

# AGREEMENT

Between the

KEYSTONE CENTRAL SCHOOL DISTRICT

And the

ASSOCIATION OF CLINTON COUNTY EDUCATORS

For the School Years

**2022-2023**

**2023-2024**

**2024-2025**

**2025-2026**

**2026-2027**

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## **AGREEMENT**

This AGREEMENT, made the 9th day of March 2023 by KEYSTONE CENTRAL SCHOOL BOARD, party of the first part (hereinafter called the 'BOARD' or 'EMPLOYER') and the ASSOCIATION OF CLINTON COUNTY EDUCATORS, party of the second part (hereinafter called the 'ASSOCIATION').

As consideration for the promises herein contained, it is mutually agreed as follows:

### **ARTICLE I – RECOGNITION**

- 1.1 The Board hereby recognizes the Association of Clinton County Educators as the exclusive bargaining agent for the professional employees which are included in the bargaining unit as defined by order of the Pennsylvania Labor Relations Board dated June 9, 1971, and amended February 26, 1976, with respect to all matters required to be negotiated under Act 195 of the Commonwealth of Pennsylvania.
- 1.2 The Board shall make available to the Association's designated representative, upon written request, copies of current budget, audited budget, proposed budget, school board minutes, and certification of personnel salaries without identification of personnel.

### **ARTICLE II – NO LOCKOUT NO STRIKE PROVISIONS**

- 2.1 The parties hereto agree to abide by the provisions of the Pennsylvania Public Employees Bargaining Laws, Act 195. As a condition of the various provisions of this Agreement to which the parties have agreed, the Board pledges that it shall not conduct or cause to be conducted a lockout during the term of this Agreement and the Association pledges that the members of the bargaining unit shall not engage in a strike (as that term is defined in Act 195 and Act 88) during the term of this Agreement.

### **ARTICLE III - TERM OF AGREEMENT**

- 3.1 The terms of this Agreement shall begin July 1, 2022, unless such implementation date shall be stated elsewhere in this agreement for specific provisions and shall continue in full force and effect until June 30, 2027, or until such later date as the parties may hereinafter agree is to be the extended ending date. Any such extended date shall be evidenced by an amendment to this Agreement, to which amendment both parties shall signify their approval by affixing their signatures hereto. Provided, however, that all of the terms and conditions of this Agreement shall remain in effect during the term of this Agreement and continue thereafter until a successor Agreement is agreed upon by and between the parties.

**3.2** The terms of this Agreement with the exception of Article III, Terms of Agreement; Article IX, Professional compensation; Article X, Personal Day; Article XI, Emergency Leave; may be reopened for further negotiations upon written request of either party filed in accordance with the procedure set forth in Act 195 and Act 88, or additional items not included within this Agreement, provided such items are required to be negotiated by the Board in accordance with the terms and provisions of Section 701 and 702 of Act 195 and Act 88. The Board shall not be required to negotiate such additional items unless and until the Board either agrees to do so or is required to do so after final determination by the Pennsylvania Labor Relations Board or the Court having final jurisdiction of such determination under the provisions of Act 195 and Act 88.

#### **ARTICLE IV - ASSOCIATION RIGHTS AND PRIVILEGES**

**4.1** The Association shall have the right to utilize school facilities for general meetings with prior written notice and without rental charge. The Association, with prior written notice and without rental charge, may use school buildings at any available time other than general meetings, provided such use constitutes official Association business. If such meeting is a regularly scheduled meeting, an annual written notice shall suffice.

**4.2** In the event such meetings require any expense to the School District, the Association agrees to reimburse the Board.

**4.3** The Board shall provide a bulletin board in each building. Such bulletin board shall be used mutually by the Board and the ACCE for matters pertaining to the ACCE or other items of importance to the parties of this Agreement. Such bulletin board shall be located in the faculty room or in the event the building does not have a faculty room, the building office.

**4.4** The Association may have the right to use the interschool mail facilities and each employee shall be provided with a mailbox and an electronic account for school purposes only.

**4.5** The Board shall post a copy of the contract for all employees on the District website within thirty (30) days of ratification by both parties.

**4.6** The Board shall provide the Association with the names and addresses of all newly hired professional employees within five (5) school days after the official Board hiring. The employer shall provide each newly hired employee with a copy of this Agreement within ten (10) school days of hiring.

**4.6-1** The employer shall provide the Association, no later than the first day of each school year, a list of the names and addresses of all the members of the bargaining unit.

**4.6-2** The employer shall provide the Association, no later than October 15th of each school year, a seniority list reflecting the seniority, areas of certification, and present teaching assignment of each member of the bargaining unit.

**4.6-3** Said list, when received, shall be subject to review by the Association for the purpose of reconciling differences. The list shall be reconciled between the PSEA representative and the Superintendent. This must be accomplished within sixty (60) days and if not the individual shall use grievance procedure to resolve their position on the seniority list.

**4.7** Eighteen (18) days shall be approved for Association designated representatives to attend association affiliate meetings. Association days will be scheduled with the Superintendent, with no one member attending more than five (5) such meetings within the school term. The Association shall pay the costs of substitutes for the eighteen (18) meeting days.

**4.8** ACCE president (or other officer designee) will be granted one period per day as presidential prep time in addition to classroom preparation time. In the event that the president (or designee) is called to a meeting outside of the presidential prep period, the presidential prep period may be reallocated for another assigned duty for that day. The Association President shall be released from instructional and non-instructional duties during the last period of the school day (Secondary Schools - last period) (Elementary Schools -- last 45 minutes).

**4.9** Members may not relinquish membership in the Association for the duration of the collective bargaining agreement, except that any such employee may resign from the Association during the period of fifteen (15) days prior to the expiration of the term of this Agreement as provided in Act 195.

## **ARTICLE V-LENGTH OF SCHOOL YEAR**

**5.1** The length of the school year shall be set at 180 instructional days and three (3) in-service and three (3) clerical days, two (2) of which shall be scheduled prior to the first instructional day of the school year and the third on the last day of the school year.

**5.2** The District will provide an additional three (3) half days for clerical purposes in conjunction with the end of each marking period for finalization of grades and to aide in meeting District timelines for report card distribution. The District and Association will mutually agree upon said dates.

**5.3** An in-service committee consisting of three (3) administrators and three (3) District Program Leaders, or teachers in the absence of DPLs, shall discuss the programming of the in-service

days.

#### **5.4 Personal Professional Learning**

The Keystone Central School District recognizes the importance of choice and flexibility for professional growth of our faculty. Personal Professional Learning (PPL) will provide opportunities for professional staff to engage in professional development activities that can be differentiated to meet district goals and individual needs.

Professional staff who complete up to 12 hours of pre-approved professional development will be excused for the equivalent portion of time on two designated professional development days. The designated days will be determined by the Superintendent and noted on the official school calendar. The accumulation of hours may begin to accrue immediately following the last scheduled professional day of the school calendar. All PPL hours must be completed by the designated annual cutoff date (approximately 4 weeks prior to the first PPL day).

##### **Guidelines:**

1. The Superintendent, or designee, will approve all PPL activities.
2. All eligible activities will be posted in My Learning Plan (MLP) (or district approved management system) with the PPL designation in the title.
3. All activities must take place outside of the school day and/or school year.
4. It is the responsibility of the faculty member to sign the session attendance form to verify attendance.
5. All faculty members will complete the session evaluation in MLP (or district approved management system) within 14 days of the event to be awarded PPL time and Act 48 hours.
6. Faculty members who lead PPL sessions will be credited with PPL hours for preparing the sessions and presenting. The PPL preparation hours will be equivalent to the time of a single session. Preparation hours will be awarded once per session, including sessions that occur multiple times within a school year.
7. Days to be traded will be mutually agreed upon with the Superintendent.

#### **ARTICLE VI – HOURS AND CONDITIONS**

**6.1** The teacher work day shall be seven (7) hours and thirty (30) minutes, including duty free lunch.

**6.2** All professional employees shall have a thirty-minute duty-free lunch period.

**6.3** The Board recognizes that adequate facilities for employees for class preparation should be

available in each school and agrees to work towards this end with the present space limitations. Ultimate decisions on space facilities shall be within the exclusive prerogative of the Board.

**6.4** The Board shall provide storage facilities for traveling and itinerant staff within a given building. The said facilities shall be equipped with a lock.

**6.5** Elementary teachers and elementary specialists shall be scheduled for a minimum of two hundred and twenty-five (225) minute of preparation time, within the student day, per five day week, in addition to the 30 minute duty free lunch period. Classroom teachers may leave their art, music, library, and/or physical education classes after making proper arrangements with the appropriate specialists for the continuity of activities and program. The time when students are with the specialists shall count towards classroom teacher preparation time.

**6.6** Secondary teachers and secondary specialists shall be scheduled for five (5) preparation periods weekly (occurring once daily) within the student day.

**6.7** Each teacher shall be granted ten (10) sick days per year. Unused sick days shall be accumulated. A teacher may use up to ten (10) sick days per year to care for a member of the immediate family who is ill. The immediate family is defined as spouse, parent, child, stepchild, brother, sister, mother-in-law, father-in-law, grandparent, great grandparent, grandchild, son-in-law, daughter-in-law, brother-in-law, sister-in-law, step-parent, or near relative that resided in the household or any person with whom the employee has made his/her home. The definition of ill shall include but not be limited to: hospitalization of, a medical specialist's appointment for, or the surgery performed on a member of the family as defined in this Article. A medical specialist's appointment is designated as referral to a specialist by the family doctor or dentist. Major surgery and critical illness shall also be eligible for family sick leave.

**6.8** Non-teaching duties related to the supervision of students during entrance time, dismissal time, homeroom duties, cafeteria duties, hall duties, etc., shall be assigned equitably among the staff and rotated annually.

## **ARTICLE VII - NON-TEACHING DUTIES**

**7.1** Teachers shall not be required to drive students to activities which take place away from the school building. A teacher may do so voluntarily, however, with the advance approval of their principal or immediate supervisor, and they shall be compensated at current IRS rate per mile.

## **ARTICLE VIII – PROFESSIONAL ASSIGNMENTS: VACANCIES AND TRANSFERS**

**8.1** All employees shall be given written notice of their tentative assignment for the forthcoming

year by June 15. In the event that changes in such assignments and schedules are made, all employees affected shall be notified promptly.

**8.2** A vacancy occurs when there is a new position, or an opening in an existing position due to a resignation, retirement, or transfer.

**8.2-1** Rolling transfer process:

When KCSD becomes aware of a pending vacancy, KCSD will email the vacancy to all professional staff within ten (10) calendar days. Professional staff will have five (5) calendar days to submit their voluntary transfer application for a voluntary transfer for a pending vacancy. New employees are barred from any voluntary transfers for a period of two years.

**8.2-2** When vacancies are to be filled, notice of such vacancies will be emailed to all employees.

Employees will have five (5) calendar days to submit their interest for a voluntary transfer for the position. The District may advertise for the position externally while waiting for internal submissions for a voluntary transfer. If there are no internal submissions for a voluntary transfer for a position, the position will be awarded to an external candidate.

If there are two or more submissions for a voluntary transfer from properly certified employees for a position, the person with the highest seniority will be awarded the position.

The following positions will be considered interview positions and will be awarded to the person who is the most qualified, properly certified employee with the highest seniority: guidance counselor, autistic support, enrichment, IST, school psychologist, academic coaches, hearing impaired, ESL, behavior specialist, facilitator, and school social workers.

Any transition to a new position will occur either at the conclusion of the first semester, the beginning of the next school year, or immediately at the discretion of the administration.

Once an internal employee who has submitted for a voluntary transfer is notified of the successfully awarded position, the employee will have until close of business on the next business day (a day that the business office is open) to accept or reject the transfer.

However, if the position, from where a teacher had been displaced, were to reopen,



within one year, the teacher would have the opportunity to return to the former position. The teacher must notify personnel and the union of his/her wishes.

An employee who submits a voluntary transfer request for a position that would result in the furlough of another employee, shall not be awarded the voluntary transfer; and further, voluntary transfer positions shall not be permanently awarded until it is determined that no one shall be furloughed as a result of such a transfer.

**8.2-3** Vacancies shall be emailed to all employees and will be advertised on the District website as they appear and no less than five (5) working days before the position is filled.

**8.2-4** The new employees, if hired and working on or before the first day of the second marking period, for secondary schedule, will move up a step on the pay scale at the start of the following school year.

### **8.3 Voluntary Transfers**

**8.3-1** A voluntary transfer is initiated by the employee who wishes to fill a vacancy for which the employee is properly certified.

