

AGREEMENT

between

CENTRAL COLUMBIA SCHOOL DISTRICT

and

CENTRAL COLUMBIA EDUCATION ASSOCIATION

2009-2010

2010-2011

2011-2012

ARTICLE I
RECOGNITION

Section 1.01 The CENTRAL COLUMBIA SCHOOL DISTRICT Board of School Directors, hereinafter known as the "*Board*," recognizes the CENTRAL COLUMBIA EDUCATION ASSOCIATION, hereinafter known as the "*Association*," as the exclusive representative for collective bargaining for the employees properly included in the bargaining unit, under the conditions of Pennsylvania Law (Act 195) providing for collective bargaining for public employees.

ARTICLE II
TERM OF AGREEMENT AND SUCCESSOR AGREEMENT

Section 2.01 All provisions of this *agreement* shall go into effect on the **1st** day of **July 2009**, and remain in effect through the **30th** day of **June 2012**.

Section 2.02 The *parties* agree to enter into collective bargaining over a successor agreement as set forth by Act 195. Any agreement so negotiated shall be reduced to writing after ratification by the *parties*.

Section 2.03 This *agreement* shall not be modified in whole or in part by the *parties* except by an instrument, in writing, duly executed by both *parties*.

ARTICLE III
GRIEVANCE PROCEDURE

Section 3.01 It is in the interest of the general public, and in the interest of the school district, that both the *employer* and *employee* serve, that grievances be reconciled and disposed of as expeditiously as possible.

Section 3.02 The *parties* agree that grievances which arise out of the interpretation of this *agreement*, shall be resolved in accordance with the grievance procedure herein described. All necessary forms for filing grievances shall be provided by the *Association*.

Section 3.03 Definitions

- a. Grievance - A "grievance" shall mean a claim by a member of the bargaining unit or a group of the same, that there has been a misinterpretation of the provisions of this bargaining *agreement*.
- b. Days - The term "days" when used in this article shall, except where otherwise indicated, mean working school days. Thus weekend or vacation days are excluded.

Section 3.04 Contents of Grievance

All written grievances shall:

- a. set forth the date the grievance occurred;
- b. designate the provision or provisions allegedly violated; and
- c. state remedy or relief sought.

Section 3.05 The *parties* to the *agreement* agree that an orderly and expeditious resolution of grievances arising out of the interpretation of terms of this *agreement* shall provide for a four (4)-step process which is described in the following paragraphs.

STEP I

Employee or employees initiating the alleged grievance shall present the grievance in writing, and on a form provided by the *Association*, to the immediate supervisor twenty (20) days after its occurrence. The immediate supervisor shall reply to the grievance within three (3) days after initial presentation of the grievance.

STEP II

If the grievance is not satisfactorily resolved in Step I, the grievant may, within five (5) days after the written answer of the immediate supervisor, present the written grievance and answer to the superintendent. The superintendent will fix a time and place for a hearing (to take place within five (5) days after receipt of the written grievance) at which time the grievant, an association representative, and the immediate supervisor may be present. The superintendent will give a written decision within three (3) days after the conclusion of this hearing.

STEP III

If the grievance is not satisfactorily resolved in Step II, the grievant may, within five (5) days after the written answer of the superintendent, present the written grievance and the written answer to the secretary or other designee of the *Board*. Following the receipt of the grievance, the *Board* may direct a hearing to be held before a committee of the board prior to the next board meeting; and an association representative may be present at this hearing. The *Board*, no later than its next regular meeting, shall inform the grievant of its decision.

TIME LIMITS

The failure of an *employee(s)* to proceed to the next level of the grievance procedure within the time limits set forth, unless mutually waived in writing, shall be deemed to be an acceptance of the decision previously rendered and waive any further appeal. Failure of any of the *Board's* representatives to give an answer within the specified time limits shall automatically move the grievance to the next step unless the time limits have been extended by mutual agreement in writing.

STEP IV - ARBITRATION

The grievant and the *Association* may, within twenty (20) days of receipt of notification of the disposition of the grievance under Step III, request, in writing to the *Board*, arbitration of the grievance in accordance with Section 903 of Act 195.

Section 3.06 The decision of the arbitrator shall be final and binding upon the *parties*. Each case shall be considered on its merits, and the collective bargaining *agreement* shall constitute the basis upon which the decision shall be rendered.

Section 3.07 The arbitrator shall neither add to, subtract from nor modify the provisions of this *agreement*. The arbitrator shall be confined to the precise issues submitted for arbitration and shall have no authority to determine any other issues not so submitted.

Section 3.08 All fees and expenses of the arbitrator shall be divided equally between the *parties*. Each *party* shall bear the cost of preparing and presenting its own case.

Section 3.09 If back pay is awarded, the arbitrator shall take into consideration any compensation received by the grievant during said period as a reduction in the award. In computing said compensation to reduce the back pay award, the arbitrator may consider costs of obtaining the new job, as well as, any additional travel expenses to the new job over the travel expenses incurred by the grievant at the time the grievance was filed.

Section 3.10 Unless there is written mutual agreement between the *parties* that more than one grievance may be heard by the arbitrator, an arbitrator will be restricted to ruling on only one grievance.

Section 3.11 Members of the bargaining unit shall not be paid for time lost during regular working hours attending an arbitration hearing.

Section 3.12 The decisions at Steps I and II shall not be used as a precedent for any subsequent arbitration.

