

AGREEMENT

BETWEEN

COMMONWEALTH OF PENNSYLVANIA

AND

PENNSYLVANIA STATE EDUCATION ASSOCIATION
NATIONAL EDUCATION ASSOCIATION, LOCAL ASSOCIATIONS
AT THE SCOTLAND SCHOOL FOR VETERANS' CHILDREN
AND THE SCRANTON STATE SCHOOL FOR THE DEAF

Effective August 16, 1999 to August 15, 2003

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PREAMBLE

This Agreement entered into by the Commonwealth of Pennsylvania, hereinafter referred to as the Employer, and the Pennsylvania State Education Association, National Education Association, Local Associations at the Scotland School for Veterans' Children and the Scranton State School for the Deaf, hereinafter referred to as the Association, has as its purpose the promotion of harmonious relations between the Employer and the Association; the establishment of an equitable and peaceful procedure for the resolution of differences; and the establishment of rates of pay, hours of work and other conditions of employment.

ARTICLE 1 MANAGEMENT RIGHTS

Section 1. It is understood and agreed that the Employer, at its sound discretion, possesses the right, in accordance with applicable laws, to manage all operations including the direction of the working force and the right to plan, direct, and control the operation of all equipment and other property of the Commonwealth, except as modified by this Agreement.

Matters of inherent managerial policy are reserved exclusively to the Employer. These include but shall not be limited to such areas of discretion or policy as the functions and programs of the Commonwealth, standards of service, its overall budget, utilization of technology, the organizational structure and selection and direction of personnel.

Section 2. The listing of specific rights in this Article is not intended to be nor should be considered restrictive or a waiver of any of the rights of management not listed and not specifically surrendered herein whether or not such rights have been exercised by the Employer in the past.

ARTICLE 2 RECOGNITION

Section 1. The Association is recognized as the exclusive representative for collective bargaining purposes for employees within the classifications established by a certification of the Pennsylvania Labor Relations Board, dated March 21, 1972, more specifically referred to as PERA-R-1363-C.

Section 2. The term "employee" when used in this Agreement is defined as those persons falling within the classifications covered by the certification referred to in Section 1 of this Article.

ARTICLE 3 ASSOCIATION SECURITY

Section 1. Each employee who, on the effective date of this Agreement, is a member of the Association, and each employee who becomes a member after that date shall maintain his/her membership in the Association, provided that such employee may resign from the Association, in accordance with the following procedure:

a. The employee shall send a certified letter, return receipt requested, of resignation to the headquarters of the Pennsylvania State Education Association and a copy of the letter to his/her agency.

b. The letter shall be postmarked during the fifteen-day period prior to the expiration date of this Agreement and shall state that the employee is resigning his/her membership in the Association and where applicable is revoking his/her check-off authorization.

Section 2. The payment of dues and assessments while a member shall be the only requisite employment condition.

Section 3. The Employer and the Association hereby agree that all non-members of the Association shall be subject to a fair share fee as provided for in Act 84 of 1988 (Senate Bill 291) and any amendments thereto.

Section 4. The Employer shall furnish each new employee with a copy of this Agreement together with an authorization for dues payroll deduction, provided the Association has furnished the Employer with sufficient copies of the Agreement containing the authorization for dues deduction.

ARTICLE 4 DUES DEDUCTION

Section 1. The Employer agrees to deduct the Association bi-weekly membership dues and an annual assessment, if any, from the pay of those employees who individually request in writing that such deductions be made. There shall be 22 consecutive deductions, the first of which shall occur the first full bi-weekly pay of each school year. The amounts to be deducted shall be certified to the Employer by the Association and the aggregate deductions of all employees shall be remitted together with an itemized statement to the Association by the last day of the succeeding month, after such deductions are made. This authorization shall be irrevocable during the term of this Agreement. When revoked by the employee in accordance with Article 3, the agency shall halt the check-off of dues effective the first full pay period following the expiration of this Agreement.

Section 2. The Employer further agrees to deduct a fair share fee bi-weekly from all employees in the bargaining unit who are not members of the Association.

Authorization from non-members to deduct fair share fees shall not be required. The amounts to be deducted shall be certified to the Employer by the Association and the aggregate deductions of all employees shall be remitted together with an itemized statement to the Association by the last day of the succeeding month after such deductions are made.

Section 3. The Association shall indemnify and hold the Commonwealth harmless against any and all claims, suits, orders, or judgments brought or issued against the Commonwealth as a result of any action taken or not taken by the Commonwealth under the provisions of this Article.

ARTICLE 5 WORK YEAR

Section 1. During the term of this Agreement, the work year for each school shall be as follows:

	Number of Days
Scotland School for Veterans' Children	185
Scranton State School for the Deaf	184

Section 2. The work day presently in force at the Scotland School for Veterans' Children shall not be changed during the term of this Agreement. The teacher work day at Scranton State School for the Deaf shall be from 8:35 a.m. to 3:15 p.m., Monday through Friday. However, the starting and ending times of the work day for Guidance Counselors at Scranton State School for the Deaf may be changed by one hour to accommodate the needs of students, on an as needed basis. Such adjustments shall be made no more than three times per week.

ARTICLE 6 SICK AND BEREAVEMENT LEAVE

Section 1. Full-time employees shall be allowed 10 days of sick leave for each school year. Sick leave shall be earned by an employee for any month in which the employee is in an active pay status for ten or more working days. Employees shall be eligible to take such leave after 30 days of service with the Employer.

Section 2. Employees shall earn sick leave from their date of hire and there will be no limit on the amount of sick leave an employee may accumulate.

Section 3. A doctor's certificate is required for an absence from work due to sickness for three or more consecutive days. For absences of less than three days, a doctor's certificate may be required where the Employer has reason to believe that the employee is abusing his/her sick leave privileges.

Section 4. Where sickness in the immediate family requires the employee's absence from work, employees may use not more than five days of such sick leave entitlement in each school year for that purpose. Immediate family for the purposes of this Section is defined as the following persons: husband, wife, child, step-child, parent, brother or sister of the employee. The Employer may require proof of such family sickness in accordance with Section 3 above.

Section 5. Effective at the beginning of the first full pay period in January 2000, where a family member's serious health condition requires the employee's absence from work beyond 20 days in a school year, permanent employees with at least one year of service may use accrued sick leave, in addition to that provided by Section 4 above.

a. Employees who meet the eligibility criteria in b. through e. below may use accrued sick leave in accordance with the following schedule:

<u>Leave Service Credit</u>	<u>Sick Family Allowance</u>
Over 1 year to 3 years	Up to 7 additional days
Over 3 years to 15 years	Up to 15 additional days
Over 15 years to 25 years	Up to 20 additional days
Over 25 years	Up to 26 additional days

b. During the initial 20 days of absence, paid personal leave and/or unpaid leave shall be used and may include leave provided under Section 4 above. The additional sick family leave allowance must be used prospectively, and may not be retroactively charged for any of the initial 20 days. A separate 20 day requirement must be met for each different serious health condition and/or family member and for each school year, even if not all of the additional days were used during the previous school year.

c. The initial 20 days of absence may be accumulated and the additional leave may be used on an intermittent basis.

d. Proof of the family member's serious health condition as defined by the Family and Medical Leave Act must be provided on the Commonwealth's Serious Health Condition Certification form. Proof may be required for each absence during the 20 day period and subsequent additional sick family leave period.

e. Family member for the purposes of this Section is defined as the following persons: husband, wife, child, step-child, or parent of the employee or any other person qualifying as a dependent under IRS eligibility criteria.

Section 6. An employee may use up to five days of leave for the death of a parent, spouse, child, brother, sister, step-parent, or step-child, and up to three days of leave for the death of a grandparent, step-grandparent, grandchild, son-in-law, daughter-in-law, brother-in-law, sister-in-law, step-grandchild, parent-in-law, grandparent-in-law, aunt, uncle or any other near relative who resides in the same household or any person with whom the employee has made his/her home.

The first three days of leave for bereavement in each school year shall be charged to bereavement leave. Bereavement leave shall be non-cumulative from school year to school year. Any additional leave for bereavement under this Section shall be charged to sick leave.

Section 7. Part-time employees shall be entitled to sick leave on a pro-rata basis.

Section 8. a. Employees who retire shall be paid for their accumulated unused sick leave in accordance with the schedule below if they retire under the conditions set forth in Subsection b.

<u>Days Available at Retirement</u>	<u>Percentage Buy-Out</u>	<u>Maximum Days</u>
0-100	30%	30
101-200	40%	80
201-300	50%	150
over 300 (in last year of employment)	100% of days over 300	10

b. Eligibility for payment of benefits under Subsection a. is as follows:

- (1) Superannuation retirement with at least five years of credited service in the State and/or Public School Retirement Systems. For purposes of this Subsection, superannuation under TIAA-CREF shall be 60 years of age with at least five years of state and/or public school service, or
- (2) Disability retirement which requires at least five years of credited service in the State and/or Public School Retirement Systems. For purposes of this Subsection, a retirement under TIAA-CREF shall be considered disability if the retiree applies for and is granted a waiver of the Commonwealth's group life insurance premium, or
- (3) Other retirement, including retirement under TIAA-CREF, with at least 25 years of credited service in the State and/or Public School Retirement Systems.

c. Such employees shall not be paid for part days of accumulated sick leave.

d. None of the benefits provided for in this Article are to be construed as payable as a death benefit.

e. No payments under this Section shall be construed to add to the credited service of the retiring member or to the retirement covered compensation of the member.

Section 9. Permanent employees who have one or more years of service since their last date of hire may anticipate sick leave to which they become entitled during the then current school year unless the Employer has reason to believe that the employee has been abusing his/her sick leave privileges. Permanent employees with less than one year of service since their last date of hire may not anticipate sick leave.

ARTICLE 7 LEAVES OF ABSENCE

Section 1. Employees shall be eligible for paid or unpaid leaves of absence after 30 days of service with the Employer.

Section 2. All time that an employee is absent from work shall either be appropriately charged or by mutual agreement between the Employer and the employee be made up by the employee.

Section 3. All requests for leave must be submitted in writing to the employee's immediate supervisor and shall be answered in writing promptly. Requests for emergency type leaves shall be answered before the end of the day on which the request is made. Except for such emergency type leaves, the time when leave is taken is within the discretion of the Employer.

Requests for any type of leave to which an employee is entitled under the Agreement and which is not to exceed one month shall be answered by the Employer within five days. If the requested leave is in excess of one month, the requests shall be answered within ten days, except in the case of requests for sabbatical leave, which will be administered in accordance with Section 2 of Article 11, Sabbatical Leave.

Section 4. Leave for Association Business

Each year, one delegate from each school shall be entitled to two days paid leave for Association business. An employee elected to officership of PSEA affiliates shall be entitled to two days additional paid leave. The appropriate local Association of the Pennsylvania State Education Association shall reimburse the Employer for substitute teachers.

Section 5. Partial and Full Day Closings

The Employer agrees to abide by the provisions of Management Directive 530.17 as amended.

**ARTICLE 8
MILITARY LEAVE**

Employees shall be eligible for military leave as provided by Title 38, U.S. Code and Sections 8.71-8.72 and 8.131 through 8.138 of the Commonwealth's Personnel Rules, including amendments. The Employer agrees to provide the employee representative with a copy of any amendment that occurs to the above-noted provisions during the term of this Agreement.

**ARTICLE 9
CIVIL LEAVE**

Section 1. Permanent employees who have not volunteered for jury duty and are not a party in a civil or criminal court proceeding but are subpoenaed as a witness to attend such a court proceeding, shall be granted leaves with pay while attending court. Evidence of such duty in the form of a subpoena or other written notification shall be presented to the employee's immediate supervisor as far in advance as practicable.

Section 2. Permanent employees who are subpoenaed as witnesses or who are parties in the following administrative hearings shall be granted leave with pay while attending such hearings: Unemployment Compensation Board of Review Referee, Workers' Compensation Judge, Workers' Compensation Appeal Board, State Civil Service Commission and Pennsylvania Human Relations Commission. Evidence of such duty in the form of a subpoena or other written notification shall be presented to the employee's immediate supervisor as far in advance as practicable.

Section 3. The term "court" as used in this Article is intended to mean only the following courts: Minor Judiciary Court, Courts of Common Pleas, Commonwealth Court and the United States District Court.

Section 4. a. Permanent employees, while performing firefighting duties, civil air patrol duties or emergency management rescue work during a fire, flood, hurricane or other disaster, shall be granted leave with pay subject to management's responsibility to maintain efficient operations.

b. Volunteer participation in firefighting activities, civil air patrol duties or emergency management rescue work shall require the prior approval of the agency head. Employees absent

from work for reasons under Subsection a. of this section shall be required to obtain a written statement from the fire company, forest unit, emergency management agency, or other organization with which they served, certifying as to their activities during the period of absence.

ARTICLE 10 PARENTAL LEAVE

Employees shall be eligible for parental leave as follows:

Section 1. General

All permanent employees of the Employer who become parents through childbirth or formal adoption or placement of a child with an employee for foster care shall be granted parental leave upon request.

