

AGREEMENT

BETWEEN THE

**JERSEY SHORE AREA
SCHOOL DISTRICT**

AND THE

**JERSEY SHORE AREA
EDUCATION ASSOCIATION**

JULY 1, 2019 - JUNE 30, 2023

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PREAMBLE

THIS AGREEMENT made this day of April, 2021, by and between the JERSEY SHORE AREA SCHOOL DISTRICT, hereinafter called the "Board" or the "Employer" and the JERSEY SHORE AREA EDUCATION ASSOCIATION, hereinafter called the "Association" for and on behalf of the professional employees as certified by the Pennsylvania Labor Relations Board in Case No. PERA-R-524-C.

STATEMENT OF POLICY

It is the intent and purpose of the Board of School Directors and the Association to encourage and promote such educational programs as the needs of the Jersey Shore Area School District require. The Association agrees to support participation by its members in programs that enhance professionalism and school community relations. The Association agrees to make every effort to maintain the high level of professionalism that presently prevails in the District.

ARTICLE I

RECOGNITION

Section 1.01.

The Employer recognizes the Association as the exclusive bargaining agent for wages, hours, and other terms and conditions of employment as set forth in Article VII of Act 195, pursuant to the certification of the Pennsylvania Labor Relations Board dated August 20, 1971, for all full-time teachers and other professional employees under regular contract, including guidance counselors; but excluding department chairmen, head teachers, supervisors, first-level supervisors, and confidential employees as defined in the Act.

ARTICLE II

NO DISCRIMINATION

Section 2.01.

There shall be no discrimination or distinction in the treatment of an individual or group in matters affecting their employment status because of race, age, religion, disability, national origin, marital status, sex, political opinions, employee organization affiliation or non-affiliation, or any other reason not connected with job performance. All employees who wish to do so are free to join the Jersey Shore Area Education Association and any employee desiring not to join, or wishing to sever his relation with said Association, can do so at any time without impairment of their employment relationship.

STATUTORY SAVINGS

Section 2.02.

Nothing contained herein shall be construed to deny or restrict to any member of the bargaining unit such rights as the bargaining unit member may have under the Public School Code of 1949, as amended, or the Public Employee Relations Act, Act 195 of 1970, or Act 88 of 1992, or other applicable laws and regulations.

ARTICLE III

MEMBERSHIP DUES DEDUCTION

Section 3.01 - General Provisions

The administration office of the Board will deduct dues from the salaries of the members of the Association provided a proper written authorization for such deduction is filed with the administration and signed by the individual employee. Such deduction will be made each pay period in installments from September 1 to August 31 and be transmitted by check to the Jersey Shore Area Education Association.

Section 3.02 - Authorization Forms

The Association will, on or before October 15 of each contract year, provide the Board with proper payroll authorization forms for those teachers who have authorized dues deductions from their salaries.

Section 3.03 - Authorization Responsibility

The Board may rely on any authorization submitted by the Association and shall not be required to make any investigation with respect to the accuracy thereof, and shall be indemnified and saved harmless by the Association with respect to any act which the Board may do or refrain from doing in reliance upon such authorization.

ARTICLE IV

SCHOOL DISTRICT RIGHTS

Section 4.01.

It is understood and agreed that the Board has the exclusive right to appoint, hire, dismiss, assign, evaluate, promote, demote, transfer, and classify employees; and also the right of the Employer to suspend, discipline, or discharge any employee.

Section 4.02.

Matters of managerial policy are reserved exclusively to the Board. These include, but shall not be limited to, the right of the Board, at its discretion, to manage all operations

including: the direction of the working force; the right to plan, direct, and control the operation of all equipment and other property of the Jersey Shore Area School District; the right to establish programs, standards of services, overall budget, utilization of technology, the organizational structure, and the selection and direction of personnel.

Section 4.03.

The Board has, retains, and shall possess and exercise all rights and functions, powers, privileges, and authority that the Board possessed prior to the signing of a contract with the Association, excepting only those that are clearly and specifically relinquished or restricted in this contract. As illustrative of the rights of management possessed and retained but in no way to be construed as a limitation, the Board shall have the exclusive right: to determine the location of its operations, establishment of new units and relocation of old units, scheduling of operations, size of work force; to schedule, allocate and transfer work; to establish or discontinue specific jobs; to prepare and amend job descriptions within the area or areas of certification; to introduce new or improved methods, equipment or facilities.

Section 4.04.

The Board shall also have the right to make, alter, and enforce from time to time rules and regulations.

Section 4.05.

The above rights and functions, powers, privileges, and authority are not subject to the grievance procedure set forth herein unless in the exercise of said rights the Board has violated a specific term or provision of one or more other articles of this agreement.

ARTICLE V

GRIEVANCE PROCEDURE

Section 5.01.

A grievance shall mean a dispute between the parties regarding the meaning, interpretation, or application of any provision in this agreement.

Section 5.02.

Should differences arise between the parties as to the interpretation or application or compliance with the provisions of this agreement, there shall be no "strike" as defined in Section 201(9) of Act 195, but an earnest effort shall be made to settle such differences immediately.

Section 5.03.

Written grievances shall contain the following:

- (1) Date of the occurrence and nature of the grievance;
- (2) The specific section or sections of the contract on which the grievance is based;
- (3) The relief or remedy requested;
- (4) The signature of the grievant.

Section 5.04.

Grievances shall be settled in the following manner:

Step 1 - The aggrieved employee shall present the alleged grievance verbally to his or her immediate supervisor (building principal or assistant principal) within five (5) working days following the occurrence. A verbal answer to the grievance shall be given within two (2) working days.

Step 2 - If the grievance is not settled at Step 1, then the aggrieved employee shall present the grievance in writing to the school principal within five (5) working days from the date of the verbal answer. The school principal shall reply in writing to the grievance within five (5) working days after the presentation.

Step 3 - If the grievance is not settled at Step 2, then the aggrieved employee shall present the written grievance to the Assistant Superintendent within five (5) working days after the principal's response. The Assistant Superintendent shall reply in writing to the grievance within seven (7) working days after the presentation.

Step 4 - If the grievance is not settled at Step 3, then the aggrieved employee shall present the written grievance to the Superintendent within five (5) working days after the Assistant Superintendent's response. The Superintendent shall reply in writing within ten (10) working days after the presentation.

Step 5 - If the answer of the Superintendent is unsatisfactory to the grievant, the grievant or the Association shall within ten (10) school days of the receipt of the answer refer the matter to the Board of School Directors who shall within thirty (30) calendar days thereafter meet with the grievant and/or representatives of the Association and attempt to settle the grievance. The Board shall give their answer to the grievance in writing within ten (10) school days following the date of the meeting. The Association shall determine if grievances processed through this step will proceed to arbitration. This step in the grievance process shall not apply in the case of termination, suspension without pay or grievance involving discipline, where the Board of School Directors may ultimately hear the grievance as the final arbiter of the dispute; unless the grievant elects not to have the matter heard by the Board as the final step.

