. SALARY GUIDE**

273 The base salary guide for employees of the District for work performed during the  
274 term of this Agreement for the days scheduled under Article VI, Section A, is set forth in  
275 Appendix B.

276 **2. SALARY CLASS**

277 An employee shall be placed in her/his salary class, Bachelor's, Master's, Master's  
278 + 18, Master's + 36, Master's + 48, or Doctor's on the first day of each school year and no  
279 change in salary class will be made during the school year. It is the responsibility of the  
280 employee seeking a change in salary class to furnish notification (on a form provided by  
281 the District) to the Superintendent of the employee's qualification for the new salary class  
282 **prior to the first day of the school year for which the change is requested, and**  
283 **documentary evidence by October 1.** Failure to furnish such evidence in time may  
284 result in District recouping overpayments.

285 **3. SALARY STEP**

286 An employee shall be placed on her/his salary step on the first day of each school  
287 year and no change in salary step shall be made during the school year.

288 The salary step on the first day of a school year shall be one higher than the step  
289 on which the District placed the employee for the immediately preceding school year.

290 **4. MASTER'S CLASSES**

291 To qualify for the placement in the Master's Classes, an employee must hold an  
292 earned Master's Degree in a field of study and from a college or university approved by  
293 the District. To qualify for the Master's + 18, Master's + 36, or Master's + 48 salary class  
294 an employee must hold an earned Master's Degree and must have obtained at least 18,  
295 36 or 48 other graduate credits, after having earned the Master's degree, in a field of

296 study and from a college or university approved by the District. All employees hired after  
297 July 1, 2004, must pursue a Master's degree for advanced placement on the salary scale.

298 **5. DOCTOR'S CLASS**

299 To qualify for the Doctor's salary class an employee must hold an earned Doctor's  
300 degree in a field of study and from a college or university approved by District.

301 **6. OTHER ADDITIONAL COMPENSATION**

302 An employee who performs requested work on an hourly basis beyond the normal  
303 work day and year scheduled under Article VI, Section A, of this Agreement shall be  
304 compensated at the rate of \$23.00 per hour, or fraction (1/2 hour) thereof, for such  
305 additional time worked. The District shall guarantee any employee who is  
306 responsible for the development of Individualized Education Programs (IEPs) 1.5 hours  
307 compensation per IEP and RR, and 1 hour of compensation for each IEP, at the contract  
308 rate. All development will be done outside the scheduled school day. Those employees  
309 who supervise Outdoor Education will be compensated at the rate of \$100.00  
310 (\$50.00/night). Summer school teachers will teach a maximum of two (2) courses/class  
311 periods.

312 **7. ATTENDANCE INCENTIVE PLAN**

313 District shall make a one-time salary payment of \$250.00 to an employee who  
314 does not use any sick leave or personal/emergency leave days during the entire school  
315 term. The incentive payment shall become a stipend for the employee only for the school  
316 year in which perfect attendance is achieved and shall be paid the last pay day in June.  
317 The provisions of this section do not apply to long-term substitutes employed for less  
318 than a full year (two full semesters). The provisions of this section do not apply to any  
319 employee granted a sabbatical leave.



320 **8. LONGEVITY PAYMENT**

321 Employees who have completed 28 or more years of credited service with the  
 322 Midd-West School District shall have \$1,000.00 added to her/his salary in the  
 323 subsequent school year. This money shall be incorporated into annual earnings keeping  
 324 the employee \$1,000.00 above the salary that appears for that step on the salary  
 325 schedule.

326 **9. ESSER FUNDING**

327 District will be utilizing ESSER ARP funding to provide both retention bonuses  
 328 and 403(b) contributions to employees. For the 2022-2023 and 2023-2024 school years,  
 329 the retention bonus/403(b) monies will be split into 4 equal deposits and will be deposited  
 330 on the pay period that most closely corresponds with the end of each marking period.  
 331 For the 2024-2025 school year, the total bonus will be deposited on the second pay period  
 332 in August 2024. Employees receiving the bonus payment in August 2024 are expected  
 333 to remain with the district for a minimum of one month after the payment is made.  
 334 Employees who do not remain with the district for one month after the bonus payment  
 335 will be required to reimburse the district the full amount of the bonus.

336 The retention bonus/403(b) payments provided herein for the 2022-2023, 2023-  
 337 2024, and 2024-2025 school years are considered to be one-time, non-precedent setting  
 338 payments due to the availability of federal stimulus monies related to the COVID  
 339 pandemic. References to these payments will be removed from a successor Collective  
 340 Bargaining Agreement.

341 The retention bonus and 403(b) contributions for each school year are outlined  
 342 below:

	<b><u>Year</u></b>	<b><u>Retention Bonus</u></b>	<b><u>403(b)</u></b>
345	2022-2023	\$2,000.00	\$2,500.00
346	2023-2024	\$1,500.00	\$1,500.00
347	2024-2025	\$500.00	\$500.00
348	2025-2026	0	0
349			

350 **E. DIRECT DEPOSIT**

351 The Board requires that every employee shall utilize direct deposit.

352 **F. DEPARTMENT CHAIRPERSONS/SUBJECT AREA COORDINATORS**

353 The District may appoint an employee to the position of department  
354 chairperson/subject area coordinator at an annual stipend of \$600.00 in addition to all  
355 other compensation. Such stipend shall be paid only upon satisfactory performance of  
356 the duties of the position. Nothing included in this Article shall in any way limit the  
357 District's authority to add or delete such positions during the term of this Agreement.

358 The Association and District agree that an employee who does not work a full year  
359 in the position shall be paid the annual stipend of \$600.00 on a pro rata basis. **G.**

360 **COMPENSATION FOR EXTRA-CURRICULAR WORK**

361 Compensation for co-curricular and extra-curricular work by an employee the  
362 Board may assign to a co-curricular or extra-curricular position shall be as set forth in  
363 Appendix C of this Agreement. Such compensation is in addition to the base annual  
364 salary of the employee and shall not be considered a part thereof for any reason.

365 An employee under contract in a co-curricular or extra-curricular position shall  
366 have payment issued on the first pay day following the completion of the responsibilities  
367 or the regularly scheduled season.

368 An employee who is promoted from assistant coach to head coach and who has a  
369 minimum of two years' coaching experience in the same sport, shall receive compensation  
370 that is at least equal to that specified for a head coach with two years' experience (third  
371 step). An employee who moves from position numbered nineteen (19) to position  
372 numbered twenty (20) and vice versa or from position numbered twenty (20) to position  
373 numbered twenty-one (21) and vice versa shall receive credit for her/his years of  
374 experience in the previous position.

375 Nothing included in this Section or set forth in Appendix C shall in any way limit  
376 the Board's authority to add or delete any positions from the co-curricular and extra-  
377 curricular program during the term of this Agreement. For any co-curricular and extra-  
378 curricular position added to the program during the term of this Agreement, the minimum  
379 and maximum salary and time of payment shall be established through the meet and  
380 discuss procedure. Coaches and extra-curricular advisors will be paid on a pro-rata basis  
381 for any work done prior to a team or club being cancelled or the non-existence of a team  
382 or club. The Board maintains the authority to add or eliminate any extra-curricular  
383 position at any time during the year provided the numbers indicate there are insufficient  
384 numbers of participants to field a team or conduct a meaningful activity. If the  
385 determination is made after the season or activity begins, compensation will be prorated.  
386 If the position is not required for two (2) consecutive years, the position may be eliminated  
387 from the list.

388 **H. TUITION PAYMENTS**

389 Employees who have obtained the credits necessary for obtaining a Level II  
390 certification will be reimbursed for their tuition for each academic or in-service credit  
391 which they successfully complete, subject to the conditions listed below.

392 District shall make advance tuition payments for those employees who are  
393 obtaining the 24 credits required for a Level II certification for each academic or in-service  
394 credit which an employee may seek, to the college, university or intermediate unit where  
395 the employee plans to enroll, provided all the following conditions which are applicable  
396 are met:

- 397 1. The graduate credits will be earned during the term of this Agreement.
- 398 2. District shall make tuition payments, at a rate equal to the rate currently in  
399 effect at Bloomsburg University, to the college, university, or intermediate  
400 unit where the employee plans to enroll for academic or in-service credits

401 taken outside the employee's current area of certification if all other  
402 conditions listed herein and which are applicable are met.

403 3. The credits will be for courses undertaken after earning a Bachelor's degree.

404 4. The credits will be only for courses approved by the Superintendent prior to  
405 employee's enrollment.

406 5. A proper invoice from an accredited and District approved college,  
407 university, or intermediate unit showing the full tuition charge per credit  
408 has been submitted to District by the employee in accordance with the  
409 following dates:

410 ◀ January 31 for the previous fall semester;

411 ◀ June 30 for the previous spring semester; and

412 ◀ September 30 for the previous summer semester.

413 Any exception to the above dates shall require prior approval from the  
414 Superintendent.

415 The District will pay for a Master's degree and advanced degree if requested by  
416 the District.

417 For those who have attained an earned Master's degree, the District may approve  
418 a maximum of twelve (12) graduate credits per contract year in an employee's field of  
419 study during the term of the 2022-2026 Agreement. All credits must be approved by the  
420 Superintendent.

421 When District has made a payment on account of an employee's tuition, District  
422 may recoup the amount of such payment from the employee:

423 1. If the employee does not enroll at the college, university, or intermediate unit  
424 from which s/he submitted her/his tuition invoice to District.

425 2. If the employee does not earn the credits for which the tuition was paid.

426 3. If the employee does not receive at least a letter grade of a "B-."

- 427 4. If the official grade report is not submitted within thirty (30) calendar days  
428 of the postmark date.
- 429 5. If the employee quits employment by District within the two-year payback  
430 window as indicated later in this section.

