

COLLECTIVE BARGAINING AGREEMENT

WILLIAMS VALLEY SCHOOL DISTRICT

July 1, 2019 – June 30, 2022

Between

The Williams Valley Board of Education

And

The Williams Valley Education Association

Contents

AGREEMENT	3
TERM OF AGREEMENT.....	3
SALARY PROVISIONS.....	3
1. Accumulated Sick Leave	4
2. Sick Leave.....	4
3. Personal Leave	4
4. Bereavement Leave.....	4
5. Health Insurance.....	5
6. Life Insurance	6
7. Credit Reimbursement	6
8. Jury Duty and Witness Duty.....	7
9. Direct Deposit.....	8
10. Payroll Deductions.....	8
11. Disability Income Protection	8
GRIEVANCE PROCEDURE ARTICLE V.....	9
HOURS AND OTHER CONDITIONS OF EMPLOYMENT.....	10
MEET AND DISCUSS	11
FAIR SHARE.....	12
WAIVERS	13
JOB SECURITY AND JOB PROGRESSION.....	13
SEVERABILITY PROVISION.....	13
NO LOCK OUT - NO STRIKE PROVISION	13
CHANGE IN INSURANCE CARRIERS	13
SUBSTITUTE TEACHERS	14
SIGNATURES	16
APPENDIX A.....	17

AGREEMENT

WHEREAS, The Williams Valley Board of Education has voluntarily endorsed the practices and procedures of collective bargaining as a peaceful, fair and orderly way of conducting its relations with its employees insofar as such practices and procedures are appropriate to the special functions and obligations of the Board, are permitted by law, and are consistent with the interests of the students, the school system and the public; and

WHEREAS, pursuant to the provisions of Act 195, Public Employee Relations Act, the Williams Valley Education Association and the Williams Valley Board of Education signed and filed a Joint Request for Certification with the Pennsylvania Labor Relations Board; and

WHEREAS, the designated representatives of the Williams Valley Board of Education have met with representatives of the Williams Valley Education Association and fully considered and discussed with them, on behalf of the employees in the bargaining unit, wages, hours, and other terms and conditions of employment and procedures for the presentation and adjustment of certain types of complaints, in accordance with the provisions of Act 195, it is agreed as follows:

RECOGNITION

ARTICLE I

The Williams Valley School District, hereinafter called the employer, hereby recognizes the Williams Valley Education Association, hereinafter called the Association, as the bargaining agent for all employees within the bargaining unit as designated by the Pennsylvania Labor Relations Board in its order of Certification No. PERA-R-632-C, dated January 7, 1971.

TERM OF AGREEMENT

ARTICLE II

The term of this Agreement begins on *July 1, 2019* and shall continue in full force until *June 30, 2022* or until such later date as the two (2) parties may hereinafter agree 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 thereto.

SALARY PROVISIONS

ARTICLE III

The parties agree that salaries to be effected by this Agreement are accurately reflected in Appendix A, and made part of this Agreement, and that the schedule of salaries set forth in Appendix A shall remain in force for the length of this Agreement.

OTHER EMPLOYEE BENEFITS

ARTICLE IV

The parties agree that the Association's members shall be accorded those employee benefits as listed with this section of the Agreement. The employee is responsible for initiating insurance

coverage through the business office and to modify the coverage when necessary.

1. Accumulated Sick Leave

Each member of the bargaining unit with ten (10) years or more of employment in the Williams Valley School District, who dies while employed, or retires from the Williams Valley School District, as per the provisions of the Pennsylvania School Employees Retirement Act, will be paid at the completion of their final year of service as follows:

- A. Each teacher will be paid \$35.00 per day for each day of accumulated sick leave. The payment shall be deposited in the members 403 (b) or 457 retirement account.

2. Sick Leave

Sick leave may be used to care for parents, spouse, or children. Prior to using sick leave the member must have exhausted all personal days and may use a maximum of four (4) days per school year no matter how many children or family members need care. Members may use FMLA, if eligible, or unpaid leave with Board approval if additional days are needed to care for a family member.