ARTICLE IV

SCHOOL YEAR AND SCHOOL DAY

Section 4.01 School Year

The *parties* agree that the school year for professional *employees* shall not exceed one hundred eighty-five (185) days.

Exception: All professional *employees* who are working on an extended teaching contract will be remunerated as follows:

- a. Eleven-(11) month contract (203 days)
Base salary for 185 day contract x 1.1 = Yearly Salary
- b. Eleven and one-half-(11 1/2) month contract (213 days)
Base salary for 185 day contract x 1.15 = Yearly Salary
- c. Twelve-(12) month contract (223 days)
Base salary for 185 day contract x 1.2 = Yearly Salary
- d. Remuneration for homebound instruction, adult education, and other teaching shall be paid at the hourly rate of \$22 per hour in year 2009-2010; \$23 per hour in 2010-11; and \$24 per hour in 2011-12.

Section 4.02 School Day

The professional, on-site workday shall be seven and one-half (7 1/2) hours and shall include a thirty-(30) minute, duty free, lunch period.

Section 4.03 When the administration determines early dismissal for emergencies, the faculty day will end with the departure of the last regular bus, or earlier as determined by their principal.

Section 4.04 When delayed opening of school is announced by known media for students, the same delay will apply to professional staff.

Section 4.05 The administration shall provide an equivalent of six (6) planning periods per cycle for each professional *employee*. The length of a planning period will be a minimum of thirty (30) minutes.

A planning period is defined as follows:

“A planning period is that period of time during the workday when a member of the bargaining unit shall be released from instruction and/or student contact for the purpose of planning and preparing for instructional activities, performing any duties related to the educational process, or attending to any school-related matters which fall within the *employee's* area of responsibility.”

Section 4.06 During the term of the contract, all professional *employees* will be required to provide three (3) additional days as planned by the administration. Two days will be scheduled at the immediate end of the 2009-2010 school year and one day will be placed at the start of the 2010-2011 school year.

ARTICLE V

RIGHTS OF PROFESSIONAL EMPLOYEES

Section 5.01 Nothing contained herein shall be construed to deny or restrict any professional *employee* such rights as they may have under the School Code of 1949, as amended, or the Public Employee Relations Act-Act 195, or other applicable laws and regulations.

Section 5.02 Every effort will be made to obtain qualified substitutes to take the place of absent professional *employees* covered by this contract.

Section 5.03 Any material of a derogatory nature, to be placed in the school district file of an *employee*, shall be acknowledged by the professional *employee's* signature, which shall not be construed to imply agreement, and the *employee* may attach a written statement. In the event that the *employee* refuses to sign such material, the originator of the material must hold a meeting with the *employee* to inform them that such material will be on file in their folder. A memorandum documenting the time and place of the meeting will be initiated by the originator, signed by the originator and attached to the material to be filed. A copy of this memorandum will be given to the *employee*.

ARTICLE VI

ASSOCIATION RIGHTS AND PRIVILEGES

Section 6.01 The *employer* agrees to furnish to the *Association*, in response to reasonable requests, available information of a public nature.

Section 6.02 The *Association* and its representatives shall have the privilege to use school buildings, at times other than the regular school day, providing such meetings do not conflict with other school activities. Requests for use of a building shall be submitted, in writing, to the principal or supervisor in advance (three-(3) days' notice except for an emergency).

There shall be no rental fee charges, however, assessment shall be made by the school directors in accordance with school policy to pay police, custodial, and other expenses required to protect and put area/areas in order.

Section 6.03 The *Association* shall have the privilege to use school facilities and equipment, including computers and copying equipment, when same is not otherwise being used. Any such use must first be scheduled, as to equipment desired to be used and time of use, with personnel of the school business office; and only qualified persons will be permitted to operate the equipment with payment for supplies, and if required, for the operator to be made by the *Association*.

Section 6.04 The *Association* may use the teacher's mailbox for communication to teachers.

Section 6.05 Subject to three (3)-days notice to the immediate supervisor, the president, or delegated representatives of the *Association*, shall be granted leave to attend official association meetings for a period not to exceed a total of seven (7) school days per school year. No more than two (2) delegates shall be absent on any one day. Any such leave shall be subject to loss of substitute's pay should a substitute be hired for any day of absence.

Section 6.06 One (1) bulletin board per faculty room in each building shall be allotted to the *Association*; if there is no faculty room as such, the building head or principal shall designate similar space for posting association information. The administration reserves the right to use of said bulletin board for notices and information pertaining to the faculty.

Section 6.07 The *employer* agrees that all *employees* who are presently members of the *Central Columbia Education Association* shall be subject to the "Maintenance of Membership" provision as defined in Article III, Subsection (18) of the Employee Relations Act-Act 195.

Section 6.08 The *Board* agrees to deduct dues from the salaries of members of the *Central Columbia Education Association* after receiving proper written authorization from the *employee*.

- a. Dues shall be unified membership in:
 1. Central Columbia Education Association,
 2. Pennsylvania State Education Association, and
 3. National Education Association.
- b. Deductions shall be made in as nearly equal monthly installments as possible during the school year.
- c. Total amounts so deducted will be transmitted by check to the Central Columbia Education Association monthly.
- d. The *Board* shall rely on any written authorization submitted by the *Association* and shall not be required to make any investigation with respect to the accuracy thereof, and shall be indemnified and saved harmless by the *Association* with respect to any act that the *Board* may do or refrain from doing in reliance upon such authorization. The *Association* reserves the right to file a grievance to enforce this provision.