Section 5.05.

If the grievance affects a group of teachers, the Association may submit such a grievance in writing to the Superintendent directly and the processing of such grievance shall be commenced at Step 4.

Section 5.06.

A grievance shall be considered settled at any step wherein the grievant fails to proceed to the next step within the time limits unless the time limits have been mutually waived.

Section 5.07.

An aggrieved person may be represented at all steps of the grievance procedure by himself or at his option by a representative selected or approved by the Association.

Section 5.08.

The time limits specified may be extended by mutual agreement. In the event an answer is not given to the grievant within the specified time limits, then the grievant may present the grievance to the next step for processing.

ARTICLE VI

ARBITRATION

Section 6.01.

In the event any grievance referred to the Board of School Directors in Step 5 of the grievance procedure provided herein is not satisfactorily settled, it may be formally referred, in writing, to the Pennsylvania bureau of Mediation for the purpose of arbitrating the unsettled matter. In order to be valid, such formal written notification to the Pennsylvania Bureau of Mediation must be made within ten (10) calendar days from the date the written answer is given by the Board of School Directors. A copy of such notification of arbitration shall be sent to the Board. In the event such formal referral is not made within this ten (10) calendar day limit, the grievance shall be considered settled on the basis of the last decision and not subject to further appeal. A grievance properly submitted to the Pennsylvania Bureau of Mediation shall be considered by an arbitrator who shall be selected, and arbitration shall proceed, under the voluntary labor arbitration rules then obtaining in the Pennsylvania Bureau of Mediation.

The arbitrator, when duly appointed, shall proceed to consider the disputed grievance without delay, and shall render his decision promptly following the conclusion of his taking evidence in the matter. The decision of the arbitrator shall be final and binding upon the parties. The jurisdiction of the arbitrator shall be limited to determining questions involving the interpretation or application of the terms of this agreement. He shall have no authority to add to, subtract from, or to change any of the terms of this agreement. The cost of the expense of the Pennsylvania Bureau of Mediation proceedings, including the compensation paid the arbitrator, shall be borne equally by both parties.

Section 6.02.

Any settlement in the grievance of the first three (3) steps of the grievance procedure shall be applicable to that grievance only and shall not be precedent for any other like or similar grievance.

Section 6.03.

The aggrieved employee, Association representative, and witnesses shall not be paid for time lost during regular working hours attending an arbitration hearing.

ARTICLE VII

NO LOCKOUT, NO STRIKE PROVISION

Section 7.01.

Both parties agree to faithfully abide by the provisions of the Pennsylvania Public Employee Relations Act. The Association agrees that members of the bargaining unit will not engage in a strike (as the term is defined in Act 195) during the school year, and the Employer pledges that it will not conduct or cause to be conducted a lockout during the same period.

Section 7.02.

It is understood that there shall be no strike, as that term is defined in Act 195, during the life of this agreement, nor shall any officer, representative, or officer of the Association otherwise assist or encourage any such strike during the life of this agreement.

Section 7.03.

Should a strike occur not authorized by the Association, the Association within twenty-four (24) hours following the request of the Board shall:

- (a) Publicly disavow such action by the employees;
- (b) Advise the Board in writing that such employees' action has not been authorized or sanctioned by the Association;
- (c) Advise employees that it disapproves of such action and instruct them to return to work immediately.

Section 7.04.

The Board reserves the right to discipline, suspend, demote, or discharge any employee or employees who violate the provisions of Section 7.02 of this article.

ARTICLE VIII

PROFESSIONAL DEVELOPMENT AND EDUCATION IMPROVEMENT

Section 8.01 - Credit Reimbursement

The Board is interested in the continuing training and instruction of teachers. The Board agrees to pay the cost of tuition as follows: The Pennsylvania State University rates apply to courses taken at Penn State only. State System of Higher Education rates (e.g. Lock Haven University, Bloomsburg University, Mansfield University) will apply to courses taken at all other colleges up to a maximum of twelve (12) credits earned during the school year (July 1 to June 30). Any credits earned in excess of twelve (12) will be reimbursed the following year.

Employees who request reimbursement for graduate courses from an accredited university or college which is located outside the state of Pennsylvania shall be reimbursed at either the cost of the out of state university or the Penn State Main Campus rate, whichever is less. Requests for reimbursement for accredited out of state university or college courses may be approved by the Superintendent under the condition that said course fits the requirements of this contract and addresses an educational need of this District.

Section 8.02 - Tuition Payment Eligibility

In order to be eligible for such tuition payments:

- (a) The teacher must have prior approval from the Superintendent.
- (b) The teacher must present proof of the successful completion ("B" or numerical equivalent) of such course work and proof of payment of tuition, and a copy of the invoice for reimbursement.
Reimbursement for credits will be within 30 days of Board approval.
- (c) The requirements of the course must be completed while employed by the Jersey Shore Area School District.
- (d) The teacher must remain in the employ of the Jersey Shore Area School District for three (3) JSASD school semesters after

completion of the course. In the event a teacher does not remain for three (3) JSASD school semesters, the cost of the tuition which has been reimbursed will be deducted from the teacher's final paycheck. Exceptions to this payback provision are as follows:

1. Involuntary termination
2. Disability retirement
3. Death of the employee
4. Furlough/Non-Renewal

NOTE: Involuntary termination would permanently exempt the employee from any payback obligation even if the employee was recalled to the District at some future date.

- (e) The provisions of this policy apply solely to tuition costs incurred for completing college level undergraduate or graduate courses at accredited colleges or universities which offer a four (4) year degree program and which the Bureau of Certification in the Pennsylvania Department of Education will approve for certification.
- (f) Employees on leave (except sabbatical leave) are not eligible to receive reimbursement for tuition costs
- (g) Approval will be granted to any employee only after the employee has actually started full-time work for the Jersey Shore Area School District.
- (h) Payment shall be limited to the actual expense incurred by the employee for college tuition, and reimbursement will not be paid where an employee receives tuition payments from, or the tuition is paid by, another party.