3. Personal Leave

Members of the bargaining unit are granted three (3) days per year for personal needs. These days, for which full salary shall be paid, are to be used at the discretion of such member without any accountability to the Board of Education. Personal leave days requested for the first day of instruction and the one hundred eightieth day of instruction shall be used for emergency purposes. The Superintendent will determine eligibility for emergency use of personal leave.

Members of the bargaining unit may accumulate unused personal leave to a maximum of seven (7) days. If you have accumulated at the end of the year seven (7) days, the next year would, for that year, have a total of ten (10) personal leave days available.

All other days absent within the year for personal needs not covered by the present sick leave plan or death leave plan shall be deducted from the salary.

The District will grant personal leave to a maximum of eight (8) teachers per school day. Requests for personal leave will be approved in the order received until the maximum permitted is attained.

4. Bereavement Leave

When a professional or temporary professional employee shall be absent from duty because of death in the immediate family, there shall be no deduction in salary for an absence of one (1) to four (4) consecutive school days beginning with the day of death and ending with the day of the funeral.

The immediate family shall be defined as father, mother, brother, sister, son, daughter, wife,

husband, parent-in-law, son-in-law, daughter-in-law, grandfather, grandmother, grandchild, step-child, step-mother, step-father or near relative who resides in the same household, or any person with whom the employee is making his/her home.

When a professional or temporary professional employee is absent because of death of a near relative, there shall be no deduction in salary for absence on the day of the funeral.

A near relative shall be defined as first cousin, aunt, uncle, niece, nephew, brother-in-law or sister-in-law.

5. Health Insurance

- A. During the length of this Agreement the Board will provide medical care coverage. The coverage shall be a PPO with the annual deductible of \$800 for a family and \$400 for an individual. The plan shall utilize the Blue Cross network of doctors.
- B. Commencing with the first paycheck for September 2019 and for the entirety of this agreement, the payment for health insurance shall be subject to a premium share between the Association and the District.

2019-2020	\$18.00
2020-2021	\$18.00
2021-2022	\$18.00

Any member of the Association who chooses not to have health insurance provided by the District shall, upon proof of alternate health insurance coverage, be exempt from the provisions of this premium share.

- C. Any employee may opt out of health insurance coverage provided by the Williams Valley School District. Any employee who opts out and chooses not to have such health insurance coverage provided by the Williams Valley School District shall be entitled to an annual \$2,000.00 (single), \$3,000 (2-person), or \$4,000 (family) stipend. Any employee entitled to this stipend shall receive it by way of a semi-annual \$1,000.00 (single), \$1,500 (2-person), or \$2,000 (family) payment with the first pay in December and the first pay in June of each school year. In order to be eligible for this opt out stipend, an employee must provide written notice to the District at least ten (10) days prior to July 1.

In the event that the opt out payments cause all health insurance benefits to be taxable, the District will immediately discontinue the payment of these stipends.

- D. The Association has volunteered its services in setting up a Section 125 Plan through its parent association, The Pennsylvania State Educators Association, with Kades Margolis. It was agreed that this Plan would handle premium shares for health care, a flexible spending account for medical and dependent care expenses, and health insurance opt out payments, provided that at no time, now or in the future, are there any fees or expenses to the District. The WVEA would agree to pay for all such expenses or otherwise the District will have the

right to discontinue the Plan

- E. The Board will provide prescription coverage at least equal to previous Collective Bargaining Agreement and other agreed upon alternatives. An employee may opt to change his/her prescription coverage annually during length of Collective Bargaining Agreement.
- F. Dental Coverage. During the length of this Agreement the Board will provide dental coverage at least equal to the previous Collective Bargaining Agreement including periodontal coverage for each member and his/her family.
- G. Vision Care Coverage. The Board of Education will provide vision care coverage at least equal to the previous Collective Bargaining Agreement.

The Board will provide a frame allowance to \$80.00 and elective contact lens allowance and the Vision Analysis to a maximum of \$250.00. The Board will also provide coverage for photo-gray lenses. (Photo chromatic lite/dark, sun or MOD tints.)