431 So long as it appears that the employee from whom tuition may be recouped  
432 intends to continue employment with District, District shall recoup the tuition in five (5)  
433 equal or nearly equal installments deducted from her/his salary, but if it appears that  
434 the employee intends to quit her/his employment before District can recoup the tuition  
435 by such installment deductions, District may deduct the whole unrecovered balance of  
436 such tuition from all amounts due and to become due by the employee and may take  
437 whatever other actions it deems appropriate for collection.

438 Employees who are approved for an educational sabbatical will be reimbursed for  
439 up to eighteen (18) graduate credits while on a sabbatical leave.

440 Successful course completion means receipt of at least a letter grade of B- or  
441 "Pass" in a Pass-Fail course.

442 An employee who voluntarily leaves the District must pay back 100% of the tuition  
443 reimbursement if the departure is within one (1) year of the course completion or 50% of  
444 the tuition reimbursement if the departure is more than one (1) year after course  
445 completion but not more than two (2) years after course completion.

446 The exceptions to this pay back provision are: (1) death of the employee or (2)  
447 medical retirement.

448 District may recoup such tuition reimbursement by deducting the proper amount  
449 from any monies owed to the employee and/or by any other actions it deems appropriate  
450 for collection.

451 The District will pay in advance or reimburse up to twelve (12) graduate credits  
452 with the sabbatical exception.

453           **I. SEVERANCE BENEFITS**

454           District shall provide an employee who retires during the term of this Agreement,  
455 if the employee has completed 30 to 35 years of service, the District will continue to pay  
456 health insurance the rate of 50% of insurance coverage for a maximum of seven (7) years  
457 or until employee is eligible for Medicare coverage. The aforementioned payment applies  
458 only to premiums, as there will not be any contributions made into an HSA or HRA for  
459 retirees. Those employees reaching 35 years of credited service in the Public School  
460 Employees' Retirement System (PSERS) during a school year may elect to complete the  
461 school year and remain eligible for this benefit. District payment for this coverage shall  
462 be capped at the July, 2014, rate.

463           A retiree may request to suspend the co-payment of health insurance benefits for  
464 a time to be determined by the retiree. During this time, neither the District nor retiree  
465 will make payments toward health insurance benefits. The suspension period shall not  
466 exceed seven (7) years. The determination of the starting date for such a benefit shall be  
467 the retiree's date of retirement.

468           An employee shall be eligible for a severance allowance provided:

- 469           1.   employee has not taken a sabbatical leave other than for medical reasons  
470               during the preceding school year;
- 471           2.   employee has submitted a letter of resignation by November 15, to be effective  
472               at the end of the first semester, or by March 15, to be effective at the end of  
473               the second semester;
- 474           3.   employee retires from District and does not seek employment in any other  
475               school district;
- 476           4.   retirement is not a disability retirement; and
- 477           5.   employee has attained the years of service set forth in desired severance  
478               option.

479 **J. INDUCTION PROGRAM**

480 Annually, the Board may appoint an employee to a position of support teacher at  
481 an annual stipend of \$500.00 in any induction program sponsored by District. District  
482 shall also pay such support teacher for any training sessions to which s/he is assigned  
483 which occur on days when school is not scheduled at the rate provided in Article VI,  
484 Section D, Number 6. If the induction program for an employee begins after the first day  
485 of a semester, the employee and the support teacher assigned to that employee may be  
486 required to complete a full year of induction by extending into the following school year.

487 The Association and District agree that an employee who does not work a full year  
488 in the position shall be paid the annual salary of \$500.00 on a pro rata basis.

489 **K. SUMMER STUDY PROGRAM**

490 No employee will be approved to begin a summer study program for the summers  
491 of 2023 and 2024. The summer study program will resume in 2025.

492 On the first pay day in September, District shall compensate an employee, at a  
493 rate equal to one-eighth her/his salary for the preceding school year for participation in  
494 a summer study program, provided the following conditions are met:

- 495 1. The employee has rendered at least five (5) years of service to District and at  
496 least ten (10) years of credited service in PSERS. The employee must have  
497 less than twenty-six (26) years of credited service in PSERS to begin a  
498 summer study program.
- 499 2. The employee has submitted by March 15 a program for summer study for  
500 which the District would be required to make payment under Article VI,  
501 Section H of this Agreement.
- 502 3. The number of employees in the summer study program will be limited to  
503 seven (7) in any one summer. No more than four (4) employees may begin a  
504 summer study program in any one year.

- 505           4. The employee has agreed to participate in a summer study program for two  
506           consecutive summers or four consecutive summers.
- 507           5. The employee has executed a legally binding written waiver of her/his right  
508           to a sabbatical leave for a period of seven (7) years after s/he returns to active  
509           service following the completion of the full summer study program.
- 510           6. The Board has approved the employee's application to participate in a  
511           summer study program.
- 512           7. The employee has earned at least six (6) academic credits in the program  
513           during the preceding summer and has received at least a grade of B- or its  
514           equivalent in all courses in which such credits were earned.
- 515           8. Employees are limited to one (1) summer study program over the course of  
516           their career in the District.
- 517           9. Summer study tuition payments will be limited to the current Bloomsburg  
518           University graduate level tuition rate.

519           If any employee agrees to participate in a summer study program (two or four  
520           summers) and fails to complete such a program, employee shall not be eligible for a  
521           sabbatical leave for any reason for a period of seven (7) years, and District may recoup  
522           advance tuition payments made as provided in Article VI, Section H.

523           **L.     SECTION 125 PLAN**

524           A Section 125 Plan has been established by the District and made available to all  
525           members of the Association for the purpose of sheltering from income tax those  
526           contributions paid to the District for insurance benefits.

527

528           **ARTICLE VII   TEMPORARY LEAVES OF ABSENCE**

529           **A.     JURY DUTY**



530 An employee shall receive regular school pay whenever serving on jury duty but  
531 shall surrender to the District any payment for jury duty. Any reimbursement received  
532 for expenses incurred while on jury duty shall be retained by the employee.

533 **B. COURT APPEARANCE**

534 An employee subpoenaed to appear as a witness shall be excused without loss of  
535 pay for a maximum of three (3) work days. Any witness fees shall be remitted to the  
536 District but reimbursement for expense incurred while serving as a witness shall be  
537 retained by the employee. Such leave shall not extend to any proceedings between the  
538 District and the Association or between the District and an employee or employees.

539 **C. PERSONAL/EMERGENCY LEAVE**

540 Up to three non-cumulative personal/emergency leave days may be granted to an  
541 employee during each school year:

- 542 1. If the employee files a request through employee portal for such leave with  
543 her/his principal at least three (3) days prior to the proposed leave day.
- 544 2. If the leave will not cause the "building maximum" to be exceeded for the  
545 proposed leave day. The term "building maximum" means ten percent (10%)  
546 of, but not less than one (1) nor more than seven (7) of, the employees,  
547 including itinerant employees, assigned to the building to which the  
548 employee requesting leave is assigned on the proposed leave day. If the  
549 computation of the building maximum would result in a fraction of an  
550 employee less than one-half, the result shall be reduced to the next lower  
551 whole number. If the computation of the building maximum would result  
552 in a fraction of an employee greater than or equal to one-half, the result shall  
553 be increased to the next higher whole number.

554 An employee whose employment:

555	Begins		Begins	Will be
556	After	and	Prior to	Entitled to
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-----	61 <sup>st</sup> day	3 days
60 <sup>th</sup> day	121 <sup>st</sup> day	2 days
120 <sup>th</sup> day	-----	1 day

An employee whose employment:

Ends	and	Ends	Will be
After		Prior to	Entitled to
1 <sup>st</sup> day		61 <sup>st</sup> day	1 day
60 <sup>th</sup> day		121 <sup>st</sup> day	2 days
120 <sup>th</sup> day		185 <sup>th</sup> /186 <sup>th</sup> day	3 days

3. Personal leave can be denied if adequate substitute coverage does not exist at the time of request.
4. Personal leave cannot be taken during the first five (5) student days or the last five (5) student days of school; or on an in-service or Act 80 day except for extenuating circumstances as approved by the Superintendent or his designee.
5. Personal leave may be used in quarter (1/4) day, half (1/2) day, three quarter (3/4) day and full day increments subject to available coverage of classes/duties.

An employee whose employment by the District ends prior to the last day of the normal work year and who has used more personal/emergency leave days than the number entitled to as specified in this paragraph shall have an amount equal to the employee's per diem rate multiplied by the number of personal/emergency leave days the employee has used in excess of the number provided in this paragraph withheld from any payment due the employee.

The provisions for three days prior written request shall be waived by the Superintendent if the personal/emergency leave is requested (a) because of sudden, serious illness in the employee's family or (b) because of a sudden, unexpected occurrence which requires immediate attention or action by the employee.

591           If an employee chooses not to use personal/emergency leave days, a payment of  
592 \$150.00 for each day not used will be made. Such payment shall become a part of the  
593 salary only for the year in which the leave days are not used and will be made on the last  
594 pay day in the month of June.

595           Employees will be allowed to carry over up to two personal days per year. An  
596 employee cannot accumulate more than five personal days in any one school year. The  
597 request to carry over personal days must be made to the business office by the last day  
598 of school each year. If no such request is made, any remaining personal days will be paid  
599 as described above.

600           **D. EDUCATIONAL CONFERENCES AND CLINICS**

601           With the Superintendent's or designee's prior approval, an employee may attend  
602 educational conferences and clinics without loss of pay, and expenses incurred may be  
603 reimbursed by the District. An employee shall submit an estimate of expenses with the  
604 request for the Superintendent's or designee's approval. Said approval shall be consistent  
605 with any Board policies regarding such.

606           **E. LEAVE FOR ANTICIPATED DISABILITY**

607           An employee whose absence from duties will be necessary by reason of a  
608 foreseeable disability, such as childbirth or surgery, shall be granted leave if the employee  
609 so elects. Such leave shall be granted consistent with applicable state and federal laws  
610 and regulations and the provisions of this Agreement.