Section 8.03 - Workshop Reimbursement

In the event a teacher is required or requested by the Administration to take a workshop, seminar, conference, or in-service training session, the Board will pay the full cost of the tuition for the workshop, seminar, conference, or in-service training session. Meals in conjunction with travel for professional development or other purposes that require overnight accommodations, and which has been approved by the administration

shall be reimbursed at the then current IRS rate for the locality where the conference is held. Meals in conjunction with travel that does not require overnight accommodations will be eligible for reimbursement for lunch only at the then current IRS rate for the locality where the conference is held. If any meals are provided by the respective conference sponsor or hotel, those corresponding meals are not reimbursable to the employee. If the Administration, upon request of the teacher, permits the teacher to attend a workshop, seminar, conference, or in-service session, the Board may, at its discretion, pay (in whole or in part) the tuition and other reasonable expenses for food, lodging, and travel. Proof of attendance and payment shall be necessary prior to any payment by the Board. Reimbursement will be within thirty (30) days of proper presentation to the Board. All travel and conferences must be approved in advance. The employee is responsible for any expenses not approved in advance.

ARTICLE IX

LENGTH OF TEACHERS' DAY

Section 9.01 - Work Day

The maximum length of time which a teacher shall be required to be in attendance at his or her assigned school shall be seven (7) hours a day, exclusive of lunch period, except as follows:

- (a) All members of the bargaining unit are required to attend all scheduled faculty meetings, unless excused by the appropriate administrator and/or supervisor. Other meetings scheduled outside the work day are voluntary and attendance is optional.
- (b) All members of the bargaining unit shall attend an "Open House" program as called by the Superintendent. The period of attendance at the "Open House" shall not exceed three (3) hours each year, and attendance shall not be construed as a requested professional service.
- (c) All teachers shall be obligated to confer with parents and students by mutually acceptable appointments.
- (d) On the basis of a bona fide emergency, the Superintendent may require members of the bargaining unit to be present at their assigned schools beyond the normal maximum hourly requirement.

- (e) The Administration shall have the right to schedule up to two (2) faculty meetings per month, September through May. Employees shall be notified of the meetings prior to the start of the school year. The content of these meetings shall be at the sole discretion of the Administration. The total number of hours devoted to faculty meetings shall not exceed three (3) hours/month.

Section 9.02 - Work Year

The maximum required workdays for all professionals, excluding guidance counselors, shall be 187 days.

Guidance counselors may be required to work a minimum of 197 days in a school year and may, at the Board's discretion, be required to work a maximum of 207 days. Guidance counselors will be paid for all workdays in excess of 187 days on a pro-rated basis based on daily rate of pay times days of service. Twenty (20) additional days of work for guidance counselors shall be scheduled within the fiscal year in agreement with Supervisor approval. Guidance counselors are required to take ten (10) vacation days on teachers' scheduled work days without pay during the normal work year of the teachers and those vacation days shall be scheduled by mutual agreement between the individual guidance counselor and the principal of the school to which that individual guidance counselor is assigned.

Unpaid vacation days for guidance counselors as well as the contracted school year for guidance counselors and school psychologists shall be completed during the fiscal year and workdays and unpaid vacation days shall not overlap into the next fiscal year.

The school psychologist work year includes twenty (20) additional days within the fiscal year in agreement with Supervisor approval.

Section 9.03 - Preparation Time

All members of the bargaining unit at the secondary and middle school level shall have one (1) period per day for professional lesson planning and preparation.

All special education teachers will be provided with a minimum of thirty (30) minutes, daily, of unencumbered planning time in addition to their thirty (30) minute lunch periods.

Elementary teachers are guaranteed a minimum of twenty-five (25) minutes daily of planning time.

ARTICLE X

LEAVES OF ABSENCE

Section 10.01 - **Personal Days**

The Board agrees that teachers may, upon request, be granted two (2) personal days of absence for each school year during the term of this agreement in accordance with the following personal day guidelines:

- (a) At least three (3) days' notice will be given to the principal of the building to which the employee is assigned.
- (b) Personal days will not be used during the last two (2) weeks of the school year unless the Superintendent approves the individual request.
- (c) No more than five (5%) percent or two (2) of the faculty, whichever is greater, in each building will be permitted to use a personal day on the same day from the Jersey Shore Area Elementary, Middle School and Senior High Schools, Avis, and Salladasburg faculty
- (d) In the event of an emergency, the Superintendent may, at his discretion, cancel any or all of the personal leave days previously approved.
- (e) Personal days that are not used during the school year may be carried forward and used in subsequent school years, subject to the limitations in this section. On the first day of school an employee will be credited with their new personal days. If any employee has accumulated in excess of five days, they will be paid the maximum substitute rate for each personal day over 5 the first pay in October.
- (f) Personal days may, with Superintendent's approval, be used on Act 80 days, except for Act 80 Parent Conference days.
- (g) Teachers are allowed to convert five (5) sick days for one (1) personal day for a maximum of ten (10) sick days to two (2) personal days each year.

Section 10.02 - Emergency Day

The Board agrees that teachers may be granted one (1) emergency day of absence for each school year during the term of this agreement.

- (a) **Interpretation of Emergency**
An emergency shall be construed to mean: the professional employee needs to settle a pressing business problem; the professional employee is in a situation where it is physically impossible to report for duty.
- (b) Should an emergency arise, the five (5%) or two (2) faculty limit rule will not apply to the individual involved. The prior notification rule will not apply, and the professional employee will be allowed to request the personal day after the fact.
- (c) All emergency situations should be reported to the school by 6:30 a.m. or as soon as possible after the occurrence.
- (d) Emergency days are non-cumulative.

Section 10.03 - Sabbatical Leave

Sabbatical leaves for professional development and restoration of health shall be granted in accordance with the Pennsylvania School Code and approved procedures consistent therewith and with this contract. Such sabbaticals may be taken in units of one semester per school year over a period of no more than two calendar years.

Section 10.04 - Association Leave

The Association president or his/her designee(s) shall be granted a total of ten (10) days Association Leave per year, with the understanding that no single individual shall be entitled to more than five days leave. The Association will pay the cost of the substitute if one is required. The Association shall advise the Administration, in writing, of the need for such leave at least forty-eight (48) hours prior to its use. The Administration shall approve the leave except for some unforeseen emergency. Under no circumstances shall such leave be granted during the period designated or used for semester or final examinations. Employees taking such leave shall suffer no loss in salary, benefits, or other contractual or statutory advantages.

Section 10.05 - Bereavement Leave

Any teacher who is excused from work because of death in his immediate family for the purpose of making arrangements for and attending the funeral of such members of his immediate family shall not receive a deduction in salary for such absence up to three (3) school days. An immediate member of the teacher's family shall be as defined in the Pennsylvania School Code.

Section 10.06 - Leave Without Pay

A leave of absence up to one (1) year without pay may be granted to any teacher having been with the school district a minimum of five (5) years, upon written application and approval of the Board for the purpose of participating in an exchange teaching program in another state, territory, or country; a foreign or military teaching program, the Peace Corps, Teacher's Corps, or Job Corps as a full-time participant in such a program; or a cultural travel or work or study program related to his professional responsibilities; or illness provided said teacher states his intention to return to the school system for the period of time equal to the leave time granted. Upon return from such leave, a teacher shall be placed at the same position on the salary schedule as he would have been had he taught in the district during such period.