6. Life Insurance

- A. Board will provide \$50,000 of group term life insurance for each bargaining unit member.
- B. During the length of the contract the Board will only permit the individual employee who are currently purchasing additional term life insurance under the conditions of the life insurance carrier to continue to purchase the insurance. The cost of this additional insurance will be paid for by the bargaining unit member.

7. Credit Reimbursement

- A. The Board will reimburse each bargaining unit member for actual cost of credits. Maximum payments for credits taken shall be the maximum cost per graduate credit at Penn State University, University Park. Credit reimbursement is not to exceed a maximum of nine (9) credits per fiscal year determined by the ending date of the course.
- B. The Board agrees to pay tuition reimbursement for college credits under the following conditions:
 - 1.) Rate of tuition reimbursement will be the actual cost of credits. Maximum payment for credits taken shall not exceed the cost per graduate credit at Penn State University, University Park.
 - 2.) Not more than nine (9) college credits will be reimbursed for the school year determined by the ending date of the course, except for those individuals who have been granted Compensated Professional Leave.

- 3.) Reimbursable rate will be based upon the date the course is completed.
 - 4.) Reimbursement will be provided for Temporary Professional Employees and Regular Professional Employees.
 - 5.) Individuals must satisfactorily complete the course and earn a B grade or better, or a pass grade if the course is pass fail.
 - 6.) An employee must work for the district for one two (2) full years after the completion of the credits or will forfeit the tuition reimbursement. Reimbursement is due to the Williams Valley School District within sixty (60) calendar days after leaving the District.
- C. In order to receive reimbursement for credits attained, the teacher shall complete the following:
- 1.) Receive approval prior to registering for a course, as follows:
 - (a) All courses related to the field of Education and/or courses in subject areas in which the teacher is certified shall be approved by the Superintendent;
 - (b) Any and all proposed videotape courses must be preapproved by the Board of School Directors;
 - (c) All other courses must be pre-approved by the Board of school Directors.
 - 2.) Obtain the credits from an approved institution of higher learning.
 - 3.) Submit documentation evidencing grade and number of credits to the office of the Superintendent.
 - 4.) Submit course registration and billing form to the office of the Superintendent indicating the cost of the credits.
- D. Credits earned subject to a government grant or a private grant are excluded from the provisions of this policy.
- E. Payment shall be made within sixty (60) calendar days after submission of proof. Payment will be made according to the schedule for the year in which the college or university awarded the credits.

8. Jury Duty and Witness Duty

When a district employee is called for Jury Duty, or as a subpoenaed court witness, the time lost is not to be considered as personal leave and the regular salary is to be paid but shall have deducted from it any payment received from such services.

This provision does not apply when and if a member of the bargaining unit is subpoenaed to appear as a witness against the District, the Board, the Administration, or staff on school related matters.

9. Direct Deposit

The Board will offer direct deposit for payroll checks to any current member of the bargaining unit. New employees hired for the 2011-2012 school and after will receive mandatory direct deposit for payroll checks. The option to enter or leave the direct deposit system is available for employees hired prior to the 2011-2012 school year, from September 1st to September 30th of each school year and is then effective until August 31st of the following year. All payroll monies must be directed to one account in one banking institution.

10. Payroll Deductions

The Board will provide payroll deductions of Pennsylvania State Education Association, National Education Association, and the Williams Valley Education Association dues upon receipt of a signed authorization by the professional employee. Deductions will be processed through the Business Office.

11. Disability Income Protection

The Board of Education will provide disability income protection through an insurance carrier with terms and conditions for a policy of this nature. Some of the terms and conditions include:

A benefit of 60% of monthly salary, to a maximum benefit of \$3,000.00 a month, will be payable. The benefit will be payable starting on the 91st calendar day of disability, or the end of accumulated sick leave, whichever is later.