**8.3-2** All Transfer Applications shall be reviewed by an Administrative Review Committee consisting of the Superintendent or Assistant Superintendent, the appropriate area director, and the principal of the school in which the vacancy exists. The Administrative Review Committee shall interview all applicants for transfer and shall consider each applicant's qualifications. If in the judgment of the Administrative Review Committee, the applicants' qualifications are equal, seniority shall prevail. When the review process is complete, the Superintendent or Assistant Superintendent shall notify all applicants of the Administrative Review Committee's decision.

**8.3-3** A vacancy that occurs as a result of an employee receiving a voluntary transfer of assignment shall be treated like any other vacancy.

### **8.4 Involuntary Transfer**

**8.4-1** An involuntary transfer is initiated by the Administration to fill a position opening for which the employee is properly certificated. When an employee is transferred, the transfer must be totally from one position to another, from one building to another, from one subject area preparation to another, or from one grade to another. Such transfers shall be initiated only for a legitimate reason. There shall be a conference between the employee and the Administrative Review Committee, which shall be held ten (10) calendar days prior to reassignment, unless the employee consents to shorter notice. The employee is entitled to have a representative of the Association present at

such a conference. An involuntary transfer shall not be made if there is a qualified internal applicant for the position.

**8.5** Employees returning from Board approved leaves shall be assigned to positions they held prior to their approved leave unless that position has been abolished.

**8.6** The Board shall consider existing staff in filling all vacancies in supervisor positions, evening school, summer school, federal projects and other programs whenever possible. Whenever a vacancy or new position arises or is anticipated, the Superintendent, or designee, shall promptly, after Board action, post notices on the District website and shall email the employees of same before the position is filled.

**8.7** The right of professional work assignment rests with the Board and the Administration.

**8.8** When a temporary vacancy occurs due to a leave of one (1) semester or less, the District does not need to post the position internally.

## **ARTICLE IX - PROFESSIONAL COMPENSATIONS**

**9.1** Basic salaries of employees covered by this Agreement are set forth in Schedule A, which is attached hereto and made a part hereof. Base salary shall be composed of an employee's step plus credit increments as shown in Schedule A. Professional employees, pre-approved, annually working beyond the 186 day contract shall be compensated on a per diem basis of 1/186th of their base salary.

**9.2** Schedule A shall reflect increases of:

- 1.33% for the contract year 2022-2023 (to include step movement) (retroactive)
- 1.18% for the contract year 2023-2024 (to include step movement)
- 1.51% for the contract year 2024-2025 (to include step movement)
- 1.70% for the contract year 2025-2026 (to include step movement)
- 1.92% for the contract year 2026-2027 (to include step movement)

Schedules B, C, and D shall reflect increases of:

- 1.33% for the contract year 2022-2023
- 1.18% for the contract year 2023-2024
- 1.51% for the contract year 2024-2025
- 1.70% for the contract year 2025-2026
- 1.92% for the contract year 2026-2027

**9.3** Employees required, in the course of their work, to drive personal automobiles from their

assigned home school, on any one day, to another school and return trip to their home school shall be compensated at current IRS rate per mile for actual miles traveled. Mileage between schools shall be based on a chart approved by the Board.

**9.4 Teachers may attend professional meetings under the following conditions:**

**9.4-1** Prior approval by the Superintendent.

**9.4-2** When driving a personal vehicle, employee shall be compensated at current IRS rate per mile for traveling expenses.

**9.4-3** The employee shall be compensated for lodging. Detailed receipt will be required for reimbursement. District shall pay lodging directly to establishment when feasible. District agrees to pay or reimburse room rate and applicable taxes only. Meals will be compensated at a per diem amount per the GSA meals and incidentals expense table (Found at <http://www.gsa.gov/portal/content/101518>), only when meals are not included at the conference and or hotel stay. For example, if your trip includes meals that are already paid for by the district (such as through a registration fee for a conference or continental breakfast through hotel stay), you will need to deduct those meals from your reimbursement request.

**9.4-4** Registration fees shall be paid by the employer when attendance at said meeting has been approved by the Superintendent or the Board. When possible, the registration fee shall be paid directly by the employer.

**9.4-5** When the estimated cost exceeds \$75.00, two-thirds of the estimated cost of the trip shall be paid prior to departure, providing the request for advance payment is received by the Superintendent two (2) weeks prior to departure.

**9.5 Level I employees who are required to earn twenty-four (24) credits for Level II may continue to have these twenty-four (24) credits prepaid by the district. Prepaid credits must be earned at Penn State University or one of the 14 state schools. This will be paid at 100% tuition reimbursement actual cost up to the Penn State rate.**

**9.5-1** Level II employees may be reimbursed for twenty-four (24) credits, if enrolled in an approved program. Non-degree credits are limited to twelve (12) credits per year. Professionals on sabbatical leaves may continue to take eighteen (18) credits per school year.

**Priority/Pecking Order of Reimbursement**

1. Educational Sabbatical
2. Permanent Certification
3. Approved Degree Program of Study

4. Adding a different certification as approved by the Superintendent or designee.
5. Enrichment

#### Reimbursement of Credits

1. There will be four (4) payment schedules throughout the year.
  - a. October (September 20 deadline)
  - b. January (December 20 deadline)
  - c. April (March 20 deadline)
  - d. July (June 20 deadline)

Payments will be made the second pay of the month (First Accounts Payable payment following the board meeting).

2. All required paperwork must be submitted by the dates outlined above.
  - a. Official proof of grades.
  - b. Official bill from Bursar's office.
  - c. Proof of payment of courses.

The manner and method of applying for credits shall be determined mutually by the Association and the School District Administration. Course description with a completed approved form being on file prior to the enrollment in class is required with sole discretion of approval given to the Superintendent or designee.

The total dollar limit for the bargaining unit for credits taken under Article 9.5 shall be:  
\$325,000 for each year of this agreement

**9.5-2** If an employee separates from the District for any cause other than furlough, demotion, or retirement (including disability retirement) through PSERS within 365 calendar days of completing a course that is paid by the District, the employee shall repay the District 100% of the funds expended on the behalf of the employee for that course.

If an employee separates from the District for any cause other than furlough, demotion, or retirement (including disability retirement) through PSERS from 366 calendar days through 730 days of completing a course that is paid by the District, the employee shall repay the District 50% of the funds expended on behalf of the employee for that course.

The above-defined reimbursement parameters may be waived by the Board or designee.

**9.6** Employees shall notify the Superintendent of their intention to retire three (3) months prior to

their intended retirement date.

**9.6-1** A retiring employee shall be compensated for unused accumulated sick leave to be paid at a rate of twenty-five (\$25.00) dollars per day to a maximum of 200 days, increasing to thirty (\$30.00) dollars per day for all days in excess of 200 days, up to a maximum of 300 days. In no event shall said final year's salary adjustment be less than fifty (\$50.00) dollars per year for 15 or more years of service in the District. Further, service with the Keystone Central School Board, any of the former 29 school districts comprising the four jointures which make up the Keystone Central School District, shall be recognized in computing "service in the District". If an employee dies while in service to the District and would have qualified for payment for unused sick days, the District shall pay the amount due for unused sick days to the beneficiary or estate of the deceased.

**9.7** Employee compensation shall be made every two weeks on every other Friday by direct deposit of paychecks into the employee's designated account.

**9.8** Employees called for Jury Duty or required by subpoena to give testimony as a witness or defendant before any judicial or administrative tribunal, shall be compensated for the difference between the employee's pay and the pay received for such an obligation. The method of compensation shall be that the employee shall be paid the full amount of regular pay and the employee shall reimburse the District any compensation received for such an obligation.

**9.9** When a teacher is required to develop an Individual Education Program (s) IEP and/or to conduct a conference(s) with parents in conjunction with such programs, he or she shall be compensated at the hourly rate listed in Schedule C. Such compensation will only be paid if the teacher is pre-approved by the Director of Special Education for the IEP writing and/or conference time. Compensation will be paid after all appropriate District documents for conference/IEP reimbursement and any supporting documentation is complete and approved by the District's special education administrator.

NOTE: No reimbursement shall be made for any conferences or IEP sessions held during the teacher's regularly scheduled teaching day.

**9.10** CTC teachers will receive per diem per hour or PPL hours, at the employee's discretion, for all OAC meetings to include an hour of preparation time (up to 3 hours for each meeting).

## **ARTICLE X - PERSONAL DAYS**

**10.1** Two personal leave days with pay shall be granted to each employee, provided that employee has worked in the current school year and is not on authorized leave. An employee may accumulate personal days to a total of eight (8). Unused personal days shall convert to sick

leave. Once converted, days may not then be used as personal days. Employees who have exhausted all accumulated personal days shall be permitted to convert one (1) sick day to a personal day each school year. The following rules shall govern:

**10.1-1** Written notification shall be given to the Superintendent or designee by 9:00 AM on the previous day.

**10.1-2** The prior written notification shall be waived in the case of a death not covered by the School Code, provided the written request is filed with the Superintendent or designee within five (5) teaching days following the absence.

**10.1-3** No more than five (5) percent of the professional employees in any one building on any one day shall be authorized to take their personal day. Elementary schools with twenty (20) or fewer professional employees shall be permitted to have two (2) professional staff employees taking a Personal Day on the same day.

**10.1-4** Said personal day shall not be used until after the first student day and shall also not be used the last three teacher days. The restrictions in this section (10.1-4) will be waived if the employee is involved in making arrangements for his/her own or children's education (transportation to college or attendance at college graduation) and is properly documented.

**10.1-5** The Superintendent may, in time of a health epidemic, temporarily suspend the granting of said Personal Day.

**10.1-6** The Superintendent, at their discretion, may grant exceptions to the above governing rules.

**10.1-7** Personal Days may be requested in increments of half-days or full days.

## **ARTICLE XI – EMERGENCY AND BEREAVEMENT LEAVE**

**11.1** Effective upon the signing of this agreement the School district may provide employees with emergency leave days on the following basis:

An emergency shall be defined as an unforeseen combination of circumstances or the resulting state that calls for immediate action.

**11.1-1** The employee shall contact either the Superintendent or designee as soon as possible to request emergency leave and state the reason(s) for the request.

**11.1-2** Upon return to employment, the employee shall provide the Superintendent or designee a written statement regarding the need for emergency leave.

**11.1-3** The request shall be reviewed by the Superintendent or designee.

**11.1-4** The Superintendent or designee shall approve or disapprove the request, in writing, and shall notify the employee accordingly.

**11.1-5** The employee shall be paid full salary for the day, if the request is approved.

**11.1-6** One (1) bereavement day may be granted at the discretion of the Superintendent. The additional day shall be counted as an emergency day.

**11.1-7** Emergency Leave shall be limited to three (3) days per year.

**11.2** A total of five (5) days shall be granted with full pay for a death in the immediate family. Said five (5) days shall be paid for regularly scheduled teaching days. The immediate family is defined as spouse, parent, child, stepchild, brother, sister, mother-in-law, father-in law, grandparent, great grandparent, grandchild, son-in-law, daughter-in-law, brother-in-law, sister-in-law, stepparent, or near relative that resided in the household or any person with whom the employee has made his/her home. Taking bereavement leave within four (4) weeks of the date of death can be waived if extenuating circumstances warrant it.

**11.2-1** In the case of a death of a near relative there shall be one (1) day granted on the day of the funeral. A near relative is defined as first cousin, aunt, uncle, niece, nephew, grandparent-in-law, aunt-in-law, and uncle-in-law.

## **ARTICLE XII – LEAVES**

### **12.1 Disability Leave**

**12.1-1** An unpaid disability leave shall be granted for up to twelve (12) months to an employee who is unable to work because of illness or disability, beginning when all other appropriate leaves, with the exception of FMLA leave, have been exhausted. If the employee requesting an unpaid leave under this section has FMLA leave available to use, the employee's available FMLA leave shall run concurrently with the unpaid disability leave. Childbearing leave shall be handled in the same manner as other disability leaves.

**12.1-2** The employee must submit a request and a doctor's certificate, stating the nature of the disability and, if possible, an estimated recovery date. In case of an anticipated disability, such a request and certificate shall be submitted not less than thirty (30) calendar days prior to the leave, if medically possible.

**12.1-3** The employee returning from a disability leave may return to work five (5) working days after providing the Superintendent with certification by his/her physician that the employee is able to perform his/her job responsibilities.

**12.1-4** During approved disability leave, the employee has the right to remain in the

Employer's Group Medical Insurance Plan by paying the premium at the School District Business Office.