Section 10.07 - Written Requests

All requests, extensions, or renewals of a leave of absence shall be in writing.

Section 10.08 - Jury Duty

The Board agrees to pay a full-time teacher who serves as a juror in a legally constituted court the difference between his earnings as a juror and the earnings he would have realized had he worked his scheduled workday. In order to be eligible for payment, the teacher must notify the supervisor within a reasonable length of time after receipt of the notice of selection for jury duty and must furnish a written statement from the appropriate public officials showing the date, time served, and the amount of pay received.

Section 10.09 - ChildBearing/ChildRearing/Adoption Leave

- (a) Requests for a childbearing leave shall be given in writing to the School Board thirty (30) days prior to the commencement of leave. It shall be understood, however, that the beginning date for said leave shall be determined jointly by the employee's physician and the employee, upon the employee's physician's certification of pregnancy with a notification to the Board of the beginning date of leave. It shall, therefore, be understood that the employee requesting leave may, due to medical complications, be unable to give or fulfill a thirty (30) day notice.
- (b) The effective end of the childbearing leave shall be when the physician certifies that such professional employee is able to return to full duties after the birth of the child.
- (c) The School District will provide for health insurance during the first eighteen (18) weeks or ninety (90) school days of any leave under this Section. The professional employee on leave may retain health insurance coverage thereafter by remitting the full premium of said insurance monthly to the business office of the School District.
- (d) Unpaid child-bearing, child-rearing, or adoption leave shall be granted up to eighteen (18) weeks or ninety (90) school days. Upon return, a position similar to the one previously held will be made available. If a similar position no longer exists, the employee shall be given another position for which he/she is properly certified.
- (e) In no event shall any combination of child bearing, child rearing, or adoption leave exceed eighteen (18) weeks or ninety (90) school days for any individual employee; provided however, that the Superintendent may at his/her sole discretion, extend leave based on the educational needs of the District and its students and in consideration of the academic year. The Superintendent's decisions regarding extended leave will be made on a case by case basis. Those decisions will not serve as precedent, constitute past practice, or be used to support any grievance or as evidence in any arbitration or proceeding.
- (f) An employee on childbearing leave may use her unused accumulated sick leave where a physician's statement is on file in the office of the Superintendent, indicating that she is not able to perform her regular

duties. Upon request of the School District or if the period of disability extends beyond the period initially indicated by the physician, verification by a licensed physician shall be filed with the School District.

- (g) An employee on child rearing/adoption leave may use his/her unused accumulated sick leave in accordance with the family leave day stipulations in Section 10.14 of this Agreement. Any unused accumulated personal days may also be used at the employee's discretion.
- (h) All aspects of the FMLA shall be followed for child-bearing, child-rearing and adoption leave except as modified by this Section.

Section 10.10 - Military Training Leave

The Board agrees that the provisions of Pennsylvania law regarding leaves and the rights retained by persons on leave for military services shall apply to all members of the bargaining unit. If the employee has an option as to when he shall serve, he shall opt for service while school is not in session.

Section 10.11 - Family and Medical Leave Act

All other leaves that may qualify under FMLA statutes will be governed in accordance with the Family and Medical Leave Act of 1993, as it may be amended from time to time hereafter, together with its corresponding regulations except in circumstances specifically described in the School Code or this Agreement. Nothing in this Agreement shall be construed to lessen or diminish the rights guaranteed to employees under the Family and Medical Leave Act.

Section 10.12 - Work-Related Subpoenas

A teacher who is required to attend a Court appearance as a consequence of a subpoena directed to that teacher will not forfeit pay as a result of the attendance in response to the subpoena, if the teacher in question (1) notifies the Supervisor or the Superintendent immediately upon receipt of the subpoena, (2) immediately furnishes the Supervisor or Superintendent with a copy of the subpoena, and (3) turns over to the School District the appropriate witness fee served in connection with the subpoena. This provision shall not apply to any voluntary participation in any litigation, any litigation that is not connected to the teacher's work, or any litigation in which the teacher himself is a party.

Section 10.13 - Worker's Compensation

Any employee eligible for worker's compensation and sick pay as a consequence of a work-related injury shall be entitled to receive not more than 100% of each day's pay that such teacher is absent from work. No teacher may recover both sick pay and worker's compensation benefits in an amount that exceeds 100% of pay, and the teacher involved will turn over any worker's compensation benefits that exceed the 100% total pay.

Section 10.14 – Family Leave Days

Teachers will be allowed to use six (6) sick days as family leave days to attend to the health needs of an immediate member of the family as defined by the Pennsylvania School Code:

ARTICLE XI

WAGES

Section 11.01 - Professional Compensation

The professional compensation reflected in Appendix A to this Agreement constitutes salary schedules and rates in effect during each of the four (4) years of this four-year contract. After the incremental movement occurs and all bargaining unit members are paid in accordance with the salary schedule in Appendix A, it is the intention of the parties that the District receive the benefit of any remaining attritional savings from retiring teachers that is possible.

Direct deposit will be mandatory.

Employees must obtain a master's degree to be placed on the master's scale. To qualify for Master's or Master's +30 scales, transcripts must be received by September 30th to be included for the present year. Any credentials received after this date will not be advanced until the following year.

Teachers who are employed with less than a Bachelor's degree (e.g. Career and Technical Education teachers working under Intern certification) will be paid at 90% of the appropriate step on the salary schedule. The teachers will be paid at the full step

rate upon submitting proof of completion of all Bachelor's degree or Vocational Instructional I certificate requirements.

Section 11.02 - Co-Curricular Compensation

Salaries to be paid co-curricular employees covered by this Agreement shall be in accordance with the salaries set forth in Appendix B and the explanation in this section and shall be effective, notwithstanding any other provision of this Agreement, beginning as of the first day of the school term of 2019-2020.

Section 11.03.

Department coordinators rates will be as reflected in Appendix C to this Agreement.

Section 11.04.

Teachers who serve as mentors will receive the rates as reflected in Appendix C to this Agreement.

ARTICLE XII

DENTAL INSURANCE

Section 12.01.

The Board will provide dental insurance for the employees and their eligible dependents covered by this Agreement, which coverage shall be as follows:

Maximum benefit per individual per policy year:	\$2,500
Deductible:	None

<u>Co-insurance:</u>	<u>Insurance Company pays:</u>
(a) Preventive services	100% of usual and customary services
(b) Basic services	100% of usual and customary services
(c) Major services	80% of usual and customary services
(d) Orthodontics	50% of usual and customary services up to \$1,000/person/year

Preventive services are: exams, cleaning of teeth, topical fluoride solution applications, space maintainers, and bitewing x-rays once every six months.