Section 6.09 Copies of school board policies will be placed in each principal's office, on the district webpage and in the office the superintendent. Each copy will be updated as changes, additions and/or deletions occur.

Section 6.10 The *Board of School Directors* may grant an unpaid leave of absence of up to one (1) year to any professional *employee*, upon application of that *employee*, for the purpose of serving as an officer of the State or National Education Association or its staff. Any such leave must be applied for at least sixty (60) days prior to the beginning of a school year. Such leave shall begin with and terminate with that school year.

The *employee* on leave shall furnish a letter designating intentions of returning to the school district at least thirty (30) days before the termination of said school year.

No sick leave shall be granted for that year, nor shall the *employee* be granted a position on a salary scale which would place them on a salary scale as though they had been employed by the district. Formerly accumulated sick leave shall not be forfeited.

Section 6.11 Each nonmember of the bargaining unit represented by the *Association* shall be required to pay a fair share fee as provided for by Act 84 of 1988. The school district and the *Association* agree to comply with all provisions of said law. The *Association* agrees to extend to all nonmembers the opportunity to join the *Association*.

ARTICLE VII

CO-CURRICULAR ACTIVITIES

Section 7.01 The *Board* and the *Association* agree that co-curricular activities are essential to the development of individuals, and that such activities shall be fully supported by both.

Section 7.02 A co-curricular committee of the *Association* shall develop and suggest, through the administrative council for the *Board's* consideration, the number and kind of co-curricular activities to be conducted. The *employer* shall determine the number and kind of co-curricular activities to be conducted, using "Schedule A" as a guide, during each year of the contract period. No activities will be assigned without *employee* consent.

Section 7.03 The amount of compensation for interscholastic sports and club activities will be determined by the use of units. Each unit will have a value as follows:

\$116 per unit during the 2009-2010 School Year

\$119 per unit during the 2010-2011 School Year

\$122 per unit during the 2011-2012 School Year

Section 7.04 All compensation listed in "Schedule A" (green) shall not be used to reduce any existing compensation

- a. Interscholastic sports coaches will receive increases for:
2009-2010, 2010-2011 and 2011-2012 using "Schedule A" (green). Each coach will be placed on step.
 1. Credit for coaching experience outside of the district is at the discretion of the *Board*.
 2. In the event that any team or individual qualifies to participate in a post-season playoff, the coaches will be remunerated for all legal and reasonable expenses incurred for travel, scouting, hotel and food. If the team or an individual is involved in a post-season playoff, and has qualified to continue, the head coach will receive additional compensation in the amount of:
 - (a) \$150 per week for team participation,
 - (b) \$100 per week for individual participation.
 - (c) Assistant coaches will receive one-half the additional compensation paid the head coach.
- b. Class advisors will receive remuneration for activities as determined by "Schedule A" (green).
- c. Additional activities and compensation can be added to "Schedule A" by the Board.

Section 7.05 Sixty (60) days after the final event of the fall and winter activity, and thirty (30) days after the final event of the spring sports activity, either the *Board* or the head coach shall advise the other *party* of its, or their, intended termination of contract. Any professional employee who retires from service but who desires to apply for an extra/co-curricular position as per Act 234 of 2002, will automatically receive a termination of contract at retirement, then may apply for the extra/co-curricular position with the employer.

Section 7.06 Head coaches may make recommendations regarding the hiring, appointment, or dismissal of assistant coaches. If, within forty-five (45) days of reappointment of head coach, such recommendations have not been submitted to the *Board* in writing, the previous year's assistant(s) will be reappointed automatically, unless the head coach is informed by the *Board* that one or more of the assistant(s) is not acceptable.

Section 7.07 Activity advisors are to be appointed by the building principals and approved by the *Board of School Directors*.

ARTICLE VIII

VACANCIES

Section 8.01 The *Board* agrees that whenever a professional vacancy arises, the superintendent shall promptly post notice of the vacancy on the bulletin boards approved in Article VI, Section 6.06. Application from qualified professional *employees* presently in the district, at the time of the vacancy, shall be given consideration by the *Board*. Final selection shall be the sole responsibility of the *Board*.

Section 8.02 The notice of vacancy shall indicate certification requirements.

ARTICLE IX

DISTRIBUTION

Section 9.01 Copies of the *agreement* will be provided by the *Board* to each professional *employee* and the administration. The administration shall supply a copy to each new employee at the time of employment. At the time of an interview, all applicants for employment shall be afforded the opportunity to examine the current professional contract upon request.

ARTICLE X

TEACHER/ADMINISTRATION LIAISON COMMITTEE

Section 10.01 The *Board* agrees that a teacher/administration liaison committee shall be continued. These representatives shall be selected by the *Association* and meet with the superintendent and principals and two school board members as necessary. The school board will identify two board members to serve on the district liaison committee. The association will be limited to two representatives per building. The committee shall meet within two (2) weeks of the request to meet. The committee will also make recommendations as per Section 7.02.

Section 10.02 The *Association* representatives and or/president shall meet with the superintendent as necessary.

ARTICLE XI

LEAVE OF ABSENCE

Section 11.01 Leave of absence will be granted as defined by the Public School Code of 1949, as amended.

Section 11.02 Each professional *employee* shall be granted one (1) emergency day during each year of the contract.

Section 11.03 Definition of Emergency

Emergency days will include, but not be limited to:

- a. a serious accident to a member of your household;
- b. appearing in court or signing of legal papers;
- c. taking a member of your household to the hospital, doctor's office, etc. for an appointment that cannot be scheduled at times other than when school is in session;
- d. serious illness of a member of your immediate family;
- e. attending your own graduation; or
- f. other reasons approved by your immediate supervisor, superintendent, and *Board of Directors*.