611           Employee shall give written notice to the Superintendent of the anticipated  
612 disability as soon as s/he is under medical supervision for the condition and a date is  
613 projected for the onset of the anticipated disability. Employee shall present to the  
614 Superintendent a written statement by her/his physician certifying the beginning and  
615 ending date of the period of anticipated disability and that the employee will have the

616 ability to perform assigned duties both before and after the period of anticipated  
617 disability.

618           Whenever the period of disability is questioned or the fitness of the employee to  
619 perform assigned duties as certified by her/his physician is questioned, District need not  
620 accept the statement provided by employee's physician as conclusive. District may  
621 require a review and examination by a school physician or a physician selected by  
622 District. Such review and examination shall be at District's expense. If the District's  
623 physician submits an opinion contrary to that of the employee's physician, then the  
624 employee and Superintendent shall agree upon an impartial third physician who shall  
625 review the case and examine the employee and render an opinion which shall be binding  
626 on all parties. The cost of such third review and opinion shall be shared equally by the  
627 District and the employee. If, as a result of such review or examination, the employee is  
628 found to be unfit to perform assigned duties, the employee shall be placed on mandatory  
629 sick leave with that compensation to which s/he is entitled until proof of recovery  
630 satisfactory to District is furnished. If as a result of such review and examination, the  
631 employee is found to be fit to perform assigned duties, the employee shall continue to  
632 work.

633           After the onset of disability, the employee shall present to the Superintendent a  
634 written statement by her/his physician certifying the date s/he will be capable of  
635 returning to assigned duties. Such certification shall be presented at least ten (10)  
636 workdays prior to the date the employee anticipates returning to assigned duties. Sick  
637 leave benefits shall terminate at the end of the work day prior to the certified date and  
638 the employees shall report for assigned duties on the certified date.

639           District need not accept as conclusive a statement provided by an employee's  
640 physician as to her/his fitness to return to assigned duties. District may pursue the  
641 procedure detailed in this Section to establish the fitness of the employee.

642 An employee's election to use or not use sick leave shall be in writing and  
643 submitted to the Superintendent.

644 This provision shall not extend any sick leave to any employee in addition to that  
645 which the employee has accumulated.

646 **F. LEAVE WITHOUT COMPENSATION FOR PRENATAL, POSTNATAL OR**  
647 **ADOPTIVE CARE**

648 Leave without compensation means a leave during which District shall not be  
649 liable to the employee for salary.

650 Leave without compensation may be granted, at the discretion of the District, to  
651 an employee for the purposes of prenatal, postnatal or adoptive care in accordance with  
652 Family and Medical Leave Act of 1993. Such leave shall be for a maximum period of two  
653 semesters; however, District, at its option, may extend the leave upon the request of the  
654 employee whenever warranted by the circumstances.

655 The first day of any uncompensated prenatal care leave shall be the first day of a  
656 marking period. The first day of any uncompensated postnatal care leave shall be either  
657 the first day of a marking period or the first school day after the last day of a compensated  
658 disability leave. The first day of any uncompensated post-adoptive care shall be the first  
659 day of a marking period. A request for uncompensated prenatal or postnatal care leave  
660 shall be made at least thirty (30) days before the first day of such leave. Such request  
661 shall state the date employee plans to return to assigned duties, which shall coincide  
662 with the beginning of a marking period of the school year.

663 The employee's return to work shall not be sooner than the anticipated date  
664 originally stated in the leave of absence request unless sixty (60) days written notice has  
665 been given to the Superintendent. However, this requirement may be waived by the  
666 Superintendent in her/his discretion. In any case, written notice to the Superintendent  
667 must be given no later than three (3) weeks after the birth of the child or after termination  
668 of the pregnancy stating the date of return to work.

669 At the expiration of the leave, employee shall be offered a position similar to that  
670 held before the leave was granted.

671 **G. PRE-ADMISSION HOSPITALIZATION LEAVE**

672 An employee whose absence from duties is necessary for administration of  
673 medical tests prior to admission to a hospital for treatment shall be granted the equivalent  
674 of one (1) day of leave per hospital admission, provided that the tests are performed on  
675 an out-patient basis and admission to the hospital does not occur sooner than the day  
676 following the administration of the tests. Such leave shall be requested as soon as the  
677 employee knows of the need for such leave. Such leave shall reduce the employee's sick  
678 leave by one (1) day.

679 **H. BEREAVEMENT LEAVE**

680 Bereavement leave may be granted to an employee as follows:

681 1. Immediate Family

682 Employees are entitled to a maximum of five (5) bereavement leave days. The  
683 five (5) bereavement leave days can be used anytime from the date of the  
684 immediate family member's death and up to ten (10) working days past the  
685 date of the immediate family member's death.

686 If there are extenuating circumstances, including but not limited to travel or  
687 customary limitations to using the five (5) bereavement leave days within the  
688 ten (10) working days, a request can be made to the Superintendent to grant  
689 a longer period of time for the employee to use the maximum of five (5)  
690 bereavement leave days. Members of the immediate family shall be defined as  
691 father, mother, brother, sister, son, daughter, husband, wife, parent-in-law,  
692 grandchild, or near/close relative who resides in the same household with the  
693 employee or any person with whom the employee has made his/her home.

694 2. Near Relative

695 Employees are entitled to a maximum of three (3) bereavement leave days.  
696 The three (3) bereavement leave days can be used anytime from the date of

697 the near relative family member's death and up to six (6) working days past  
698 the date of the near relative's death.

699 If there are extenuating circumstances, including but not limited to travel or  
700 customary limitations to using the three (3) bereavement leave days within the  
701 six (6) working days, a request can be made to the Superintendent to grant a  
702 longer period of time for the employee to use the maximum of three (5)  
703 bereavement leave days. Members of the near relative family shall be defined  
704 as son-in-law, daughter-in-law, step mother, step father, step sister, step  
705 brother, or step children.

706 3. Close Relative

707 Employees are entitled to a maximum of one (1) bereavement leave day.

708 Members of the close relative family shall be defined as grandfather,  
709 grandmother, aunt, uncle, brother-in-law, sister-in-law, niece, nephew, or the  
710 employee's first cousin.

711 Employee shall submit any documentation required to establish the relationship  
712 of the decedent to the employee.

713 I. SABBATICAL LEAVE

714 Sabbatical leave may be granted to an eligible employee for a period of one (1)  
715 school year or two semesters in any two (2) consecutive school years. Those employees  
716 who have been approved for a medical sabbatical will be exempt from the consecutive  
717 school year provision. Employee shall receive one-half the salary to which s/he would  
718 have been entitled if s/he had been in regular full-time service to District.

719 Sabbatical leave may be granted to an employee who has been an employee of the  
720 Midd-West School District for a minimum period of five (5) years and an employee of  
721 school districts in the Commonwealth of Pennsylvania for a minimum period of ten (10)  
722 years. Such leave shall be for professional development, restoration of health or at the  
723 discretion of the Board.

724           The granting of sabbatical leave shall be according to the provisions of Act 66 of  
725 1996 or any subsequent revisions to the sabbatical leave section of the School Code as  
726 amended by legislation.

727           If an employee requests a leave for restoration of health, s/he shall submit to  
728 District a physician's statement of the nature of her/his health problem and the  
729 physician's recommendation that s/he shall not engage in full-time employment. S/he  
730 shall, if requested, provide periodic reports from her/his physician concerning her/his  
731 current health status.

732           If an employee requests a leave for any other reason, such request will be reviewed  
733 on an individual basis.

734           District shall assign an employee who was granted a sabbatical leave to the same  
735 position s/he held at the time the leave was granted provided such position exists when  
736 the employee returns to active duty.

737           While on sabbatical leave, an employee shall not be eligible for any other leave or  
738 any benefit in lieu of any other leave under this Article VII.

739           District may grant sabbatical leaves to up to ten percent (10%) of the employees  
740 eligible for such leave. If more employees than ten percent (10%) of the eligible employees  
741 request such leave, District will approve requests for leave using the following criteria  
742 applied in the following order:

- 743           1.   *Years of service to District after last sabbatical leave* – with preference given  
744               to employees with the most years of such service.
- 745           2.   *Total years of service to District* – with preference given to employees with  
746               the most years of such service.
- 747           3.   *Total years of service to school districts in Pennsylvania* – with preference  
748               given to employees with the most years of such service.
- 749           4.   *The value of each leave to District* – with preference given to employees whose  
750               leaves are of most value to District.



751 5. *Other criteria selected by District* – with preference given to employees whose  
752 leave requests meet such criteria.

753 Application for sabbatical leave for the purpose of professional development must  
754 be made by **October 1** for a sabbatical requested to begin with the second semester and  
755 by **April 1** for a sabbatical requested to begin with the first semester of the school year.

756 **J. SICK LEAVE**

757 On the opening day of the school year, each professional employee shall be  
758 credited with a ten (10) day leave allowance for personal illness or immediate family  
759 illness. The unused portion of such allowance shall accumulate from year to year without  
760 limitation.

761 **K. FAMILY AND MEDICAL LEAVE ACT**

762 The Board shall develop administrative guidelines regulating and ensuring the  
763 District's compliance with the Family and Medical Leave Act (hereinafter referred to as  
764 "FMLA"). Although the details of the guidelines are to be left to the discretion of the Board,  
765 the guidelines must adhere to the following basic principles:

- 766 1. Required notices shall be posted.
- 767 2. Guides advising employee of their rights and responsibilities shall be  
768 developed and posted. The guides shall be given to employees upon  
769 request, whenever an employee requests an FMLA leave, and  
770 whenever the District designates a leave as an FMLA leave.
- 771 3. All requests for FMLA leave shall be made in writing on forms  
772 approved by the Superintendent. The forms shall request sufficient  
773 information from which it may be determined whether the leave  
774 qualifies for an FMLA leave.
- 775 4. If an employee requesting an FMLA leave qualifies for and is entitled  
776 to use any paid leave, save for sabbatical leave, under the Collective  
777 Bargaining Agreement, District policy, which is for consecutive leave  
778 usage and not concurrent usage, or statutory mandate, the District

779 shall be granted credit for such leave in calculating the District's  
780 obligation to provide FMLA leave provided that the FMLA leave is  
781 being used for the same purpose for which the foregoing leaves could  
782 be used. In the event that employees have no other paid leave  
783 available for which FMLA leave can be used, an employee shall be  
784 entitled to a full twelve (12) weeks of FMLA leave. At the same time,  
785 employees who are entitled to FMLA leave shall have the option of  
786 electing FMLA leave rather than paid leave.