## **12.2 Child rearing Leave**

No salary shall be paid during the period of a child rearing leave. Benefits shall be provided according to current law.

**12.2-1** Any male or female employee who becomes the natural or adoptive parent of a newborn infant or preschool child shall be eligible for an unpaid childrearing leave of absence, not to exceed twelve (12) months' duration. If the employee who makes a request for the leave provided in this section has FMLA leave available to use, the unpaid leave and the FMLA leave shall run concurrently.

**12.2-2** The leave shall begin immediately following the mother's disability period, in the case of an employee who gives birth, or immediately following the birth or actual taking custody of the child.

**12.2-3** The employee shall give notice of the beginning and ending dates of the leave at least thirty (30) days before the beginning of the leave, or as soon as possible. The employee shall confirm the date of return at least thirty (30) days prior to that date.

**12.2-4** The employee shall return to work in accordance with any pertinent law.

**12.2-5** During approved child rearing leave the employee has the right to remain in the Employer's Group Medical Insurance Plan by paying the premium at the School District Business Office.

**12.2-6** The employer may require that requests for child rearing leave be supported by a birth certificate and/or legal adoption papers showing the age of the adopted child.

## **12.3 Uncompensated Leave**

**12.3-1** The Employer has the discretion to grant uncompensated leave for the purpose of approved formal education and family medical reasons. The Employer shall not be required to grant uncompensated leaves for other reasons.

## **12.4 Sabbatical Leave**

**12.4-1** The Employer and Association hereby declare that the provisions of the School Code, Sections 1166 through 1171, as amended, represent their complete agreement on



the subject of sabbatical leaves of absence. The above referenced provisions of the code are specifically incorporated into this Agreement and shall be construed as though completely set forth in the Agreement word-for-word.

Sabbatical leaves for professional development purposes shall be compensated at the rate of 60% of salary for the duration of the sabbatical.

### **ARTICLE XIII – INSURANCE PROTECTION**

**13.1** The Board shall pay the full cost for single and/or family coverage for full time professional staff including dependent children to age 26. Employee premium share rates for healthcare are found in Appendix A. The District shall continue to provide vision insurance at the same coverage rates as in the 2021-2022 school year. Any unilateral changes in vision coverage shall be the subject of negotiations and, if the parties are unable to reach agreement, such unresolved dispute shall be submitted to binding arbitration as defined in 13.1-2 of this Article.

**13.1-1** The School District shall retain the right to change health insurance carriers after consultation with the ACCE. In the event that there is a change in carriers, coverage and/or benefits the coverage and benefits shall be equal to or better than those in existence in the Summary Plan Document in effect on the effective date of this agreement. The District shall provide the Association with a copy of the Summary Plan Documents for both the PPO II and PPO III July 1, of each contract year through which premium co-pays can be processed, opt outs will be identified and personal medical accounts will be administered. The premium co-pays, identified opt outs and personal medical accounts will be administered through a Section 125 plan.

**13.1-2** Should the carrier unilaterally change or discontinue a plan, coverage or benefit level provided for under this Article, the parties agree to meet within 30 calendar days of the proposed changes to negotiate over the change(s) to the plan. No other provision of the Agreement shall be subject to negotiations unless mutually agreed to by the parties. Within 30 calendar days of the first negotiation meeting if the parties are unable to reach agreement on a new plan, coverage, benefit level or provider, each party will offer to a mutually selected arbitrator a final package between which the arbitrator must select one or the other. The arbitrator's decision shall be final and binding. The School District may seek different coverage, benefit levels, or carrier only when consistent with 13.5 of the Agreement. If 13.5 is invoked by the parties and the District and Association are unable to reach mutual agreement, the policy currently in effect at the time the parties reach impasse will remain in effect.

**13.1-3** In the event the Commonwealth of Pennsylvania creates a statewide care plan, the parties agree to enter into negotiations regarding participation in the plan and

permissible topics of negotiation, should the governing legislation permit.

**13.2** The Board shall pay full cost for single and/or family coverage for full time professional staff including dependent children to age 26, for Blue Shield Dental Care basic Program 4.0, and Dental Basic Program: Orthodontics 50/50 Prosthetics 50/50, Periodontia 50/50, and Oral Surgery 100%.

**13.3** The Board shall pay full premium for Blue Cross of Northeastern Pennsylvania and Highmark Blue Shield BlueCare PPO as stated in 13.1 for full time professional staff members who retire from the School District after service in accordance with the provisions of the Public School Employees Retirement Act. The retiree shall receive coverage for eight (8) calendar years unless he/she becomes eligible for Medicare, following the date of retirement from the Keystone Central School District. The retiree shall be required to pay the premium co-pay in effect at the time of retirement and such payment shall not increase during the period of eligibility for the benefit, in addition to the PSERS premium assistance (currently \$100.00).

**13.4** The Board shall pay for a \$50,000 group term life insurance policy for each full-time professional staff member covered by this Agreement. The Board shall permit employees to purchase additional insurance at cost and to pay such cost by payroll deduction.

**13.5** The Board and Association shall conduct a joint study to obtain medical insurance at a lower cost from available carriers. If both parties mutually agree on a different carrier, medical insurance shall be reopened for negotiations at that time.

**13.6** For employees hired who begin working on or after July 1, 2023 and who have spouses who have employer-sponsored healthcare coverage (medical and hospitalization) offered from one of the following employer categories shall not be eligible for spousal healthcare coverage offered by KCSD: state or local government, university or other similar academic institution of higher learning, another public school entity (e.g. school district, intermediate unit, etc.), or charter school that offers the same benefits as the school district in which the charter school is located.

#### **ARTICLE XIV - DEDUCTIONS FROM SALARY**

**14.1** The Board agrees to deduct from the salaries of its professional employees dues for membership in ACCE/PSEA NEA, provided that such deductions shall be all paid over to ACCE for further distribution and for accounting to the membership as to the applications of such monies. Such deductions shall be in equal installments beginning with the first pay period after the information is received in the Payroll Office.

**14.2** The Board shall allow for the individual teachers to elect up to three (3) voluntary payroll deductions. Those voluntary payroll deductions could include:

- Tax Sheltered Annuity
- 403(b)
- Credit Union
- Life insurance
- Disability insurance

Any employee shall have the right to change/terminate voluntary deductions at any time with written notification to the business office.

## **ARTICLE XV - PART-TIME TEACHER'S BENEFITS AND COMPENSATION**

**15.1** The employer shall pay one-half of the medical insurance premiums for the part-time employee during the months of his/her employment.

**15.2** The part-time employee shall be entitled to Emergency Day(s), Personal Day(s), and Sick Day(s). The conditions governing the use of these days shall conform to the conditions for full time employees. (Hours of benefit days shall be equal to the hours of the work days.)

**15.3** Part-time employees taking college courses shall be reimbursed for the actual tuition, but not to exceed the current Pennsylvania State University per credit rate. Additional conditions governing college course reimbursement shall conform to the conditions for full time employees with the exception that a limit of six (6) credits shall be payable over a semester (12 credit per year limit).

**15.4** Part-time employees shall be compensated an hourly rate based on the current per diem rate for step one of the Bachelor's Salary Schedule based on a seven (7) hour and thirty minute day.

**15.5** When a part-time employee becomes a full-time employee, they shall be employed at the appropriate step to be calculated by converting part-time service in the school district to its equivalent in full-time service. Portions of a year beyond a full year will not be used to calculate step placement. One-half of the sick leave days shall be transferred when employed as a full-time employee.

## **ARTICLE XVI - PROFESSIONAL EMPLOYEE'S RIGHTS**

**16.1** Reduction in staff through suspension or furlough shall be in accordance with Sections 1124, 1125, and 1125.1 of School Code.

**16.2** Any approved leave of absence granted by the Keystone Central School Board since its formation in 1970 shall count in the accumulation of seniority.

**16.3** No member of the bargaining unit shall be dismissed or disciplined without Just Cause. Any such action by the Board, or any agent thereof, shall be subject to the grievance procedure herein set forth.

## **ARTICLE XVII – EARLY RETIREMENT INCENTIVE PAY**

**17.1** The Board agrees to pay to each full-time professional employee covered by the Agreement who retires during the term of this Agreement \$300 per year of service for each year of service in the Keystone Central School District or its predecessors. The retirement benefit shall be paid in a lump sum on the retiree's last pay. In order to be eligible for such retirement benefit, the full-time professional staff member must meet all of the following requirements:

- a. Not have taken a sabbatical leave except for medical reasons in the previous fiscal year.
- b. Submit his or her retirement notification and resignation to the Board by December 1st, for retirement effective at the end of that school year.
- c. Such retirement shall not only be a retirement from the Keystone Central School District, but from teaching in the public schools in the Commonwealth of Pennsylvania.
- d. Is not subject to Permanent Disability Retirement.
- e. Have at least fifteen (15) years of service in the Keystone Central School District, or its previous component parts, and be at least 50 years of age. The Board shall pay the premium as provided in 13.3 for early retirees. The retiree shall receive such coverage for eight (8) calendar years from the date of retirement from the Keystone Central School District. The retiree may choose any plan in effect pursuant to this contract.

**17.2** In the event that an employee dies in service and would have qualified for the retirement incentive package, the District shall pay the amount the employee would have received that year to the beneficiary or estate of the deceased, provided, however, in no event shall any sums escheat to the local, state or federal governments.

## **ARTICLE XVIII – MEET AND DISCUSS PROCEDURE**

**18.1** All matters which are properly the subject of the "Meet and Discuss" shall be processed by a joint committee which shall be composed of five (5) members representing each party to this Agreement. Such committee shall meet at mutually scheduled times and places. Either party may initiate a request for such meeting, which shall be in writing, and shall include with such a request an agenda which shall specify all of the items to be discussed at such meeting.

## **ARTICLE XIX - PROFESSIONAL IMPROVEMENT COMMITTEE**

- 19.1** Two members of the Board of School Directors, the Superintendent of Schools and/or designee shall meet monthly with a committee of ACCE for the purpose of discussing matters of educational policy and development as well as matters related to the implementation of this Agreement.
- 19.2** Meetings shall be scheduled on a regular monthly basis on a mutually agreeable time and place.
- 19.3** A record of the proceedings of each such session, which accurately reflects the substance of the discussion, shall be maintained and made available to all parties of interest.

## **ARTICLE XX-GRIEVANCE PROCEDURE**

### **20.1 Definitions**

- 20.1-1** Grievance - A grievance shall mean a complaint made by a member of the bargaining unit, or a group of the same that there has been a violation, misinterpretation or misapplication of a term or terms of this Agreement.
- 20.1-2** Aggrieved Person - An aggrieved person is the person or persons making the complaint.
- 20.1-3** Party in Interest - A party in interest is the person or persons against whom the complaint is made and any person or persons who might be affected or required to take action in order to resolve the complaint.
- 20.1-4** Days- The term days when used shall mean working school days.

### **20.2 General Procedures**

- 20.2-1** The number of days indicated at each step should be considered a maximum and every effort should be made to expedite this process.
- 20.2-2** The failure of an employee to proceed to the next level of the grievance procedure within the time limit set forth shall be deemed to be an acceptance of the decision previously rendered and shall constitute a waiver of any future appeal. The failure of an administrator, at any level, to communicate his/her decision in writing within the specified time limit shall automatically move the grievance to the next level unless those time limits have been extended by mutual written agreement.

**20.2-3** Nothing herein contained will be construed as limiting the right of any employee having a grievance to discuss the matter informally with appropriate members of the administration, provided that the adjustment is not inconsistent with the terms of this agreement.

**20.2-4** At all levels beyond Level One of the grievance, after it has been formally presented, representatives of the Association or their designees may attend any meetings, hearings, appeals or other proceedings required to process the grievance. The same privilege shall be extended to the Board.

**20.2-5** All grievances shall be initiated on a form mutually devised by the Board and the Association.

### **20.3 Initiation and Processing of Professional Grievances**

**20.3-1 Level One** - The aggrieved person and/or the Association shall first discuss the matter of professional concern with the party in interest with the objective of resolving the matter informally. Five days maximum.

**20.3-2 Level Two** - In the event that the aggrieved person is not satisfied with the decision at Level One, the employee or Association shall file in writing within five days, and specifically, the nature of the grievance to his/her immediate superior. Within five days of receipt of the grievance, the immediate superior shall inform the professional employee and the Association of his/her decision in writing.