The benefit will be payable for a maximum period as indicated below:

<u>Age of Disablement</u>	<u>Duration of Benefits (in Years)</u>
Less than 60	To age 65
60	5 years
61	4
62	3-1/2
63	3
64	2- t /2
65	2
66	1-3/4
67	1-1/2
68	1-1/4
69	1
70 or older	1

Specifications

1. Disability will be integrated with other income received and the integration provision will include the following:
 - A.) Direct with full family offset.
 - B.) Minimum monthly benefit is the greater of (a) 15% of the gross monthly benefit or (b) \$100.00.
 - C.) A freeze for Social Security cost-of-living increase.
 - D.) If an employee retires due to disability, the benefit will not be terminated but will be integrated with disability retirement income.

GRIEVANCE PROCEDURE ARTICLE V

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

The parties agree that grievances which arise out of the interpretation of this Agreement shall be resolved in accordance with the grievance procedure described in this Article V.

1. Grievance Procedure and Resolution

The parties to this Agreement agree that an orderly and expeditious resolution of grievances arising out of the interpretation of the terms of this Agreement shall provide for a four (4) step process which is described in the following paragraphs and the table attached hereto.

Step I Person, or persons, initiating the grievance shall present the grievance, in writing with the Association, on a form provided by the employer to the first level supervisor (secondary principal or elementary principal) within ten (10) school days after its occurrence.

Step II If the action in Step I above fails to resolve the grievance to the satisfaction of the affected parties, the grievance shall be presented in writing on a form provided by the employer to the Superintendent within ten (10) school days after Step I has been completed. The Superintendent shall reply to the grievant within ten (10) school days after receipt of the grievance.

Step III If the action in Step II above fails to resolve the grievance to the satisfaction of the affected parties, the grievance shall be presented in writing by the Association on a form provided by the employer to the School Board of Directors within ten (10) school days after Step II has been completed. The School Board of Directors will review the

grievance at its next regularly scheduled official meeting. The Board will render a decision within ten (10) school days of the meeting.

Step IV If the action in Step III above fails to resolve the grievance to the satisfaction of the Association, the grievance may be referred to binding arbitration by the Association as provided in Section 903 of the Act.

If the grievance fails to meet the criteria of Section 903 of the Act, the decision of the Board of Education in Step III shall be final.

2. Claims Related to Interpretation of Terms of Agreement

Step	Administration or Board Representative	Grievant or Association Representation	Time Limits
I	First Level Supervisor	Grievant, with or without representative of Association	10 school days
II	Superintendent	Grievant and a representative of Association	10 school days
III	Final decision by the Board of Education except when the parties to such an Agreement are required by Section 903 of Act 195 to submit to binding arbitration for resolution of such a grievance.		At next official School Board Meeting. Board decision 10 school days.
IV	Final decision by arbitration on those issues to arbitration as defined in Section 903 of the Act. Both parties bound to decision except where enabling legislative action is required, in which it is binding on only if such legislation is enacted as provided in Section 901 of the Act.		

HOURS AND OTHER CONDITIONS OF EMPLOYMENT

ARTICLE VI

The parties agree that hours and other conditions of employment to be effected by this Agreement are described in this Article VI.

Hours and Conditions of Employment

A. For the term of this agreement, the work year for all members of the bargaining unit shall be 185 days for those teachers previously employed in the District and 186 days for newly employed personnel.

B. The work day for all members of the bargaining unit shall be seven (7) hours and thirty (30)

minutes, including a duty free lunch period.

- C. Members of the bargaining unit shall be required to attend open house, parent conferences, and faculty meetings without additional compensation.
- D. The Board will pay each bargaining unit member at an hourly rate of \$25.00 per hour throughout the term of this Agreement for duties beyond the work day or work year that are not covered in this Agreement.
- E. Each bargaining unit member shall receive one (1) duty free, self-directed planning period. In the event that an emergency occurs the employee may be asked to perform various duties at the discretion of the building principal. An emergency shall be defined as an event that could not have been planned in advance.
- F. The Association shall have four (4) association days in which it may conduct Association business. A total of two (2) officers may both use a total of two (2) days with no more than one (1) officer utilizing leave on any one (1) day.

MEET AND DISCUSS

ARTICLE VII

The parties agree that each will conform to the Meet and Discuss provisions of Act 195.