Section 11.04 A one-(1) year leave of absence without pay may be granted to a professional *employee* to teach outside the continental United States provided that *employee* has a permanent contract. Upon return to employment from the above leave, the *employee* shall be advanced one (1) step on the salary schedule.

Section 11.05 Ten (10) days of sick leave shall be granted each year to each professional *employee* on a regular 185-day contract. Eleven (11) days shall be granted to employees on an eleven (11) month contract. Eleven and a half (11.5) days shall be granted to employees on an eleven and a half (11.5) month contract. Twelve (12) days shall be granted to *employees* on a twelve-(12) month contract. This sick leave shall be accumulative from year to year.

Section 11.06 The professional *employee* will receive leave for death in the immediate family, death of a near relative, and death of a person residing in the same household as defined by the School Code, Section 1154.

Section 11.07 When absence is required because of jury duty the *employee* will receive full salary during this period, but all compensation received by the *employee* from the court for such duty shall be turned over to the district.

Section 11.08 An *employee* shall be granted two (2) days of personal leave per year. This leave will not be accumulative, will be limited to two (2) persons from each level (elementary, middle, and high school) on any one day, and will require at least twenty-four (24) hours notice. Bargaining unit members electing not to take their personal days will automatically have such days added to their unused sick days, unless the employee requests the days be used for Section 11.09 (Sick Leave Bank), or unless they choose to carry over one personal day for use in the next school year., for which they will notify the Business Administrator in writing on or before the last day of school. At no point will an employee have more than three personal days. Employees may not use personal days during those days defined in Section 4.06.

Section 11.09 The *Association* will account for and administer the efficient operation of the sick leave bank with the following provisions:

- a. An individual who has an extended illness, and used all but 20 of their earned sick days, may request additional sick days from the sick leave bank.

- b. This request shall be made to the *Association*, through the officers or building representatives, and must include a doctor's note testifying to the nature of the illness.
- c. Association members will be contacted by officers of the *Association* and may choose to donate one personal leave day per instance.
- d. By the end of the school year, the business administrator shall be given a list of association members who have elected to donate a personal leave day before the *employee* exhausts all sick days.

ARTICLE XII

COMPENSATION

Section 12.01 The *Board* and the *Association* agree that the increase in wages and salaries to be affected by this *agreement* are contained within the several articles pertaining to compensation within the *agreement*. Salaries for 2009-2010, 2010-2011 and 2011-2012 will be noted on the enclosed salary schedules.

Section 12.02 Pay periods for ten-(10) month *employees* shall begin with the first established pay date in the new school term. These pay dates will coincide with the schedule established for twelve-(12) month employees, but shall commence no later than the second Thursday after the start of the new school term, and shall consist of twenty-six (26) pay periods. If a regular pay date falls during a vacation period, the pay date will be the last school day preceding the vacation.

Section 12.03 Each employee shall be placed on the salary schedule in their proper column. In 2009-2010 employees will remain on the same step as the previous year and in 2010-2011 and 2011-2012, employees shall move one step on the salary schedule. Newly hired employees will be placed on the salary schedule as per Board Policy #3700 and on the step equivalent to current employees with the same years of credited service.

- a. The proper column shall be determined by the degree and number of credits which the *employee* has attained as reflected in the district office. *Employees* are responsible for updating their record. Records are to be updated by October 1 or February 1 of each school year with payroll adjustments to be prorated from

those dates. Updates after February 1 will not be applicable for pay purposes until the following school year.

Section 12.04 The *employer* has discretion and shall determine the number of building heads, department heads, and grade group leaders to be appointed/reappointed each year during the regular board meeting in June, July or August.

The building heads at the elementary school will receive the following stipend:

2009-2010	\$1,250
-----------	---------

Department heads and grade group leaders will receive the following stipend:

2009-2010	\$1,350
-----------	---------

2010-2011	\$1,400
-----------	---------

2011-2012	\$1,450
-----------	---------

Section 12.05 It will be the responsibility of the *employer* to provide in-service training to *employees* whose assignments require them to write Individualized Educational Programs for students. When any *employee* who has a classroom assignment is required to write IEPs, participate in review conferences and hold due process hearings, the *employer* will release that teacher from class for a period of time not to exceed five (5) working days, so that the *employee* can be free to perform these responsibilities. If additional time is required by the *employee*, compensation will be on a per diem basis provided written approval is secured from the building principal.

Section 12.06 Should an *employee* receive an unsatisfactory rating for the year using the PDE approved form, no increase in salary would be granted for the year.

Section 12.07 The Staff Induction Plan for the Central Columbia School District includes in its design the assignment of a support teacher to the new beginning teacher in our district. The compensation for a support teacher is as follows:

2009-2010	\$600
-----------	-------

2010-2011	\$600
-----------	-------

2011-2012	\$600
-----------	-------

ARTICLE XIII

INSURANCE BENEFITS

Section 13.01 The *employer* agrees to provide full family medical insurance coverage for three hundred sixty-five (365) days with the 80/20 PPO. In addition, the district agrees to provide a “buy-up” option to the Twin PPO Plan. If the provisions of the 80/20 PPO or the Twin PPO plans are changed by the provider during the term of this agreement, the district is not liable for those changes nor are they grievable. The 80/20 PPO calls for a \$250 deductible provision with a maximum of two (2) deductibles per family per year, 20% coinsurance with \$400 individual and \$800 Family out of pocket maximum. The Twin PPO calls for a deductible of \$250 per individual and \$750 per family per year., with benefits paid at 100% after the deductible is met; where indicated by the certificate of coverage, co-pays for certain services may still apply. All aforementioned benefits are based on *employees* being treated by Participating Providers of the current plan. *Employees* seeking treatment with Non-Participating Providers are subject to out of network benefits described in the current plan’s certificate of coverage. If, during the term of this Agreement, the *employer* determines that it is necessary to change to a different carrier, the following requirements shall be satisfied.