**20.3-3 Level Three** - If the aggrieved and/or the Association is not satisfied with decision at Level Two, the employee or Association shall file, in writing, within five days and specifically, his/her grievance to the Assistant Superintendent (or Superintendent's designee). The Assistant Superintendent (or Superintendent's designee) shall answer, in writing, within five days to the employee and the Association. If the position of Assistant Superintendent (or Superintendent's designee) does not exist, the grievant shall move the grievance from Level Two directly to Level Four.

**20.3-4 Level Four** - If the aggrieved and/or the Association is not satisfied with the disposition of the grievance at Level Three, the employee or Association may appeal within five days an adverse decision to the Superintendent. The grievance shall be in writing and state specifically the grievance and the dispositions at formal levels. The Superintendent shall answer, in writing, within ten days to the employee and the Association.

**20.3-5 Level Five** - The aggrieved and/or the Association, if not satisfied with the disposition of the grievance at Level Four, may request an informal conference within

five days with the Board of Education. The Board shall hold the informal conference within ten days and shall report their decision, in writing, within five days to the professional employee and the Association.

**20.3-6 Level Six** – After consultation with the aggrieved professional employee, the Association may, after notification of the disposition of his grievance, under Level Five, request in writing within ten days to the Board, arbitration of the grievance in accordance with Section 908 of Act 195. At such time, the Board and the Association shall choose an arbitrator from a list provided from the Bureau of Mediation. The arbitrator so chosen shall conduct such investigation and hearings as they may deem requisite and necessary to a proper determination of the grievance submitted to them. The arbitrator shall have no power to alter, add to, or subtract from the terms of this Agreement. The decision of the arbitrator shall be binding upon the parties to this agreement and judgment thereon may be entered, if required, in any court of Competent Jurisdiction.

The costs of arbitration shall be shared equally by the parties of this Agreement.

At any step of this grievance procedure the Executive Council of the local Association, after consultation with the grievance committee, shall have the final authority in respect to any aggrieved employee covered by this Agreement, to decline to process a grievance, complaint, difficulty or dispute further if in the judgment of the Executive Council such grievance or dispute lacks merit or lacks justification under the terms of this Agreement or has been adjusted or justified under the terms of this Agreement to the satisfaction of the Executive Council.

#### **20.4 Representation**

At all stages of any of the grievance procedure, the professional employee presenting the grievance shall be entitled to be represented by a representative of the bargaining unit or the professional association with which the bargaining unit is affiliated.

The professional employee may at any step present whatever evidence and/or witnesses it or they deem necessary.

### **ARTICLE XXI - MISCELLANEOUS**

**21.1** The Board recognizes the potential hazards associated with building searches during bomb threats. Therefore, the Board will instruct Administration that no employee shall be required to participate in such a search. Participation or non-participation in such searches shall be a decision to be made by the individual employee and is not subject to reprimand or reprisal by either the Board, Administration, or the Association. (This Board Policy, as stated, shall be enacted and remain in force during the period of this contract and is not subject to the grievance procedure.)

#### **21.2 Personnel Files:**

There shall be one official personnel file per employee. Grievances shall be filed separately

within each employee's personnel file.

Employees shall have the right to review the contents of their file, in the presence of the Superintendent or his/her designee, and to receive copies of any document contained therein. Said employee may have a representative of the Association accompany them during such review.

Employees have the right to submit a written commentary to any material contained in the file and such comment shall be attached to the item. No unsigned or improperly identified material shall be placed in the file.

No material derogatory to an employee's conduct, service, character, or personality shall be placed in the file unless the employee has received a copy. The employee shall have the right to submit a written response to such-material and have it attached to the file copy.

**21.3** The President of the Association shall discuss with the building principal the procedures and times when it may be necessary to conduct Association business during the school day.

**21.4** Employees shall not be required to participate in the evaluation(s) and/or observations of other employees. The evaluation of employees shall not be based solely upon:

- Achievement of objectives, stated in Individual Educational Programs (IEPs) of special education students.
- Utilization of any "single model teaching" techniques unless specifically agreed to by the employee being evaluated.

**21.5** When an early dismissal occurs due to inclement weather, weather-related emergencies, or other unforeseen emergencies, teachers shall be dismissed fifteen minutes after student dismissal.

**21.6** When a part-time employee becomes a full-time employee, they shall be employed at the appropriate step recognizing all years of service with the Keystone Central School District. If the part-time employee has worked a partial year of at least one semester (90 or more days), they will be credited with step placement for that year. Any accumulated sick leave days will be converted to full-time equivalent days. For example, if a half-time employee has 8 half-sick days remaining when hired into a full-time position, those 8 half days will be converted to 4 full-time days.



## ARTICLE XXII - AGREEMENT ACCEPTANCE

**22.1** The parties acknowledge that this Agreement represents the results of collective negotiations between the parties conducted under and in accordance with provisions of Act 195 and constitutes the entire agreement between the parties for the term of this agreement or extensions thereof.

**22.2** This Agreement constitutes the complete understanding of the parties and it may not be amended or modified prior to its termination, except by written agreement between the parties hereto. If any provisions of this Agreement is held to be contrary to law, then such provision will be deemed valid only to the extent permitted by law.

**22.3** The association agrees to explore implementation of the “Evergreen” negotiating concept during the life of this contract extension.

Intending to be legally bound hereby, the parties hereto have caused this Agreement to be executed by their duly authorized officers and/or agents this 9<sup>th</sup> day of March 2023, to become effective the first day of July 2022 unless stated elsewhere herein.

|   |  |
|---|--|
| ASSOCIATION OF CLINTON COUNTY EDUCATORS | KEYSTONE CENTRAL SCHOOL DISTRICT       |
| _____                                   | _____                                  |
| <b>Chairman, Negotiating Committee</b>  | <b>Chairman, Negotiating Committee</b> |
| _____                                   | _____                                  |
| <b>President</b>                        | <b>President</b>                       |
| _____                                   | _____                                  |
| <b>Date</b>                             | <b>Date</b>                            |
| _____                                   | _____                                  |
|   | <b>Board Secretary</b>                 |

Schedule A—Professional Compensation  
2022-2023

| From Top | Steps | B      | M      | M12    | M24    | M36    | M48    | M60    | Doc    |
|----------|-------|--------|--------|--------|--------|--------|--------|--------|--------|
| 16       | 1     | 49,000 | 51,000 | 52,000 | 53,400 | 54,400 | 55,400 | 56,400 | 58,400 |
| 15       | 2     | 49,500 | 51,500 | 52,600 | 54,000 | 55,000 | 56,000 | 57,000 | 59,000 |
| 14       | 3     | 51,000 | 52,500 | 53,700 | 55,000 | 56,000 | 57,000 | 58,000 | 60,000 |
| 13       | 4     | 54,000 | 56,660 | 57,660 | 58,660 | 59,660 | 60,664 | 61,665 | 63,757 |
| 12       | 5     | 55,624 | 58,284 | 59,285 | 60,289 | 61,292 | 62,296 | 63,297 | 65,386 |
| 11       | 6     | 57,253 | 59,910 | 60,911 | 61,918 | 62,915 | 63,921 | 64,923 | 67,013 |
| 10       | 7     | 58,885 | 61,539 | 62,541 | 63,547 | 64,547 | 65,550 | 66,553 | 68,644 |
| 9        | 8     | 60,514 | 63,171 | 64,173 | 65,180 | 66,180 | 67,183 | 68,185 | 70,274 |
| 8        | 9     | 62,142 | 64,798 | 65,801 | 66,804 | 67,805 | 68,809 | 69,812 | 71,900 |
| 7        | 10    | 63,772 | 66,426 | 67,429 | 68,431 | 69,433 | 70,440 | 71,440 | 73,528 |
| 6        | 11    | 65,402 | 68,060 | 69,060 | 70,061 | 71,063 | 72,070 | 73,070 | 75,161 |
| 5        | 12    | 67,028 | 69,682 | 70,686 | 71,689 | 72,691 | 73,694 | 74,695 | 76,786 |
| 4        | 13    | 68,658 | 71,316 | 72,316 | 73,321 | 74,325 | 75,330 | 76,330 | 78,420 |
| 3        | 14    | 71,500 | 74,200 | 75,220 | 76,240 | 77,262 | 78,283 | 79,300 | 81,430 |
| 2        | 15    | 74,520 | 77,280 | 78,320 | 79,353 | 80,400 | 81,450 | 82,480 | 84,700 |
| 1        | 16    | 77,500 | 80,500 | 81,500 | 82,500 | 83,500 | 84,535 | 85,600 | 87,900 |
| Top      | 17    | 84,379 | 87,185 | 88,246 | 89,303 | 90,365 | 91,422 | 92,481 | 94,688 |

Schedule A—Professional Compensation  
2023-2024

| From Top | Steps | B      | M      | M12    | M24    | M36    | M48    | M60    | Doc    |
|----------|-------|--------|--------|--------|--------|--------|--------|--------|--------|
| 16       | 1     | 50,400 | 51,900 | 53,100 | 54,400 | 55,400 | 56,400 | 57,400 | 59,400 |
| 15       | 2     | 51,000 | 52,500 | 53,700 | 55,000 | 56,000 | 57,000 | 58,000 | 60,000 |
| 14       | 3     | 51,900 | 53,445 | 54,600 | 55,900 | 56,900 | 57,900 | 58,900 | 60,900 |
| 13       | 4     | 54,900 | 57,560 | 58,560 | 59,560 | 60,560 | 61,564 | 62,565 | 64,657 |
| 12       | 5     | 56,524 | 59,184 | 60,185 | 61,189 | 62,192 | 63,196 | 64,197 | 66,286 |
| 11       | 6     | 58,153 | 60,810 | 61,811 | 62,818 | 63,815 | 64,821 | 65,823 | 67,913 |
| 10       | 7     | 59,785 | 62,439 | 63,441 | 64,447 | 65,447 | 66,450 | 67,453 | 69,544 |
| 9        | 8     | 61,414 | 64,071 | 65,073 | 66,080 | 67,080 | 68,083 | 69,085 | 71,174 |
| 8        | 9     | 63,042 | 65,698 | 66,701 | 67,704 | 68,705 | 69,709 | 70,712 | 72,800 |
| 7        | 10    | 64,672 | 67,326 | 68,329 | 69,331 | 70,333 | 71,340 | 72,340 | 74,428 |
| 6        | 11    | 66,302 | 68,960 | 69,960 | 70,961 | 71,963 | 72,970 | 73,970 | 76,061 |
| 5        | 12    | 68,000 | 70,582 | 71,586 | 72,589 | 73,591 | 74,594 | 75,595 | 77,686 |
| 4        | 13    | 69,600 | 72,216 | 73,216 | 74,221 | 75,225 | 76,230 | 77,230 | 79,320 |
| 3        | 14    | 72,400 | 75,200 | 76,200 | 77,200 | 78,200 | 79,200 | 80,200 | 82,330 |
| 2        | 15    | 75,600 | 78,200 | 79,220 | 80,300 | 81,300 | 82,350 | 83,380 | 85,600 |
| 1        | 16    | 80,000 | 82,500 | 83,500 | 84,500 | 85,500 | 86,500 | 87,100 | 90,000 |
| Top      | 17    | 85,279 | 88,085 | 89,146 | 90,203 | 91,265 | 92,322 | 93,381 | 95,588 |

Schedule A—Professional Compensation  
2024-2025

| From Top | Steps | B      | M      | M12    | M24    | M36    | M48    | M60    | Doc    |
|----------|-------|--------|--------|--------|--------|--------|--------|--------|--------|
| 16       | 1     | 53,000 | 55,700 | 56,700 | 57,800 | 58,900 | 60,000 | 61,000 | 63,200 |
| 15       | 2     | 53,900 | 56,600 | 57,600 | 58,700 | 59,800 | 60,900 | 61,900 | 64,100 |
| 14       | 3     | 54,800 | 57,500 | 58,500 | 59,600 | 60,700 | 61,800 | 62,800 | 65,000 |
| 13       | 4     | 55,800 | 58,470 | 59,500 | 60,600 | 61,700 | 62,800 | 63,800 | 66,000 |
| 12       | 5     | 57,425 | 60,084 | 61,100 | 62,300 | 63,400 | 64,500 | 65,500 | 67,700 |
| 11       | 6     | 59,053 | 61,710 | 62,800 | 64,000 | 65,100 | 66,200 | 67,200 | 69,400 |
| 10       | 7     | 60,685 | 63,339 | 64,341 | 65,700 | 66,800 | 67,900 | 68,900 | 71,100 |
| 9        | 8     | 62,314 | 65,000 | 66,000 | 67,400 | 68,500 | 69,600 | 70,600 | 72,800 |
| 8        | 9     | 64,000 | 66,600 | 67,800 | 69,100 | 70,200 | 71,300 | 72,300 | 74,500 |
| 7        | 10    | 65,900 | 68,400 | 69,800 | 70,800 | 71,900 | 73,000 | 74,000 | 76,200 |
| 6        | 11    | 67,600 | 70,100 | 71,500 | 72,503 | 73,600 | 74,700 | 75,700 | 77,900 |
| 5        | 12    | 69,300 | 71,800 | 73,200 | 74,203 | 75,300 | 76,400 | 77,400 | 79,600 |
| 4        | 13    | 71,000 | 73,500 | 74,900 | 75,903 | 77,000 | 78,100 | 79,100 | 81,300 |
| 3        | 14    | 74,500 | 77,300 | 78,400 | 79,403 | 80,500 | 81,600 | 82,600 | 84,800 |
| 2        | 15    | 78,800 | 81,200 | 82,300 | 83,303 | 84,400 | 85,500 | 86,500 | 88,700 |
| 1        | 16    | 82,500 | 85,100 | 86,200 | 87,203 | 88,300 | 89,400 | 90,400 | 92,600 |
| Top      | 17    | 86,179 | 88,985 | 90,050 | 91,103 | 92,165 | 93,225 | 94,281 | 96,500 |