Meet and Discuss Procedures

In compliance with the "Meet and Discuss" provisions of Act 195 as listed below, the parties agree that the following procedure shall be used in dealing with "Meet and Discuss" Items.

- A. Public employers shall not be required to bargain over matters of inherent managerial policy, which shall include but shall not be limited to such areas of discretion of policy as the functions and programs of the public employer, standards of services, its overall budget, utilization of technology, the organizational structure and selection and direction of personnel. Public employers, however, shall be required to meet and discuss on policy matters affecting wages, hours and terms and conditions of employment as well as the impact thereon upon request by public employee representatives.
- B. "Meet and Discuss" means the obligation of a public employer upon request to meet at reasonable times and discuss recommendations submitted by representatives of public employees. Provided that any decisions or determinations on matters so discussed shall remain with the public employer and be deemed final on any issue or issues raised.
- C. The following procedures are to be implemented in accordance with Section 1201 (A) (9) and 1201 (B) (9) of Act 195.

- 1.) The Williams Valley School District shall be represented in "Meet and Discuss"

sessions by four (4) persons to be selected by the Board of School Directors .

- 2.) The Williams Valley Education Association shall be represented in "Meet and Discuss" sessions by four (4) persons selected from the bargaining unit by the employee organization.
- 3.) The "Meet and Discuss" committees of the Williams Valley Board of School Directors and the Williams Valley Education Association shall meet a maximum of four (4) times per school year upon the written request of either party. The party initiating a meet and discuss shall supply the other party with an agenda summarizing the issue(s) to be discussed at least three (3) school days prior to the meeting.
- 4.) Meetings of the "Meet and Discuss" committees will be conducted in the Junior-Senior High School Building, 10330 Route 209, Tower City, PA 17980.
- 5.) A conference room will be available for each "Meet and Discuss" committee.
- 6.) The Williams Valley Board of Education and the Williams Valley Education Association shall exchange a written communication indicating the names of the committee members and name of the chief spokesman prior to the start of each "Meet and Discuss" meeting.

FAIR SHARE

- Section 1. Any employee covered by this Agreement who is a member of the Association, or who joins the Association during the term of this Agreement, shall remain a member of the Association for the duration of this Agreement, provided that any such employee may resign from the Association during a period of fifteen (15) days prior to the expiration of this Agreement.
- Section 2. Any employee covered by this Agreement who is not a member of the Association shall be required to pay the Association an amount equal of the fair share fee as defined in Act 84 of 1988. It is understood that the District's function for fair share collection shall be entirely ministerial.
- Section 3. In the event of any dispute whatsoever over the provisions of this Article or the compliance by any person or party with the requirements of this Article, the dispute shall be resolved in accordance with the applicable provisions of Act 84 of 1988.
- Section 4. The Association shall indemnify and save the District harmless from all claims, suits, and judgments including legal fees, costs and expenses or from other forms of liability resulting from the District's compliance with this Article. The Association and the District agree to comply, with all requirement of law relevant to agency shop/fair share. Copies of all reports or documents filed with the Secretary of Labor and Industry pursuant to agency shop law shall simultaneously be given to the Secretary of the Board of

School Directors.

Section 5. In the event that any part of this provision is contrary to the provisions of law, then only part of this provision shall be stricken from this Agreement and in all other respects this Agreement shall be valid and continue in full force, effect and operation.

WAIVERS

ARTICLE VIII

The parties agree that all negotiable items have been discussed during the negotiations leading to this Agreement, and that no additional negotiations on this Agreement will be conducted on any item, whether contained herein or not, during the life of this Agreement unless the parties so agree in writing.

JOB SECURITY AND JOB PROGRESSION

ARTICLE IX

The Pennsylvania School Code includes certain job security provisions, certification, and other regulatory provisions associated with various classes of employees. The parties hereby aver that such provisions of the School Code represent their complete agreement and that said provisions shall govern the manner in which the job security, job progression, and reduction in force practices shall be affected with respect to members of the bargaining unit. The Board does agree that no bargaining unit employee be disciplined in writing, suspended or discharged without just cause.