- a. Prior to the selection of a new carrier, the District will form a committee consisting of equal representation from the professional staff, the non-professional staff, the administration and the Board to review available medical insurance plans and options.
- b. Any new carrier considered must supply the *Association* and bargaining unit members with data on costs, benefits and the administration of the plan.
- c. Discussions and/or orientation meetings shall be held with *employees* concerning the plan and its benefits.
- d. The new medical insurance benefits, contracted for by the *employer*, will contain essentially equal benefits to the present plans.

Section 13.02 *Employees*, participating in the District medical insurance plan, shall contribute 11% of the cost of the coverage selected for the 2009-2010 contract-year; 12% of the cost of the insurance in

the 2010-2011 contract year and 13% of the cost of the insurance in the 2011-2012 contract year. In addition, *employees* choosing the Twin PPO will pay an additional buy-up amount equivalent to the actual cost difference between the 80/20 PPO and the Twin PPO beginning in 2009-2010. The buy-up actual cost difference in 2009-2010 is: a) \$255.60 annually or \$9.83 per bi-weekly pay for single coverage; b) \$585.72 annually or \$22.53 per bi-weekly pay for two-person coverage; and c) \$653.88 annually or \$25.15 per bi-weekly pay for family coverage. In 2010-11 and 2011-12, the additional buy-up provision cost will be the actual cost difference between the 80/20 PPO and the Twin PPO not to exceed \$5 per bi-weekly pay greater than the amount of the previous year. These contributions by *employees* towards the cost of medical insurance shall be deducted via payroll deduction.

Section 13.03 *Employees* selecting not to use paid medical insurance will receive \$1,400 cash per year in two payments -- \$700 the pay before Christmas and \$700 the final pay in June. Effective July 1, 2009, newly hired employees, or current employees who become married to current employees will not be eligible for this benefit.

Section 13.04 The provisions of the medical program described above will become effective on July 1 of each contract year.

Section 13.05 Vision Care Program

The *employer* agrees to provide full family visual coverage as follows:

Visual care will include:

- | | | |
|----|---|---|
| a. | Eye Examination (>=19 1x12 months, <19 1x24 months) | 100% |
| b. | Frames - | \$24 (20% discount off remaining balance) |
| c. | Lenses (>=19 1x12 months, <19 1x24 months) | |
| | Single Vision | \$24 |
| | Bifocals | \$36 |
| | Trifocals | \$46 |
| | Lenticular | \$110 |
| | Elective Contacts (in lieu of frames and lenses) | Up to \$200 retail |
| | Medically Necessary Contacts | Up to \$200 retail |
| | Cosmetic (Contacts) | \$48 |

Section 13.06 Dental Care Program

The *employer* agrees to provide full family coverage for a basic and supplemental dental plan as offered by the Delta Dental Plan or any other Dental Carrier that offers the same level of benefits as outlined in this section. This includes examinations and normal dental work with 100% of basic and 80% of usual, customary, reasonable charges under a limit of \$1,000 per year per person, with a no deductible provision.

Section 13.07 Disputed Benefits

No disputes with the insurance carrier over claims for any insurance benefits shall be subject to the grievance procedure. The *Board's* liability is limited to payment of premiums.

Section 13.08 Insurance Continuation

An *employee* may continue coverage while on an approved unpaid leave of absence by paying the premiums.

Section 13.09 Insurance Continuation

Board-provided insurance coverage shall terminate at the end of the policy month in which the *employee's* active employment with the *employer* ends, except this insurance coverage shall terminate on August 31st for *employees* whose active employment terminates following service of a full school term.

Section 13.10 Payment of Medical Insurance Beyond Retirement

The *employer* agrees to provide medical insurance for all retiring employees based on the unused sick leave days accumulated at the time of retirement. At retirement the benefit will be calculated at \$92.50 per unused sick leave day in 2009-2010, \$95 per unused sick leave day in 2010-2011, and \$97.50 per unused sick leave day in 2011-2012. The total sum calculated, shall then be utilized by the retiree to purchase medical, dental, and/or vision insurance. The retiree may choose either single, two person, or family coverage. If a retired *employee* uses all such accumulated leave before reaching eligible age for Medicare, he/she will be eligible to continue such insurance coverage by making payments as provided for in Board Policy #1040, Insurance. This benefit will be discontinued should the retiree die before fully utilizing all monies.

Section 13.11 The *employer* will provide an Employee Assistance Program to provide professional counseling and information services to help *employees*, and eligible family members or significant others that reside in the same household.

ARTICLE XIV

LIFE INSURANCE

Section 14.01 The *Board* agrees to purchase term life insurance, including accidental death and dismemberment, for each *employee* in the amount of \$40,000 during the life of this contract.

Section 14.02 The provisions of this insurance will become effective on July 1 of each subsequent contract year.