Schedule A—Professional Compensation  
2025-2026

| From Top | Steps | B      | M      | M12    | M24    | M36    | M48    | M60    | Doc    |
|----------|-------|--------|--------|--------|--------|--------|--------|--------|--------|
| 16       | 1     | 55,900 | 58,700 | 59,750 | 60,800 | 61,865 | 62,925 | 64,000 | 66,200 |
| 15       | 2     | 56,800 | 59,600 | 60,650 | 61,700 | 62,765 | 63,825 | 64,900 | 67,100 |
| 14       | 3     | 57,700 | 60,500 | 61,550 | 62,600 | 63,665 | 64,725 | 65,800 | 68,000 |
| 13       | 4     | 58,600 | 61,400 | 62,450 | 63,500 | 64,565 | 65,625 | 66,700 | 68,900 |
| 12       | 5     | 59,750 | 62,550 | 63,600 | 64,650 | 65,715 | 66,775 | 67,850 | 70,050 |
| 11       | 6     | 61,450 | 64,250 | 65,300 | 66,350 | 67,415 | 68,475 | 69,550 | 71,750 |
| 10       | 7     | 63,150 | 65,950 | 67,000 | 68,050 | 69,115 | 70,175 | 71,250 | 73,450 |
| 9        | 8     | 64,850 | 67,650 | 68,700 | 69,750 | 70,815 | 71,875 | 72,950 | 75,150 |
| 8        | 9     | 66,550 | 69,350 | 70,400 | 71,450 | 72,515 | 73,575 | 74,650 | 76,850 |
| 7        | 10    | 68,250 | 71,050 | 72,100 | 73,150 | 74,215 | 75,275 | 76,350 | 78,550 |
| 6        | 11    | 69,950 | 72,750 | 73,800 | 74,850 | 75,915 | 76,975 | 78,050 | 80,250 |
| 5        | 12    | 71,650 | 74,450 | 75,500 | 76,550 | 77,615 | 78,675 | 79,750 | 81,950 |
| 4        | 13    | 73,350 | 76,150 | 77,200 | 78,250 | 79,315 | 80,375 | 81,450 | 83,650 |
| 3        | 14    | 76,850 | 79,650 | 80,700 | 81,750 | 82,815 | 83,875 | 84,950 | 87,150 |
| 2        | 15    | 80,300 | 83,100 | 84,150 | 85,200 | 86,265 | 87,325 | 88,400 | 90,600 |
| 1        | 16    | 83,700 | 86,500 | 87,550 | 88,600 | 89,665 | 90,725 | 91,800 | 94,000 |
| Top      | 17    | 87,100 | 89,900 | 90,950 | 92,000 | 93,065 | 94,125 | 95,200 | 97,400 |

Schedule A—Professional Compensation  
2026-2027

| <b>From Top</b> | <b>Steps</b> | <b>B</b> | <b>M</b> | <b>M12</b> | <b>M24</b> | <b>M36</b> | <b>M48</b> | <b>M60</b> | <b>Doc</b> |
|-----------------|--------------|----------|----------|------------|------------|------------|------------|------------|------------|
| <b>16</b>       | <b>1</b>     | 60,600   | 63,400   | 64,450     | 65,500     | 66,550     | 67,600     | 68,700     | 70,900     |
| <b>15</b>       | <b>2</b>     | 61,500   | 64,300   | 65,350     | 66,400     | 67,450     | 68,500     | 69,600     | 71,800     |
| <b>14</b>       | <b>3</b>     | 62,400   | 65,200   | 66,250     | 67,300     | 68,350     | 69,400     | 70,500     | 72,700     |
| <b>13</b>       | <b>4</b>     | 63,300   | 66,100   | 67,150     | 68,200     | 69,250     | 70,300     | 71,400     | 73,600     |
| <b>12</b>       | <b>5</b>     | 64,200   | 67,000   | 68,050     | 69,100     | 70,150     | 71,200     | 72,300     | 74,500     |
| <b>11</b>       | <b>6</b>     | 65,110   | 67,910   | 68,960     | 70,010     | 71,070     | 72,130     | 73,210     | 75,410     |
| <b>10</b>       | <b>7</b>     | 66,806   | 69,606   | 70,656     | 71,706     | 72,771     | 73,831     | 74,906     | 77,106     |
| <b>9</b>        | <b>8</b>     | 68,506   | 71,306   | 72,356     | 73,406     | 74,471     | 75,531     | 76,606     | 78,806     |
| <b>8</b>        | <b>9</b>     | 70,206   | 73,006   | 74,056     | 75,106     | 76,171     | 77,231     | 78,306     | 80,506     |
| <b>7</b>        | <b>10</b>    | 71,906   | 74,706   | 75,756     | 76,806     | 77,871     | 78,931     | 80,006     | 82,206     |
| <b>6</b>        | <b>11</b>    | 73,606   | 76,406   | 77,456     | 78,506     | 79,571     | 80,631     | 81,706     | 83,906     |
| <b>5</b>        | <b>12</b>    | 75,306   | 78,106   | 79,156     | 80,206     | 81,271     | 82,331     | 83,406     | 85,606     |
| <b>4</b>        | <b>13</b>    | 77,006   | 79,806   | 80,856     | 81,906     | 82,971     | 84,031     | 85,106     | 87,306     |
| <b>3</b>        | <b>14</b>    | 79,750   | 82,550   | 83,600     | 84,650     | 85,715     | 86,775     | 87,850     | 90,050     |
| <b>2</b>        | <b>15</b>    | 82,500   | 85,300   | 86,350     | 87,400     | 88,465     | 89,525     | 90,600     | 92,800     |
| <b>1</b>        | <b>16</b>    | 85,250   | 88,050   | 89,100     | 90,150     | 91,215     | 92,275     | 93,350     | 95,550     |
| <b>Top</b>      | <b>17</b>    | 88,000   | 90,800   | 91,850     | 92,900     | 93,965     | 95,025     | 96,100     | 98,300     |

## SCHEDULE B—Coaching Compensation

|           |            |            |            |            |
|-----------|------------|------------|------------|------------|
| 2022-2023 | 1.33%      |            |            |            |
| Step      | CALCULATOR | CATEGORY 1 | CATEGORY 2 | CATEGORY 3 |
| 1         | 0.8        | \$6,175    | \$4,886    | \$4,244    |
| 2         | 0.85       | \$6,561    | \$5,191    | \$4,509    |
| 3         | 0.9        | \$6,946    | \$5,496    | \$4,774    |
| 4         | 0.95       | \$7,332    | \$5,802    | \$5,039    |
| 5         | 1          | \$7,718    | \$6,107    | \$5,305    |

|           |            |            |            |            |
|-----------|------------|------------|------------|------------|
| 2023-2024 | 1.18%      |            |            |            |
| Step      | CALCULATOR | CATEGORY 1 | CATEGORY 2 | CATEGORY 3 |
| 1         | 0.8        | \$6,248    | \$4,943    | \$4,294    |
| 2         | 0.85       | \$6,638    | \$5,252    | \$4,562    |
| 3         | 0.9        | \$7,028    | \$5,561    | \$4,830    |
| 4         | 0.95       | \$7,419    | \$5,870    | \$5,099    |
| 5         | 1          | \$7,809    | \$6,179    | \$5,367    |

|           |            |            |            |            |
|-----------|------------|------------|------------|------------|
| 2024-2025 | 1.51%      |            |            |            |
| Step      | CALCULATOR | CATEGORY 1 | CATEGORY 2 | CATEGORY 3 |
| 1         | 0.8        | \$6,342    | \$5,018    | \$4,359    |
| 2         | 0.85       | \$6,738    | \$5,332    | \$4,631    |
| 3         | 0.9        | \$7,135    | \$5,645    | \$4,903    |
| 4         | 0.95       | \$7,531    | \$5,959    | \$5,176    |
| 5         | 1          | \$7,927    | \$6,273    | \$5,448    |

|           |            |            |            |            |
|-----------|------------|------------|------------|------------|
| 2025-2026 | 1.70%      |            |            |            |
| Step      | CALCULATOR | CATEGORY 1 | CATEGORY 2 | CATEGORY 3 |
| 1         | 0.8        | \$6,450    | \$5,103    | \$4,433    |
| 2         | 0.85       | \$6,853    | \$5,422    | \$4,710    |
| 3         | 0.9        | \$7,256    | \$5,741    | \$4,987    |
| 4         | 0.95       | \$7,659    | \$6,060    | \$5,264    |
| 5         | 1          | \$8,062    | \$6,379    | \$5,541    |

|           |            |            |            |            |
|-----------|------------|------------|------------|------------|
| 2026-2027 | 1.92%      |            |            |            |
| Step      | CALCULATOR | CATEGORY 1 | CATEGORY 2 | CATEGORY 3 |
| 1         | 0.8        | \$6,573    | \$5,201    | \$4,518    |
| 2         | 0.85       | \$6,984    | \$5,526    | \$4,800    |
| 3         | 0.9        | \$7,395    | \$5,851    | \$5,083    |
| 4         | 0.95       | \$7,806    | \$6,177    | \$5,365    |
| 5         | 1          | \$8,217    | \$6,502    | \$5,647    |

\*Annual step movement, as shown in the above charts, will occur for the life of this contract.

**Category 1:** Head varsity coaches of football, B/G wrestling, B/G soccer, B/G basketball

**Category 2:** Head varsity coaches of baseball, golf, softball, swimming, tennis, track, volleyball and all junior high head coaches

**Category 3:** All assistant coaches and game manager

Steps 1 -4 will be calculated as a percent of the top salary as indexed above

- A. A coach wishing to resign shall notify the Administration in writing. If the Board desires to terminate employment of a coach or an advisor connected with sports, it shall notify the coach or advisor by registered letter.
- B. For fall sports, all letters must be mailed before January 1st (or four weeks after the last playoff, whichever comes last) for all other sports or activities connected therewith, letters must be mailed on or before May 25th (or four weeks after the last playoff, whichever comes last). Otherwise, the position shall be considered renewed. The same procedure shall apply to any other co-curricular employee.
- C. With respect to placement on the year experience schedule, the coach shall receive credit for past experience in that sport.
- D. When a team of individuals participates in the postseason events, the head coach and assistant coaches shall receive a bonus compensation of \$50.00 for each week of competition.