SEVERABILITY PROVISION

ARTICLE X

Should any part hereof or any provision herein contained be rendered or declared illegal by reason of any existing or subsequently enacted legislation or decree of a court competent jurisdiction such part or position of this Agreement shall not invalidate the remaining portions thereof.

NO LOCK OUT - NO STRIKE PROVISION

ARTICLE XI

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

CHANGE IN INSURANCE CARRIERS

ARTICLE XII

Discussions

In compliance with discussions between the Williams Valley Education Association and the Board of

Education during formal contract negotiations, the parties agree that the following procedure shall be implemented if the Board of Education changes insurance carriers pursuant to Article IV, Section 3. - Insurance Allowance, Section 4. - Dental Coverage, and Section 10-Vision Care Coverage of the Collective Bargaining Agreement.

- A. The Board shall provide the Association with information concerning the proposed carrier which shall include financial data, management procedures, and experience summary.
- B. The Board shall afford the Association an opportunity to “Meet and Discuss” the proposed program with the carrier and the Board.
- C. The Board shall provide, via the Superintendent, in-service sessions for members of the bargaining unit to disseminate appropriate and essential information concerning the proposed carrier.
- D. The Board shall review a written recommendation from the Superintendent enumerating the cost and procedural merits of the proposed plan and a copy of same shall be provided to the Association.
- E. The Board shall meet with representatives of the Association for the purpose of discussing the advantages and disadvantages of the proposed carrier and the recommendations of the Association. This meeting shall take place on a date after the Association has met and held discussions with the proposed carrier and prior to any Board decision or commitment to change to the proposed carrier.

SUBSTITUTE TEACHERS

ARTICLE XIII

Provision of Substitutes.

The Williams Valley Board of Education agrees to make a reasonable effort to secure a daily substitute on the elementary level (grades one to six inclusive) to cover absences of:

- A. The elementary physical education teacher
- B. The elementary art teacher
- C. The elementary vocal music teacher

Such daily substitutes will be a properly certificated person in these specific areas who are on the list of daily substitutes approved by the Williams Valley Board of Education.

DISTRICT RESPONSIBILITIES AND PREROGATIVES

ARTICLE XIV

Reserved Items

The Association recognizes that the Williams Valley Board of School Directors has been charged by the law of the Commonwealth of Pennsylvania with providing for the education of children enrolled in public schools of the District. It further recognizes that the Board of School Directors is required to exercise its discretion in carrying out these responsibilities, and that in exercising this discretion, the Board must consider many factors, which factors change from time to time. Except as shall have been expressly otherwise agreed upon herein, nothing contained in this Agreement shall be deemed to restrict, preclude or modify any lawful power exercised by the Board to make any exercise of such power the subject of the grievance procedure established by this Agreement.

SIGNATURES

ARTICLE XV

This Agreement made and entered into by and between the Board of Education of the Williams Valley School District and the Williams Valley Education Association.

IN WITNESS THEREOF, the parties aforementioned have hereunto affixed their bonds and seals this ~~third~~ day of DECEMBER 6, 2018.

WILLIAMS VALLEY EDUCATION
ASSOCIATION

Stephen C. Barner (LS)
President

[Signature] (LS)
Secretary

[Signature] (LS)
Chief Negotiator

WILLIAMS VALLEY BOARD
OF EDUCATION

[Signature] (LS)
President

[Signature] (LS)
Secretary

[Signature] (LS)
Chief Negotiator

APPENDIX A

1. Salary

The salary of each member of the bargaining unit shall be increased as follows:

2019-2020	\$1,750
2020-2021	\$1,750
2021-2022	\$1,750

2. Minimum Salary

The minimum starting salaries shall be as follows:

2019-2020	\$35,000
2020-2021	\$36,000
2021-2022	\$37,000

3. Master's Degree/Equivalency Increment

Professional Employees, members of the bargaining unit, who earn a Master's Degree or a Master's Equivalency will receive an increase to their regular salary as follows:

A bargaining unit member receiving a Master's Degree or Equivalency on or after July 1, 2016 will receive a \$1,200.00 increase in salary.