787 5. Medical certification forms, as allowed by the FMLA, shall be required  
788 whenever authorized by the FMLA.

789 6. Employees may be required to provide a "fitness for duty" certificate  
790 upon returning from an FMLA leave when the leave was taken  
791 because of the employee's own serious health condition, except where  
792 such a requirement would be in violation of the Collective Bargaining  
793 Agreement or where the employee has taken a paid leave concurrent  
794 with the FMLA leave and District policy and practice heretofore has  
795 not required a "fitness for duty" certificate to be provided.

796 7. Seniority shall accrue during FMLA leaves for all purposes, and credit  
797 shall be given during FMLA leaves for accruals for other leaves.

798 8. For purposes of determining whether an eligible employee under the  
799 FMLA has exhausted the twelve (12) weeks of leave "in any twelve-  
800 month period," the District hereby designates the fiscal year  
801 beginning July 1 and ending June 30 as the twelve-month period.

802 9. An employee shall have the right to elect FMLA leave, personal or sick  
803 leave in instances when the employee is eligible to take personal or  
804 sick leave and has an FMLA entitlement, provided that the District's  
805 FMLA obligation shall be determined in accordance with FMLA  
806 regulations.

- 807 10. In the event that spouses are employed by the District, the aggregate  
808 number of weeks of FMLA leave to which both are entitled is limited  
809 to twelve (12) weeks except for leave taken to care for a sick child or  
810 spouse.
- 811 11. The following restrictions on return apply with respect to periods of  
812 FMLA leave near the conclusion of an academic term in the case of  
813 any employee employed principally in an instructional capacity:
- 814 (1) Where the employee begins FMLA leave more than five (5) weeks  
815 prior to the end of the semester, the leave is greater than three (3)  
816 weeks in duration, and the employee's return would take place  
817 during the last three (3) weeks of the semester, the District may  
818 exercise its discretion to require the employee to wait to return  
819 until the beginning of the next semester. In the event that the  
820 District requires an employee to wait to return to the beginning of  
821 the next semester, the employee shall not suffer an interruption  
822 in or denial of benefits.
- 823 (2) If the employee begins FMLA leave less than five (5) weeks before  
824 the end of the semester, the leave is greater than two (2) weeks,  
825 and the employee's return would take place during the last two (2)  
826 weeks of the semester, the District may exercise its discretion to  
827 require the employee to wait to return until the beginning of the  
828 next semester. In the event that the District requires an employee  
829 to wait to return to the beginning of the next semester, the  
830 employee shall not suffer an interruption in or denial of benefits.
- 831 (3) If the employee begins FMLA leave less than three (3) weeks before  
832 the end of the semester and the leave is greater than five (5)  
833 working days, the District may exercise its discretion to require  
834 the employee to wait to return until the beginning of the next

835 semester. In the event that the District requires an employee to  
836 wait to return to the beginning of the next semester, the employee  
837 shall not suffer an interruption in or denial of benefits.

838 12. An employee will be denied intermittent leave or leave on a reduced  
839 leave schedule to care for an immediate family member (spouse, child,  
840 parent) with a serious health condition or if the employee has a  
841 serious health condition, if:

842 (1) the employee fails to establish, through medical certification, that  
843 there is a medical need for such a leave (as distinguished from  
844 voluntary treatments and procedures); or

845 (2) the employee has failed to establish through medical certification  
846 that it is medically necessary for the leave to be taken  
847 intermittently on a reduced leave schedule.

848 13. Eligibility for an FMLA leave shall be based entirely on the eligibility  
849 criteria established by the FMLA. This policy shall not be construed  
850 to expand eligibility for an FMLA leave beyond what is required by the  
851 Act.

852 14. Should the FMLA be repealed or declared invalid, in whole or in part,  
853 this section shall become wholly void and a new section will be  
854 incorporated into the Agreement if and as necessary to comply with  
855 the law.

856

857 **ARTICLE VIII OTHER EMPLOYEE BENEFITS**

858 **A. INSURANCE COVERAGES**

859 The District will maintain an IRS Minimum Deductible Qualified High Deductible  
860 insurance plan for the employees. Employees will be eligible for either a single plan or a  
861 family plan.

862           When new employees, including new employees who have been employed by  
863 another school district, are hired under this Collective Bargaining Agreement, the District  
864 will deposit fifty percent (50%) of the IRS minimum deductible into a Health Savings  
865 Account (HSA) for said employee. However, should new employees who have been  
866 employed by another school district have an existing HSA, then the District will not  
867 contribute any money into the new employee's HSA. Once the employee meets the  
868 deductible limits as stated above, the District and Insurance Provider will assume all  
869 costs.

870           District will provide one (1) insurance plan for married staff members with one  
871 spouse being the primary participant of the plan. The other spouse will be a dependent  
872 on the plan and will not be eligible for the opt-out (payment in lieu of) benefit.

873           Employees may contribute to their HSA through payroll deduction up to the  
874 maximum amount as determined by the IRS annually.

875           In the event the spouse of any current employee or new employee who is hired  
876 under this Collective Bargaining Agreement is employed full time by a governmental  
877 agency, including but not limited to school district, IU, county, local municipality, state  
878 or federal correctional facility, the state university system and/or a state funded school  
879 such as the University of Pittsburgh or The Pennsylvania State University, and is eligible  
880 for health insurance coverage through their employer, said spouse is not eligible for  
881 health insurance coverage being provided by the District.

882           In the event there is a change in family status (separation, divorce, resignation,  
883 furlough or death) of said employee, District will afford coverage as specified. Employee  
884 agrees to reimburse the District on a pro rata basis if the employee has taken the payment  
885 in lieu of health insurance option.

886           District shall have the right (a) to select the carriers for the plans, (b) determine  
887 all the provisions of the plan, (c) to change the carriers of the plan at any time, (d) to  
888 improve the provisions of the plan at any time, and (e) to receive any and all credits and  
889 payments available from carriers which may in any way affect the cost of the plans.

890 District shall continue to bear the costs of group insurance coverages for an  
891 employee on sabbatical leave of absence who is otherwise eligible for coverages.

892 District shall maintain and bear the cost of group insurance for long-term  
893 substitutes employed for less than a full school year beginning on the first day of  
894 employment and ending with the last day of the month containing the last date of said  
895 employee's employment with the District.

896 District will pay, in lieu of group health insurance coverage for an eligible  
897 employee, a yearly payment of \$2,000.00. For long-term substitutes employed for less  
898 than a full school year, District will pay, in lieu of group health insurance coverage for an  
899 eligible employee, a yearly payment of \$1,000.00. Notification for such payments must  
900 be provided to the District on a form provided by the District by **June 10** of each year or,  
901 for new employees, within thirty (30) days of employment. During the first year of this  
902 contract, employees must provide notification for such payments within thirty (30) days  
903 of the ratification of this Collective Bargaining Agreement in order to be eligible for a  
904 prorated payment. Payment shall be made to the employee by September 30 of each year  
905 or, for new employees, within thirty (30) days of employee's election to take such payment.  
906 In the event unforeseen circumstances require the employee to reenroll in the group  
907 insurance plan of the District, District may recoup a prorated amount of this payment in  
908 three (3) installments by deducting one-third of the prorated amount from each of the  
909 next three (3) installments of annual salary.

910 **Vision Care Plan**

911 The District agrees to provide and pay eighty-eight percent (88%) during the life  
912 of this Agreement, of the entire contributions for providing group vision benefits for the  
913 teacher who enrolls in such a program. The benefits shall be provided through PSEA or  
914 other benefit plan provider (such as an insurance company) the District may select.

915 Plan coverage:

916 The Vision Care Plan shall include Eye Examination and Refractive Services and  
917 Post-Refractive Services.

918 The Vision Care Plan shall include full coverage, as defined by plan, for the  
919 employee and each dependent.

920 The vision benefit is a contract between the District and the benefit plan provider.  
921 No dispute over a claim for any benefits extended by the benefit plan shall be subject to  
922 the grievance procedures established in this Collective Bargaining Agreement.

923 It is agreed and understood that the District does not accept, nor is the District  
924 to be charged with, any responsibility in any manner connected with the determination  
925 of liability to any teacher making a claim under any of the benefits extended by the vision  
926 care benefit plan. It is agreed that the District's liability shall be limited to the payment  
927 of contributions or premiums.

928 **Dental Care Plan**

929 The District shall provide and pay eighty-eight percent (88%), during the life of  
930 this Agreement, of the entire contributions for providing group dental benefits for the  
931 teacher who enrolls in such a program. The benefits shall be provided through PSEA or  
932 other benefit plan provider (such as an insurance company) the District may select.

933 The Dental Care Plan shall include Basic, Supplemental and Periodontics benefits  
934 with a \$1,000.00 maximum benefit per teacher, and his/her eligible dependents, per  
935 year.

936 The dental benefit plan is a contract between the District and the benefit plan  
937 provider. No dispute over a claim for any benefits extended by the benefit plan shall be  
938 subject to the grievance procedures established in this Collective Bargaining Agreement.

939 It is agreed and understood that the District does not accept, nor is the District  
940 to be charged with, any responsibility in any manner connected with the determination  
941 of liability to any teacher making a claim under any of the benefits extended by the dental  
942 care benefit plan. It is agreed that the District's liability shall be limited to the payment  
943 of contributions or premiums.