## Schedule B—Athletic Personnel Compensation

|   |                |           |                |
|---|----------------|-----------|----------------|
| <b>2022-2023</b>                        | 1.33%          |           |                |
| <b>FOOTBALL</b>                         | <b>Varsity</b> | <b>JV</b> | <b>JR HIGH</b> |
| Ticket Seller                           |                | \$22.10   | \$22.10        |
| Ticket Seller to half time              | \$25.77        |           |                |
| ticket Seller for entire game           | \$38.66        |           |                |
| Ticket Seller for double event          |                |           | \$33.16        |
| Ticket Taker                            |                | \$22.10   | \$22.10        |
| Ticket Taker to half time               | \$25.77        |           |                |
| Ticket Taker for entire game            | \$38.66        |           |                |
| Ticket Taker for double event           |                |           | \$33.16        |
| Usher to half time                      | \$25.77        |           |                |
| Usher for entire game                   | \$38.66        |           |                |
| Usher to half time-student section      | \$31.30        |           |                |
| Usher for entire game-student section   | \$46.04        |           |                |
| Announcer                               | \$27.60        | \$22.10   | \$22.10        |
| Announcer for double event              |                |           | \$33.16        |
| Scoreboard Operator                     | \$34.97        | \$27.60   | \$27.60        |
| Score Board Operator for double event   |                |           | \$33.16        |
| Locker Room Supervisor                  | \$27.60        | \$22.10   | \$22.10        |
| Locker Room Supervisor for double event |                |           | \$33.16        |
| Reserved Seat Section to half time      | \$25.77        |           |                |
| Reserved Seat Section for entire game   | \$38.66        |           |                |
| Equipment Supervisor for entire game    | \$46.04        |           |                |
| <b>SOCCER</b>                           | <b>Varsity</b> | <b>JV</b> | <b>JR HIGH</b> |
| Ticket Seller                           | \$33.16        | Included  |                |
| Ticket Taker                            | \$33.16        | Included  |                |
| Announcer                               | \$33.16        | Included  | \$22.10        |
| Timer/Scorer                            | \$33.16        | Included  | \$22.10        |
| <b>BASKETBALL/VOLLEYBALL/WRESTLING</b>  | <b>Varsity</b> | <b>JV</b> | <b>JR HIGH</b> |
| Ticket Seller                           | \$25.77        | Included  |                |
| Ticket Taker                            | \$25.77        | Included  |                |
| Timer/Scorer                            | \$27.60        | Included  | \$22.10        |
| Usher                                   | \$25.77        | Included  |                |
| Locker Room Supervisor                  | \$29.45        | Included  | \$22.10        |
| Scoreboard Operator                     | \$27.60        | Included  | \$22.10        |
| <b>TRACK</b>                            | <b>Varsity</b> | <b>JV</b> | <b>JR HIGH</b> |
| Timer - single meet                     | \$20.23        | Included  |                |
| Timer - double meet                     | \$29.45        | Included  |                |

## Schedule B—Athletic Personnel Compensation

|   |                |           |                |
|---|----------------|-----------|----------------|
| <b>2023-2024</b>                        | 1.18%          |           |                |
| <b>FOOTBALL</b>                         | <b>Varsity</b> | <b>JV</b> | <b>JR HIGH</b> |
| Ticket Seller                           |                | \$22.36   | \$22.36        |
| Ticket Seller to half time              | \$26.07        |           |                |
| ticket Seller for entire game           | \$39.11        |           |                |
| Ticket Seller for double event          |                |           | \$33.55        |
| Ticket Taker                            | \$0.00         | \$22.36   | \$22.36        |
| Ticket Taker to half time               | \$26.07        |           |                |
| Ticket Taker for entire game            | \$39.11        |           |                |
| Ticket Taker for double event           |                |           | \$33.55        |
| Usher to half time                      | \$26.07        |           |                |
| Usher for entire game                   | \$39.11        |           |                |
| Usher to half time-student section      | \$31.67        |           |                |
| Usher for entire game-student section   | \$46.59        |           |                |
| Announcer                               | \$27.93        | \$22.36   | \$22.36        |
| Announcer for double event              |                |           | \$33.55        |
| Scoreboard Operator                     | \$35.38        | \$27.93   | \$27.93        |
| Score Board Operator for double event   |                |           | \$33.55        |
| Locker Room Supervisor                  | \$27.93        | \$22.36   | \$22.36        |
| Locker Room Supervisor for double event |                |           | \$33.55        |
| Reserved Seat Section to half time      | \$26.07        |           |                |
| Reserved Seat Section for entire game   | \$39.11        |           |                |
| Equipment Supervisor for entire game    | \$46.59        |           |                |
| <b>SOCCER</b>                           | <b>Varsity</b> | <b>JV</b> | <b>JR HIGH</b> |
| Ticket Seller                           | \$33.55        | Included  |                |
| Ticket Taker                            | \$33.55        | Included  |                |
| Announcer                               | \$33.55        | Included  | \$22.36        |
| Timer/Scorer                            | \$33.55        | Included  | \$22.36        |
| <b>BASKETBALL/VOLLEYBALL/WRESTLING</b>  | <b>Varsity</b> | <b>JV</b> | <b>JR HIGH</b> |
| Ticket Seller                           | \$26.07        | Included  |                |
| Ticket Taker                            | \$26.07        | Included  |                |
| Timer/Scorer                            | \$27.93        | Included  | \$22.36        |
| Usher                                   | \$26.07        | Included  |                |
| Locker Room Supervisor                  | \$29.79        | Included  | \$22.36        |
| Scoreboard Operator                     | \$27.93        | Included  | \$22.36        |
| <b>TRACK</b>                            | <b>Varsity</b> | <b>JV</b> | <b>JR HIGH</b> |
| Timer - single meet                     | \$20.46        | Included  |                |
| Timer - double meet                     | \$29.79        | Included  |                |



## Schedule B—Athletic Personnel Compensation

|   |                |           |                |
|---|----------------|-----------|----------------|
| <b>2024-2025</b>                        | 1.51%          |           |                |
| <b>FOOTBALL</b>                         | <b>Varsity</b> | <b>JV</b> | <b>JR HIGH</b> |
| Ticket Seller                           |                | \$22.70   | \$22.70        |
| Ticket Seller to half time              | \$26.47        |           |                |
| ticket Seller for entire game           | \$39.70        |           |                |
| Ticket Seller for double event          |                |           | \$34.05        |
| Ticket Taker                            |                | \$22.70   | \$22.70        |
| Ticket Taker to half time               | \$26.47        |           |                |
| Ticket Taker for entire game            | \$39.70        |           |                |
| Ticket Taker for double event           |                |           | \$34.05        |
| Usher to half time                      | \$26.47        |           |                |
| Usher for entire game                   | \$39.70        |           |                |
| Usher to half time-student section      | \$32.15        |           |                |
| Usher for entire game-student section   | \$47.29        |           |                |
| Announcer                               | \$28.35        | \$22.70   | \$22.70        |
| Announcer for double event              |                |           | \$34.05        |
| Scoreboard Operator                     | \$35.92        | \$28.35   | \$28.35        |
| Score Board Operator for double event   |                |           | \$34.05        |
| Locker Room Supervisor                  | \$28.35        | \$22.70   | \$22.70        |
| Locker Room Supervisor for double event |                |           | \$34.05        |
| Reserved Seat Section to half time      | \$26.47        |           |                |
| Reserved Seat Section for entire game   | \$39.70        |           |                |
| Equipment Supervisor for entire game    | \$47.29        |           |                |
| <b>SOCCER</b>                           | <b>Varsity</b> | <b>JV</b> | <b>JR HIGH</b> |
| Ticket Seller                           | \$34.05        | Included  |                |
| Ticket Taker                            | \$34.05        | Included  |                |
| Announcer                               | \$34.05        | Included  | \$22.70        |
| Timer/Scorer                            | \$34.05        | Included  | \$22.70        |
| <b>BASKETBALL/VOLLEYBALL/WRESTLING</b>  | <b>Varsity</b> | <b>JV</b> | <b>JR HIGH</b> |
| Ticket Seller                           | \$26.47        | Included  |                |
| Ticket Taker                            | \$26.47        | Included  |                |
| Timer/Scorer                            | \$28.35        | Included  | \$22.70        |
| Usher                                   | \$26.47        | Included  |                |
| Locker Room Supervisor                  | \$30.24        | Included  | \$22.70        |
| Scoreboard Operator                     | \$28.35        | Included  | \$22.70        |
| <b>TRACK</b>                            | <b>Varsity</b> | <b>JV</b> | <b>JR HIGH</b> |
| Timer - single meet                     | \$20.77        | Included  |                |
| Timer - double meet                     | \$30.24        | Included  |                |

## Schedule B—Athletic Personnel Compensation

|   |                |           |                |
|---|----------------|-----------|----------------|
| <b>2025-2026</b>                        | 1.70%          |           |                |
| <b>FOOTBALL</b>                         | <b>Varsity</b> | <b>JV</b> | <b>JR HIGH</b> |
| Ticket Seller                           |                | \$23.08   | \$23.08        |
| Ticket Seller to half time              | \$26.92        |           |                |
| ticket Seller for entire game           | \$40.38        |           |                |
| Ticket Seller for double event          |                |           | \$34.63        |
| Ticket Taker                            |                | \$23.08   | \$23.08        |
| Ticket Taker to half time               | \$26.92        |           |                |
| Ticket Taker for entire game            | \$40.38        |           |                |
| Ticket Taker for double event           |                |           | \$34.63        |
| Usher to half time                      | \$26.92        |           |                |
| Usher for entire game                   | \$40.38        |           |                |
| Usher to half time-student section      | \$32.69        |           |                |
| Usher for entire game-student section   | \$48.10        |           |                |
| Announcer                               | \$28.83        | \$23.08   | \$23.08        |
| Announcer for double event              |                |           | \$34.63        |
| Scoreboard Operator                     | \$36.53        | \$28.83   | \$28.83        |
| Score Board Operator for double event   |                |           | \$34.63        |
| Locker Room Supervisor                  | \$28.83        | \$23.08   | \$23.08        |
| Locker Room Supervisor for double event |                |           | \$34.63        |
| Reserved Seat Section to half time      | \$26.92        |           |                |
| Reserved Seat Section for entire game   | \$40.38        |           |                |
| Equipment Supervisor for entire game    | \$48.10        |           |                |
| <b>SOCCER</b>                           | <b>Varsity</b> | <b>JV</b> | <b>JR HIGH</b> |
| Ticket Seller                           | \$34.63        | Included  |                |
| Ticket Taker                            | \$34.63        | Included  |                |
| Announcer                               | \$34.63        | Included  | \$23.08        |
| Timer/Scorer                            | \$34.63        | Included  | \$23.08        |
| <b>BASKETBALL/VOLLEYBALL/WRESTLING</b>  | <b>Varsity</b> | <b>JV</b> | <b>JR HIGH</b> |
| Ticket Seller                           | \$26.92        | Included  |                |
| Ticket Taker                            | \$26.92        | Included  |                |
| Timer/Scorer                            | \$28.83        | Included  | \$23.08        |
| Usher                                   | \$26.92        | Included  |                |
| Locker Room Supervisor                  | \$30.76        | Included  | \$23.08        |
| Scoreboard Operator                     | \$28.83        | Included  | \$23.08        |
| <b>TRACK</b>                            | <b>Varsity</b> | <b>JV</b> | <b>JR HIGH</b> |
| Timer - single meet                     | \$21.13        | Included  |                |
| Timer - double meet                     | \$30.76        | Included  |                |

## Schedule B—Athletic Personnel Compensation

|   |                |           |                |
|---|----------------|-----------|----------------|
| <b>2026-2027</b>                        | 1.92%          |           |                |
| <b>FOOTBALL</b>                         | <b>Varsity</b> | <b>JV</b> | <b>JR HIGH</b> |
| Ticket Seller                           |                | \$23.53   | \$23.53        |
| Ticket Seller to half time              | \$27.43        |           |                |
| ticket Seller for entire game           | \$41.15        |           |                |
| Ticket Seller for double event          |                |           | \$35.30        |
| Ticket Taker                            |                | \$23.53   | \$23.53        |
| Ticket Taker to half time               | \$27.43        |           |                |
| Ticket Taker for entire game            | \$41.15        |           |                |
| Ticket Taker for double event           |                |           | \$35.30        |
| Usher to half time                      | \$27.43        |           |                |
| Usher for entire game                   | \$41.15        |           |                |
| Usher to half time-student section      | \$33.32        |           |                |
| Usher for entire game-student section   | \$49.02        |           |                |
| Announcer                               | \$29.39        | \$23.53   | \$23.53        |
| Announcer for double event              |                |           | \$35.30        |
| Scoreboard Operator                     | \$37.23        | \$29.39   | \$29.39        |
| Score Board Operator for double event   |                |           | \$35.30        |
| Locker Room Supervisor                  | \$29.39        | \$23.53   | \$23.53        |
| Locker Room Supervisor for double event |                |           | \$35.30        |
| Reserved Seat Section to half time      | \$27.43        |           |                |
| Reserved Seat Section for entire game   | \$41.15        |           |                |
| Equipment Supervisor for entire game    | \$49.02        |           |                |
| <b>SOCCER</b>                           | <b>Varsity</b> | <b>JV</b> | <b>JR HIGH</b> |
| Ticket Seller                           | \$35.30        | Included  |                |
| Ticket Taker                            | \$35.30        | Included  |                |
| Announcer                               | \$35.30        | Included  | \$23.53        |
| Timer/Scorer                            | \$35.30        | Included  | \$23.53        |
| <b>BASKETBALL/VOLLEYBALL/WRESTLING</b>  | <b>Varsity</b> | <b>JV</b> | <b>JR HIGH</b> |
| Ticket Seller                           | \$27.43        | Included  |                |
| Ticket Taker                            | \$27.43        | Included  |                |
| Timer/Scorer                            | \$29.39        | Included  | \$23.53        |
| Usher                                   | \$27.43        | Included  |                |
| Locker Room Supervisor                  | \$31.35        | Included  | \$23.53        |
| Scoreboard Operator                     | \$29.39        | Included  | \$23.53        |
| <b>TRACK</b>                            | <b>Varsity</b> | <b>JV</b> | <b>JR HIGH</b> |
| Timer - single meet                     | \$21.53        | Included  |                |
| Timer - double meet                     | \$31.35        | Included  |                |