In order to qualify for the Master's Degree/Equivalency increment, the professional employee must submit to the Superintendent no later than October 1 the following:

- A. Written request on District form provided.
- B. Master's Degree or Master's Equivalency document.
- C. Documentation evidencing grade.

Documentation supplied after October 1 will result in the Master's Degree equivalency increment not being added to base salary until the first paycheck in September of the next year.

4. Credits Beyond Master's Degree/Equivalency Increment

A bargaining unit member receiving graduate credits after a Master's Degree/Equivalency shall receive the following amounts to be added to base salary:

- \$200.00 additional for 6 approved graduate credits after Master's Degree/Equivalency
- \$200.00 additional for 12 approved graduate credits after Master's Degree/Equivalency

\$200.00 additional for 18 approved graduate credits after Master's Degree/Equivalency
 \$200.00 additional for 24 approved graduate credits after Master's Degree/Equivalency

Credits must be obtained through an accredited college or university. Approval of credits as stated in Article IV #7 in order to qualify for the Master's Degree/Equivalency increment, the professional employee must submit to the Superintendent no later than October 1 the following:

- A. Written request on District form provided
- B. Master's Degree or Master's Equivalency document
- C. Documentation evidencing grade

Documentation supplied after October 1 will result in the Master's Degree/Equivalency increment not being added to base salary until the first paycheck in September of the next year.

5. Extra-Curricular Activities

<u>Position</u>	<u>2019-20</u>	<u>2020-2021</u>	<u>2021-2022</u>
Student Council Advisor	\$1,013	\$1,013	\$1,013
Yearbook Advisor	\$1,513	\$1,513	\$1,513
Senior Drama Coach	\$1,263	\$1,263	\$1,263
Assistant Drama Coach	\$1,000	\$1,000	\$1,000
Choral Director	\$1,400	\$1,400	\$1,400
Sophomore Class Advisor	\$900	\$900	\$900
Junior Class Advisor	\$1,000	\$1,000	\$1,000
Senior Class Advisor	\$1,150	\$1,150	\$1,150
Department Heads	\$1,050	\$1,050	\$1,050
School Store	\$900	\$900	\$900
Bandfront Advisor	\$1,500	\$1,500	\$1,500
Band Director/With Competition or Attending Competition (minimum 5) No Maximum	\$5,000	\$5,000	\$5,000
Asst. Band Director	\$2,575	\$2,575	\$2,575
N.H.S Advisor	\$800	\$800	\$800
Video Coordinator	\$700	\$700	\$700

Elementary Choral Director	\$933	\$933	\$933
Spelling Bee Advisor	\$1,000	\$1,000	\$1,000
Elementary Band Advisor	\$1,000	\$1,000	\$1,000
Curriculum Coordinator	\$1,000	\$1,000	\$1,000
Elem. Student Council Advisor	\$850	\$850	\$850
Elem. Yearbook Advisor	\$950	\$950	\$950
Environmental Club Advisor	\$775	\$775	\$775
Future Business Leaders of America	\$775	\$775	\$775

A. The Board may assign a salary of a minimum of 85% of the salary listed for extra curricular activities without prior experience (first year). The salary in the second year will be that which is stated in the contract.

B. Any teacher involvement with an extra-curricular activity position shall be on a voluntary basis.

6. Coaching Salary	2019-20	2020-2021	2021-2022
Football – Varsity Head (1)	\$4,525	\$4,525	\$4,525
Football – Varsity Assistant (3)	\$3,125	\$3,125	\$3,125
Volleyball – Head (1)	\$3,650	\$3,650	\$3,650
Volleyball – Assistant (1)	\$2,575	\$2,575	\$2,575
Golf – Head (1)	\$2,350	\$2,350	\$2,350
Basketball – Head (2)	\$4,250	\$4,250	\$4,250
Basketball – Assistant (5)	\$3,000	\$3,000	\$3,000
Wrestling – Head (1)	\$4,250	\$4,250	\$4,250
Wrestling – Assistant (1)	\$2,875	\$2,875	\$2,875
Baseball – Head (1)	\$3,650	\$3,650	\$3,650
Baseball – Assistant (1)	\$2,575	\$2,575	\$2,575
Softball – Head (1)	\$3,650	\$3,650	\$3,650
Softball – Assistant (1)	\$2,575	\$2,575	\$2,575