944 **B. TAX SHELTERED ANNUITY/CREDIT UNION PLAN**

945 An employee may elect to have District deduct from salary and remit her/his  
946 contributions to a tax sheltered annuity and/or Credit Union plan. An employee shall be  
947 permitted to cease and resume or change deductions only once during any school year.  
948 The District reserves the right to limit the total number of available Tax Sheltered Annuity  
949 and Credit Union Plans to twelve (12).

950 **C. MILEAGE REIMBURSEMENT**

951 The District shall reimburse any employee who uses her/his personal vehicle for  
952 approved travel on District business at the rate allowed by the Internal Revenue Service.  
953 District will change the reimbursement rate only upon receipt of notice from Internal  
954 Revenue Service or upon proof from the Association that a new rate has been established  
955 by Internal Revenue Service, and such change shall not be given retroactive effect.  
956 Request for reimbursement shall be made at such time and on such forms as may be  
957 specified by the District. An employee who performs homebound instruction and is  
958 required to use her/his personal vehicle for approved travel to perform such instruction  
959 shall be reimbursed for such mileage. Such mileage shall be twice the distance from the  
960 employee's assigned work location to the location where the homebound instruction  
961 occurs.

962  
963  
964 **D. ADMISSION TO SCHOOL EVENTS**

965 District shall admit an employee and a guest to any school event without charge,  
966 with the exception of theatrical productions where royalties are required. Such admission  
967 shall occur upon presentation of a District staff badge.

968 **E. WORKERS' COMPENSATION**

969 Where an employee is eligible for both workers' compensation and sick leave  
970 compensation, s/he shall elect to receive either (1) workers' compensation, or (2) sick  
971 leave compensation, or (3) workers' compensation plus the amount by which sick leave



972 compensation exceeds workers' compensation. If the employee elects the second or third  
973 alternative, her/his accumulated sick leave shall be reduced commensurately.

974 **F. LIFE INSURANCE**

975 For full-time employees, term life insurance coverage on the life of an employee  
976 with double indemnity for accidental death in the face amount of Twenty-five Thousand  
977 and 00/100 Dollars (\$25,000.00). This benefit will end with the termination of  
978 employment.

979 For part-time employees, term life insurance in the amount of Fifteen Thousand  
980 and 00/100 Dollars (\$15,000.00). This benefit will end with the termination of  
981 employment.

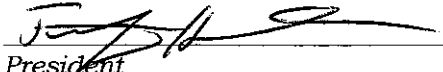
982  
983 **ARTICLE IX TERM OF AGREEMENT**

984 This Agreement shall become effective July 1, 2022 and shall continue in full force  
985 and effect until June 30, 2026 whereupon this Agreement shall terminate and be null  
986 and void. Carryover of Memorandums of Understanding shall either be included in the  
987 contract, or they are null and void.

988 This Agreement is the result of collective negotiations between the District and the  
989 Association which have been conducted under the requirements of and directions of state  
990 law. The provisions of this Agreement may be changed only through the mutual  
991 agreement of the District and the Association.

992 In Witness Whereof, District has caused this Agreement to be executed in its name  
993 and on its behalf by its President and Secretary, and Association has caused the same to  
994 be executed in its name, on its behalf and on behalf of the employees for whom it is  
995 exclusive representative by its President and Secretary this 23rd day of May, 2022.

996  
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998 \_\_\_\_\_  
999 *President*  
1000 Mid-West Board of School Directors

  
\_\_\_\_\_  
*President*  
Mid-West Education Association

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Tiffany Summers  
Secretary  
Mid-West Board of School Directors

05/26/2022  
Date

Courtney Hauritz  
Secretary  
Mid-West Education Association

05-26-2022  
Date

MWSD – #12A

**APPENDIX A**  
**GRIEVANCE REPORT**

Name of Grievant \_\_\_\_\_

Date Submitted \_\_\_\_\_

Nature of Grievance:

Date: \_\_\_\_\_ Time: \_\_\_\_\_

Location: \_\_\_\_\_

Details of Alleged Violation: \_\_\_\_\_

\_\_\_\_\_

Provisions of Collective Bargaining Agreement Allegedly Violated:

<u>Article</u>	<u>Section</u>	<u>Lines</u>
----------------	----------------	--------------

Action Desired by Grievant: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_  
Signature of Grievant

\_\_\_\_\_  
Signature of Grievance Chairperson

- Mid-West Education Association has been notified of this grievance.
- Mid-West Educational Support Personnel Association has been notified of this grievance.

=====

Grievant shall complete two copies of the Grievance Report and submit one to her/his immediate supervisor and retain one for her/his records.

MWSD – #12B

**GRIEVANCE RESPONSE FORM**

Level: \_\_\_\_\_

Case Number: \_\_\_\_\_

Name of Grievant: \_\_\_\_\_

Decision of: \_\_\_\_\_

Date of Decision: \_\_\_\_\_

Signature: \_\_\_\_\_

**Response of Grievant** *(To be completed within \_\_\_\_\_ days of receipt of decision)*

I accept the decision of \_\_\_\_\_ or elect not to proceed with this grievance.

I do not accept the decision of \_\_\_\_\_ and will proceed to Level \_\_\_\_\_.

Date of Response: \_\_\_\_\_

\_\_\_\_\_  
Signature of Grievant

\_\_\_\_\_  
Signature of Grievance Chairperson

**APPENDIX B**

**2022 – 2023 Salary Schedule**

<b>From Top</b>	<b>Step</b>	<b>B</b>	<b>M</b>	<b>M+18</b>	<b>M+36</b>	<b>M+48</b>	<b>Doc</b>
<b>20</b>	<b>1</b>	48,266	49,587	50,246	50,905	51,565	52,224
<b>19</b>	<b>2</b>	48,266	49,587	50,246	50,905	51,565	52,224
<b>18</b>	<b>3</b>	51,434	52,752	53,412	54,071	54,733	55,392
<b>17</b>	<b>4</b>	51,434	52,752	53,412	54,071	54,733	55,392
<b>16</b>	<b>5</b>	51,434	52,752	53,412	54,071	54,733	55,392
<b>15</b>	<b>6</b>	54,601	55,920	56,580	57,239	57,898	58,558
<b>14</b>	<b>7</b>	54,601	55,920	56,580	57,239	57,898	58,558
<b>13</b>	<b>8</b>	54,601	55,920	56,580	57,239	57,898	58,558
<b>12</b>	<b>9</b>	57,769	59,088	59,747	60,407	61,066	61,726
<b>11</b>	<b>10</b>	57,769	59,088	59,747	60,407	61,066	61,726
<b>10</b>	<b>11</b>	57,769	59,088	59,747	60,407	61,066	61,726
<b>9</b>	<b>12</b>	60,943	62,262	62,921	63,575	64,241	64,893
<b>8</b>	<b>13</b>	60,943	62,262	62,921	63,575	64,241	64,893
<b>7</b>	<b>14</b>	60,943	62,262	62,921	63,575	64,241	64,893
<b>6</b>	<b>15</b>	64,111	65,429	66,089	66,748	67,409	68,068
<b>5</b>	<b>16</b>	64,111	65,429	66,089	66,748	67,409	68,068
<b>4</b>	<b>17</b>	64,111	65,429	66,089	66,748	67,409	68,068
<b>3</b>	<b>18</b>	67,278	68,596	69,257	69,916	70,575	71,235
<b>2</b>	<b>19</b>	67,278	68,596	69,257	69,916	70,575	71,235
<b>1</b>	<b>20</b>	67,278	68,596	69,257	69,916	70,575	71,235
<b>Top</b>	<b>21</b>	73,612	74,931	75,591	76,251	76,910	77,569

**APPENDIX B**

**2023 – 2024 Salary Schedule**

<b>From Top</b>	<b>Step</b>	<b>B</b>	<b>M</b>	<b>M+18</b>	<b>M+36</b>	<b>M+48</b>	<b>Doc</b>
<b>20</b>	<b>1</b>	48,469	49,789	50,449	51,109	51,769	52,429
<b>19</b>	<b>2</b>	48,469	49,789	50,449	51,109	51,769	52,429
<b>18</b>	<b>3</b>	51,637	52,957	53,617	54,277	54,937	55,597
<b>17</b>	<b>4</b>	51,637	52,957	53,617	54,277	54,937	55,597
<b>16</b>	<b>5</b>	51,637	52,957	53,617	54,277	54,937	55,597
<b>15</b>	<b>6</b>	54,804	56,124	56,784	57,444	58,104	58,764
<b>14</b>	<b>7</b>	54,804	56,124	56,784	57,444	58,104	58,764
<b>13</b>	<b>8</b>	54,804	56,124	56,784	57,444	58,104	58,764
<b>12</b>	<b>9</b>	57,972	59,292	59,952	60,612	61,272	61,932
<b>11</b>	<b>10</b>	57,972	59,292	59,952	60,612	61,272	61,932
<b>10</b>	<b>11</b>	57,972	59,292	59,952	60,612	61,272	61,932
<b>9</b>	<b>12</b>	61,146	62,466	63,126	63,786	64,446	65,106
<b>8</b>	<b>13</b>	61,146	62,466	63,126	63,786	64,446	65,106
<b>7</b>	<b>14</b>	61,146	62,466	63,126	63,786	64,446	65,106
<b>6</b>	<b>15</b>	64,314	65,634	66,294	66,954	67,614	68,274
<b>5</b>	<b>16</b>	64,314	65,634	66,294	66,954	67,614	68,274
<b>4</b>	<b>17</b>	64,314	65,634	66,294	66,954	67,614	68,274
<b>3</b>	<b>18</b>	67,481	68,801	69,461	70,121	70,781	71,441
<b>2</b>	<b>19</b>	67,481	68,801	69,461	70,121	70,781	71,441
<b>1</b>	<b>20</b>	67,481	68,801	69,461	70,121	70,781	71,441
<b>Top</b>	<b>21</b>	73,815	75,135	75,795	76,455	77,115	77,775