Section 2. Granting Leave

a. An employee shall submit written notification to the immediate supervisor, stating the anticipated duration of the leave, at least two weeks in advance if circumstances permit. Such leaves shall be granted for a period of time not to exceed six months. Upon the request of the employee and at the discretion of the agency head, parental leaves may be extended or renewed for a period not to exceed six months. In no case shall the total amount of leave exceed 12 months. Parental leaves shall begin whenever employees request; and may be used prior to the date of custody or placement when required for adoption or placement to proceed. No unpaid parental leave shall be granted beyond one year from the date of birth or of assuming custody of an adopted child or of placement of a foster child.

b. In no case shall an employee be required to leave prior to parental leave unless he/she can no longer satisfactorily perform the duties of his/her position.

c. While an employee is on parental leave, the duties of the position shall either be performed by remaining staff and the position kept vacant or they shall be performed by a substitute employee.

Section 3. Reemployment

a. An employee shall have the right to return to the same position in the same classification held before going on parental leave, or to an equivalent position with regard to pay and skill.

b. The employee's anniversary date shall be extended in accordance with the provisions of the Commonwealth's Personnel Rules (relating to leave without pay).

Section 4. Seniority Rights

Upon return from parental leave, an employee shall retain all seniority and pension rights that had accrued up to and during the time of leave.

Section 5. Sick Leave and Personal Leave

An employee is entitled to use accrued sick leave for the period that she is unable to work as certified by a physician. An employee may use all accrued personal leave at any time before, during or after parental leave. Unused leave shall be carried over until return. An employee shall not earn sick leave while on parental leave without pay. Paid leave is not to be included when calculating the six month entitlement.

Section 6. Guidelines established by the Secretary of Administration regarding parental leave are published through the Directives Management System (Reference Management Directive 520.2). Guidelines regarding State-paid benefits while on parental leave are published through the Directives Management System (Reference Management Directive 530.4).

Section 7. It is understood by both parties that the provisions of this Article are consistent with the Pennsylvania Human Relations Act, 43. P.S. Section 951 et seq. and the Family and Medical Leave Act of 1993, 29 USC Section 2601 et seq. and that leave granted in accordance with this Article shall be designated as leave under the provisions of the Act.

ARTICLE 11
SABBATICAL LEAVE

Section 1. In accordance with the Public School Code of 1949, Sabbatical Leaves of Absence, 24 P.S. §11-1166 and 24 P.S. §11-2665.1, an employee may, subject to the approval of the Employer, be granted a leave of absence for restoration of health, study, travel or other appropriate purposes.

Section 2. Under normal circumstances applications for sabbatical leave shall be made in accordance with the following procedure. The application for sabbatical leave should be received by the school no later than December 31 in the school year prior to the start of the school year during which the sabbatical leave is sought. Requests for sabbatical leave shall be answered within 10 work days of December 31 by the Superintendent at the school level with all other statutory answers acted on within three months. In no event shall an application be denied as untimely submitted or a sabbatical leave be refused for the current or prospective school year where the statutory minimum number of sabbatical leaves has not yet been granted even though that application was received after December 31 of the school year prior to the school year for which the sabbatical leave is being sought.

ARTICLE 12 PERSONAL LEAVE DAYS

Employees shall be eligible for three personal leave days without loss of pay, during each school year which may be used for any purpose at the discretion of the employee. An employee planning to use a personal day shall notify his/her immediate supervisor at least two days in advance of his/her absence. No more than two employees at each school shall be absent on the same day unless approved by the school Superintendent.

In case of emergency, the requirement of two days advance notice may be waived at the discretion of the Superintendent. Such waiver of notice shall not be unreasonably denied.

Employees may accumulate unused personal leave to a maximum of three days. Any unused personal leave in excess of three days will be transferred to the employee's sick leave balance.

ARTICLE 13 OUT-SERVICE TRAINING

Section 1. In accordance with the Commonwealth's Personnel Rules, Chapter 11, employees shall, subject to the approval of the Superintendent, be granted educational leave with pay to attend professional conferences, participate in training courses and sessions that are related to their work and engage in other similar job related activities. This Section is not applicable to organization or preparation for collective bargaining or any business of the Association that deals with collective bargaining.

Section 2. Accredited academic courses, if feasible, will be scheduled during non-working hours and will be limited to a maximum of 12 credit hours in any continuous 12 month period. Such 12 month periods shall coincide with the school year. Reimbursement for such courses shall be in accordance with past practice.

a. The Employer agrees to continue the tuition reimbursement fund at each school to reimburse full-time employees in this bargaining unit for the successful completion of accredited academic or vocational courses which would enable professional employees to maintain or improve skills required in performing their current job duties. The fund will also reimburse vocational instructors for the successful completion of non-accredited vocational training/courses which would enable these employees to maintain or improve skills required in performing their current job duties. The amount available in the tuition reimbursement fund will be \$16,000.00 for each contract year.

b. Tuition reimbursement requests will be approved in the following manner:

(1) The reimbursement rate for accredited academic or vocational courses will be the prevailing per credit rate charged by the Graduate Schools in the State System of Higher Education. The reimbursement rate for non-accredited vocational courses will be 100% of the course cost.

(2) Reimbursement will be made for courses which are approved in advance by the Superintendent and will be in accordance with procedures established through the Directives Management System. The Employer will respond to requests for approval of courses at the local level within 30 working days.

(3) Reimbursement for accredited academic or vocational courses will be contingent upon successful completion of the course (attainment of the grade of "C" or better). For non-accredited vocational courses, reimbursement is contingent upon presentation of a certification of completion. Employees who terminate employment before the end of a course will not be eligible for reimbursement.

(4) The Employer shall accept applications for tuition reimbursement based on the criteria set forth above until such time as the fund set aside for this purpose is depleted. In the event the entire amount budgeted for tuition reimbursement is not used for this purpose in any contract year, re-allocation of these funds shall be at the sole discretion of the Employer.

(5) Each employee shall, in the first instance, be reimbursed for no more than six credits per school year. If any tuition reimbursement funds are still available after April 15, the Employer may make additional reimbursements up to a total of twelve credits per employee.

Section 3. When part-time out-service training as defined in Sections 1 and 2 above occurs during regular work hours of an employee, the agency may grant up to a maximum of 20 days of educational leave in any calendar year for this purpose.

ARTICLE 14 LEAVES OF ABSENCE WITHOUT PAY

Section 1. Leaves for PSEA Service

Employees who are elected or appointed full-time officials or representatives of PSEA shall, at the written request of the employee, submitted not less than 60 days prior to the start of a term, be granted leaves without pay for the maximum term of office, not to exceed three years. Such leaves may be renewed or extended by the written mutual consent of PSEA and the Employer. In no event shall more than one employee from each school be on such leave at any

one time.

Section 2. Miscellaneous Leave Without Pay

Employees may be granted leave without pay at the sole discretion of the Employer for any reason for a period not to exceed two years which may be extended at the discretion of the Employer for an additional two-year period. Such leave shall not be unreasonably denied.

Section 3. After completing one year of service, employees shall be granted, upon written request, extended leave without pay for illness for a period of at least two consecutive weeks, but not more than 12 weeks. If the illness or disability is due to a serious health condition as defined by the Family and Medical Leave Act, leave shall be granted for less than two consecutive weeks. The request, which shall be submitted in advance of the leave if circumstances permit, shall include proof of illness or disability in the form of a doctor's certificate which shall state a prognosis and expected date of return.

If requested and properly documented as medically necessary, leave under this Section shall be approved on an intermittent or reduced-time basis.

After the employee has used an aggregate of six months of leave without pay under this Section, the Employer is not required to grant subsequent leave without pay for this purpose unless six (6) months in an active pay status have elapsed from the termination of the last date of approved leave under this Section.

This Section shall not apply to a work-related injury.

It is understood by both parties that the provisions of this Section are consistent with the Family and Medical Leave Act of 1993, 29 USC Section 2601 et seq. and that leave granted in accordance with this Section shall be designated as leave under the provisions of the Act.

ARTICLE 15
SALARIES

Section 1. Effective August 14, 1999, for Scranton State School for the Deaf and effective August 21, 1999 for Scotland School for Veterans' Children, each permanent full-time employee covered by this Agreement who is in an active pay status shall receive a general pay increase of 3.0%. This general pay increase is reflected in the Instructional Tenured Pay Schedule (Schedule D) which is attached as Appendix A. The criteria for Education levels is defined by attached Appendix M.

Section 2. Effective August 12, 2000, for Scranton State School for the Deaf and effective August 19, 2000 for Scotland School for Veterans' Children, each permanent full-time employee covered by this Agreement who is in an active pay status shall receive a general pay increase of

3.0%. This general pay increase is reflected in Appendix B.

Section 3. Effective August 11, 2001, for Scranton State School for the Deaf and effective August 18, 2001 for Scotland School for Veterans' Children, each permanent full-time employee covered by this Agreement who is in an active pay status shall receive a general pay increase of 3.5%. This general pay increase is reflected in Appendix C.

Section 4. Effective August 10, 2002, for Scranton State School for the Deaf and effective August 17, 2002 for Scotland School for Veterans' Children, each permanent full-time employee covered by this Agreement who is in an active pay status shall receive a general pay increase of 3.5%. This general pay increase is reflected in Appendix D.

Section 5. a. An employee who has been employed continuously with the Commonwealth since January 31 of the previous year and whose salary is below the maximum step of the appropriate column for his/her Education level shall receive a service increment of one step, or the amount necessary to reach maximum, whichever is lesser, effective with the commencement of the 12th full pay period of the academic year for all employees who have elected to receive their academic annual salary distributed over 22 pay periods; and, effective with the commencement of the 14th full pay period of the academic year for all employees who have elected to receive their academic annual salary distributed over 26 pay periods.

b. During the term of this Agreement, employees who are at or above the maximum of their pay range at the time they become eligible for an annual service increment as outlined in a. above shall receive the annual amount of a two and one-quarter percent (2.25%) increase in the form of a one-time cash payment rounded to the nearest dollar.

The cash payments provided for in this Section shall not be added to the employee's base salary.

An employee's performance rating shall not be used in determining entitlement to such increments. The increment shall be granted solely on the basis of service.

Section 6. a. Employees hired on or after August 11, 1990 shall be placed on the salary schedules based on their complete years of experience and educational background. In no case will a newly hired employee be placed higher on the pay schedule than an employee already on the schedule with equal education and equal or more experience. For this purpose, one step will be granted for each year of academic experience or each two years of vocational experience. An employee who earns sufficient credits or a master's degree during the school year to make him/her eligible for a higher salary shall have his/her salary increased by moving to the appropriate salary column at the beginning of the next school term or semester.

b. In order for an employee to become eligible for a salary increase or a horizontal move along the salary schedule, they first must have earned the minimum number of approved credits. A master's degree or its equivalent must be earned with approved graduate level credits.

Horizontal movement on the salary schedule beyond the master's degree will only be based upon credits earned subsequent to the entitlement of the master's degree or its equivalent. For purposes of movement on the salary schedule beyond the master's degree, an employee may only use up to six in-service credits. In addition, 30 clock hours of course work in technologies, including workshops and seminars, will equal one credit hour provided the employee furnishes proof of attendance in the form of a certificate or letter of attendance from the training agency.

An employee at Scranton State School for the Deaf with a generic certification (Industrial Arts, Home Economics, Physical Education or Art) may move horizontally on the salary schedule based upon credits earned, without a Pennsylvania Certification in Deaf Education. However, if such employee subsequently obtains a Pennsylvania Certification in Deaf Education the credits required for that certification will not be counted toward the requirements for horizontal movement.

Section 7. An employee on educational leave or leave without pay shall, upon return to active status, be placed on the pay schedule by the School Superintendent in accordance with Section 6.a., and shall be entitled to the annual service increments or pro rated cash payments provided for in Section 5 of this Article, where applicable.

Section 8. The salaries of employees shall be paid bi-weekly. In the event the payday occurs on a holiday, the preceding day shall be the payday.

Section 9. An employee may elect to receive his/her academic annual salary over 22 or 26 pay periods.

Section 10. If an employee is required to perform the duties of another teacher during his/her free period more than five times in a semester or half year, the employee will be paid for each subsequent free period lost at his/her regular rate of pay on a pro-rata basis.

Section 11. Faculty members who attend approved conferences will receive compensatory time, one hour for each hour of attendance at or travel to and from the conference, beyond the normal work day. Compensatory time will be scheduled at a time to be agreed upon by the employee and the Employer.

ARTICLE 16 EXTRACURRICULAR ACTIVITIES

Section 1. Effective August 14, 1999, for Scranton State School for the Deaf and effective August 21, 1999 for Scotland School for Veterans' Children, salaries for extracurricular activities shall be paid in accordance with Appendix E and F.