Examples of basic services: x-rays of teeth, extractions, gum surgery, root canal work, filling of cavities and repairs of crowns, bridges, and dentures. A complete x-ray series or a panoramic x-ray are payable once every three years.

Examples of major services: crowns and inlays, pontics.

ARTICLE XIII

LIFE and VISION INSURANCE

Section 13.01.

During the life of this contract, the Board agrees to pay the premium for a group term life insurance policy in the amount of \$30,000.00 for each eligible professional employee on the active payroll.

- (a) Coverage is effective on the first (1st) day of actual employment.
- (b) The insurance shall terminate at the end of the month in which the employee's active employment with the Employer ends. Temporary layoff or leave of absence shall not be considered as termination of employment for the purpose of life insurance coverage unless the employee shall so select.
- (c) Employees on an unpaid leave or other temporary absence may continue coverage by paying the premiums during the term of such unpaid leave or temporary absence.
- (d) The group term life insurance is a contract between the Employer and the insurance carrier. No dispute over a claim for life insurance shall be subject to the grievance procedure established in this collective bargaining agreement.
- (e) It is agreed and understood that the Employer does not accept nor is the Employer to be charged with hereby, any responsibility in any manner connected with the determination of liability for payment for life

insurance. It is agreed that the Employer's liability shall be limited to the payment of premiums.

Section 13.02

The Board agrees to fund the PSEA Health and Welfare Fund, NVA plan for the individual employee. Each employee will have the option of paying the difference between the single and family rate for family coverage.

ARTICLE XIV

HOSPITALIZATION AND MEDICAL SERVICE PLAN

Section 14.01.

The Board agrees to continue the present coverage and to pay the premiums therefore during the term of this agreement.

Employees who are named insureds of the School District with respect to health care coverage shall contribute a percentage of the premiums for that coverage according to the following:

	Traditional	PPO C	QDHP
2019-23	14%	12%	0%

During the 2021-22 and 2022-23 school years, the employee contribution rate to the Traditional Plan and the PPO C Plan will be modified under the following circumstances:

- (a) Premium increase 3% to 5.99% - Premium share increase 1%
- (b) Premium increase 6% to 8.99% - Premium share increase 2%
- (c) Premium increase 9% or higher – Premium share increase 3%

The premium increase benchmark will be the overall increase determined annually by the Lycoming County Insurance Consortium.

Health Savings Account

The District will deposit the following amounts into HSA accounts for those employees who choose to enroll in the CDHP:

2019-23 - \$1000 single/\$2000 two-party and family

All new hires selecting District insurance coverage must enroll in the QDHP Plan.

New hires at the time the coverage takes effect will receive an initial HSA contribution of 100% of the IRS deductible for the first year of coverage, currently \$1400 for single coverage and \$2800 for all other available coverage options. There will not be any additional HSA contribution by the District for that initial year. Contributions during succeeding years will be at the CBA rate.

Current employees who switch from another District plan to QDHP will receive an initial contribution of 100% of the IRS deductible for the first year of coverage, currently \$1400 for single coverage and \$2800 for all other available coverage options. There will not be any additional HSA contribution by the District for that initial year. Contributions during succeeding years will be at the CBA rate. This initial HSA contribution will only apply in the event of a voluntary switch during the open enrollment period. There will be no such initial contribution in the event of a COBRA event.

Employees who switch into the QDHP will not be permitted to switch out of that plan.

*Traditional plan will be offered to employees that presently have the plan as long as the Consortium offers the plan. Furthermore, once an employee leaves the traditional to go to another plan, they are then no longer allowed to move back into the traditional plan.

Section 14.02.

The Employer retains the right to select and change insurance carriers provided there are no decreases in benefits, interruption in benefits, or increased premium cost to the employee due to the change in insurance carriers. The Employer and the Association will meet and discuss any changes to health care coverage.

Section 14.03.

The insurance coverage shall terminate at the end of the policy month in which the employee's active employment with the Employer ends.

Section 14.04.

Employees on an unpaid leave or other temporary absence may continue coverage by paying the premiums during the term of such unpaid leave or temporary absence.

Section 14.05.

The hospitalization and medical service plan is a contract between the Employer and the insurance carrier. No dispute over a claim for any benefits extended by the hospitalization and medical service plan shall be subject to the grievance procedure established in this collective bargaining agreement. The parties recognize that the carrier appointed under Section 14.02 may change the details of their coverages from time to time, sometimes in a manner that enhances coverage and sometimes in a manner that reduces coverage. The parties agree that the terms of coverage within a particular plan are solely within the discretion of the carrier, and that those terms will be accepted as they may be changed. It is the specific understanding of the parties that the District will not self-insure any health-care benefits in whole or in part.

Section 14.06.

It is agreed and understood that the Employer does not accept nor is the Employer to be charged with hereby, any responsibility in any manner connected with the determination of liability to any employee claiming under any of the benefits extended by the hospitalization and medical service plan. It is agreed that the Employer's liability shall be limited to the payment of premiums and the \$1,500 per family hold harmless as described in Section 14.07.

Section 14.07.

When both husband and wife are employees of the District, the Board may choose to carry only one spouse as primary and carry the other spouse as a dependent. The opt out provisions of Section 14.10 and the opt out payment provided in that Section are not applicable to the situation where both husband and wife are employees of the district unless both parties opt out of coverage, and, in that event, the amount available is the amount specified in Section 14.10 . If the Board so chooses such coverage, it will compensate the husband and wife employees for any and all loss they may have which would have been covered by insurance had they both been provided primary coverage. Such compensation shall not exceed in any one year the rate specified in Section 14.10

per family. The hold harmless portion of this clause only applies to any employees hired and who were married prior to September 1988.

Section 14.08.

During the life of this contract, the health insurance coverage provided will include three (3) options (or equivalents):

1. Traditional Plan with Major Medical coverage.
2. PPO Plan C.
3. QDHP.

Section 14.09.

The district will establish a Section 125 health Savings Plan to be administered in compliance with IRS regulations by September 1, 2006.

Section 14.10.

If a teacher is covered by health insurance from an outside insurance plan, that teacher would be reimbursed \$2,000. per year to “opt out” of the district provided insurance. During the open enrollment period, the employee who had chosen to “opt out” during the previous year would have the opportunity to re-enroll in the district health insurance program.

- (a) A member who wants to opt out will notify the Business Office during the open enrollment period, April 15 to 30. The opt out period will begin on July 1. The \$2,000. opt out will be paid in a lump sum on or before November 30. The opt out will increase to \$5,000 on July 1, 2021 and will remain so for the life of the contract.
- (b) If extenuating circumstances, as defined by COBRA, occur, an opt out member will be able to enroll in the district health insurance during a non-enrollment period. The entire opt out amount received will be returned to the district.