**APPENDIX B**

**2024 – 2025 Salary Schedule**

<b>From Top</b>	<b>Step</b>	<b>B</b>	<b>M</b>	<b>M+18</b>	<b>M+36</b>	<b>M+48</b>	<b>Doc</b>
<b>19</b>	<b>1</b>	51,286	52,606	53,266	53,926	54,586	55,246
<b>18</b>	<b>2</b>	52,342	53,662	54,322	54,982	55,642	56,302
<b>17</b>	<b>3</b>	53,398	54,718	55,378	56,038	56,698	57,358
<b>16</b>	<b>4</b>	54,454	55,774	56,434	57,094	57,754	58,414
<b>15</b>	<b>5</b>	55,510	56,830	57,490	58,150	58,810	59,470
<b>14</b>	<b>6</b>	56,566	57,886	58,546	59,206	59,866	60,526
<b>13</b>	<b>7</b>	57,622	58,942	59,602	60,262	60,922	61,582
<b>12</b>	<b>8</b>	58,678	59,998	60,658	61,318	61,978	62,638
<b>11</b>	<b>9</b>	59,734	61,054	61,714	62,374	63,034	63,694
<b>10</b>	<b>10</b>	60,790	62,110	62,770	63,430	64,090	64,750
<b>9</b>	<b>11</b>	61,846	63,166	63,826	64,486	65,146	65,806
<b>8</b>	<b>12</b>	62,902	64,222	64,882	65,542	66,202	66,862
<b>7</b>	<b>13</b>	63,958	65,278	65,938	66,598	67,258	67,918
<b>6</b>	<b>14</b>	65,014	66,334	66,994	67,654	68,314	68,974
<b>5</b>	<b>15</b>	66,070	67,390	68,050	68,710	69,370	70,030
<b>4</b>	<b>16</b>	67,126	68,446	69,106	69,766	70,426	71,086
<b>3</b>	<b>17</b>	68,182	69,502	70,162	70,822	71,482	72,142
<b>2</b>	<b>18</b>	70,293	71,613	72,273	72,933	73,593	74,253
<b>1</b>	<b>19</b>	72,404	73,724	74,384	75,044	75,704	76,364
<b>Top</b>	<b>20</b>	74,515	75,835	76,495	77,155	77,815	78,475

**APPENDIX B**

**2025 - 2026 Salary Schedule**

<b>From Top</b>	<b>Step</b>	<b>B</b>	<b>M</b>	<b>M+18</b>	<b>M+36</b>	<b>M+48</b>	<b>Doc</b>
<b>18</b>	<b>1</b>	53,382	54,702	55,362	56,022	56,682	57,342
<b>17</b>	<b>2</b>	54,438	55,758	56,418	57,078	57,738	58,398
<b>16</b>	<b>3</b>	55,494	56,814	57,474	58,134	58,794	59,454
<b>15</b>	<b>4</b>	56,550	57,870	58,530	59,190	59,850	60,510
<b>14</b>	<b>5</b>	57,606	58,926	59,586	60,246	60,906	61,566
<b>13</b>	<b>6</b>	58,662	59,982	60,642	61,302	61,962	62,622
<b>12</b>	<b>7</b>	59,718	61,038	61,698	62,358	63,018	63,678
<b>11</b>	<b>8</b>	60,774	62,094	62,754	63,414	64,074	64,734
<b>10</b>	<b>9</b>	61,830	63,150	63,810	64,470	65,130	65,790
<b>9</b>	<b>10</b>	62,886	64,206	64,866	65,526	66,186	66,846
<b>8</b>	<b>11</b>	63,942	65,262	65,922	66,582	67,242	67,902
<b>7</b>	<b>12</b>	64,998	66,318	66,978	67,638	68,298	68,958
<b>6</b>	<b>13</b>	66,054	67,374	68,034	68,694	69,354	70,014
<b>5</b>	<b>14</b>	67,110	68,430	69,090	69,750	70,410	71,070
<b>4</b>	<b>15</b>	68,166	69,486	70,146	70,806	71,466	72,126
<b>3</b>	<b>16</b>	69,222	70,542	71,202	71,862	72,522	73,182
<b>2</b>	<b>17</b>	71,333	72,653	73,313	73,973	74,633	75,293
<b>1</b>	<b>18</b>	73,444	74,764	75,424	76,084	76,744	77,404
<b>Top</b>	<b>19</b>	75,555	76,875	77,535	78,195	78,855	79,515



**APPENDIX C  
2022 – 2023  
EXTRA-CURRICULAR ACTIVITIES LIST**

#	POSITION	84% OF MAXIMUM	92% OF MAXIMUM	MAXIMUM
1	Baseball Coach – Head	\$3,509	\$3,843	\$4,178
2	Assistant Varsity Baseball Coach	\$2,827	\$3,096	\$3,365
3	Assistant Junior Varsity Baseball Coach	\$2,827	\$3,096	\$3,365
4	Football Coach – Head	\$3,440	\$3,768	\$4,095
5	Assistant Football Coach (3)	\$2,771	\$3,035	\$3,299
6	Junior High Football Coach	\$1,911	\$2,093	\$2,275
7	Assistant Junior High Football Coach	\$1,338	\$1,466	\$1,593
8	Boys Basketball Coach – Head	\$3,898	\$4,269	\$4,640
9	Assistant Boys Basketball Coach	\$3,314	\$3,629	\$3,945
10	Junior High Boys Basketball Coach	\$1,949	\$2,135	\$2,321
11	Assistant Junior High Boys Basketball Coach	\$1,365	\$1,495	\$1,625
12	Second Assistant Junior High Boys Basketball Coach	\$1,365	\$1,495	\$1,625
13	Girls Basketball Coach – Head	\$3,898	\$4,269	\$4,640
14	Assistant Girls Basketball Coach	\$3,314	\$3,629	\$3,945
15	Junior High Girls Basketball Coach	\$1,949	\$2,135	\$2,321
16	Assistant Junior High Girls Basketball Coach	\$1,365	\$1,495	\$1,625
17	Second Assistant Junior High Girls Basketball Coach	\$1,365	\$1,495	\$1,625
18	Bowling Coach	\$2,924	\$3,203	\$3,481
19	Assistant Bowling Coach	\$2,339	\$2,561	\$2,784
20	Cheerleading Coach {fall season}	\$961	\$1,053	\$1,144
21	Cheerleading Coach {winter season}	\$1,278	\$1,400	\$1,521
22	Cross Country Coach	\$2,924	\$3,203	\$3,481
23	Assistant Cross Country Coach	\$2,409	\$2,638	\$2,868
24	Field Hockey Coach – Head	\$3,509	\$3,843	\$4,178
25	Assistant Field Hockey Coach (2)	\$2,827	\$3,096	\$3,365
26	Junior High Field Hockey Coach	\$1,949	\$2,135	\$2,321
27	Assistant Junior High Field Hockey Coach	\$1,365	\$1,495	\$1,625
28	Golf Coach – Head	\$2,924	\$3,203	\$3,481
29	Assistant Golf Coach	\$2,409	\$2,638	\$2,868
30	Boys Soccer Coach – Head	\$3,509	\$3,843	\$4,178
31	Assistant Boys Soccer Coach	\$2,827	\$3,096	\$3,365
32	Junior High Boys Soccer Coach	\$1,949	\$2,135	\$2,321
33	Girls Soccer Coach – Head	\$3,509	\$3,843	\$4,178
34	Assistant Girls Soccer Coach	\$2,827	\$3,096	\$3,365
35	Junior High Girls Soccer Coach	\$1,949	\$2,135	\$2,321
36	Softball Coach – Head	\$3,509	\$3,843	\$4,178
37	Assistant Softball Coach	\$2,827	\$3,096	\$3,365
38	Assistant Junior Varsity Softball Coach	\$2,827	\$3,096	\$3,365
39	Track & Field Coach – Head	\$3,509	\$3,843	\$4,178
40	Assistant Track & Field Coach	\$2,827	\$3,096	\$3,365
41	Wrestling Coach – Head	\$3,898	\$4,269	\$4,640
42	Assistant Wrestling Coach	\$3,314	\$3,629	\$3,945
43	Junior High Wrestling Coach	\$2,145	\$2,349	\$2,553
44	EXTENDED SEASON – HEAD COACH per week beyond regular scheduled season for advanced competition	\$283	\$283	\$283
45	EXTENDED SEASON – ASSISTANT COACH per week beyond regular scheduled season for advanced competition	\$227	\$227	\$227
*	Track and Field Coach - Head (Boys and Girls) *this is only in effect as long as there is one coach for both boys and girls track and field.	\$3,784.00	\$4,145.00	\$4,505.00

**APPENDIX C  
2022 - 2023**

**EXTRA-CURRICULAR ACTIVITIES LIST**

<b>#</b>	<b>POSITION</b>	<b>84% OF MAXIMUM</b>	<b>92% OF MAXIMUM</b>	<b>MAXIMUM</b>
46	Marching Band Director	\$4,620	\$5,060	\$5,500
47	Assistant Marching Band Director	\$2,100	\$2,300	\$2,500
48	FFA Advisor (2)	\$2,782	\$3,047	\$3,312
49	Student Council Advisor (2)	\$974	\$1,067	\$1,160
50	Yearbook Advisor	\$1,949	\$2,135	\$2,321
51	Assistant Yearbook Advisor	\$1,338	\$1,466	\$1,593
52	Operetta Director (2)	\$1,072	\$1,174	\$1,276
53	Dramatics Director {play}	\$2,924	\$3,203	\$3,481
54	Dramatics Assistant Director {play}	\$2,359	\$2,584	\$2,809
55	Technical Director {play}	\$2,924	\$3,203	\$3,481
56	Dramatics Director {musical}	\$2,924	\$3,203	\$3,481
57	Dramatics Assistant Director {musical}	\$2,359	\$2,584	\$2,809
58	Technical Director {musical}	\$2,924	\$3,203	\$3,481
59	Instrumental Director {musical}	\$2,924	\$3,203	\$3,481
60	Vocal Director {musical}	\$2,924	\$3,203	\$3,481
61	Eighth Grade Class Advisor	\$348	\$381	\$414
62	Freshman Class Advisor	\$517	\$566	\$615
63	Assistant Freshman Class Advisor	\$260	\$284	\$309
64	Sophomore Class Advisor	\$517	\$566	\$615
65	Assistant Sophomore Class Advisor	\$260	\$284	\$309
66	Junior Class Advisor	\$974	\$1,067	\$1,160
67	Assistant Junior Class Advisor (2)	\$517	\$566	\$615
68	Senior Class Advisor	\$974	\$1,067	\$1,160
69	Assistant Senior Class Advisor (2)	\$517	\$566	\$615