Effective August 12, 2000, for Scranton State School for the Deaf and effective August 19, 2000 for Scotland School for Veterans' Children, the salaries for extracurricular activities shall

be increased by 3.0% as shown in Appendix G and H. Effective August 11, 2001 for Scranton State School for the Deaf and effective August 18, 2001 for Scotland School for Veterans' Children, the salaries for extracurricular activities shall be increased by 3.5% as shown in Appendix I and J. Effective August 10, 2002 for Scranton School for the Deaf and effective August 17, 2002 for Scotland School for Veterans' Children, the salaries for extracurricular activities shall be increased by 3.5% as shown in Appendix K and L.

Section 2. Extracurricular activities shall be established at the sole discretion of the Employer for periods of time the Employer deems necessary. In addition, the selection of employees to direct such activities will be determined by the Employer with the incumbent having no guarantee of continued assignment in a particular activity.

Section 3. Faculty members at Scranton State School for the Deaf who participate in the Parent-Infant program will receive 4.5 hours of compensatory time for each Sunday meeting. The compensatory time will be scheduled at a time mutually agreed upon between the Employer and the employee.

ARTICLE 17 DISCHARGE, DEMOTION, SUSPENSION AND DISCIPLINE

Section 1. The Employer shall not demote, suspend, discharge, or take any disciplinary action against an employee without just cause. The Association shall be notified by the Employer of any demotion, suspension, discharge or any other disciplinary action.

Employee appeals concerning demotions, suspensions, discharges or any other disciplinary action shall be processed in accordance with the Rules of Procedure of the Accelerated Grievance Procedure as outlined in Article 18.

Section 2. Any action instituted under Section 1 of this Article shall be implemented within a reasonable period of time after the event giving rise to such disciplinary action or knowledge thereof.

ARTICLE 18 GRIEVANCES AND ARBITRATION

ACCELERATED GRIEVANCE PROCEDURE

Section 1. Where an employee has the right to process a grievance through either the procedure provided herein or through the Americans with Disabilities Act grievance procedure and files an appeal through the ADA, either the contract grievance procedure shall cease, if the employee has submitted a contract grievance, or the employee shall not be entitled to institute proceedings under the contract grievance procedure. If the appeal to the ADA grievance

procedure is withdrawn by the employee or not accepted by the ADA grievance committee within fifteen (15) calendar days of the date of the occurrence of the action giving rise to the grievance, the processing of a contract grievance filed within the time limits set forth in Section 2, Step 1 shall be permitted.

Section 2. Any grievance or dispute which may arise during the term of this Agreement concerning the application, meaning or interpretation of the Agreement shall be processed in the following manner:

STEP 1. The employee, either alone or accompanied by the Association representative or the Association through its representative, where entitled, shall present the grievance in writing to the Employer's worksite designee within fifteen (15) calendar days of the date of the occurrence giving rise to the dispute or when the employee knew or by reasonable diligence should have known of the occurrence.

In addition, in order for the grievance(s) to be discussed at Step 1, the respective Employer worksite designee must have received a written confirmation of those grievance(s) at least fifteen (15) calendar days prior to the Step 1 meeting. This period may, however, be extended by mutual agreement.

The parties agree the respective Employer designee and the Association counterpart must schedule and meet on a monthly Step 1 basis, if necessary, in order to attempt to resolve all outstanding grievances. At the Step 1 meeting, the parties will advise each other of all of the then known facts, including witnesses, and furnish copies of relevant reports or investigations upon which the party will rely in proving and/or supporting its respective position.

When special circumstances preclude the disclosure of confidential information at the Step 1 meeting, the case will be handled in accordance with the agreed upon procedures to be developed by the Commonwealth and the Association.

Any agreed upon final settlement of a grievance reached at Step 1 shall be reduced to writing and signed by the Association and the Employer designee. Decisions at Step 1 shall not be used as precedent for any subsequent case.

After the Step 1 meeting has been held, and the then known information the parties intend to rely on to support their respective positions has been discussed and exchanged, the respective Employer designee must make a written disposition of the matter to the Association within fifteen (15) calendar days from the date of the Step 1 meeting.

In the event the grievance is not disposed of at Step 1, any later discovered or developed evidence, not previously disclosed to the other party at the Step 1 meeting must be received by the other side as soon as practical after discovery and/or development, but in no event later than 48 hours before the Step 2 hearing.

STEP 2. If the Step 1 response is not satisfactory, or a response has not been received by the Association within fifteen (15) calendar days of the Step 1 Meeting, the Association shall have fifteen (15) calendar days after the Commonwealth's response is received or due, to appeal the decision by filing its grievance with the Joint Pennsylvania State Committee (Committee). Such submission, in a form to be established by the Committee, shall be made in writing, and shall be filed in accordance with the established procedures with the Office of Administration, Bureau of Labor Relations (OA-BLR) in accordance with the established procedures. Failure of the Association to submit grievances to the Committee within the fifteen (15) calendar day appeal period specified above, shall be cause for the Commonwealth to consider the grievance withdrawn.

When such filing (docketing) occurs, the docketing agent for the Committee (OA-BLR) will furnish official notice confirming the docketing of all cases scheduled to be heard by the Committee, along with the date, place, and time of the scheduled meeting to: the Office of Administration (Bureau of Labor Relations), the affected agencies, and the Association's Harrisburg office.

The Committee shall have the right to hear testimony from both parties, consider all relevant facts and render a final and binding decision. Each case shall be considered on its merits and the collective bargaining agreement shall constitute the basis upon which the decision shall be rendered.

The Committee shall neither add to, subtract from, nor modify the provisions of the Agreement. The Committee shall be confined to the precise issue submitted, as outlined on the original grievance form, and shall have no authority to determine any other issues not so submitted.

If the Committee is unable to reach a decision by majority vote, the matter will be considered "deadlocked". A majority decision of the Committee shall be final and binding on both parties. Decisions of the Committee shall operate as precedent.

A reasonable number of witnesses shall be permitted to attend Committee meetings without suffering the loss of any pay, when their presence is required because of the Commonwealth's refusal to accept the witnesses' written statement.

An employee who presents a grievance or sits on the Committee Panel, shall do so with pay, provided the Association has indicated their desire to have that person participate in the procedure and provided the grievance presented has arisen out of the agency for which the employee works. The number of employees so designated shall not be abused.

All leave granted under the provisions of this Article shall be granted consistent with the maintenance of the Employer's efficient operations.

The Committee will function under the Rules of Procedure agreed upon by the parties.

STATE/AGENCY WIDE GRIEVANCES

The Association may present grievances concerning agency-wide actions or state-wide actions directly to Step 2 within fifteen (15) calendar days of the date of the occurrence giving rise to the dispute, or the date when the Association knew, or by reasonable diligence should have known, of its occurrence. However, the Association will meet with the official Agency or Office of Administration designee prior to any hearing on such grievances, in order to resolve any factual disputes relating to such Agency-wide or State-wide grievances.

STEP 3. An appeal from a deadlocked decision at Step 2 may be initiated by the Association, by written notice to the opposing Co-Chairperson of the Association's intent to proceed to arbitration. This notice must be sent within fifteen (15) calendar days after the deadlocked decision from Step 2. The Association must also ensure that copies of the notice are furnished to the Office of Administration (Bureau of Labor Relations), appropriate agency, and the Association's Harrisburg Office when the appeal is filed.

The impartial arbitrator is to be selected by agreement between the respective Co-Chairpersons within fifteen (15) calendar days after the notice has been given. If the parties fail to agree on an impartial arbitrator, either party may request the Bureau of Mediation to submit a list of seven (7) possible arbitrators to the respective Co-Chairpersons.

The Co-Chairpersons shall, within fifteen (15) calendar days of the receipt of said list, select the arbitrator by alternately striking one name from the list until one name remains. The party requesting the list shall strike the first name. The arbitrator shall be contacted within fifteen (15) calendar days after selection and the case scheduled as soon as possible.

Each case shall be considered on its merits and the collective bargaining agreement shall constitute the basis on which decisions shall be rendered.

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

A decision by the arbitrator shall be final and binding on both parties, except where the decision would require an enactment of legislation, in which case it shall be binding only if such legislation is enacted. The arbitrator shall be requested to issue a decision within 30 days after the close of the hearing or receipt of the transcript of the hearing.

All of the time limits contained in this Section may be extended by mutual agreement.

Each party shall bear the cost of preparing its own case. All fees and expenses of the arbitrator shall be divided equally between the parties except where one of the parties of this Agreement requests a postponement of a previously scheduled arbitration hearing which results in a postponement charge. The postponing party shall pay such charge unless the postponement results in a settlement of the grievance in which event the postponement charge shall be divided between the parties. A postponement charge resulting from a joint postponement request shall be shared equally by the parties. If the Association postpones the previously scheduled arbitration, then no liability will accrue to the Commonwealth between the previously scheduled hearing date and the date the case is heard by the arbitrator. Either party desiring a record of the proceedings shall pay for the record and make a copy available without charge to the arbitrator.

Section 3. All of the time limits contained in this Article may be extended by mutual agreement. The granting of any extension at any step shall not be deemed to establish a precedent. An employee shall be permitted to have a representative of the Association present at each step of the grievance procedure up to and including Step 2; subject however, to Section 606, Article VI of the Public Employe Relations Act.

Upon request by an employee or Association representative, a Step 1 grievance meeting will be postponed or rescheduled, if necessary, if an Association representative is temporarily unavailable to the employee. Where this occurs, the time limits for response to the grievance will be suspended during the postponement period.

The Association shall furnish the Employer with the names and work locations of grievance representatives and shall notify the Employer of any changes. The parties hereto agree that the number of stewards selected by the Association shall be a reasonable number and is a proper subject of negotiations between the parties.

An aggrieved employee and Association representatives, if employees of the Employer, shall, subject to management's need to maintain efficient operations, be granted reasonable time during working hours, if required, to process Step 1 grievances in accordance with this Article without loss of pay or leave time except as follows:

Association representatives who are employees of the Commonwealth shall be granted personal leave or leave without pay to process or investigate grievances at work sites other than their own. Such leave shall be granted at the written request of the Association representative, subject to management's need to maintain efficient operations. Except for emergencies, requests for such leave must be submitted five (5) working days in advance.

Section 4. Tenured Teachers

Tenured teachers have the right to pursue procedures for challenging dismissals (discharges) either through the grievance and arbitration procedure contained in this Article or the procedures established by the Public School Code of 1949. In the event that a tenured teacher decides to proceed with the School Code procedures for the challenging of a dismissal, all grievance proceedings provided for in this Article shall cease as they pertain to that dismissal. However, the processing of other alleged contractual violations shall go forward.

Non-Tenured Teachers

Non-tenured teachers may elect to process a dismissal appeal through this contract grievance procedure, however, such dismissal appeals are not subject to the arbitration (Step 3) provisions of this Article.

Year-End Grievance

In the event a grievance is filed at such time that it cannot be processed by the procedures outlined above by the end of the school year, the parties shall, by mutual agreement, either hasten the grievance procedure by shortening the time periods between the procedural steps or continue the grievance procedure beyond the school year to conclusion and decision.

ARTICLE 19 TRAVEL EXPENSES

Section 1. Travel expenses shall be paid in accordance with the Commonwealth's existing Travel Expense Regulations. The mileage allowance shall be the General Services Administration rate. If the General Services Administration of the Federal Government increases or decreases the mileage allowance for employees under its jurisdiction, the mileage allowance for employees under this Agreement will be increased or decreased on the effective date of the General Services Administration change. In the event the General Services Administration changes its present policy of paying a flat automobile mileage allowance, the parties agree to negotiate concerning changes to the mileage allowance under this Section.

Section 2. The Employer agrees to provide the employee representative with a copy of any amendment to the Travel Expense Regulations which is made during the term of this Agreement. The failure of the employee representative to receive a copy of the aforementioned amendment shall not be an issue subject to the grievance procedure established in this collective bargaining agreement.

ARTICLE 20 VACANCIES AND TRANSFERS

Section 1. The Employer agrees to post any vacancies that are to be filled 15 calendar days prior to the filling of such vacancies unless an emergency requires a lesser period of time. The selection of personnel to fill any vacancies shall remain a Commonwealth right and prerogative.

Section 2. For informational purposes, the Employer agrees to post the following:

- a) extracurricular activity vacancies that are to be filled (Scranton State School and Scotland School)
- b) non-student contact assignments (Scranton State School only)

Section 3. During the period that school is not scheduled, the Employer agrees to mail, along with an employee's paycheck, a copy of the postings referred to in Sections 1 and 2.

Section 4. Whenever the Employer deems it necessary to fill a permanent teacher vacancy, such vacancy will be filled by the employment of a qualified professional person. In the event the Employer contemplates not filling such vacancy, it shall, prior to making a final determination, meet and discuss with representatives of the employee organization.

If the Employer decides that it is necessary to replace a temporarily absent teacher, the temporary vacancy shall be filled by the employment of a substitute teacher.

Section 5. The Employer agrees to provide information and meet and discuss concerning permanent transfers or reassignments at least four weeks prior to the implementation of such changes unless an emergency or operational reason requires a lesser period of time.