Section 14.11

The District will provide the opportunity for employees to have short term disability insurance deducted from their paycheck with the understanding the entire cost of the short term disability will be borne by the employee and at least ten (10) employees have signed up for the insurance each year.

ARTICLE XV

GENERAL PROVISIONS

Section 15.01 - Employee Evaluation

Professional or temporary professional employees shall be evaluated in accordance with the state requirements/differentiated supervision plan.

Section 15.02 - Authority of Teachers

Every teacher shall, as provided in the Public School Code of 1949, as amended, have the right to exercise the same authority as to conduct and behavior over the pupils attending his school as the parents, guardians, or persons in parental relation to such pupils may exercise over them.

Section 15.03 - Provisions Contrary to Law

If any provision of this Agreement is, or shall be at any time, contrary to law, then such provision shall not be applicable or performed or enforced, except to the extent permitted by law. However, all other provisions of this Agreement shall continue in full force and effect.

Section 15.04 - Sick Leave Notification

Teachers shall be given a written account of accumulated sick leave days no later than September 30 of each school year.

Section 15.05 - Meet and Discuss

The Association President and the Superintendent will determine if/when a meeting involving individuals other than themselves is necessary to resolve matters of concern between the Association and the Administration. If such a meeting is deemed necessary, the parties will work together to create an agenda specifying the items to be discussed.

Section 15.06 - Job Security and Job Progression

The Pennsylvania School Code includes certain job security provisions, certification and other regulatory provisions associated with professional employees. The parties hereby agree that such provisions of the School Code shall govern the manner in which the job security, job progression, and reduction-in-force practices shall be effected with respect to members of the bargaining unit. Ties in seniority as used for the purpose of such reduction shall be broken by lottery.

Section 15.07 - Posting of Vacancies

Whenever a professional vacancy occurs that the Board wishes to fill during the school term, notice of such vacancy shall promptly be posted on the District's website and staff will be notified promptly by e-mail. During the summer months, the staff will be notified promptly by e-mail, and the vacancy shall be posted on the District's website.

All vacancy announcements shall contain the building(s), grade level and/or subject and the area(s) of certification required. Vacancies shall remain open for seven (7) calendar days after posting before being filled unless (1) a bid day occurs, (2) the vacancy occurs after July 15 for the coming school year, or (3) the vacancy occurs during the school term for a position that requires the applicant to begin work immediately.

Section 15.08 - Just Cause

Bargaining Unit members shall not be disciplined or discharged, reduced in rank or compensation, or denied any benefit of this agreement without just cause.

ARTICLE XVI

HOURLY REIMBURSEMENT

Section 16.01.

Employees covered by this Agreement who perform Summer School and/or Homebound Instruction and/or driver education and safety duties will be paid according to Appendix D.

Employees who are assigned Homebound Instruction duties will be paid for all miles traveled in excess of ten (10) miles round trip at the then-current mileage reimbursement rate. The rate for such Homebound Instruction shall be calculated portal to portal. General curriculum writing or construction will be at the rate of \$30.00/hour as provided in Appendix D.

ARTICLE XVII

TERM OF AGREEMENT

Section 17.01.

This Agreement constitutes the entire contract between the Board and the Association and settles all demands and issues with respect to all matters subject to collective bargaining. Therefore, the Board and the Association, for the duration of this Agreement, waive the right, and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter which is subject to collective bargaining, whether or not such subject or matter is specifically referred to herein.

Section 17.02.

Unless otherwise provided for herein, this Agreement shall become effective on the 1st day of July 2019, and remain in full force and effect until midnight the 30th day of June, 2023, and shall automatically renew itself from year to year thereafter unless written notice to terminate the Agreement is given by either party to the other at least 180 days prior to the budget submission date.

If notice of termination shall be given, negotiations for a new agreement shall take place during the one hundred eighty (180) days prior to the school district budget submission date.

ARTICLE XVIII

RETIREMENT INCENTIVE PROGRAM

Section 18.01.

The School District will pay to each employee who is covered by this Agreement who retires during its term benefits in accordance with the provisions of this Article.

Section 18.02.

To be eligible for such retirement benefit, all of the following requirements must be in place and the employee:

- (a) must not have taken a sabbatical leave, except for medical reasons, in the previous fiscal year, unless given a waiver by the Board;
- (b) must submit his or her retirement notification to the Board irrevocably on or before the 1st day of March of each year;
- (c) must make such retirement effective on the last day of the school term or the 1st day of July immediately following the notification required in (b) above;
- (d) must not be retiring pursuant to the permanent disability retirement provisions of the Pennsylvania Public School Employee's Retirement Fund;
- (e) must not only be retiring from the Jersey Shore Area School District, but also retiring permanently in nature from teaching in the public schools of the Commonwealth of Pennsylvania. (The receipt of a retirement benefit shall not disqualify a retiring employee from applying for or being considered for substitute services.); and

- (f) must have at least fifteen (15) years of service in the Jersey Shore Area School District and be at least 53 years of age.

Section 18.03.

The following benefits will apply to teachers who meet the requirements of this Article:

- (a) The School District will pay the cost of the employee's health coverage only (no spousal coverage), minus the full Pennsylvania State Employee's retirement subsidy in effect at the time Retirees will be responsible for paying the following premium share for the entire time they are receiving District insurance:
 - Traditional = \$85/month
 - PPO C = \$75/month
 - QDHP = \$0/month
- (b) The School District will pay retiring employees who are eligible for accumulated sick days at the following rates:
 - \$55.00/day to a maximum of 250 days.
- (c) The School District will make a lump sum payment of \$5,000.
- (d) Those employees affected by transfer of entity from BLaST I.U. to the School District will count the years of working at the district site toward satisfying the minimum fifteen (15) year requirement in Section 18.02(f).

ARTICLE XIX

MISCELLANEOUS

Section 19.01.

The annual salaries provided for herein shall be payable over a twenty-six (26) pay biweekly pay schedule. The District shall submit employee contributions via payroll deduction to their tax-sheltered annuity providers on a biweekly basis based upon the biweekly pay schedule.

Section 19.02.

If an employee notifies the Board on or before May 1 of the school term that such employee desires to receive all remaining annual salary on the last scheduled pay date of the school year, the employee shall on the last scheduled pay date of the school year be paid all remaining annual salary on the first pay in June he or she would have received during the balance of the summer.

The School District will annually provide a "Request for Summer Pay" form in the first pay of April with a May 1 deadline for return of the completed form. Additionally, the School District would distribute the summer pay on the last scheduled pay date of the school year to all employees who are not in jeopardy of exhausting paid leave options such as sick leave, personal leave, or emergency leave. Those who are in jeopardy of exhausting paid leave options will have wages equal to one bi-weekly pay withheld from their lump sum payment. Those employees will receive their final bi-weekly wage payment on the following pay date.