**APPENDIX C  
2023 – 2024**

**EXTRA-CURRICULAR ACTIVITIES LIST**

#	POSITION	84% OF MAXIMUM	92% OF MAXIMUM	MAXIMUM
1	Baseball Coach – Head	\$3,579	\$3,920	\$4,261
2	Assistant Varsity Baseball Coach	\$2,883	\$3,158	\$3,432
3	Assistant Junior Varsity Baseball Coach	\$2,883	\$3,158	\$3,432
4	Football Coach – Head	\$3,509	\$3,843	\$4,177
5	Assistant Football Coach (3)	\$2,827	\$3,096	\$3,365
6	Junior High Football Coach	\$1,949	\$2,135	\$2,321
7	Assistant Junior High Football Coach	\$1,365	\$1,495	\$1,625
8	Boys Basketball Coach – Head	\$3,976	\$4,354	\$4,733
9	Assistant Boys Basketball Coach	\$3,380	\$3,702	\$4,024
10	Junior High Boys Basketball Coach	\$1,988	\$2,178	\$2,367
11	Assistant Junior High Boys Basketball Coach	\$1,393	\$1,525	\$1,658
12	Second Assistant Junior High Boys Basketball Coach	\$1,393	\$1,525	\$1,658
13	Girls Basketball Coach – Head	\$3,976	\$4,354	\$4,733
14	Assistant Girls Basketball Coach	\$3,380	\$3,702	\$4,024
15	Junior High Girls Basketball Coach	\$1,988	\$2,178	\$2,367
16	Assistant Junior High Girls Basketball Coach	\$1,393	\$1,525	\$1,658
17	Second Assistant Junior High Girls Basketball Coach	\$1,393	\$1,525	\$1,658
18	Bowling Coach	\$2,983	\$3,267	\$3,551
19	Assistant Bowling Coach	\$2,385	\$2,613	\$2,840
20	Cheerleading Coach {fall season}	\$980	\$1,074	\$1,167
21	Cheerleading Coach {winter season}	\$1,303	\$1,428	\$1,552
22	Cross Country Coach	\$2,983	\$3,267	\$3,551
23	Assistant Cross Country Coach	\$2,457	\$2,691	\$2,925
24	Field Hockey Coach – Head	\$3,579	\$3,920	\$4,261
25	Assistant Field Hockey Coach (2)	\$2,883	\$3,158	\$3,432
26	Junior High Field Hockey Coach	\$1,988	\$2,178	\$2,367
27	Assistant Junior High Field Hockey Coach	\$1,393	\$1,525	\$1,658
28	Golf Coach – Head	\$2,983	\$3,267	\$3,551
29	Assistant Golf Coach	\$2,457	\$2,691	\$2,925
30	Boys Soccer Coach – Head	\$3,579	\$3,920	\$4,261
31	Assistant Boys Soccer Coach	\$2,883	\$3,158	\$3,432
32	Junior High Boys Soccer Coach	\$1,988	\$2,178	\$2,367
33	Girls Soccer Coach – Head	\$3,579	\$3,920	\$4,261
34	Assistant Girls Soccer Coach	\$2,883	\$3,158	\$3,432
35	Junior High Girls Soccer Coach	\$1,988	\$2,178	\$2,367
36	Softball Coach – Head	\$3,579	\$3,920	\$4,261
37	Assistant Softball Coach	\$2,883	\$3,158	\$3,432
38	Assistant Junior Varsity Softball Coach	\$2,883	\$3,158	\$3,432
39	Track & Field Coach – Head	\$3,579	\$3,920	\$4,261
40	Assistant Track & Field Coach	\$2,883	\$3,158	\$3,432
41	Wrestling Coach – Head	\$3,976	\$4,354	\$4,733
42	Assistant Wrestling Coach	\$3,380	\$3,702	\$4,024
43	Junior High Wrestling Coach	\$2,188	\$2,396	\$2,604
44	EXTENDED SEASON – HEAD COACH per week beyond regular scheduled season for advanced competition	\$289	\$289	\$289
45	EXTENDED SEASON – ASSISTANT COACH per week beyond regular scheduled season for advanced competition	\$231	\$231	\$231
*	Track and Field Coach - Head (Boys and Girls) *this is only in effect as long as there is one coach for both boys and girls track and field.	\$3,860	\$4,228	\$4,595

**APPENDIX C  
2023 – 2024**

**EXTRA-CURRICULAR ACTIVITIES LIST**

<b>#</b>	<b>POSITION</b>	<b>84% OF MAXIMUM</b>	<b>92% OF MAXIMUM</b>	<b>MAXIMUM</b>
46	Marching Band Director	\$4,712	\$5,161	\$5,610
47	Assistant Marching Band Director	\$2,142	\$2,346	\$2,550
48	FFA Advisor (2)	\$2,838	\$3,108	\$3,379
49	Student Council Advisor (2)	\$994	\$1,088	\$1,183
50	Yearbook Advisor	\$1,988	\$2,178	\$2,367
51	Assistant Yearbook Advisor	\$1,365	\$1,495	\$1,625
52	Operetta Director (2)	\$1,093	\$1,198	\$1,302
53	Dramatics Director {play}	\$2,983	\$3,267	\$3,551
54	Dramatics Assistant Director {play}	\$2,407	\$2,636	\$2,865
55	Technical Director {play}	\$2,983	\$3,267	\$3,551
56	Dramatics Director {musical}	\$2,983	\$3,267	\$3,551
57	Dramatics Assistant Director {musical}	\$2,407	\$2,636	\$2,865
58	Technical Director {musical}	\$2,983	\$3,267	\$3,551
59	Instrumental Director {musical}	\$2,983	\$3,267	\$3,551
60	Vocal Director {musical}	\$2,983	\$3,267	\$3,551
61	Eighth Grade Class Advisor	\$355	\$389	\$422
62	Freshman Class Advisor	\$527	\$577	\$627
63	Assistant Freshman Class Advisor	\$265	\$290	\$315
64	Sophomore Class Advisor	\$527	\$577	\$627
65	Assistant Sophomore Class Advisor	\$265	\$290	\$315
66	Junior Class Advisor	\$994	\$1,088	\$1,183
67	Assistant Junior Class Advisor (2)	\$527	\$577	\$627
68	Senior Class Advisor	\$994	\$1,088	\$1,183
69	Assistant Senior Class Advisor (2)	\$527	\$577	\$627

**APPENDIX C  
2024 – 2025  
EXTRA-CURRICULAR ACTIVITIES LIST**

#	POSITION	84% OF MAXIMUM	92% OF MAXIMUM	MAXIMUM
1	Baseball Coach – Head	\$3,651	\$3,999	\$4,346
2	Assistant Varsity Baseball Coach	\$2,941	\$3,221	\$3,501
3	Assistant Junior Varsity Baseball Coach	\$2,941	\$3,221	\$3,501
4	Football Coach – Head	\$3,579	\$3,920	\$4,261
5	Assistant Football Coach (3)	\$2,883	\$3,158	\$3,432
6	Junior High Football Coach	\$1,988	\$2,178	\$2,367
7	Assistant Junior High Football Coach	\$1,393	\$1,525	\$1,658
8	Boys Basketball Coach – Head	\$4,055	\$4,441	\$4,828
9	Assistant Boys Basketball Coach	\$3,448	\$3,776	\$4,104
10	Junior High Boys Basketball Coach	\$2,028	\$2,221	\$2,414
11	Assistant Junior High Boys Basketball Coach	\$1,420	\$1,556	\$1,691
12	Second Assistant Junior High Boys Basketball Coach	\$1,420	\$1,556	\$1,691
13	Girls Basketball Coach – Head	\$4,055	\$4,441	\$4,828
14	Assistant Girls Basketball Coach	\$3,448	\$3,776	\$4,104
15	Junior High Girls Basketball Coach	\$2,028	\$2,221	\$2,414
16	Assistant Junior High Girls Basketball Coach	\$1,420	\$1,556	\$1,691
17	Second Assistant Junior High Girls Basketball Coach	\$1,420	\$1,556	\$1,691
18	Bowling Coach	\$3,043	\$3,332	\$3,622
19	Assistant Bowling Coach	\$2,433	\$2,665	\$2,897
20	Cheerleading Coach {fall season}	\$1,000	\$1,095	\$1,191
21	Cheerleading Coach {winter season}	\$1,330	\$1,456	\$1,583
22	Cross Country Coach	\$3,043	\$3,332	\$3,622
23	Assistant Cross Country Coach	\$2,506	\$2,745	\$2,983
24	Field Hockey Coach – Head	\$3,651	\$3,999	\$4,346
25	Assistant Field Hockey Coach (2)	\$2,941	\$3,221	\$3,501
26	Junior High Field Hockey Coach	\$2,028	\$2,221	\$2,414
27	Assistant Junior High Field Hockey Coach	\$1,420	\$1,556	\$1,691
28	Golf Coach – Head	\$3,043	\$3,332	\$3,622
29	Assistant Golf Coach	\$2,506	\$2,745	\$2,983
30	Boys Soccer Coach – Head	\$3,651	\$3,999	\$4,346
31	Assistant Boys Soccer Coach	\$2,941	\$3,221	\$3,501
32	Junior High Boys Soccer Coach	\$2,028	\$2,221	\$2,414
33	Girls Soccer Coach – Head	\$3,651	\$3,999	\$4,346
34	Assistant Girls Soccer Coach	\$2,941	\$3,221	\$3,501
35	Junior High Girls Soccer Coach	\$2,028	\$2,221	\$2,414
36	Softball Coach – Head	\$3,651	\$3,999	\$4,346
37	Assistant Softball Coach	\$2,941	\$3,221	\$3,501
38	Assistant Junior Varsity Softball Coach	\$2,941	\$3,221	\$3,501
39	Track & Field Coach – Head	\$3,651	\$3,999	\$4,346
40	Assistant Track & Field Coach	\$2,941	\$3,221	\$3,501
41	Wrestling Coach – Head	\$4,055	\$4,441	\$4,828
42	Assistant Wrestling Coach	\$3,448	\$3,776	\$4,104
43	Junior High Wrestling Coach	\$2,231	\$2,444	\$2,657
44	EXTENDED SEASON – HEAD COACH per week beyond regular scheduled season for advanced competition	\$295	\$295	\$295
45	EXTENDED SEASON – ASSISTANT COACH per week beyond regular scheduled season for advanced competition	\$236	\$236	\$236
*	Track and Field Coach - Head (Boys and Girls) *this is only in effect as long as there is one coach for both boys and girls track and field.	\$3,937	\$4,312	\$4,687