An arbitrator will be prohibited from issuing a monetary award under this Section.

ARTICLE 21 PERSONNEL FILES

An employee shall have access to his/her official personnel file, excluding pre-employment information, during the regular office hours provided that there shall be no undue interference with the normal routine of the office. Under no circumstances shall the official personnel file be removed from the office by the employee, and his/her access to the file shall be only in the presence of someone in authority in the office. An employee shall be entitled to have a representative of the Association accompany him/her during such review. An employee shall have the right to make such additions or responses to the material contained in his/her personnel file as he/she shall deem necessary, but he/she shall have no right to remove material from the file.

ARTICLE 22
PEACE AND STABILITY

Section 1. It is understood that there shall be no strike, as that term is defined under the Public Employe Relations Act, during the life of this Agreement, nor shall any officer, representative or official of the Association authorize, assist or encourage any such strike during the life of this Agreement.

Section 2. Should a strike occur not authorized by the Association, the Association, within 24 hours following the request of the Commonwealth, shall:

- a. Publicly disavow such action by the employees.
- b. Advise the Commonwealth in writing that such employee action has not been authorized or sanctioned by the Association.
- c. Post notices on all bulletin boards advising employees that it disapproves of such action and instruct them to return to work immediately.

Section 3. The Commonwealth reserves the right to discipline, suspend, demote, or discharge any employee or employees who violate the provisions of Section 1 of this Article.

Section 4. The Commonwealth will not engage in any lockout during the life of this Agreement.

ARTICLE 23
GENERAL PROVISIONS

Section 1. Both the Employer and the Association agree not to discriminate against any employee on the basis of race, religious creed, color, sex, age, national origin, Union membership, sexual preference, AIDS or HIV status, or political affiliation.

Section 2. The Employer agrees to designate to the Association space on certain bulletin boards in teachers lounges and other mutually agreed upon areas. The Association shall limit such postings to announcement of meetings, election of officers of the Association and any other material related to Association business. The Association may send mail related to Association business to members at appropriate facilities to which mail is delivered.

Section 3. No Association member or representative shall solicit members, engage in organizational work, or participate in other Association activities during any teacher's active working hours on the Employer's premises except as provided for in the handling of grievances.

Association members or representatives may be permitted to use suitable facilities and equipment on the Employer's premises to conduct Association business during non-work hours upon obtaining permission from the Employer's designated representative. Any additional costs involved in such use must be paid for by the Association.

Association representatives shall be permitted to investigate and discuss grievances during working hours on the Employer's premises if notification is given to the Employer's designated representative. If the Association representative is an employee of the Employer, he/she shall request from his/her immediate supervisor reasonable time off from his/her regular duties to handle such grievances. The Employer will provide a reasonable number of employees with time off, if required, to attend negotiating meetings.

Section 4. The Employer shall provide any device, apparel or equipment necessary to protect employees from injury in accordance with the practice now prevailing. Where special tools are required for accomplishing work assignments, the Employer shall be responsible for supplying the same.

Section 5. Ratings, when done, shall be completed by supervisors who are familiar with the work performance of the employee. This shall in no way affect review procedures.

Section 6. Employee benefits and working conditions now existing and not in conflict with the Agreement shall remain in effect; subject, however, to the right of the Employer to change these benefits or working conditions in the exercise of its management rights reserved to it under Article 1 of this Agreement.

Section 7. The Employer shall make available to each employee a copy of all rules and regulations governing their professional conduct.

Section 8. Teacher meetings scheduled and conducted after the established teacher work day at the institution of employment are mandatory for teacher attendance up to a maximum of two per semester, if needed. Such meetings shall be of one hour duration and shall commence at the end of the teacher work day.

Section 9. Elementary teachers at the State Schools shall be relieved of all duties during periods when all students are released to a certified teacher in instructional areas such as physical education, art, swimming and home arts.

Section 10. In the event a student damages or destroys items of clothing or personal property which are worn by an employee and which are appropriate for the performance of such employee's work, the Employer shall reimburse the employee for the value of such clothing or personal property. The condition of the clothing or personal property immediately prior to such damages shall be taken into account in determining its value. The incident giving rise to such claims must be verified and not be due to the employee's own negligence. The employee shall take prompt action in submitting claims to the Employer and upon receipt of same, the Employer

shall take prompt and timely action in the disposition of employee claims for damaged clothing or personal property.

Section 11. When a bargaining unit member at Scranton State School for the Deaf, who has completed a two year period in a particular assignment, submits a request to be rotated to another teaching assignment, the parties will meet and discuss to attempt to resolve the issue. It is understood that Scranton State School for the Deaf will make every effort to accommodate the needs of the teacher, while meeting the educational needs of the students.

Section 12. The Employer may contract out bargaining unit work, provided it does not result in the furlough of employees.

The Employer and the Association acknowledge the above represents the results of negotiations conducted in accordance with the Public Employee Relations Act and constitutes the full and complete understanding regarding the issues of contracting out and bargaining unit work.

ARTICLE 24 MEET AND DISCUSS COMMITTEES

Committees composed of representatives of the Association and the Employer are to be established to resolve problems dealing with the implementation of this Agreement and to discuss other problems of mutual concern that may arise.

ARTICLE 25 HEALTH BENEFITS

Section 1. Pennsylvania Employees Benefit Trust Fund

a. A jointly administered, multi-union, Health and Welfare Fund has been established under the provisions of an Agreement and Declaration of Trust executed by and between Council 13, American Federation of State, County and Municipal Employees, AFL-CIO, and the Employer. This jointly administered Fund is known as the Pennsylvania Employees Benefit Trust Fund (hereinafter the "Fund"). The Fund shall conform to all existing and future Federal and Commonwealth statutes applicable to and controlling such Health and Welfare Fund. Said Agreement and Declaration of Trust shall provide for equal representation on the Board of Trustees appointed by the Unions and the Employer. In addition, the Agreement and Declaration of Trust will allow the Fund to provide benefits to management level and retired employees, as well as employees represented by other Unions and other Employers in the Commonwealth of Pennsylvania.

b. The Board of Trustees of the Fund shall determine in their discretion and within the terms of this Agreement and the Agreement and Declaration of Trust the extent and level of

such hospital, medical/surgical and major medical health coverage, supplemental benefits and other benefits to be extended by the Fund.

c. The Employer shall contribute to the Fund the amounts indicated below on behalf of each permanent full-time employee eligible for benefits and covered by this Agreement:

July 1, 1999-June 30, 2003 - \$190.00 bi-weekly per employee

The contributions for permanent part-time employees, who are eligible for benefits and expected to be in an active pay status at least 50% of the time every pay period, will be 50% of the above referenced rates.

The parties agree that during the third year of the Agreement (July 1, 2001 – June 30, 2002), the Employer will stop the above referenced \$190.00 bi-weekly per employee contributions for two (2) pay periods. The Employer, at its sole discretion, will determine for which two (2) pay periods the contributions will cease.

d. The Employer shall make aggregate payments of contributions together with an itemized statement to the Fund within one month from the end of the month in which the contributions were collected.

e. All benefits extended by the Fund must be designed to be excludable from the "regular rate" definition of the Fair Labor Standards Act, unless hereinafter required by federal law to be included.

f. No dispute over eligibility for benefits or over a claim for any benefits extended by the Fund shall be subject to the grievance procedure established in any collective bargaining agreement.

g. It is expressly agreed and understood that the Employer does not accept, nor is the Employer to be hereby charged with any responsibility in any manner connected with the determination of liability to any employee claiming under any of the benefits extended by the Fund. It is expressly agreed that the Employer's liability, in any and every event, with respect to benefits extended by the Fund shall be limited to the contributions indicated under paragraph c. above.

Section 2. The provisions of Sections 3 through 7 shall be modified to the extent the hospital, medical/surgical and major medical health coverage and other benefits as determined and extended by the Fund and/or the Retired Employees Health Program is modified for current and/or future employees and annuitants by and through the Pennsylvania Employees Benefit Trust Fund as provided for in Section 1 of this Article.

Section 3. The Fund shall continue to provide each permanent full-time active employee with hospital, medical/surgical and major medical health coverage, a Health Maintenance Organization

(HMO) Option, a Preferred Provider Organization (PPO) or health benefits delivery system and/or other benefits as determined and extended by the Fund. In addition, it shall provide dependency coverage where the dependents of the employee qualify.

Section 4. The Fund shall continue to provide permanent part-time employees who are expected to be in an active pay status at least 50% of the time every pay period with hospital, medical/surgical and major medical health coverage and other benefits as determined and extended by the Fund. In addition, it shall provide 50% dependency coverage where the dependents of the employee qualify. Such employees shall contribute an amount determined by the Fund's trustees toward the cost of coverage.

Section 5. a. Permanent employees who are granted sick leave without pay or parental leave without pay may continue to receive benefits as determined and extended by the Fund for up to six months. Permanent employees who are granted family care leave may continue to receive benefits as determined and extended by the Fund for up to 12 weeks. Permanent employees who are granted injury leave (paid and unpaid) may continue to receive benefits as determined and extended by the Fund for up to 12 months or, if only paid leave is used, beyond 12 months until the paid leave is exhausted.

b. Permanent employees who are granted leave without pay during the summer and who are expected to return to active service at the beginning of the following school year may continue to receive benefits as determined and extended by the Fund throughout the summer.

c. The Employer shall continue to make full contributions to the Fund for permanent full-time employees and 50% contributions for permanent part-time employees for the period of time for which those employees are entitled to benefits under 5.a. or b.

d. Permanent employees who are placed on disciplinary suspension without pay for longer than one full pay period or who are granted leave without pay under conditions other than those specified in 5.a. or b. or for periods of time which exceed those specified in 5.a. or b. will be permitted to continue coverage on a direct pay basis at a rate to be determined by the Fund but no greater than the COBRA rate.

Section 6. a. The Employer shall allow each individual who was eligible as an active employee under the hospital, medical/surgical and major medical health plan or an HMO, PPO or similar health benefits delivery system to elect coverage upon retirement under the Retired Employees Health Program. In addition, dependency coverage shall be allowed where the dependents of the annuitant qualify under such Program.

Annuitants who are eligible to enroll in Medicare Part B will not receive benefits through the Retired Employees Health Program for benefits which are provided by Medicare Part B.

b. The Employer shall continue to pay the entire cost of coverage for annuitants who

retire under (1), (2), (3) or (4) below and who have elected coverage under the Retired Employees Health Program.

- (1) Retirement at or after superannuation age with at least 15 years of credited service, in the State and/or Public School Retirement Systems, except that
 - (a) an employee who leaves State employment prior to superannuation age and subsequently retires at or after superannuation age must have 25 years of credited service in the State and/or Public School Retirement Systems,
 - (b) an employee who is furloughed prior to superannuation age and subsequently retires at or after superannuation age during the recall period must have 15 or more years of credited service in the State and/or Public School Retirement Systems,
 - (c) an employee who leaves State employment prior to superannuation age and is subsequently rehired and then retires at or after superannuation age must have 15 or more years of credited service in the State and/or Public School Retirement Systems with at least three years of credited service from the most recent date of reemployment. However, if the departure from State employment was due to furlough and the employee returns during the recall period, this three year requirement will not apply. If the employee had qualified, other than through disability retirement, for Employer paid coverage in the Retired Employees Health Program prior to the most recent rehire period, this three year requirement will not apply,
 - (d) an employee who leaves State employment subsequent to superannuation age and is subsequently rehired and then retires must have 15 or more years of credited service in the State and/or Public School Retirement Systems with at least three years of credited service from the most recent date of reemployment. However, if the departure from State employment was due to furlough and the employee returns during the recall period, this three year requirement will not apply. If the employee had qualified, other than through disability retirement, for Employer paid coverage in the Retired Employees Health Program prior to the most recent rehire period, this three year requirement will not apply.

For purposes of this Subsection, superannuation under TIAA-CREF shall be 60 years of age.

(2) Disability retirement, which requires at least five years of credited service in the State and/or Public School Retirement Systems, except that, if an employee had previously qualified based on an approved disability retirement, then returns and retires under a normal or early retirement, he or she must retire at or after superannuation age with 15 or more years of credited service in the State and/or Public School Retirement Systems or 25 years of credited service in the State and/or Public School Retirement Systems (For purposes of this Subsection, retirement under TIAA-CREF with at least five years of service as a State employee should be considered as disability retirement if the retiree is granted disability life insurance for total and permanent disability under the Commonwealth's Group Life Insurance Program),

(3) Other retirement with at least 25 years of credited service in the State and/or Public School Retirement Systems except that an employee who leaves State employment, is subsequently rehired and retires must have at least 25 years of credited service in the State and/or Public School Retirement Systems with at least three years of credited service from the most recent date of reemployment. However, if the departure from State employment was due to furlough and the employee returns during the recall period, this three year requirement will not apply. If the employee had qualified, other than through disability retirement, for Employer paid coverage in the Retired Employees Health Program, prior to the most recent rehire period, this three year requirement will not apply, or

(4) All employees who are age 60 or over on March 1, 1994 and also have at least five years of credited service under the Retirement Code, whether it has been purchased as of that date or eligible to be purchased as of that date, will be "grandfathered in" and the total years of service requirement for fully state paid REHP coverage for those employees will be ten years of credited service at superannuation age, rather than fifteen. The three-year rehire rule will not apply to such employees.