Section 19.03.

Reimbursement for authorized automobile mileage shall be according to the published I.R.S. mileage rate during the life of this Agreement.

Section 19.04.

The Jersey Shore Area Board of School Directors recognizes that professional staff concerns about educational issues are genuine, and that the quality of the educational program is the paramount concern of both parties. Throughout the term of this Agreement, the representatives of the administration, the Board, and the Association will meet at least once each semester to discuss educational issues within the School

District. The parties shall mutually agree on a specific date. The Association's representative and the School District's representative will mutually prepare the agenda. Additional meetings may be scheduled by agreement of the parties.

ARTICLE XX

CO-CURRICULAR POSITIONS

Section 20.01.

Co-curricular employees will be paid on pay periods as follows:

Football, Cross Country, Soccer, Girls Tennis, Jr. High Girls Softball

- a. 1/2 pay - second pay in September
- b. 1/2 pay - second pay in November

Basketball, Wrestling

- a. 1/2 pay - second pay in December
- b. 1/2 pay - second pay in February

Sr. High Girls Basketball

- a. 1/2 pay - second pay in December
- b. 1/2 pay - second pay in February

Jr. High Girls Basketball

- a. 1/2 pay - second pay in March
- b. 1/2 pay - second pay in April

Track (Girls and Boys), Sr. High Girls Softball Boys Tennis, Boys Baseball

- a. 1/2 pay - second pay in April
- b. 1/2 pay - second pay in May

Equipment Manager, Athletic Trainer Cheerleader Advisor, Statistician

- a. 1/3 pay - second pay in September
- b. 1/3 pay - second pay in November
- c. 1/3 pay - second pay in May

Drama/Musical Production Coaches or Advisors

- a. 1/2 pay – first pay after production starts
- b. 1/2 pay – first pay after production ends

Other Activity Advisors

- a. 1/2 pay - second pay in December
- b. 1/2 pay - second pay in May

Section 20.02.

Final payment checks will be issued to respective coaches from the business office after verification to the Business Manager has been received from the Athletic Director that all equipment has been returned and is accounted for.

Section 20.03

Any co-curricular employee, excluding PIAA competitive athletics, may resign or the School Board may terminate his or her employment by letter on or before May 25 of each year. Otherwise, the position shall be considered renewed for one (1) year.

Section 20.04

Positions approved during the second semester of the school year shall receive fifty percent (50%) of the respective annual stipend identified in the Agreement for the initial year of appointment and then the full stipend in following years.

ARTICLE XXI

TRANSFER POLICY

Section 21.1. Effect

The language of this Article shall apply to transfers. This language and any decision under this language are not subject to the grievance procedure or to litigation and will not otherwise be applicable as precedent.

Section 21.2. Voluntary Transfers:

- (a) A position in the bargaining unit deemed to be open by the Board may be filled by voluntary transfer. All reasonable attempts shall be made to secure properly qualified volunteers. If a vacancy occurs in midyear, the vacancy will be filled with a long term substitute for the remainder of the school year and the vacancy will be filled at bid day as described in section (b) below. If a qualified candidate under this section exists and comes forward, the position will be filled by a voluntary rather than an involuntary transfer. However, the School District reserves the right to deny requests for voluntary transfers if any are deemed detrimental to the overall programs of the School District.
- (b) The Board will have one bid day on the third Thursday in April or some other day that is mutually agreed to by the parties. It is understood that no movement will occur until the following school year unless the School District determines otherwise.
- (c) The bidding will be held after school at 3:30 p.m. in the Middle School Auditorium. The bidding will continue until all positions are filled.
- (d) Transfers at other times during the school year will be done through posting of vacancies, with decisions to be based on the factors set forth in paragraph (e) below.
- (e) Positions will be filled on the basis of the employees' qualifications, including training, experience, certification, and knowledge of the program or grade level desired. District-

wide seniority will be the primary factor in making determinations regarding voluntary transfers, if all other considerations are equal. For bidding purposes, ties in seniority shall be broken by lottery.

Section 21.3. Involuntary Transfers:

- (a) Involuntary transfers to a position deemed open by the Board will be held to a minimum.
- (b) Transfer to such an open position shall be discussed with the teachers together with the rationale for such action.
- (c) Except in cases of emergency, an elementary teacher shall be notified on or before June 1 of the previous school year in which the transfer is made.
- (d) Except in cases of emergency, a secondary teacher shall be notified on or before August 1 of the school year in which the transfer is made.


Section 21.4. Appeal:

- (a) The teacher may, within ten (10) days of being informed of the reasons of the involuntary transfer or denial of the voluntary transfer, be granted, upon request, a "meet and discuss" meeting.
- (b) The teacher may request a formal conference with the School Board. The Board will give its decision to the employee within ten (10) days of the meeting.

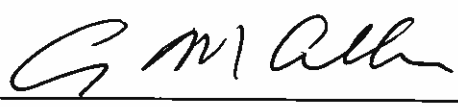
IN WITNESS WHEREOF and intending to be legally bound hereby, the parties to this Agreement have caused this Agreement to be duly executed the day and year first above written.

ATTEST:

BOARD OF SCHOOL DIRECTORS
JERSEY SHORE AREA SCHOOL DISTRICT



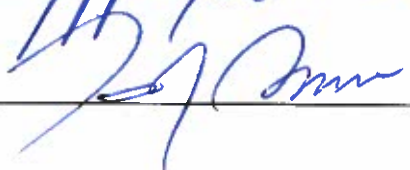
Board Secretary

By: 

President

JERSEY SHORE AREA EDUCATION
ASSOCIATION

By: 

By: 

By: _____

By: _____

Appendix A. Pay Schedule 2019-2023

**Jersey Shore Area Education Association Salary
Schedule 2019-2023**

	<u>Bachelor's Scale</u>					
	<u>19/20 A</u>	<u>19/20 B</u>	<u>20/21 A</u>	<u>20/21 B</u>	<u>21/22</u>	<u>22/23</u>
1	45,000	45,450	45,677	45,905	46,479	47,409
2	45,900	46,359	46,591	46,824	47,409	48,357
3	46,900	47,369	47,606	47,844	48,442	49,411
4	47,900	48,379	48,621	48,864	49,475	50,465
5	49,900	50,399	50,651	50,904	51,540	52,571
6	51,000	51,510	51,768	52,027	52,677	53,731
7	52,300	52,823	53,087	53,352	54,019	55,099
8	54,450	54,995	55,270	55,546	56,240	57,365
9	56,050	56,611	56,894	57,178	57,893	59,051
10	57,050	57,621	57,909	58,199	58,926	60,105
11	58,950	59,540	59,838	60,137	60,889	62,107
12	60,800	61,408	61,715	62,024	62,799	64,055
13	61,800	62,418	62,730	63,044	63,832	65,109
14	64,500	65,145	65,471	65,798	66,620	67,952
15	67,400	68,074	68,414	68,756	69,615	71,007
16	69,100	69,791	70,140	70,491	71,372	72,799
17	75,000	75,750	76,129	76,510	77,466	79,015