ARTICLE XV

RETIREMENT INCREMENT

Section 15.01 Any professional *employee* who plans to retire, and so notifies the *Board of School Directors* on or before April 10 (except for extenuating circumstances) of their last school year of employment, shall receive as per PSERS regulations, in addition to that specified by the salary schedule, a minimum of \$600 with no maximum as determined by years of service in the district. Each year of district service represents \$60. The deadline for notice of retirement shall be extended should the state legislature pass legislation after April 10 which provides an opportunity for employees to retire under modified requirements of normal retirement of PSERS. *Employees* must meet the April 10 deadline to receive benefits as per Section 13.10 of this agreement.

ARTICLE XVI

TAX SHELTERED ANNUITY

Section 16.01 The *Board* agrees to deduct monies for tax sheltered annuities for full-time professional *employees* by means of payroll deduction, and limits annuities to nine (9) insurers now provided for, namely:

1. Ameriprise Financial, Inc.
2. Aflac
3. Horace Mann Life Insurance Company
4. INC Reliastar Life Insurance Company
5. VALIC
6. Kades-Margolis Corporation
7. Lincoln Investment Planning, Inc.
8. Security Benefit Group of Companies
9. TIAA-CREF

ARTICLE XVII

CREDIT UNION DEDUCTIONS

Section 17.01 The *employer* agrees to deduct monies for credit unions for all full-time professional *employees* by means of payroll deductions. The *Association* shall designate to the *employer* a single credit union duly chartered under state and federal statutes. The *employer* shall establish rules, procedures and forms which it deems necessary to extend payroll deductions for credit union purposes.

Section 17.02 Payroll deduction authorization forms for credit union purposes must be executed by and between the *employer* and an official of the credit union.

Section 17.03 The *employer* agrees to provide direct deposit services for all full time professional *employees*. Direct deposit authorization forms for credit union and/or banking institutions purposes must be executed by the *employee* between the *employer* and an official of the credit union and/or banking institution.

ARTICLE XVIII

CONFERENCES AND CONVENTIONS

Section 18.01 The *employer* agrees to pay for registration, reasonable meals and travel cost for conferences, workshops or clinics approved by the *Board*. Travel will be reimbursed at the maximum legal rate per mile allowed by the IRS, and lodging at the rate required at the facility that hosts the conference or at a similar rate at nearby lodging.

Section 18.02 The *employee* agrees to submit the proper request form for approval to attend and substantiating vouchers for reimbursement in order to qualify for reimbursement.

ARTICLE XIX

TRAVEL COMPENSATION

Section 19.01 Professional *employees* shall not be required to drive students to activities which take place away from the school building. A professional *employee* may do so voluntarily, however, with the advance approval of the immediate supervisor. Compensation for use of privately owned vehicles shall be the maximum legal rate per mile allowed by the IRS upon filing the proper forms with their immediate supervisor. In all cases a school vehicle shall be used where available, and in such cases, no reimbursement will be paid.

Section 19.02 The *employer* agrees to pay the premium for liability insurance for the *employee's* protection in the minimum amount of \$1,000,000 in the operation of any vehicle defined in Section 19.01, above, provided the *employee* complies with the terms and conditions of the liability insurance policy. The *employer's* responsibility is limited to the payment of premiums.

ARTICLE XX

PROFESSIONAL DEVELOPMENT

Section 20.01 Credit Reimbursement

The Graduate Study Reimbursement for *employees* shall be offered by the *Board of Education* under the following stipulations:

- a. Any member of the bargaining unit of the Central Columbia School District desirous of furthering their education to improve knowledge, skill, and competence for the position to which assigned, or may be assigned, is eligible for a graduate study grant.
- b. Each person participating in the plan must certify that it is their intention to continue as an *employee* of the Central Columbia School District at least three years after receiving a grant, and in the event of voluntary termination prior to the end of that year will repay the school district the grant using the following calculation: a) grants received in the final year of employment will be reimbursed at 100%, PLUS, b) grants received from the date one year before

leaving employment to the date two years before leaving employment will be reimbursed at 75%, PLUS, c) grants received from the date two years before leaving employment to the date three years before leaving employment will be reimbursed at 50%. Employees may appeal to the Board to have the provisions of this clause adjusted based on personal extenuating circumstances.

- c. Course(s) must be taken through an accredited educational institution and must be related to the member of the bargaining unit's present or possible future work assignment with the school district. Prior approval must be obtained in writing for courses, in all areas of education, from the superintendent.
- d. Upon satisfactory completion of courses, full-time professional *employees* working for certification credit beyond a Bachelor's to twenty-four (24) credits will be refunded at the current yearly rate per graduate credit at Bloomsburg University, or will be paid actual cost of credits taken at a college, university or at the approved state in-service program whichever is less. Half-time professional *employees* will be refunded at one-half (1/2) the current yearly rate per graduate credit at Bloomsburg University, or will be paid at one-half (1/2) the actual cost of credits taken at a college, university, or approved state in-service program whichever is less. The maximum number of credits for which reimbursement shall be made shall be twelve (12) during any one school year (July 1 to June 30).
- e. The *Board* will pay full tuition from any college or university for graduate credits beyond the twenty-four credits required for certification according to the following formula:
 - 100% tuition will be paid for graduate credit in which the staff member receives a grade of "A".
 - 75% tuition will be paid for graduate credit in which the staff member receives a grade of "B".