Section 7. When an employee dies as a result of a work-related accident, the Fund shall continue to provide hospital, medical/surgical and major medical health coverage, HMO, PPO or other health benefits delivery system to the spouse and eligible dependents of the employee until the spouse remarries or becomes eligible for coverage under another Employer's health plan. Annual certification of non-coverage will be required.

The hospital, medical/surgical and major medical health plan, HMO, PPO or other health benefits delivery system will be converted to the Retired Employees Health Program at the time when the employee would have reached age 60.

ARTICLE 26 LIFE INSURANCE

Section 1. The Employer shall continue to assume the entire cost of the insurance coverage for eligible employees as set forth in the currently existing life insurance plan as modified by Section 2. The amount of insurance is based on the employee's annual pay rate in effect on the preceding January 1, rounded to the nearest \$1,000, but not to exceed \$40,000. The amount will be reduced to 65% on the date the insured individual reaches age 70, and the amount will be reduced to 50% on the date the insured individual reaches age 75.

Section 2. a. Permanent employees who are granted sick leave without pay or parental leave without pay will continue to receive 100% State-paid coverage under the current Group Life Insurance Plan for up to six months. Permanent employees who are on sick or parental leave without pay for longer than six months may remain in the program for an additional six month period by paying the entire premium. Permanent employees who are granted family care leave will continue to receive 100% State-paid coverage under the current life insurance plan for up to twelve (12) weeks. Permanent employees who are granted injury leave (paid and unpaid) will continue to receive 100% State-paid coverage under the current life insurance plan for up to twelve (12) months or, if only paid leave is used, beyond twelve (12) months until the paid leave is exhausted.

b. Permanent employees who are granted leave without pay during the summer and who are expected to return to active service at the beginning of the following school year will continue to receive 100% State-paid coverage under the current Group Life Insurance Plan throughout the summer.

c. Employees who are granted leave without pay for reasons other than those specified in a. above or for longer than just the summer months as specified in b. above, may remain in the program for up to one year by paying the entire premium.

Section 3. The Employer shall continue to provide each employee who is covered under the currently existing life insurance plan with fully paid accidental death benefits for work-related accidental deaths. The amount of coverage will be \$10,000, unless the surviving spouse or minor children are entitled to benefits under Act 101 of 1976.

ARTICLE 27 WORK RELATED INJURIES

Section 1. An employee who sustains a work-related injury during the term of this Agreement, as a result of which the employee is disabled, if so determined by a decision issued under the operation of the Workers' Compensation Program, shall be entitled to use accumulated sick or personal leave or injury leave without pay. While using accumulated leave, the employee will be paid a supplement to workers' compensation of full pay reduced by an amount that yields a

net pay, including workers' compensation and social security disability benefits, that is equal to the employee's net pay immediately prior to the injury. Net pay prior to injury is defined as gross base pay minus federal, state, and local withholding, unemployment compensation tax, and social security and retirement contributions. One full day of accumulated leave will be charged for each day the supplement is paid. Accumulated leave and injury leave without pay may be used for an aggregate of 12 months or for the duration of the disability, whichever is the lesser, except that, if only accumulated leave is used, it may be used beyond 12 months until exhausted or until the disability ceases, whichever occurs sooner. In no case, however, will the aggregate of 12 months extend beyond three years from the date the injury occurred. If no leave is available under this Section, the provisions of Section 10 may apply.

The employee election to use or not use accumulated leave under this Section cannot be changed more than once.

Section 2. An employee who works a reduced number of hours (part-time) due to partial disability may use leave in accordance with Section 1. Pay for accumulated leave used will be calculated in accordance with Section 1, based on the net amount of lost earnings.

Section 3. Retirement credited service for the period of time that the employee is using leave under this Article, shall be determined in accordance with the State/Public School Employees' Retirement Code.

Section 4. At the expiration of the leave under Section 1, if an employee continues to receive workers' compensation, the employee will be terminated in accordance with the Public School Code of 1949.

Section 5. An employee is required to refund to the Employer the amount of any overpayment. In no case shall an employee be entitled to full pay and workers' compensation and/or social security for the same period. The Employer shall recover any amount in excess of the paid supplement to workers' compensation as described in Section 1. Failure to apply for or report social security or other applicable disability benefits to the Employer will result in the termination of leave under Section 1.

Section 6. State-paid coverage for life insurance, hospital and medical insurance and supplemental benefits as provided in Articles 25 and 26, will continue for the period of time that the employee is on leave under Sections 1 and 10.

Section 7. The compensation for disability retirement arising out of work-related injuries shall be in accordance with applicable state law. It is understood that this Section is not applicable to retirement under TIAA-CREF.

Section 8. An employee who sustains a work-related injury, during the period of this Agreement, if so determined by a decision issued under the operation of the Workers' Compensation Program, may use sick or personal leave for the purpose of continued medical

treatment of the work-related injury in accordance with Articles 6 and 12. If no paid leave is available, an employee may use leave without pay. Each absence shall not exceed the minimum amount of time necessary to obtain the medical treatment. Employees shall make reasonable efforts to schedule medical appointments during non-work hours or at times that will minimize absence from work. Verification of the length of the medical appointment may be required. This Section is not applicable to any absence for which workers' compensation is payable. When workers' compensation is payable, the provisions of Section 1 shall apply.

Section 9. This Article shall not be applicable to employees whose injuries are within the scope of either Act 193 of 1935, P.L. 477, as amended, or Act 632 of 1959, P.L. 1718, as amended. If an employee retires under TIAA-CREF, benefits under this Article shall cease.

Section 10. An employee who is disabled due to a recurrence of a work-related injury after three years from the date the injury occurred, or before three years if the leave entitlement in Section 1 has been depleted, shall be entitled to use accumulated leave and injury leave without pay while disabled for a period of up to 12 weeks. To be eligible to use injury leave without pay, the employee must have been at work at least 90 days within the previous 12 months. The 12 week period will be reduced by any other leave used within the previous 12 months that was designated as leave under the provisions of the Family and Medical Leave Act. If only accumulated leave is used, it may be used beyond 12 weeks until exhausted or until the disability ceases, whichever occurs sooner. While using accumulated leave, the leave will be charged and paid in accordance with Section 1.

Section 11. It is understood by both parties that the provisions of this Article are consistent with the Family and Medical Leave Act of 1993, USC Section 2601 et seq. and that leave granted in accordance with Sections 1 and 10 shall be designated as leave under the provisions of the Act.

ARTICLE 28 UNEMPLOYMENT COMPENSATION

Employees shall be eligible for unemployment compensation benefits as provided by law.

ARTICLE 29 CREDIT UNION

Section 1. The Employer agrees to make payroll deductions available to employees who wish to participate in any one of the credit unions duly chartered under State or Federal statutes and approved by the Employer.

Section 2. The Employer shall remit the deductions of employees together with an itemized statement to the applicable credit union designated under Section 1 above within 30 days following the end of the calendar month in which deductions were made.

Section 3. a. The Employer shall establish rules, procedures and forms which it deems necessary to extend payroll deductions for credit union purposes.

b. Payroll deduction authorization forms for credit union purposes may be executed by and between the employee and an official of the credit union.

Section 4. The Association shall indemnify and hold the Employer harmless against any and all claims, suits, orders, or judgments brought or issued against the Employer as a result of the action taken or not taken by the Employer under the provisions of this Article.

ARTICLE 30 MISCELLANEOUS PROVISIONS

Section 1. In the event that any provisions of this Agreement are found to be inconsistent with existing statutes or ordinances, the provisions of such statutes or ordinances shall prevail, and if any provision herein is found to be invalid and unenforceable by a court or other authority having jurisdiction, then such provision shall be considered void, but all other valid provisions shall remain in full force and effect. The parties, however, shall at the request of either, negotiate on the subject matter involved in any invalidated provision.

Section 2. The Commonwealth and the Association acknowledge that this Agreement represents the results of collective negotiations between said parties conducted under and in accordance with the provisions of the Public Employee Relations Act and constitutes the entire agreement between the parties for the duration of the life of said Agreement; each party waiving the right to bargain collectively with each other with reference to any other subject matter, issue, or thing whether specifically covered herein or wholly omitted herefrom and irrespective of whether said subject was mentioned or discussed during the negotiations preceding the execution of this Agreement.

Section 3. In the event that any provision of this Agreement requires legislative action to become effective, including but not limited to the amendment of existing statutes, the adoption of new legislation, or the granting of appropriations, it shall become effective only if such legislative action is taken. The parties, however, mutually agree to make recommendations to the Legislature which may be necessary to give force and effect to the provisions of this Agreement.

Section 4. In the event the Public Employee Relations Act is amended during the term of this Agreement, the parties agree to negotiate concerning the amendments to determine whether or not this Agreement should be amended to incorporate changes permitted by the amendments to the Act. It is clearly understood that if this Agreement is reopened for negotiations for this purpose, the provisions of Article 22, Peace and Stability, will remain in full force and effect.

ARTICLE 31 SENIORITY

Section 1. For the purpose of this Article the term "seniority" means length of unbroken service in positions covered by this Agreement. However, the time that an employee is on approved leave or on suspension will not affect their seniority standing, or the right to accrue seniority. Seniority only accrues at the school where the employee is employed and is not transferrable to the other school covered by this Agreement.

Section 2. The term "unbroken service" as used in Section 1 of this Article shall include length of continuous service in a position covered by this Agreement. The following shall constitute a break in continuous service: absence without leave for 5 consecutive days, resignation, discharge for just cause, and retirement. If an employee is returned after such break in service, the employee shall be entitled to credit for seniority purposes the time accrued up to the break in service, but shall not be entitled to any credit for the time represented by such break.

Section 3. When the Employer determines that a reduction in force is necessary and the reasons meet the cause for suspension provision of 24 P.S. §11-1124 of the Pennsylvania Public School Code of 1949, the professional employee suspended will be the least senior employee provided the remaining employees have the necessary certification to teach the remaining subjects or perform the remaining duties. The employee shall be suspended in accordance with 24 P.S. §11-1125.1 of the School Code and each school shall realign its professional employees so as to insure that more senior employees are provided with the opportunity to fill positions for which they are certificated and which are filled by less senior employees.

Section 4. Recall lists will be established for suspended employees. Professional employees will be reinstated in the inverse order of their suspension. A suspended employee may refuse an offer of recall and be passed over; however, they will remain on the recall list in their original position.

Section 5. Suspended employees must annually notify in writing the governing school board and the school of their current address and their intent to accept the same or similar position when offered.

Section 6. No new employee will be hired while there are suspended employees available who are properly certified to fill such vacancies. Additionally, no contracting of bargaining unit work will occur while a "suspended" (as defined in the Public School Code) employee is available and properly certified to do the work.

ARTICLE 32 SUBSTITUTE EMPLOYEES

Section 1. When a regular professional employee is absent for sabbatical leave or any other approved leave and the leave extends or can be reasonably anticipated to exceed 65 consecutive work days, the substitute employed to fill the vacancy must satisfy all degree and certification requirements as established by the Department of Education.

Section 2. A substitute teacher employed in accordance with the provisions of Section 1 above shall be called a long-term substitute. A teacher who is scheduled to work and works three or more days per week in the same assignment for 65 consecutive scheduled days shall be considered a long term substitute. A teacher who works one-half day every day of the school year in the same assignment shall also be considered a long-term substitute.

Section 3. Long-term substitutes as provided for in this Article shall be placed, at a minimum, on the first step of the Instructor 1 level of the salary schedule.

Section 4. All substitutes who do not meet the provisions of Section 1 above shall be called short-term substitutes and the terms and conditions of the collective bargaining agreement shall not apply to them.

Section 5. Short-term substitutes shall be compensated at the rate of \$10.30 per hour. Effective August 12, 2000 for Scranton State School for the Deaf and August 19, 2000 for Scotland School for Veterans' Children the rate shall be increased to \$10.61 per hour. Effective August 11, 2001 for Scranton State School for the Deaf and August 18, 2001 for Scotland School for Veterans' Children the rate shall be increased to \$10.98 per hour. Effective August 10, 2002 for Scranton State School for the Deaf and August 17, 2002 for Scotland School for Veterans' Children the rate shall be increased to \$11.36 per hour.

ARTICLE 33 ACADEMIC FREEDOM

Section 1. A faculty member is entitled to full freedom in research and in the publication of the results, subject to the adequate performance of his/her other academic or administrative duties.

Section 2. A faculty member at Scotland School for Veterans' Children and Scranton State School for the Deaf is entitled to freedom in the classroom in discussing his/her subject but he/she should be careful not to introduce into his/her teaching controversial matter which has no relation to his/her subject.