## Schedule C—Extracurricular and Co-curricular Compensation

|   | 2022-2023  | 2023-2024  | 2024-2025  | 2025-2026  | 2026-2027  |
|---|------------|------------|------------|------------|------------|
|   | 1.33%      | 1.18%      | 1.51%      | 1.70%      | 1.92%      |
|   |            |            |            |            |            |
| <b>BAND</b>   |            |            |            |            |            |
| Bucktail Area High School   | \$2,899.83 | \$2,934.05 | \$2,978.35 | \$3,028.99 | \$3,087.14 |
| Central Mountain High School  | \$6,731.77 | \$6,811.20 | \$6,914.05 | \$7,031.59 | \$7,166.60 |
| Central Mountain Middle School  | \$1,864.19 | \$1,886.19 | \$1,914.67 | \$1,947.22 | \$1,984.60 |
| Elementary  | \$1,449.93 | \$1,467.04 | \$1,489.19 | \$1,514.51 | \$1,543.59 |
|   |            |            |            |            |            |
| <b>BAND FRONT</b>   |            |            |            |            |            |
| Bucktail Area High School   | \$2,589.14 | \$2,619.70 | \$2,659.25 | \$2,704.46 | \$2,756.39 |
| Central Mountain High School  | \$4,349.76 | \$4,401.09 | \$4,467.55 | \$4,543.49 | \$4,630.73 |
|   |            |            |            |            |            |
| <b>CHORUS</b>   |            |            |            |            |            |
| Bucktail Area High School   | \$828.51   | \$838.29   | \$850.95   | \$865.42   | \$882.03   |
| Central Mountain High School  | \$1,449.93 | \$1,467.04 | \$1,489.19 | \$1,514.51 | \$1,543.59 |
| Central Mountain Middle School  | \$828.51   | \$838.29   | \$850.95   | \$865.42   | \$882.03   |
| Elementary  | \$724.96   | \$733.51   | \$744.59   | \$757.24   | \$771.78   |
|   |            |            |            |            |            |
| <b>DRAMA</b>  |            |            |            |            |            |
| Bucktail Area High School   | \$4,142.61 | \$4,191.50 | \$4,254.79 | \$4,327.12 | \$4,410.20 |
| Central Mountain High School - Musical  | \$6,213.94 | \$6,287.27 | \$6,382.20 | \$6,490.70 | \$6,615.32 |
| Central Mountain High School - Drama  | \$4,142.61 | \$4,191.50 | \$4,254.79 | \$4,327.12 | \$4,410.20 |
|   |            |            |            |            |            |
| <b>ORCHESTRA</b>  |            |            |            |            |            |
| Elementary  | \$1,449.93 | \$1,467.04 | \$1,489.19 | \$1,514.51 | \$1,543.59 |
| Secondary   | \$1,449.93 | \$1,467.04 | \$1,489.19 | \$1,514.51 | \$1,543.59 |
|   |            |            |            |            |            |
| <b>PERCUSSION</b>   |            |            |            |            |            |
| Secondary   | \$3,417.66 | \$3,457.99 | \$3,510.20 | \$3,569.88 | \$3,638.42 |
|   |            |            |            |            |            |
| <b>CHEERLEADING</b>   |            |            |            |            |            |
| Cheerleading Director   | \$5,193.31 | \$5,254.60 | \$5,333.94 | \$5,424.62 | \$5,528.77 |
| Cheerleading Varsity CMHS   | \$4,510.16 | \$4,563.38 | \$4,632.28 | \$4,711.03 | \$4,801.49 |
| Cheerleading JV CMHS  | \$4,245.09 | \$4,295.18 | \$4,360.04 | \$4,434.16 | \$4,519.29 |
| Cheerleading JH CMMS  | \$4,245.09 | \$4,295.18 | \$4,360.04 | \$4,434.16 | \$4,519.29 |
| Cheerleading Varsity Bucktail   | \$4,510.16 | \$4,563.38 | \$4,632.28 | \$4,711.03 | \$4,801.49 |
| Cheerleading JV Bucktail  | \$4,245.09 | \$4,295.18 | \$4,360.04 | \$4,434.16 | \$4,519.29 |
| Cheerleading JH Bucktail  | \$4,245.09 | \$4,295.18 | \$4,360.04 | \$4,434.16 | \$4,519.29 |
|   |            |            |            |            |            |
| Approval of these positions indicates that these activities are performed beyond the school day.          |            |            |            |            |            |
| The designates money is the total amount allocated for the district not per school and not per individual |            |            |            |            |            |

## Schedule C—Extracurricular and Co-curricular Compensation

|   | 2022-2023  | 2023-2024  | 2024-2025  | 2025-2026  | 2026-2027  |
|---|------------|------------|------------|------------|------------|
|   | 1.33%      | 1.18%      | 1.51%      | 1.70%      | 1.92%      |
| <b>YEARBOOK ADVISOR</b>   |            |            |            |            |            |
| Bucktail Area High School   | \$1,589.60 | \$1,608.36 | \$1,632.65 | \$1,660.40 | \$1,692.28 |
| Central Mountain High School  | \$2,040.96 | \$2,065.04 | \$2,096.22 | \$2,131.86 | \$2,172.79 |
| Central Mountain Middle School  | \$1,425.88 | \$1,442.70 | \$1,464.49 | \$1,489.38 | \$1,517.98 |
| Keystone Central CTC  | \$1,589.60 | \$1,608.36 | \$1,632.65 | \$1,660.40 | \$1,692.28 |
|   |            |            |            |            |            |
| <b>FBLA ADVISOR</b>   |            |            |            |            |            |
| Bucktail Area High School   | \$1,589.60 | \$1,608.36 | \$1,632.65 | \$1,660.40 | \$1,692.28 |
| Central Mountain High School  | \$2,040.96 | \$2,065.04 | \$2,096.22 | \$2,131.86 | \$2,172.79 |
|   |            |            |            |            |            |
| <b>SKILLS ADVISOR</b>   | \$2,040.93 | \$2,065.01 | \$2,096.19 | \$2,131.83 | \$2,172.76 |
|   |            |            |            |            |            |
| <b>FFA ADVISOR</b>  | \$2,040.96 | \$2,065.04 | \$2,096.22 | \$2,131.86 | \$2,172.79 |
|   |            |            |            |            |            |
| <b>NEWSPAPER ADVISOR</b>  |            |            |            |            |            |
| Bucktail Area High School   | \$1,509.75 | \$1,527.56 | \$1,550.63 | \$1,576.99 | \$1,607.27 |
| Central Mountain High School  | \$1,509.75 | \$1,527.56 | \$1,550.63 | \$1,576.99 | \$1,607.27 |
| Central Mountain Middle School  | \$1,211.54 | \$1,225.84 | \$1,244.35 | \$1,265.50 | \$1,289.80 |
| Keystone Central CTC  | \$1,211.54 | \$1,225.84 | \$1,244.35 | \$1,265.50 | \$1,289.80 |
|   |            |            |            |            |            |
| <b>CLUB ADVISOR</b>   |            |            |            |            |            |
| All   | \$661.72   | \$669.52   | \$679.63   | \$691.19   | \$704.46   |
|   |            |            |            |            |            |
| <b>CLASS ADVISOR</b>  |            |            |            |            |            |
| Freshmen  | \$820.11   | \$829.79   | \$842.32   | \$856.64   | \$873.09   |
| Sophomore   | \$931.92   | \$942.92   | \$957.16   | \$973.43   | \$992.12   |
| Junior  | \$931.92   | \$942.92   | \$957.16   | \$973.43   | \$992.12   |
| Senior  | \$1,006.50 | \$1,018.38 | \$1,033.75 | \$1,051.33 | \$1,071.51 |
|   |            |            |            |            |            |
| <b>SUPPORT PROGRAMS (Hourly Rate)</b>   |            |            |            |            |            |
| Vocational Course Instructor  | \$27.21    | \$27.53    | \$27.94    | \$28.42    | \$28.96    |
| Job Training Instructors  | \$39.92    | \$40.40    | \$41.01    | \$41.70    | \$42.50    |
| Homebound Teachers  | \$27.21    | \$27.53    | \$27.94    | \$28.42    | \$28.96    |
| Summer School Teachers  | \$27.21    | \$27.53    | \$27.94    | \$28.42    | \$28.96    |
| In-Service (non-Credit) Preapproved   | \$21.18    | \$21.43    | \$21.75    | \$22.12    | \$22.55    |
| Intramural Instructors  | \$20.73    | \$20.98    | \$21.29    | \$21.66    | \$22.07    |
| Summer Recreation Instructors   | \$20.73    | \$20.98    | \$21.29    | \$21.66    | \$22.07    |
| Extended Contract Rate  | \$36.00    | \$36.42    | \$36.97    | \$37.60    | \$38.33    |
| Saturday School   | \$27.21    | \$27.53    | \$27.94    | \$28.42    | \$28.96    |
|   |            |            |            |            |            |
| <b>CHAPERONES-Preapproved (per event)</b>   |            |            |            |            |            |
| All   | \$41.94    | \$42.44    | \$43.08    | \$43.81    | \$44.65    |
|   |            |            |            |            |            |
| Extended contract shall cover work on a school related project which has been requested by the district |            |            |            |            |            |

### Schedule D—Program Leader Compensation

| 2022-2023  | 2023-2024  | 2024-2025  | 2025-2026  | 2026-2027  |
|------------|------------|------------|------------|------------|
| 1.33%      | 1.18%      | 1.51%      | 1.70%      | 1.92%      |
|            |            |            |            |            |
| \$3,168.25 | \$3,205.64 | \$3,254.05 | \$3,309.36 | \$3,372.90 |

District Program Leaders (DPL) may be assigned by the Superintendent to serve as an instructional leader for a designated department or program. All DPL positions will be approved annually, and the term will be aligned with the fiscal school year. DPL positions will not exceed 14 positions in any school year. DPLs shall be scheduled for one period of release time (equivalent to a daily preparation time) for department responsibilities.