- f. No refund will be made for costs of textbooks, lecture notes, registration, library, laboratory fees, or other miscellaneous fees; nor will refund be made for tuition or other educational assistance or other grants.
- g. No grant will be given for those individuals who are on sabbatical leave.
- h. After the *employee* has attained permanent certification, all credits must be on a graduate level, unless preapproved by the superintendent.
- i. After satisfactory completion of the course(s), official transcripts and receipts must be submitted to the business office for reimbursement.
- j. The amount available for Graduate Study Grants for professional employees shall be \$70,000 in 2009-2010, \$72,100 in 2010-2011 and \$74,200 in 2011-2012. The grants will be distributed on a first-come, first-served basis.

ARTICLE XXI

NO STRIKE - NO LOCKOUT PROVISION

Section 21.01 Both *parties* agree to faithfully abide by the provisions of Pennsylvania Public Employee Relations Act-Act 195. As a condition of the various provisions of the *agreement* to which the *parties* have agreed, the bargaining agent pledges that members of the bargaining unit will not engage in a strike (as that term is defined in Act 195) during the term of this *agreement*, and that the *employer* pledges that it will not conduct, or cause to be conducted, a lockout during the term of this *agreement*.

ARTICLE XXII

WAIVERS

Section 22.01 The *parties* agree that all negotiable items have been discussed during the negotiations to this *agreement*, and that no additional negotiations on this *agreement* will be conducted on any item, whether contained herein or not, during the life of this *agreement*. Nothing, however, shall be construed to prevent bargaining on any negotiable matter to be included in the *agreement* for the term following the expiration of this *agreement*.

ARTICLE XXIII

AGREEMENT

THIS *AGREEMENT* is made and entered into this 15th day of June, 2009 by and between the *CENTRAL COLUMBIA SCHOOL DISTRICT* and the *CENTRAL COLUMBIA EDUCATION ASSOCIATION*.

IN WITNESS WHEREOF, the *parties* hereto have, by their proper officers and agents, fixed or caused to be fixed, their hands the day and year written above.

CENTRAL COLUMBIA SCHOOL DISTRICT

CENTRAL COLUMBIA EDUCATION ASSOCIATION

By Charles Chyko
Board President

By Shane M. O'Connell
President

By Dan R. Slige
Board Secretary

By Gayle E. Heintzelman
Secretary

SCHEDULE A
SALARIES FOR CO-CURRICULAR ACTIVITIES

(1 Unit - \$116 in 2009-2010)

(1 Unit - \$119 in 2010-2011)

(1 Unit - \$122 in 2011-2012)

<u>SCHOLASTIC SPORTS</u>	Minimum Units	* Maximum Units	Number of Units Inc. Per Year
Salary, Football – Head Coach	29	45	3
Salary, Football – 1 st Assistant	19	28	3
Salary, Football – 2 nd Assistant	19	28	3
Salary, Football – 3 rd Assistant	19	28	3
Salary, Football – 4 th Assistant	15	21	2
Salary, Football – 5 th Assistant	15	21	2
Salary, Football – 6 th Assistant	15	21	2
Salary, Cross Country	17	25	3
Salary, Field Hockey – Head Coach	23	33	3
Salary, Field Hockey – 1 st Assistant	15	22	2
Salary, Field Hockey – 2 nd Assistant	15	22	2
Salary, Field Hockey – 3 rd Assistant	15	22	2
Salary, Basketball – Head Coach (Boys)	29	41	3
Salary, Basketball – 1 st Assistant	19	28	3
Salary, Basketball – 2 nd Assistant	15	21	2
Salary, Basketball – 3 rd Assistant	15	21	2
Salary, Basketball – 4 th Assistant	15	21	2
Salary, Basketball – Head Coach (Girls)	29	41	3
Salary, Basketball – 1 st Assistant	19	28	3
Salary, Basketball – 2 nd Assistant	15	21	2
Salary, Basketball – 3 rd Assistant	15	21	2
Salary, Basketball – 4 th Assistant	15	21	2
Salary, Wrestling – Head Coach	29	41	3
Salary, Wrestling – 1 st Assistant	19	28	3
Salary, Wrestling – 2 nd Assistant	15	21	2
Salary, Wrestling – 3 rd Assistant	15	21	2
Salary, Swimming – Head Coach	29	41	3
Salary, Swimming – 1 st Assistant	15	21	2
Salary, Swimming – 2 nd Assistant (Diving)	15	21	2

SCHEDULE A
SALARIES FOR CO-CURRICULAR ACTIVITIES

(Green)

<u>SCHOLASTIC SPORTS</u>	Minimum Units	* Maximum Units	Number of Units Inc. Per Year
Salary, Baseball – Head Coach	23	33	3
Salary, Baseball – 1 st Assistant	15	22	2
Salary, Baseball – 2 nd Assistant	15	21	2
Salary, Softball – Head Coach (Girls)	23	33	3
Salary, Softball – 1 st Assistant	15	22	2
Salary, Softball – 2 nd Assistant	15	21	2
Salary, Track – Head Coach (Boys)	20	29	3
Salary, Track – 1 st Assistant	13	19	2
Salary, Track – Head Coach (Girls)	20	29	3
Salary, Track – 1 st Assistant	13	19	2
Salary, Golf	17	25	3
Salary, Tennis (Boys)	17	25	3
Salary, Tennis (Girls)	17	25	3
Salary, Cheerleading – Head Coach/Fall	11	20	3
Salary, Cheerleading – 1 st Assistant/Fall	8	14	2
Salary, Cheerleading – Head Coach/Winter	12	21	3
Salary, Cheerleading – 1 st Assistant/Winter	8	14	2
Salary, Cheerleading – 2 nd Assistant/Winter	8	14	2
Salary, Bowling	12	21	3
Salary, Soccer – Head Coach (Boys)	23	33	3
Salary, Soccer – 1 st Assistant	15	22	2
Salary, Soccer – Head Coach (Girls)	23	33	3
Salary, Soccer – 1 st Assistant	15	22	2
Salary, Director Co-Curricular Activities	29	47	3
Salary, Assistant Director Co-Curricular Activities	19	28	3

*In addition, maximum units for scholastic reports will be increased by six units each at 10, 15, and 20 years of service.