Nothing in this Section shall be construed to allow a faculty member at Scranton State

School for the Deaf to follow other than the school's espoused communication philosophy.

Section 3. A faculty member is a citizen and a member of a learned profession. When he/she speaks or writes as a citizen, he/she should be free from school censorship or discipline, but his/her special position in the community imposes special obligations. As a person of learning, he/she should remember that the public may judge his/her profession and his/her school. Hence, he/she should at all times be accurate, should exercise appropriate restraint, should show respect for the opinions of others, and should make every effort to indicate that he/she is not a spokesperson of the school. Acts which interfere with the activities of the school, acts which interfere with the freedom of movement on the campus, or acts which interfere with the freedom of all members of the academic community to pursue their rightful goals, are the antithesis of academic freedom and responsibility. So also are such acts which, in effect, deny freedom to speak, to be heard, to study, to teach, to administer and to pursue research.

Section 4. a. Faculty members are entitled to freedom in the selection of textbooks, audio-visual aids and other teaching aids. However, where a department has agreed on a common textbook or teaching materials those materials shall prevail.

b. There shall be no censorship of library materials.

c. With respect to a. and b. above, budgetary limitations may restrict the quantity of items to be purchased.

Section 5. The provisions of this Article shall not be construed so as to deprive the school or its designees of its right of access to and/or possession of files, records or materials maintained by Faculty Members on behalf of the school, provided, however, that grade books shall remain in the possession of the Faculty Member so long as he/she remains at the school.

Section 6. Nothing in this Article shall be construed to mean the school should purchase or provide specific books, equipment, including computers and/or computer software, that may differ from the standards already owned or licensed by the school.

Section 7. Grievances arising under the provisions of this Article may be appealed through the Grievance Procedure, provided that the decision at the State Committee shall be final and binding.

ARTICLE 34 SUMMER EMPLOYMENT

Section 1. a. Summer contracts may be offered at the discretion of the Superintendent or designee. When summer contracts are offered, first consideration shall be given to members of this unit who have volunteered and who have the qualifications and experience to do the work planned. In the event qualified and experienced volunteers are not obtained, outside hires may be

employed. Summer assignments will be posted for 10 working days.

b. Where possible, summer assignments will be made on or before May 15. Summer assignments made after May 15 will only be made by mutual consent.

c. Summer school assignments will be equitably distributed from year to year among the volunteers who have the qualifications, experience and ability to best do the work planned.

Section 2. Employees in this bargaining unit who teach summer school will be paid \$27.81 per hour. Effective August 12, 2000 for Scranton State School for the Deaf and August 19, 2000 for Scotland School for Veterans' Children the rate shall be increased to \$28.64 per hour. Effective August 11, 2001 for Scranton State School for the Deaf and August 18, 2001 for Scotland School for Veterans' Children the rate shall be increased to \$29.64 per hour. Effective August 10, 2002 for Scranton State School for the Deaf and August 17, 2002 for Scotland School for Veterans' Children the rate shall be increased to \$30.68 per hour.

ARTICLE 35 FAMILY CARE LEAVE

Section 1. After completing one year of service, permanent employees shall be granted, upon written request, up to 12 weeks of leave without pay in a school year for the purpose of attending to the medical needs of a spouse, parent, son or daughter or other person qualifying as a dependent. The one year of service will include all periods of Commonwealth service, provided the employee has worked at least 90 days within the last 12 months.

Leave for this purpose may be taken one day at a time if necessary. Leave shall be approved for less than one day at a time when medically necessary due to a serious health condition as defined in the Family and Medical Leave Act of 1993.

The request, which shall be submitted at least two weeks in advance if circumstances permit, must include documentation supporting the need for Family Care Leave.

Section 2. State-paid coverage for life insurance and for health benefits as provided in Articles 25 and 26 will continue for the period of time the employee is on family care leave under Section 1 of this Article.

Section 3. It is understood that the twelve week entitlement under Section 1 above may not be extended.

Section 4. Employees will not be required to use personal leave prior to taking family care leave without pay.

Section 5. An employee shall have the right to return to the same position in the same

classification held before going on family care leave, or to an equivalent position with regard to pay and skill.

Section 6. For the purpose of this Article, parent shall be defined as the biological parent of the employee or an individual who stood in loco parentis to an employee when the employee was a son or daughter.

For the purpose of this Article, son or daughter shall be defined as a biological, adopted, or foster child, a step-child, a legal ward, or a child of a person standing in loco parentis who is

- (a) under 18 years of age; or
- (b) 18 years of age or older and incapable of self-care because of a mental or physical disability.

Section 7. It is understood by both parties that the provisions of this Article are consistent with the Family and Medical Leave Act of 1993, 29 USC Section 2601 et seq. and that leave granted in accordance with this Article shall be designated as leave under the provisions of the Act.

ARTICLE 36 SUCCESSORS

In the event the Employer sells, leases, transfers or assigns any of its facilities to other political subdivisions, corporations or persons, and such sale, lease, transfer or assignment would result in the layoff, furlough or termination of employees covered by this bargaining agreement, the Employer shall attempt in good faith to arrange for the placement of such employees with the new Employer. The Employer shall notify the Association in writing at least 30 days in advance of any such sale, lease, transfer, or assignment.

APPENDIX A
INSTRUCTIONAL TENURED PAY SCHEDULE
EFFECTIVE AUGUST 14, 1989 FOR SCRANTON STATE SCHOOL FOR THE DEAF AND THADDEUS STEVENS STATE SCHOOL OF TECHNOLOGY
EFFECTIVE AUGUST 21, 1989 FOR SCOTLAND SCHOOL FOR VETERANS' CHILDREN
SCHEDULE D

PAY STEP	EDUCATION LEVEL 1	EDUCATION LEVEL 2	EDUCATION LEVEL 3	EDUCATION LEVEL 4	EDUCATION LEVEL 5	EDUCATION LEVEL 6	EDUCATION LEVEL 7	EDUCATION LEVEL 8	EDUCATION LEVEL 9	EDUCATION LEVEL 10	EDUCATION LEVEL 11	
2	REGULAR BIWEEKLY*	1,352.43	1,365.96	1,379.65	1,393.41	1,438.75	1,489.05	1,541.21	1,595.14	1,623.03	1,635.21	1,651.54
	DISTRIBUTED BIWEEKLY**	1,144.35	1,155.81	1,167.38	1,179.04	1,217.42	1,259.95	1,308.12	1,349.73	1,373.35	1,383.65	1,397.46
	ACADEMIC ANNUAL***	29,753	30,051	30,352	30,655	31,653	32,759	33,907	35,093	35,707	35,975	36,334
3	REGULAR BIWEEKLY*	1,413.31	1,427.45	1,441.70	1,456.13	1,503.49	1,556.06	1,610.82	1,666.90	1,698.10	1,708.78	1,725.88
	DISTRIBUTED BIWEEKLY**	1,195.88	1,207.85	1,219.88	1,232.12	1,272.19	1,316.65	1,362.73	1,410.46	1,435.15	1,445.88	1,460.35
	ACADEMIC ANNUAL***	31,093	31,404	31,717	32,035	33,077	34,233	35,431	36,672	37,314	37,593	37,969
4	REGULAR BIWEEKLY*	1,476.91	1,491.68	1,506.58	1,521.65	1,571.12	1,626.11	1,683.03	1,741.93	1,772.41	1,785.72	1,803.55
	DISTRIBUTED BIWEEKLY**	1,249.69	1,262.19	1,274.81	1,287.54	1,329.42	1,375.92	1,424.12	1,473.92	1,499.73	1,511.00	1,528.08
	ACADEMIC ANNUAL***	32,492	32,817	33,145	33,478	34,565	35,774	37,027	38,322	38,963	39,288	39,678
5	REGULAR BIWEEKLY*	1,543.37	1,558.82	1,574.41	1,590.10	1,641.83	1,699.27	1,758.77	1,820.31	1,852.17	1,866.03	1,884.71
	DISTRIBUTED BIWEEKLY**	1,305.92	1,318.00	1,332.19	1,346.48	1,388.23	1,437.85	1,488.19	1,540.27	1,567.23	1,578.98	1,594.77
	ACADEMIC ANNUAL***	33,854	34,284	34,837	34,982	36,120	37,384	38,693	40,047	40,748	41,053	41,464
6	REGULAR BIWEEKLY*	1,612.80	1,628.98	1,645.23	1,661.66	1,715.71	1,775.74	1,837.92	1,902.18	1,935.51	1,950.04	1,969.49
	DISTRIBUTED BIWEEKLY**	1,364.60	1,373.35	1,382.12	1,392.12	1,466.04	1,481.77	1,502.54	1,525.15	1,548.54	1,563.73	1,580.50
	ACADEMIC ANNUAL***	35,482	35,837	36,195	36,557	37,746	39,066	40,434	41,848	42,581	42,901	43,329
7	REGULAR BIWEEKLY*	1,685.43	1,702.26	1,719.30	1,736.45	1,792.92	1,855.65	1,920.69	1,987.83	2,022.81	2,037.76	2,058.16
	DISTRIBUTED BIWEEKLY**	1,426.12	1,440.38	1,454.81	1,469.31	1,517.08	1,570.15	1,626.12	1,682.00	1,711.42	1,724.27	1,741.54
	ACADEMIC ANNUAL***	37,079	37,450	37,825	38,202	39,444	40,824	42,263	43,732	44,497	44,831	45,280
8	REGULAR BIWEEKLY*	1,761.22	1,778.82	1,796.67	1,814.81	1,873.58	1,939.14	2,007.00	2,077.26	2,113.82	2,129.48	2,150.79
	DISTRIBUTED BIWEEKLY**	1,490.27	1,505.15	1,520.27	1,535.42	1,585.35	1,640.81	1,698.23	1,757.69	1,788.48	1,801.88	1,819.88
	ACADEMIC ANNUAL***	38,747	39,134	39,527	39,921	41,219	42,661	44,154	45,700	46,500	46,849	47,317
9	REGULAR BIWEEKLY*	1,840.50	1,858.89	1,877.49	1,896.27	1,957.87	2,026.39	2,097.33	2,170.74	2,208.75	2,225.30	2,247.54
	DISTRIBUTED BIWEEKLY**	1,557.35	1,572.92	1,588.65	1,604.54	1,656.65	1,714.65	1,774.65	1,834.77	1,888.66	1,898.96	1,901.77
	ACADEMIC ANNUAL***	40,491	40,898	41,305	41,716	43,073	44,581	46,141	47,766	48,593	48,957	49,446
10	REGULAR BIWEEKLY*	1,923.32	1,942.56	1,961.85	1,981.58	2,045.97	2,117.64	2,191.72	2,268.47	2,308.15	2,325.46	2,348.73
	DISTRIBUTED BIWEEKLY**	1,627.42	1,643.69	1,660.12	1,676.73	1,731.19	1,791.85	1,854.64	1,919.48	1,953.04	1,967.69	1,987.35
	ACADEMIC ANNUAL***	42,313	42,736	43,163	43,595	45,011	46,588	48,218	49,906	50,779	51,160	51,672
11	REGULAR BIWEEKLY*	2,009.88	2,029.89	2,050.29	2,070.79	2,138.10	2,212.89	2,290.37	2,370.52	2,412.01	2,430.13	2,454.37
	DISTRIBUTED BIWEEKLY**	1,700.65	1,717.69	1,734.85	1,752.19	1,809.15	1,872.46	1,938.00	2,005.81	2,040.82	2,058.27	2,076.77
	ACADEMIC ANNUAL***	44,217	44,860	45,106	45,557	47,038	48,684	50,388	52,151	53,064	53,483	53,998
12	REGULAR BIWEEKLY*	2,100.30	2,121.32	2,142.52	2,163.99	2,234.30	2,312.50	2,393.45	2,477.19	2,520.58	2,539.45	2,564.84
	DISTRIBUTED BIWEEKLY**	1,777.19	1,794.98	1,812.88	1,831.08	1,890.58	1,958.73	2,025.23	2,096.08	2,132.77	2,148.77	2,170.23
	ACADEMIC ANNUAL***	46,207	46,669	47,135	47,608	49,155	50,875	52,666	54,498	55,452	55,668	56,426
13	REGULAR BIWEEKLY*	2,194.84	2,216.81	2,238.94	2,261.35	2,334.81	2,416.52	2,501.11	2,588.64	2,633.96	2,653.71	2,680.25
	DISTRIBUTED BIWEEKLY**	1,857.15	1,875.77	1,894.50	1,913.46	1,975.62	2,044.73	2,116.31	2,190.38	2,228.73	2,245.46	2,267.92
	ACADEMIC ANNUAL***	48,286	48,770	49,257	49,750	51,366	53,163	55,024	56,950	57,947	58,382	58,966

* : The Regular Biweekly is the base rate. This rate applies to instructors employed for a full academic year and who receive their Academic Annual salary distributed over 22 biweekly pay periods.