**APPENDIX C  
2024 – 2025**

**EXTRA-CURRICULAR ACTIVITIES LIST**

#	POSITION	84% OF MAXIMUM	92% OF MAXIMUM	MAXIMUM
46	Marching Band Director	\$4,807	\$5,264	\$5,722
47	Assistant Marching Band Director	\$2,185	\$2,393	\$2,601
48	FFA Advisor (2)	\$2,895	\$3,171	\$3,446
49	Student Council Advisor (2)	\$1,014	\$1,110	\$1,207
50	Yearbook Advisor	\$2,028	\$2,221	\$2,414
51	Assistant Yearbook Advisor	\$1,393	\$1,525	\$1,658
52	Operetta Director (2)	\$1,115	\$1,222	\$1,328
53	Dramatics Director {play}	\$3,043	\$3,332	\$3,622
54	Dramatics Assistant Director {play}	\$2,455	\$2,689	\$2,922
55	Technical Director {play}	\$3,043	\$3,332	\$3,622
56	Dramatics Director {musical}	\$3,043	\$3,332	\$3,622
57	Dramatics Assistant Director {musical}	\$2,455	\$2,689	\$2,922
58	Technical Director {musical}	\$3,043	\$3,332	\$3,622
59	Instrumental Director {musical}	\$3,043	\$3,332	\$3,622
60	Vocal Director {musical}	\$3,043	\$3,332	\$3,622
61	Eighth Grade Class Advisor	\$362	\$396	\$431
62	Freshman Class Advisor	\$537	\$589	\$640
63	Assistant Freshman Class Advisor	\$270	\$296	\$321
64	Sophomore Class Advisor	\$537	\$589	\$640
65	Assistant Sophomore Class Advisor	\$270	\$296	\$321
66	Junior Class Advisor	\$1,014	\$1,110	\$1,207
67	Assistant Junior Class Advisor (2)	\$537	\$589	\$640
68	Senior Class Advisor	\$1,014	\$1,110	\$1,207
69	Assistant Senior Class Advisor (2)	\$537	\$589	\$640

**APPENDIX C**  
**2025 - 2026**  
**EXTRA-CURRICULAR ACTIVITIES LIST**

#	POSITION	84% OF MAXIMUM	92% OF MAXIMUM	MAXIMUM
1	Baseball Coach – Head	\$3,724	\$4,079	\$4,433
2	Assistant Varsity Baseball Coach	\$3,000	\$3,285	\$3,571
3	Assistant Junior Varsity Baseball Coach	\$3,000	\$3,285	\$3,571
4	Football Coach – Head	\$3,651	\$3,998	\$4,346
5	Assistant Football Coach (3)	\$2,941	\$3,221	\$3,501
6	Junior High Football Coach	\$2,028	\$2,221	\$2,415
7	Assistant Junior High Football Coach	\$1,420	\$1,556	\$1,691
8	Boys Basketball Coach – Head	\$4,136	\$4,530	\$4,924
9	Assistant Boys Basketball Coach	\$3,517	\$3,851	\$4,186
10	Junior High Boys Basketball Coach	\$2,069	\$2,266	\$2,463
11	Assistant Junior High Boys Basketball Coach	\$1,449	\$1,587	\$1,725
12	Second Assistant Junior High Boys Basketball Coach	\$1,449	\$1,587	\$1,725
13	Girls Basketball Coach – Head	\$4,136	\$4,530	\$4,924
14	Assistant Girls Basketball Coach	\$3,517	\$3,851	\$4,186
15	Junior High Girls Basketball Coach	\$2,069	\$2,266	\$2,463
16	Assistant Junior High Girls Basketball Coach	\$1,449	\$1,587	\$1,725
17	Second Assistant Junior High Girls Basketball Coach	\$1,449	\$1,587	\$1,725
18	Bowling Coach	\$3,103	\$3,399	\$3,694
19	Assistant Bowling Coach	\$2,482	\$2,718	\$2,954
20	Cheerleading Coach {fall season}	\$1,020	\$1,117	\$1,214
21	Cheerleading Coach {winter season}	\$1,356	\$1,485	\$1,614
22	Cross Country Coach	\$3,103	\$3,399	\$3,694
23	Assistant Cross Country Coach	\$2,556	\$2,800	\$3,043
24	Field Hockey Coach – Head	\$3,724	\$4,079	\$4,433
25	Assistant Field Hockey Coach (2)	\$3,000	\$3,285	\$3,571
26	Junior High Field Hockey Coach	\$2,069	\$2,266	\$2,463
27	Assistant Junior High Field Hockey Coach	\$1,449	\$1,587	\$1,725
28	Golf Coach – Head	\$3,103	\$3,399	\$3,694
29	Assistant Golf Coach	\$2,556	\$2,800	\$3,043
30	Boys Soccer Coach – Head	\$3,724	\$4,079	\$4,433
31	Assistant Boys Soccer Coach	\$3,000	\$3,285	\$3,571
32	Junior High Boys Soccer Coach	\$2,069	\$2,266	\$2,463
33	Girls Soccer Coach – Head	\$3,724	\$4,079	\$4,433
34	Assistant Girls Soccer Coach	\$3,000	\$3,285	\$3,571
35	Junior High Girls Soccer Coach	\$2,069	\$2,266	\$2,463
36	Softball Coach – Head	\$3,724	\$4,079	\$4,433
37	Assistant Softball Coach	\$3,000	\$3,285	\$3,571
38	Assistant Junior Varsity Softball Coach	\$3,000	\$3,285	\$3,571
39	Track & Field Coach – Head	\$3,724	\$4,079	\$4,433
40	Assistant Track & Field Coach	\$3,000	\$3,285	\$3,571
41	Wrestling Coach – Head	\$4,136	\$4,530	\$4,924
42	Assistant Wrestling Coach	\$3,517	\$3,851	\$4,186
43	Junior High Wrestling Coach	\$2,276	\$2,493	\$2,710
44	EXTENDED SEASON – HEAD COACH per week beyond regular scheduled season for advanced competition	\$301	\$301	\$301
45	EXTENDED SEASON – ASSISTANT COACH per week beyond regular scheduled season for advanced competition	\$240	\$240	\$240
*	Track and Field Coach - Head (Boys and Girls) *this is only in effect as long as there is one coach for both boys and girls track and field.	\$4,016	\$4,398	\$4,781

**APPENDIX C  
2025 - 2026**

**EXTRA-CURRICULAR ACTIVITIES LIST**

#	POSITION	84% OF MAXIMUM	92% OF MAXIMUM	MAXIMUM
46	Marching Band Director	\$4,903	\$5,370	\$5,837
47	Assistant Marching Band Director	\$2,229	\$2,441	\$2,653
48	FFA Advisor (2)	\$2,953	\$3,234	\$3,515
49	Student Council Advisor (2)	\$1,034	\$1,132	\$1,231
50	Yearbook Advisor	\$2,069	\$2,266	\$2,463
51	Assistant Yearbook Advisor	\$1,420	\$1,556	\$1,691
52	Operetta Director (2)	\$1,138	\$1,246	\$1,354
53	Dramatics Director {play}	\$3,103	\$3,399	\$3,694
54	Dramatics Assistant Director {play}	\$2,504	\$2,742	\$2,981
55	Technical Director {play}	\$3,103	\$3,399	\$3,694
56	Dramatics Director {musical}	\$3,103	\$3,399	\$3,694
57	Dramatics Assistant Director {musical}	\$2,504	\$2,742	\$2,981
58	Technical Director {musical}	\$3,103	\$3,399	\$3,694
59	Instrumental Director {musical}	\$3,103	\$3,399	\$3,694
60	Vocal Director {musical}	\$3,103	\$3,399	\$3,694
61	Eighth Grade Class Advisor	\$369	\$404	\$439
62	Freshman Class Advisor	\$548	\$600	\$653
63	Assistant Freshman Class Advisor	\$275	\$302	\$328
64	Sophomore Class Advisor	\$548	\$600	\$653
65	Assistant Sophomore Class Advisor	\$275	\$302	\$328
66	Junior Class Advisor	\$1,034	\$1,132	\$1,231
67	Assistant Junior Class Advisor (2)	\$548	\$600	\$653
68	Senior Class Advisor	\$1,034	\$1,132	\$1,231
69	Assistant Senior Class Advisor (2)	\$548	\$600	\$653