Appendix A. Pay Schedule 2019-2023

**Jersey Shore Area Education Association Salary
Schedule 2019-2023**

	<u>Master's Scale</u>					
	<u>19/20 A</u>	<u>19/20 B</u>	<u>20/21 A</u>	<u>20/21 B</u>	<u>21/22</u>	<u>22/23</u>
1	50,000	50,500	50,753	51,007	51,645	52,678
2	50,750	51,258	51,514	51,772	52,419	53,467
3	51,750	52,268	52,529	52,792	53,452	54,521
4	52,250	52,773	53,037	53,302	53,968	55,047
5	54,250	54,793	55,067	55,342	56,034	57,155
6	55,950	56,510	56,793	57,077	57,790	58,946
7	57,550	58,126	58,417	58,709	59,443	60,632
8	59,700	60,297	60,598	60,901	61,662	62,895
9	61,900	62,519	62,832	63,146	63,935	65,214
10	63,100	63,731	64,050	64,370	65,175	66,479
11	65,000	65,650	65,978	66,308	67,137	68,480
12	67,500	68,175	68,516	68,859	69,720	71,114
13	69,000	69,690	70,038	70,388	71,268	72,693
14	72,100	72,821	73,185	73,551	74,470	75,959
15	75,500	76,255	76,636	77,019	77,982	79,542
16	76,900	77,669	78,057	78,447	79,428	81,017
17	83,350	84,184	84,605	85,028	86,091	87,813

Appendix A. Pay Schedule 2019-2023

**Jersey Shore Area Education Association Salary
Schedule 2019-2023**

	<u>Master's + 30 Credits Scale</u>					
	<u>19/20 A</u>	<u>19/20 B</u>	<u>20/21 A</u>	<u>20/21 B</u>	<u>21/22</u>	<u>22/23</u>
1	50,975	51,475	51,728	51,982	52,620	53,653
2	51,725	52,233	52,489	52,747	53,394	54,442
3	52,725	53,243	53,504	53,767	54,427	55,496
4	53,225	53,748	54,012	54,277	54,943	56,022
5	55,225	55,768	56,042	56,317	57,009	58,130
6	56,925	57,485	57,768	58,052	58,765	59,921
7	58,525	59,101	59,392	59,684	60,418	61,607
8	60,675	61,272	61,573	61,876	62,637	63,870
9	62,875	63,494	63,807	64,121	64,910	66,189
10	64,075	64,706	65,025	65,345	66,150	67,454
11	65,975	66,625	66,953	67,283	68,112	69,455
12	68,475	69,150	69,491	69,834	70,695	72,089
13	69,975	70,665	71,013	71,363	72,243	73,668
14	73,075	73,796	74,160	74,526	75,445	76,934
15	76,475	77,230	77,611	77,994	78,957	80,517
16	77,875	78,644	79,032	79,422	80,403	81,992
17	84,325	85,159	85,580	86,003	87,066	88,788

Appendix A. Pay Schedule 2019-2023
**Jersey Shore Area Education Association Salary
Schedule 2019-2023**

	<u>Doctorate Scale</u>					
	<u>19/20 A</u>	<u>19/20 B</u>	<u>20/21 A</u>	<u>20/21 B</u>	<u>21/22</u>	<u>22/23</u>
1	53,475	53,975	54,228	54,482	55,120	56,153
2	54,225	54,733	54,989	55,247	55,894	56,942
3	55,225	55,743	56,004	56,267	56,927	57,996
4	55,725	56,248	56,512	56,777	57,443	58,522
5	57,725	58,268	58,542	58,817	59,509	60,630
6	59,425	59,985	60,268	60,552	61,265	62,421
7	61,025	61,601	61,892	62,184	62,918	64,107
8	63,175	63,772	64,073	64,376	65,137	66,370
9	65,375	65,994	66,307	66,621	67,410	68,689
10	66,575	67,206	67,525	67,845	68,650	69,954
11	68,475	69,125	69,453	69,783	70,612	71,955
12	70,975	71,650	71,991	72,334	73,195	74,589
13	72,475	73,165	73,513	73,863	74,743	76,168
14	75,575	76,296	76,660	77,026	77,945	79,434
15	78,975	79,730	80,111	80,494	81,457	83,017
16	80,375	81,144	81,532	81,922	82,903	84,492
17	86,825	87,659	88,080	88,503	89,566	91,288

Appendix B. Co-Curricular Wages 2019-2023

Interscholastic athletic or PIAA competition positions will be removed from the Collective Bargaining Agreement with the understanding that employees who hold the position in 2019-20 and are rehired for 2020-21 and any future years shall not have their wages reduced for those positions.

<u>Fine Arts</u>	
Band director High School	4302
Band Director Middle School	2145
Marching Band Front Staff (4)	1178
High School chorus Director	2145
Middle School chorus Director	2145
Elementary Band/Chorus	800
HS Musical Production	
Musical Director	2145
Musical Drama Director	2145
Lighting	625
Stage Managers (2)	625
Public Relations	625
Production Set Design and Completion	1000
Sound	625
HS Drama Production	
Drama Director	1500
Lighting	400
Stage Managers (2)	400
Public Relations	400
Sound	400
Production Set and Design	563
Middle School Production	
Drama coach	1499
Music Production Coach	1499
Lighting	375
Stage Managers (2)	375
Public Relations	375
Production Set Design Completion	563
Sound	375
Energy Champ	500
Energy Leaders (3)	400
School Wide Positive Behavior Leader (5)	400

<u>Other Advisors</u>	
Ninth Grade	857
Ninth Grade	857
Tenth Grade	857
Tenth Grade	857
Eleventh Grade	1285
Eleventh Grade	1285
Twelfth Grade	1285
Twelfth Grade	1285
Yearbook Publications Advisor	2237
Yearbook Financial Advisor	1662
Culinary Arts Event Advisor	2800
Youth club Advisors	400
Detention Monitor	\$15.00/hr.

Appendix C. Department Coordinators and Mentor Stipends

	Number of Positions	2019-23
Department Coordinators	15	2350
Grade Level Leaders K-5	6	1000
Mentors		500
Graduation Project Advisor	1	1000
Assistive Technology Coordinator	1	3000

Appendix D. Hourly Rates

Homebound, Summer Programs, Curriculum Writing	30.00/hr.
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