** : The Distributed Biweekly applies to instructors employed for a full academic year and who receive their Academic Annual salary distributed over the calendar year. This rate is derived by dividing the Academic Annual by 26 and rounding to the nearest cent.

*** : The Academic Annual applies to all instructors employed for a full academic year. This rate is derived by multiplying the Regular Biweekly by 22 and rounding to the nearest dollar.

APPENDIX B
INSTRUCTIONAL TENURED PAY SCHEDULE
EFFECTIVE AUGUST 12, 2000 FOR SCRANTON STATE SCHOOL FOR THE DEAF AND THADDEUS STEVENS STATE SCHOOL OF TECHNOLOGY
EFFECTIVE AUGUST 19, 2000 FOR SCOTLAND SCHOOL FOR VETERANS' CHILDREN
SCHEDULE D

PAY STEP	EDUCATION LEVEL 1	EDUCATION LEVEL 2	EDUCATION LEVEL 3	EDUCATION LEVEL 4	EDUCATION LEVEL 5	EDUCATION LEVEL 6	EDUCATION LEVEL 7	EDUCATION LEVEL 8	EDUCATION LEVEL 9	EDUCATION LEVEL 10	EDUCATION LEVEL 11	
2	REGULAR BIWEEKLY*	1,368.00	1,406.94	1,421.04	1,435.21	1,481.91	1,533.72	1,587.45	1,642.99	1,671.72	1,684.27	1,701.09
	DISTRIBUTED BIWEEKLY**	1,178.69	1,190.50	1,202.42	1,214.42	1,253.82	1,297.77	1,343.23	1,380.23	1,414.54	1,425.15	1,439.38
	ACADEMIC ANNUAL***	30,846	30,953	31,283	31,675	32,602	33,742	34,924	36,146	36,776	37,054	37,424
3	REGULAR BIWEEKLY*	1,455.71	1,470.27	1,484.95	1,499.81	1,546.59	1,602.74	1,658.84	1,716.91	1,748.86	1,760.04	1,777.66
	DISTRIBUTED BIWEEKLY**	1,231.77	1,244.08	1,256.60	1,269.08	1,310.35	1,356.15	1,403.62	1,452.77	1,478.23	1,489.27	1,504.19
	ACADEMIC ANNUAL***	32,028	32,346	32,669	32,996	34,069	35,260	36,494	37,772	38,434	38,721	39,109
4	REGULAR BIWEEKLY*	1,521.22	1,536.43	1,551.78	1,567.30	1,618.25	1,674.89	1,733.52	1,794.19	1,826.58	1,839.29	1,857.66
	DISTRIBUTED BIWEEKLY**	1,287.19	1,300.04	1,313.04	1,326.19	1,369.31	1,417.23	1,466.81	1,518.15	1,544.73	1,556.31	1,571.88
	ACADEMIC ANNUAL***	33,467	33,801	34,139	34,481	35,602	36,848	38,137	39,472	40,183	40,464	40,869
5	REGULAR BIWEEKLY*	1,589.67	1,605.58	1,621.64	1,637.80	1,691.08	1,750.25	1,811.53	1,874.92	1,907.74	1,922.01	1,941.25
	DISTRIBUTED BIWEEKLY**	1,345.12	1,358.55	1,372.15	1,385.85	1,430.92	1,481.00	1,532.85	1,586.46	1,614.23	1,626.31	1,642.62
	ACADEMIC ANNUAL***	34,973	35,323	35,676	36,032	37,204	38,506	39,854	41,248	41,670	42,284	42,708
6	REGULAR BIWEEKLY*	1,661.18	1,677.83	1,694.59	1,711.53	1,767.18	1,829.01	1,893.06	1,959.25	1,993.58	2,008.54	2,028.57
	DISTRIBUTED BIWEEKLY**	1,405.62	1,419.69	1,433.88	1,448.23	1,495.31	1,547.82	1,601.81	1,657.85	1,686.88	1,699.54	1,716.50
	ACADEMIC ANNUAL***	36,548	36,912	37,281	37,654	38,878	40,238	41,647	43,104	43,659	44,188	44,829
7	REGULAR BIWEEKLY*	1,735.99	1,753.33	1,770.88	1,788.54	1,846.71	1,911.32	1,978.21	2,047.46	2,083.29	2,098.89	2,119.90
	DISTRIBUTED BIWEEKLY**	1,469.92	1,483.58	1,498.42	1,513.38	1,562.62	1,617.27	1,673.88	1,732.46	1,762.77	1,776.00	1,793.77
	ACADEMIC ANNUAL***	38,192	38,573	38,959	39,348	40,828	42,049	43,521	45,044	45,832	46,176	46,638
8	REGULAR BIWEEKLY*	1,814.06	1,832.18	1,850.57	1,869.05	1,929.79	1,997.31	2,067.21	2,139.86	2,177.03	2,193.36	2,215.31
	DISTRIBUTED BIWEEKLY**	1,534.98	1,550.31	1,565.88	1,581.50	1,632.88	1,690.04	1,749.19	1,810.42	1,842.12	1,855.92	1,874.50
	ACADEMIC ANNUAL***	39,909	40,308	40,713	41,119	42,455	43,941	45,478	47,071	47,895	48,254	48,737
9	REGULAR BIWEEKLY*	1,895.72	1,914.66	1,933.81	1,953.16	2,016.81	2,087.16	2,160.25	2,235.86	2,275.01	2,292.06	2,314.97
	DISTRIBUTED BIWEEKLY**	1,604.08	1,620.12	1,636.31	1,652.66	1,708.35	1,766.08	1,827.92	1,891.88	1,926.00	1,939.42	1,958.81
	ACADEMIC ANNUAL***	41,708	42,123	42,544	42,970	44,385	45,918	47,526	49,189	50,050	50,425	50,929
10	REGULAR BIWEEKLY*	1,981.02	2,000.84	2,020.81	2,041.03	2,107.35	2,181.17	2,257.47	2,336.52	2,377.39	2,396.22	2,419.19
	DISTRIBUTED BIWEEKLY**	1,676.23	1,693.00	1,709.92	1,727.04	1,783.15	1,845.82	1,910.15	1,977.04	2,011.85	2,026.73	2,047.00
	ACADEMIC ANNUAL***	43,582	44,018	44,456	44,893	46,362	47,966	49,664	51,403	52,303	52,995	53,222
11	REGULAR BIWEEKLY*	2,070.18	2,090.89	2,111.80	2,132.91	2,202.24	2,279.28	2,359.08	2,441.64	2,484.37	2,503.03	2,528.00
	DISTRIBUTED BIWEEKLY**	1,751.69	1,769.23	1,786.92	1,804.77	1,863.42	1,928.62	1,996.15	2,068.00	2,102.15	2,117.99	2,139.06
	ACADEMIC ANNUAL***	45,544	46,000	46,460	46,924	48,449	50,144	51,900	53,716	54,656	55,067	55,616
12	REGULAR BIWEEKLY*	2,163.31	2,184.98	2,206.80	2,228.91	2,301.33	2,381.88	2,465.25	2,551.51	2,596.18	2,615.63	2,641.79
	DISTRIBUTED BIWEEKLY**	1,830.50	1,848.81	1,867.31	1,886.00	1,947.27	2,015.42	2,086.00	2,158.96	2,196.77	2,213.23	2,235.35
	ACADEMIC ANNUAL***	47,593	48,069	48,550	49,036	50,629	52,401	54,236	56,133	57,116	57,544	58,119
13	REGULAR BIWEEKLY*	2,260.89	2,283.31	2,306.11	2,329.19	2,404.85	2,489.02	2,576.14	2,666.30	2,712.88	2,733.32	2,760.86
	DISTRIBUTED BIWEEKLY**	1,912.88	1,932.04	1,951.31	1,970.85	2,034.88	2,108.08	2,179.81	2,256.12	2,285.82	2,312.81	2,335.98
	ACADEMIC ANNUAL***	49,735	50,233	50,734	51,242	52,907	54,758	56,675	58,659	59,688	60,133	60,735

* : The Regular Biweekly is the base rate. This rate applies to instructors employed for a full academic year and who receive their Academic Annual salary distributed over 22 biweekly pay periods.

** : The Distributed Biweekly applies to instructors employed for a full academic year and who receive their Academic Annual salary distributed over the calendar year. This rate is derived by dividing the Academic Annual by 26 and rounding to the nearest cent.

*** : The Academic Annual applies to all instructors employed for a full academic year. This rate is derived by multiplying the Regular Biweekly by 22 and rounding to the nearest dollar.

APPENDIX C
INSTRUCTIONAL TENURED PAY SCHEDULE
EFFECTIVE AUGUST 11, 2001 FOR SCRANTON STATE SCHOOL FOR THE DEAF AND THADDEUS STEVENS STATE SCHOOL OF TECHNOLOGY
EFFECTIVE AUGUST 18, 2001 FOR SCOTLAND SCHOOL FOR VETERANS' CHILDREN
SCHEDULE D

PAY STEP	EDUCATION LEVEL 1	EDUCATION LEVEL 2	EDUCATION LEVEL 3	EDUCATION LEVEL 4	EDUCATION LEVEL 5	EDUCATION LEVEL 6	EDUCATION LEVEL 7	EDUCATION LEVEL 8	EDUCATION LEVEL 9	EDUCATION LEVEL 10	EDUCATION LEVEL 11	
2	REGULAR BIWEEKLY*	1,441.76	1,458.18	1,470.78	1,485.44	1,533.78	1,587.40	1,643.01	1,700.49	1,730.23	1,743.22	1,760.63
	DISTRIBUTED BIWEEKLY**	1,219.86	1,232.15	1,244.50	1,256.92	1,297.81	1,343.19	1,390.23	1,438.88	1,464.04	1,475.04	1,489.77
	ACADEMIC ANNUAL***	31,719	32,038	32,357	32,880	33,743	34,923	36,146	37,411	38,065	38,351	38,734
3	REGULAR BIWEEKLY*	1,508.88	1,521.73	1,536.92	1,552.30	1,602.79	1,658.84	1,716.90	1,777.00	1,808.12	1,821.64	1,839.88
	DISTRIBUTED BIWEEKLY**	1,274.88	1,287.62	1,300.46	1,313.50	1,356.19	1,403.82	1,452.77	1,503.62	1,529.96	1,541.38	1,558.81
	ACADEMIC ANNUAL***	33,147	33,478	33,812	34,151	35,281	36,494	37,772	39,094	39,779	40,076	40,477
4	REGULAR BIWEEKLY*	1,574.46	1,590.21	1,606.09	1,622.16	1,674.89	1,733.51	1,794.19	1,856.99	1,889.48	1,903.67	1,922.68
	DISTRIBUTED BIWEEKLY**	1,332.23	1,345.58	1,359.00	1,372.62	1,417.23	1,466.81	1,518.15	1,571.31	1,598.81	1,610.81	1,626.88
	ACADEMIC ANNUAL***	34,638	34,985	35,334	35,688	36,846	38,137	39,472	40,854	41,569	41,881	42,299
5	REGULAR BIWEEKLY*	1,645.31	1,661.78	1,678.40	1,695.12	1,750.37	1,811.51	1,874.93	1,940.54	1,974.51	1,989.28	2,009.19
	DISTRIBUTED BIWEEKLY**	1,392.19	1,405.12	1,420.19	1,434.35	1,481.00	1,532.81	1,586.46	1,642.00	1,670.73	1,683.23	1,700.08
	ACADEMIC ANNUAL***	36,197	36,559	36,925	37,293	38,506	39,853	41,248	42,692	43,459	43,794	44,202
6	REGULAR BIWEEKLY*	1,718.32	1,736.55	1,753.90	1,771.43	1,829.03	1,893.03	1,959.32	2,027.82	2,063.36	2,078.84	2,099.57
	DISTRIBUTED BIWEEKLY**	1,454.81	1,469.38	1,484.08	1,498.88	1,547.85	1,601.81	1,657.88	1,715.85	1,745.92	1,759.00	1,776.58
	ACADEMIC ANNUAL***	37,825	38,204	38,588	38,971	40,239	41,647	43,105	44,612	45,394	45,734	46,191
7	REGULAR BIWEEKLY*	1,798.75	1,814.70	1,832.88	1,851.14	1,911.34	1,978.22	2,047.45	2,119.12	2,156.21	2,172.35	2,194.10
	DISTRIBUTED BIWEEKLY**	1,520.35	1,535.50	1,550.88	1,566.35	1,617.27	1,673.88	1,732.46	1,793.12	1,824.50	1,838.15	1,856.54
	ACADEMIC ANNUAL***	39,529	39,823	40,323	40,725	42,049	43,521	45,044	46,621	47,437	47,792	48,270
8	REGULAR BIWEEKLY*	1,877.55	1,896.31	1,915.34	1,934.47	1,997.33	2,067.22	2,139.56	2,214.47	2,253.23	2,270.13	2,292.85
	DISTRIBUTED BIWEEKLY**	1,586.89	1,604.58	1,620.65	1,636.85	1,690.04	1,749.19	1,810.38	1,873.77	1,906.56	1,920.88	1,940.12
	ACADEMIC ANNUAL***	41,306	41,719	42,137	42,558	43,941	45,479	47,070	48,718	49,571	49,943	50,443
9	REGULAR BIWEEKLY*	1,962.07	1,981.87	2,001.49	2,021.52	2,087.18	2,160.23	2,235.86	2,314.12	2,354.64	2,372.28	2,396.99
	DISTRIBUTED BIWEEKLY**	1,690.23	1,678.81	1,693.58	1,710.50	1,766.06	1,827.88	1,891.88	1,958.12	1,992.38	2,007.31	2,027.38
	ACADEMIC ANNUAL***	43,166	43,597	44,033	44,473	45,918	47,525	49,189	50,911	51,802	52,190	52,712
10	REGULAR BIWEEKLY*	2,050.36	2,070.87	2,091.54	2,112.47	2,181.11	2,257.51	2,336.48	2,418.30	2,460.60	2,479.05	2,503.86
	DISTRIBUTED BIWEEKLY**	1,734.92	1,752.27	1,769.77	1,787.46	1,845.54	1,910.19	1,977.04	2,048.27	2,082.04	2,097.65	2,118.65
	ACADEMIC ANNUAL***	45,108	45,559	46,014	46,474	47,994	49,665	51,403	53,203	54,133	54,539	55,085
11	REGULAR BIWEEKLY*	2,142.64	2,164.07	2,185.71	2,207.56	2,279.32	2,359.05	2,441.85	2,527.10	2,571.32	2,590.64	2,616.48
	DISTRIBUTED BIWEEKLY**	1,813.00	1,831.15	1,849.46	1,867.92	1,928.85	1,996.12	2,066.00	2,138.31	2,175.73	2,192.08	2,213.96
	ACADEMIC ANNUAL***	47,138	47,610	48,086	48,568	50,145	51,899	53,716	55,596	56,569	56,994	57,563
12	REGULAR BIWEEKLY*	2,239.03	2,261.43	2,284.04	2,306.82	2,381.88	2,465.25	2,551.53	2,640.81	2,687.05	2,707.18	2,734.25
	DISTRIBUTED BIWEEKLY**	1,894.58	1,913.50	1,932.65	1,952.00	2,015.42	2,085.00	2,159.00	2,234.54	2,273.65	2,290.69	2,313.62
	ACADEMIC ANNUAL***	49,259	49,751	50,249	50,752	52,401	54,238	56,134	58,098	59,115	59,568	60,154
13	REGULAR BIWEEKLY*	2,339.81	2,363.23	2,386.82	2,410.71	2,489.02	2,576.14	2,666.30	2,759.62	2,807.93	2,828.99	2,857.28
	DISTRIBUTED BIWEEKLY**	1,978.85	1,999.85	2,019.82	2,039.85	2,106.08	2,179.81	2,256.12	2,335.08	2,375.92	2,393.77	2,417.69
	ACADEMIC ANNUAL***	51,476	51,991	52,510	53,036	54,788	56,675	58,659	60,712	61,774	62,238	62,860