Softball – Head 7 th & 8 th Grade (1)	\$775	\$775	\$775
Softball – Asst. 7 th & 8 th Grade (1)	\$725	\$725	\$725
Cheerleading – Football (1)	\$1,325	\$1,325	\$1,325
Cheerleading – Other (3)	\$1,275	\$1,275	\$1,275
Soccer – Head (1) Boys & Girls	\$3,650	\$3,650	\$3,650
Soccer – Assistant (1) Boys & Girls	\$2,575	\$2,575	\$2,575
Archery – Head (1)	\$2,575	\$2,575	\$2,575
Archery—Assistant (1)	\$1,275	\$1,275	\$1,275

- A. The Board may assign a salary of a minimum of 85% of the salary listed for coaches without prior experience (first year). The salary in the second year will be that which is stated in the contract.
- B. The Board will pay each head coach \$75.00 and a total of \$75.00 for assistant(s) per event due to an extended season for playoff competition. District wrestling is considered part of the regular season. The Superintendent will determine which coaches are eligible for payment due to an extended season.
- C. Any teacher involvement with a coaching position shall be on a voluntary basis.
- D. The Board may add an assistant coach for one season at 85% of the respective stipend set by the CBA with mutual agreement from the Association upon written request from the Athletic Director.
 - 1.) The Head Coach of the respective activity will meet and inquire with the Athletic Director for an additional assistant coach. The reasons for an additional coach must be unique for that season and past practice should be taken into account. Examples of uniqueness for that season may be but not limited to: numbers of participants, contest conflicts, etc.

7. Mentor Teacher

The position of Mentor Teacher is created pursuant to Title 22, Chapter 49 of the Pennsylvania Code, Section 49.16. The position(s) shall be filled as follows:

- A. On a voluntary basis.
- B. In the event there are no volunteers or insufficient volunteers forthcoming, the Superintendent shall have the absolute right to assign the duty of Mentor Teacher to teachers in the employ of Williams Valley School District.

C. Mentor Teacher Salary

<u>2019-20</u>	<u>2020-21</u>	<u>2021-22</u>
\$775.00	\$775.00	\$775.00

Memorandum of Understanding
Between
The
Williams Valley Education Association
And the
Williams Valley School District
Speech and Language Pathologist Positions

This Memorandum of Understanding (the "Agreement") by and between the Williams Valley Education Association (the "Association") and the Williams Valley School District (the "District") collectively referred to as (the "Parties") is entered into on the 24th Day of August, Two-Thousand Seventeen.

WHEREAS, it is the intent of the Parties to clarify the terms and conditions of employment for all Speech and Language Pathologists (SLPs) employed by the Williams Valley School District

NOW THEREFORE, it is the intent of the parties to enter into the following agreement:

- 1.) In the Williams Valley School District, the position of Speech and Language Pathologist shall be a bargaining unit position under the Collective Bargaining Agreement between the Williams Valley Education Association and the Williams Valley School District.
- 2.) All SLPs shall work an additional 10 days per year at per diem rate.
- 3.) SLPs shall be permitted to use tuition reimbursement provided under the Collective Bargaining Agreement for either college courses or continuing professional education hours.
- 4.) SLPs shall receive reimbursement not to exceed three hundred dollars (\$300.00) annually for their American Speech and Hearing Association (ASHA) licensure.
- 5.) This agreement shall supersede all previous agreements between SLPs and the Williams Valley School District.
- 6.) This agreement shall become part and parcel to the Collective Bargaining Agreement between the Association and the District.

President, Williams Valley EA

Stephen C. Darnel

Date

8/24/17

Attest Paul M.

David J. Stoup

8/24/17 Date

8/24/17

President, Williams Valley School Board

Jennifer Kramer

Date

8/24/17

Attest

Date