SCHEDULE A
SALARIES FOR CO-CURRICULAR ACTIVITIES

(Green)

<u>CLUBS</u>	<u>Units</u>
Salary, Marching Band, Advisor	23
Salary, Marching Band, Drill Designer	12
Salary, Marching Band, Band Front Coordinator	15
Salary, Marching Band, Band Front 1 st Assistant	10
Salary, Marching Band, Band Front 2 nd Assistant	10
Salary, Marching Band, Band Front 3 rd Assistant	10
Salary, Marching Band, Band Front 4 th Assistant	10
Salary, Stage Band, Director	4
Salary, Chorus, Director	8
Salary, Musical Production, Director	15
Salary, Musical Production, Choral	10
Salary, Musical Production, Choreographer	5
Salary, Musical Production, Tech Director	4
Salary, Musical Production, Orchestra Director	9
Salary, Play, Director	11
Salary, Play, Assistant Director	9
Salary, Freshman Class Advisor	2
Salary, Junior Class Advisor	5
Salary, Senior Class Advisor	4
Salary, Sophomore Class Advisor	2
Salary, Audio-Visual Technician	14
Salary, Audio-Visual, High School	5
Salary, Central Silver Screen Advisor	5
Salary, FBLA Advisor(10 units for advisor and 6 units for assistant advisor)	16
Salary, FFA Advisors (8 units each for up to 2 advisors)	16
Salary, Forensic Club Advisor	7
Salary, French Club Advisor	2
Salary, German Club Advisor	2
Salary, Honor Society Advisors (3 units each for up to 2 advisors)	6
Salary, Math Club Advisor	2
Salary, Spanish Club Advisor	2
Salary, Student Council Advisor	7
Salary, Varsity Club Advisor	4
Salary, Yearbook Advisor (Centaur)	15
Salary, Yearbook Business Manager	6
Salary, Community Service Advisor	2
Salary, CARE Club Advisor	2
Salary, Hunter Safety Course Instructor, Middle School	3
Salary, Magazine Sales, Middle School	2
Salary, Student Council Advisors, Middle School (4 units each for up to 3 advisors)	12
Salary, Chorus, Director, Elementary School	3
Salary, Audio-Visual, Elementary School	8
Salary, Elementary Technology Support	up to 12
Salary, Middle School Technology Support	up to 12
Salary, High School Technology Support	up to 12
Salary, Chorus, Director, Middle School	6
Salary, Band, Director, Middle School	6
Open (Two positions at 4 units each)	8

CENTRAL COLUMBIA SCHOOL DISTRICT
4777 Old Berwick Road
Bloomsburg, PA 17815

**SALARY SCHEDULE
2009-2010**

Step	B	B+24	M	M+30	D
1	35656	36776	37336	38456	38830
2	37470	38648	39236	40413	40806
3	39382	40620	41238	42475	42888
4	41294	42591	43240	44537	44970
5	43206	44563	45242	46599	47052
6	45118	46535	47244	48661	49134
7	47030	48507	49246	50723	51216
8	48942	50479	51248	52786	53298
9	50854	52451	53250	54848	55380
10	52766	54423	55252	56910	57462
11	54678	56395	57254	58972	59544
12	56590	58367	59256	61034	61626
13	58501	60339	61258	63096	63708
14	60413	62311	63260	65158	65790
15	63574	65771	66570	68567	69233

**SALARY SCHEDULE
2010-2011**

Step	B	B+24	M	M+30	D
1	37054	38212	38598	39756	40142
2	38676	39891	40499	41714	42119
3	40492	41764	42400	43672	44096
4	42432	43764	44431	45764	46208
5	44371	45765	46462	47856	48320
6	46311	47766	48493	49948	50433
7	48250	49766	50524	52040	52545
8	50190	51767	52555	54132	54657
9	52130	53767	54586	56224	56769
10	54069	55768	56617	58315	58882
11	56009	57768	58648	60407	60994
12	57948	59769	60679	62499	63106
13	59888	61769	62710	64591	65218
14	61828	63770	64741	66683	67331
15	64984	67127	68046	70087	70768

**SALARY SCHEDULE
2011-2012**

Step	B	B+24	M	M+30	D
1	38412	39612	40012	41213	41613
2	40239	41496	41915	43173	43592
3	41846	43161	43818	45133	45571
4	43664	45035	45721	47093	47550
5	45626	47060	47776	49209	49687
6	47589	49084	49831	51326	51824
7	49551	51108	51886	53443	53962
8	51514	53132	53941	55559	56099
9	53476	55156	55996	57676	58236
10	55439	57180	58051	59793	60373
11	57401	59205	60106	61909	62510
12	59364	61229	62161	64026	64648
13	61326	63253	64216	66143	66785
14	63289	65277	66271	68259	68922
15	66393	68478	69521	71607	72302