## Appendix A—Health Care Rates

| PPO 1500/4500     |                            |                            |                            |                            |                            |
|-------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|
| Coverage          | Monthly Copay<br>2022-2023 | Monthly Copay<br>2023-2024 | Monthly Copay<br>2024-2025 | Monthly Copay<br>2025-2026 | Monthly Copay<br>2026-2027 |
|                   |                            |                            |                            |                            |                            |
| Employee          | -                          | -                          | -                          | -                          | -                          |
| Employee/Spouse   | -                          | -                          | -                          | -                          | -                          |
| Employee/Child    | -                          | -                          | -                          | -                          | -                          |
| Employee/Children | -                          | -                          | -                          | -                          | -                          |
| Family            | -                          | -                          | -                          | -                          | -                          |

| PPO 1000/3000     |                            |                            |                            |                            |                            |
|-------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|
| Coverage          | Monthly Copay<br>2022-2023 | Monthly Copay<br>2023-2024 | Monthly Copay<br>2024-2025 | Monthly Copay<br>2025-2026 | Monthly Copay<br>2026-2027 |
|                   |                            |                            |                            |                            |                            |
| Employee          | \$60                       | \$70                       | \$80                       | \$85                       | \$90                       |
| Employee/Spouse   | \$95                       | \$105                      | \$115                      | \$125                      | \$135                      |
| Employee/Child    | \$70                       | \$80                       | \$90                       | \$95                       | \$105                      |
| Employee/Children | \$95                       | \$105                      | \$115                      | \$125                      | \$135                      |
| Family            | \$135                      | \$150                      | \$165                      | \$175                      | \$190                      |

| PPO 500/1500      |                            |                            |                            |                            |                            |
|-------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|
| Coverage          | Monthly Copay<br>2022-2023 | Monthly Copay<br>2023-2024 | Monthly Copay<br>2024-2025 | Monthly Copay<br>2025-2026 | Monthly Copay<br>2026-2027 |
|                   |                            |                            |                            |                            |                            |
| Employee          | \$95                       | \$105                      | \$115                      | \$120                      | \$130                      |
| Employee/Spouse   | \$150                      | \$165                      | \$180                      | \$195                      | \$210                      |
| Employee/Child    | \$120                      | \$130                      | \$140                      | \$145                      | \$155                      |
| Employee/Children | \$150                      | \$165                      | \$180                      | \$195                      | \$210                      |
| Family            | \$225                      | \$250                      | \$275                      | \$290                      | \$310                      |

# BlueCare PPO

**Group Name:** Keystone Central School District PPO 1500

**Effective Date:** 1/1/2021

**Renewal Date:** 7/1/2021

## Benefits

- Benefit period
- Deductible
- Coinsurance (Insured responsibility)
- Coinsurance Maximum (Aggregate per benefit period)
- Lifetime maximum
- Credit (initial benefit period only)
- Precertification penalty (facility)

## Preventive Services (not subject to deductible)

- Childhood Immunizations
- Routine gynecological exam and pap smear
- Routine mammography
- Routine colorectal cancer and prostate cancer screening

## Emergency Services

- Ambulance, emergency transport (not subject to deductible)
- Ambulance, non-emergency transport
- Outpatient emergency room visit (not subject to deductible; copay waived if admitted to hospital)
- Retail clinic care

## Inpatient Services

- Inpatient hospital services (unlimited days per benefit period)
- Skilled nursing care (60 days per benefit period)

## Outpatient Services

- Chemotherapy, dialysis, or radiation
- High-tech imaging (MRI, MRA, CT scans, pet scans, nuclear cardiology)
- Diagnostic testing (lab tests, x-rays, etc.)
- Physical (20 visits per benefit period), speech (12 visits per benefit period), or occupational therapy (12 visits per benefit period)
- Cardiac rehabilitation (36 visits/benefit period)
- Pulmonary/Respiratory therapy (18 visits per therapy per benefit period)

## Other Services

- Chiropractic manipulative benefits (18 visits per benefit period ages 13 and up)
- Durable medical equipment/orthotics/prosthetics (\$10,000 annual maximum)
- Home health services/Home infusion (nurse visits)
- Hospice care (180-day lifetime maximum)
- Surgery
- Maternity services (physician office visits) (preferred not subject to deductible)
- Primary Care Physician office visits (preferred not subject to deductible; unlimited visits)
- Specialty Care Physician office visits (preferred not subject to deductible; unlimited visits)

## Mental Health and Substance Abuse Services

- Outpatient mental health services (up to 60 benefits per benefit period)
- Inpatient mental health services (30 inpatient days per benefit period)
- Outpatient substance abuse services (up to 60 visits per benefit period)
- Detoxification (7 days per admission, 4 admissions per lifetime)
- Inpatient non-hospital residential substance abuse treatment (30 days per benefit period; 90 days per lifetime; Initial visit coinsurance applies ;50%for subsequent visits)

## Prescription drugs

- Deductible (per benefit period)
- Retail, 30-day supply
- Mail order program, up to a 90-day supply
- Contraceptives

## Insured Responsibility

| Preferred           | Non-Preferred        |
|---------------------|----------------------|
| Calendar Year       |                      |
| \$1,500             | \$3,000              |
| None                | 20%                  |
| None                | \$2,000              |
| Unlimited           | Unlimited            |
| Not applicable      |                      |
| None                | \$500                |
| No charge           | 20%                  |
| No charge           | 20%                  |
| No charge           | 20%                  |
| No charge           | 20%                  |
| No charge           | 20%                  |
| No charge           | 20%                  |
| No charge           | 20% after deductible |
| \$35                | \$35                 |
| \$10                | 20% after deductible |
| No charge           | 20% after deductible |
| No charge           | 20% after deductible |
| No charge           | 20% after deductible |
| \$75 copay per test | 20% after deductible |
| No charge           | 20% after deductible |
| \$20                | 20% after deductible |
| No charge           | 20% after deductible |
| No charge           | 20% after deductible |
| No charge           | 20% after deductible |
| No charge           | 20% after deductible |
| \$10                | 20% after deductible |
| \$20                | 20% after deductible |
| \$20                | 20% after deductible |
| \$20                | 20% after deductible |
| No charge           | 20% after deductible |
| No charge           | 20% after deductible |
| 0%                  | 20% after deductible |
| 0%                  | 20% after deductible |
| 0%                  | 20% after deductible |
| 0%                  | 20% after deductible |
| 0%                  | 20% after deductible |
| None                | Not Covered          |
| \$0/\$10/\$20/\$35  | Not Covered          |
| \$0/\$20/\$40/\$105 | Not Covered          |
| Covered             | Not Covered          |

The deductible applies to all services unless otherwise noted above.

The allowable charge is established by a provider agreement or is the billed amount, whichever is less, and will be accepted by the preferred provider as payment in full for covered services less any deductibles, coinsurance, copayments, and amounts exceeding any benefit maximums. For a non-preferred provider, the allowable charge is the same amount First Priority Life would pay to a preferred provider.

This is an abridged overview of the benefits covered by BlueCare® PPO. This highlights general features and is not intended to be a substitute for the terms, provisions, limitations and conditions imposed by the controlling policies. Since benefits are reviewed annually and are often modified, if there is a condition that you are treated for on a regular basis, be sure to inquire about your specific coverage needs. ASO 7/11



**Group Name:** Keystone Central School District  
**Effective Date:** 1/1/2021  
**Renewal Date:** 7/1/2021

- Benefit period
- Deductible
- Coinsurance (Insured responsibility)
- Coinsurance Maximum (Aggregate per benefit period)
- Lifetime maximum
- Credit (initial benefit period only)
- Precertification penalty (facility)

- Childhood Immunizations
- Routine gynecological exam and pap smear
- Routine mammography
- Routine colorectal cancer and prostate cancer screening

- Ambulance, emergency transport (not subject to deductible)
- Ambulance, non-emergency transport
- Outpatient emergency room visit (not subject to deductible; copay waived if admitted to hospital)
- Retail clinic care

- Inpatient hospital services (unlimited days per benefit period)
- Skilled nursing care (60 days per benefit period)

- Chemotherapy, dialysis, or radiation
- High-tech imaging (MRI, MRA, CT scans, pet scans, nuclear cardiology)
- Diagnostic testing (lab tests, x-rays, etc.)
- Physical (20 visits per benefit period), speech (12 visits per benefit period), or occupational therapy (12 visits per benefit period)
- Cardiac rehabilitation (36 visits/benefit period)
- Pulmonary/Respiratory therapy (18 visits per therapy per benefit period)

- Chiropractic manipulative benefits (18 visits per benefit period ages 13 and up)
- Durable medical equipment/orthotics/prosthetics (\$10,000 annual maximum)
- Home health services/Home infusion (nurse visits)
- Hospice care (180-day lifetime maximum)
- Surgery
- Maternity services (physician office visits) (preferred not subject to deductible)
- Primary Care Physician office visits (preferred not subject to deductible; unlimited visits)
- Specialty Care Physician office visits (preferred not subject to deductible; unlimited visits)

- Outpatient mental health services (up to 60 benefits per benefit period)
- Inpatient mental health services (30 inpatient days per benefit period)
- Outpatient substance abuse services (up to 60 visits per benefit period)
- Detoxification (7 days per admission, 4 admissions per lifetime)
- Inpatient non-hospital residential substance abuse treatment (30 days per benefit period; 90 days per lifetime; Initial visit coinsurance applies ; 50% for subsequent visits)

- Deductible (per benefit period)
- Retail, 30-day supply
- Mail order program, up to a 90-day supply
- Contraceptives

| Preferred         | Non-Preferred        |
|-------------------|----------------------|
| Calendar Year     |                      |
| \$1,000           | \$2,000              |
| None              | 20%                  |
| None              | \$2,000              |
| Unlimited         | Unlimited            |
| Not applicable    |                      |
| None              | \$500                |
| No charge         | 20%                  |
| No charge         | 20%                  |
| No charge         | 20%                  |
| No charge         | 20%                  |
| No charge         | 20%                  |
| No charge         | 20% after deductible |
| \$35              | \$35                 |
| \$10              | 20% after deductible |
| No charge         | 20% after deductible |
| No charge         | 20% after deductible |
| No charge         | 20% after deductible |
| 5 copay per test  | 20% after deductible |
| No charge         | 20% after deductible |
| \$20              | 20% after deductible |
| No charge         | 20% after deductible |
| No charge         | 20% after deductible |
| \$20              | 20% after deductible |
| No charge         | 20% after deductible |
| No charge         | 20% after deductible |
| No charge         | 20% after deductible |
| No charge         | 20% after deductible |
| No charge         | 20% after deductible |
| \$10              | 20% after deductible |
| \$20              | 20% after deductible |
| 50%               | 50% after deductible |
| 0%                | 20% after deductible |
| 0%                | 20% after deductible |
| 0%                | 20% after deductible |
| 0%                | 20% after deductible |
| None              | Not Covered          |
| 0/\$10/\$20/\$35  | Not Covered          |
| 0/\$20/\$40/\$105 | Not Covered          |
| Covered           | Not Covered          |

The allowable charge is established by a provider agreement or is the billed amount, whichever is less, and will be accepted by the preferred provider as payment in full for covered services less any deductibles, coinsurance, copayments, and amounts exceeding any benefit maximums. For a non-preferred provider, the allowable charge is the same amount First Priority Life would pay to a preferred provider.

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# BlueCare PPO

**Group Name:** Keystone Central School District

**Effective Date:** 1/1/2021

**Renewal Date:** 7/1/2021

## Benefits

- Benefit period
- Deductible
- Coinsurance (Insured responsibility)
- Coinsurance Maximum (Aggregate per benefit period)
- Lifetime maximum
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- Retail clinic care

## Inpatient Services

- Inpatient hospital services (unlimited days per benefit period)
- Skilled nursing care (60 days per benefit period)

## Outpatient Services

- Chemotherapy, dialysis, or radiation
- High-tech imaging (MRI, MRA, CT scans, pet scans, nuclear cardiology)
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- Outpatient substance abuse services (up to 60 visits per benefit period)
- Detoxification (7 days per admission, 4 admissions per lifetime)
- Inpatient non-hospital residential substance abuse treatment (30 days per benefit period; 90 days per lifetime; Initial visit coinsurance applies; 50% for subsequent visits)

## Prescription drugs

- Deductible (per benefit period)
- Retail, 30-day supply
- Mail order program, up to a 90-day supply
- Contraceptives

## Insured Responsibility

| Preferred           | Calendar Year  | Non-Preferred        |
|---------------------|----------------|----------------------|
| \$500               |                | \$1,000              |
| None                |                | 20%                  |
| None                |                | \$2,000              |
| Unlimited           |                | Unlimited            |
| None                | Not applicable | \$500                |
| No charge           |                | 20%                  |
| No charge           |                | 20%                  |
| No charge           |                | 20%                  |
| No charge           |                | 20%                  |
| No charge           |                | 20%                  |
| No charge           |                | 20%                  |
| No charge           |                | 20% after deductible |
| No charge           |                | 20% after deductible |
| \$35                |                | \$35                 |
| \$10                |                | 20% after deductible |
| No charge           |                | 20% after deductible |
| No charge           |                | 20% after deductible |
| No charge           |                | 20% after deductible |
| \$75 copay per test |                | 20% after deductible |
| No charge           |                | 20% after deductible |
| \$20                |                | 20% after deductible |
| No charge           |                | 20% after deductible |
| No charge           |                | 20% after deductible |
| \$20                |                | 20% after deductible |
| \$20                |                | 20% after deductible |
| No charge           |                | 20% after deductible |
| \$20                |                | 20% after deductible |
| No charge           |                | 20% after deductible |
| No charge           |                | 20% after deductible |
| No charge           |                | 20% after deductible |
| \$10                |                | 20% after deductible |
| \$20                |                | 20% after deductible |
| 50%                 |                | 50% after deductible |
| 0%                  |                | 20% after deductible |
| 0%                  |                | 20% after deductible |
| 0%                  |                | 20% after deductible |
| 0%                  |                | 20% after deductible |
| 0%                  |                | 20% after deductible |
| None                |                | Not Covered          |
| \$0/\$10/\$20/\$35  |                | Not Covered          |
| \$0/\$20/\$40/\$105 |                | Not Covered          |
| Covered             |                | Not Covered          |

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