* - The Regular Biweekly is the base rate. This rate applies to instructors employed for a full academic year and who receive their Academic Annual salary distributed over 22 biweekly pay periods.

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*** - The Academic Annual applies to all instructors employed for a full academic year. This rate is derived by multiplying the Regular Biweekly by 22 and rounding to the nearest dollar.

APPENDIX D
 INSTRUCTIONAL TENURED PAY SCHEDULE
 EFFECTIVE AUGUST 10, 2002 FOR SCRANTON STATE SCHOOL FOR THE DEAF AND THADDEUS STEVENS STATE SCHOOL OF TECHNOLOGY
 EFFECTIVE AUGUST 17, 2002 FOR SCOTLAND SCHOOL FOR VETERANS' CHILDREN
 SCHEDULE D

PAY STEP	EDUCATION LEVEL 1	EDUCATION LEVEL 2	EDUCATION LEVEL 3	EDUCATION LEVEL 4	EDUCATION LEVEL 5	EDUCATION LEVEL 6	EDUCATION LEVEL 7	EDUCATION LEVEL 8	EDUCATION LEVEL 9	EDUCATION LEVEL 10	EDUCATION LEVEL 11
2	1,492.22	1,507.15	1,522.28	1,537.43	1,552.46	1,567.28	1,582.06	1,700.52	1,760.01	1,790.79	1,822.25
REGULAR BIWEEKLY**	1,282.65	1,275.27	1,288.08	1,300.88	1,343.23	1,390.19	1,438.88	1,498.23	1,515.27	1,528.85	1,541.92
DISTRIBUTED BIWEEKLY***	32,829	33,157	33,490	33,823	34,824	36,145	37,411	38,720	39,397	39,893	40,090
ACADEMIC ANNUAL***											
3	1,559.39	1,574.99	1,590.71	1,606.83	1,658.89	1,718.90	1,776.99	1,839.20	1,871.40	1,885.40	1,904.28
REGULAR BIWEEKLY**	1,319.50	1,332.89	1,348.00	1,359.46	1,403.89	1,452.77	1,503.62	1,556.23	1,583.50	1,595.38	1,611.31
DISTRIBUTED BIWEEKLY***	34,307	34,850	34,996	35,346	36,496	37,772	39,094	40,462	41,171	41,479	41,884
ACADEMIC ANNUAL***											
4	1,629.57	1,645.87	1,662.30	1,678.94	1,733.51	1,794.18	1,856.99	1,921.98	1,955.61	1,970.30	1,988.97
REGULAR BIWEEKLY**	1,378.88	1,382.85	1,406.58	1,420.65	1,466.81	1,518.15	1,571.31	1,626.31	1,654.73	1,667.19	1,683.81
DISTRIBUTED BIWEEKLY***	35,851	36,209	36,571	36,937	38,137	39,472	40,854	42,284	43,023	43,347	43,779
ACADEMIC ANNUAL***											
5	1,702.90	1,719.94	1,737.14	1,754.45	1,811.53	1,874.91	1,940.55	2,008.46	2,043.62	2,058.46	2,079.51
REGULAR BIWEEKLY**	1,440.82	1,455.35	1,469.88	1,484.54	1,532.85	1,596.46	1,662.00	1,729.23	1,759.23	1,742.15	1,759.58
DISTRIBUTED BIWEEKLY***	37,464	37,839	38,217	38,598	39,854	41,246	42,862	44,186	44,960	45,296	45,749
ACADEMIC ANNUAL***											
6	1,779.50	1,797.33	1,815.29	1,833.43	1,893.05	1,959.29	2,027.90	2,098.79	2,135.58	2,151.80	2,173.05
REGULAR BIWEEKLY**	1,505.73	1,520.81	1,536.00	1,551.35	1,601.81	1,657.85	1,715.92	1,775.88	1,807.04	1,820.58	1,836.73
DISTRIBUTED BIWEEKLY***	39,149	39,541	39,936	40,335	41,647	43,104	44,614	46,173	46,983	47,335	47,807
ACADEMIC ANNUAL***											
7	1,859.84	1,878.21	1,897.01	1,915.93	1,978.24	2,047.48	2,118.11	2,193.29	2,231.68	2,248.38	2,270.89
REGULAR BIWEEKLY**	1,573.54	1,589.27	1,605.15	1,621.15	1,673.58	1,732.48	1,793.08	1,855.85	1,888.35	1,902.46	1,921.54
DISTRIBUTED BIWEEKLY***	40,912	41,321	41,734	42,150	43,521	45,044	46,620	48,252	49,097	49,484	49,980
ACADEMIC ANNUAL***											
8	1,943.26	1,962.68	1,982.38	2,002.18	2,067.24	2,139.57	2,214.44	2,291.98	2,332.09	2,349.58	2,373.10
REGULAR BIWEEKLY**	1,644.31	1,660.73	1,677.38	1,694.15	1,749.19	1,810.42	1,873.77	1,939.38	1,973.31	1,988.12	2,008.00
DISTRIBUTED BIWEEKLY***	42,752	43,179	43,612	44,048	45,479	47,071	48,718	50,424	51,306	51,891	52,208
ACADEMIC ANNUAL***											
9	2,030.74	2,051.03	2,071.54	2,092.27	2,160.24	2,235.84	2,314.12	2,395.11	2,437.05	2,455.31	2,479.85
REGULAR BIWEEKLY**	1,718.31	1,735.60	1,752.85	1,770.38	1,827.88	1,891.85	1,958.12	2,026.62	2,062.12	2,077.58	2,098.35
DISTRIBUTED BIWEEKLY***	44,678	45,123	45,574	46,030	47,525	49,188	50,911	52,692	53,615	54,017	54,557
ACADEMIC ANNUAL***											
10	2,122.12	2,143.35	2,164.74	2,186.41	2,257.45	2,338.52	2,418.26	2,502.94	2,546.72	2,565.82	2,591.50
REGULAR BIWEEKLY**	1,795.65	1,813.82	1,831.89	1,850.04	1,910.15	1,977.04	2,046.23	2,117.88	2,154.92	2,171.08	2,192.81
DISTRIBUTED BIWEEKLY***	46,687	47,154	47,624	48,101	49,694	51,403	53,202	55,095	56,028	56,448	57,013
ACADEMIC ANNUAL***											
11	2,217.83	2,239.81	2,262.21	2,284.82	2,359.10	2,441.82	2,527.11	2,615.55	2,661.32	2,681.31	2,708.06
REGULAR BIWEEKLY**	1,876.48	1,895.23	1,914.19	1,933.31	1,996.15	2,066.00	2,138.31	2,213.15	2,251.88	2,268.81	2,291.42
DISTRIBUTED BIWEEKLY***	48,788	49,278	49,768	50,266	51,900	53,718	55,596	57,542	58,549	58,989	59,577
ACADEMIC ANNUAL***											
12	2,317.40	2,340.58	2,363.98	2,387.66	2,465.25	2,551.53	2,640.83	2,733.24	2,781.10	2,801.93	2,829.95
REGULAR BIWEEKLY**	1,980.88	1,990.50	2,000.31	2,020.35	2,086.00	2,159.00	2,234.54	2,312.73	2,353.23	2,370.85	2,394.58
DISTRIBUTED BIWEEKLY***	50,883	51,493	52,098	52,829	54,298	56,134	58,098	60,131	61,184	61,642	62,259
ACADEMIC ANNUAL***											
13	2,421.70	2,445.94	2,470.36	2,495.08	2,576.14	2,668.30	2,759.62	2,856.21	2,906.21	2,928.00	2,957.28
REGULAR BIWEEKLY**	2,049.12	2,069.65	2,090.31	2,111.23	2,179.81	2,256.12	2,335.08	2,416.81	2,459.12	2,477.54	2,502.31
DISTRIBUTED BIWEEKLY***	53,277	53,811	54,348	54,892	56,875	58,959	60,712	62,837	63,937	64,416	65,080
ACADEMIC ANNUAL***											

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** - The Distributed Biweekly applies to instructors employed for a full academic year and who receive their Academic Annual salary distributed over the calendar year. This rate is derived by dividing the Academic Annual by 26 and rounding to the nearest cent.

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APPENDIX E
SCOTLAND SCHOOL FOR VETERANS' CHILDREN
EXTRA CURRICULAR ACTIVITY FEE SCHEDULE *
ACADEMIC YEAR 1999-2000

Page 1 of 2

ACTIVITY	BASE ANNUAL COMPENSATION	INCREMENTS	MAXIMUM ANNUAL COMPENSATION
Athletic Director	\$3,000	5@ \$175	\$3,875
Assistant Athletic Director	\$1,106	5@ \$175	\$1,981
Head Football Coach	\$2,044	5@ \$175	\$2,919
Assistant Football Coach	\$1,534	5@ \$175	\$2,409
Jr. High Football Coach	\$1,192	5@ \$175	\$2,067
Girls' Hockey Coach	\$1,192	5@ \$150	\$1,942
Assistant Girls' Hockey Coach	\$936	5@ \$150	\$1,686
Cross Country Coach	\$1,192	5@ \$150	\$1,942
Boys' Basketball Coach	\$2,044	5@ \$175	\$2,919
Assistant Boys' Basketball Coach	\$1,534	5@ \$175	\$2,409
Jr. High Boys' Basketball Coach	\$1,192	5@ \$175	\$2,067
Girls' Basketball Coach	\$2,044	5@ \$175	\$2,919
Assistant Girls' Basketball Coach	\$1,534	5@ \$175	\$2,409
Jr. High Girls' Basketball Coach	\$1,192	5@ \$175	\$2,067
Head Wrestling Coach	\$2,044	5@ \$175	\$2,919
Assistant Wrestling Coach	\$1,534	5@ \$175	\$2,409
Jr. High Wrestling Coach	\$1,192	5@ \$175	\$2,067
Boys' Track Coach	\$1,534	5@ \$175	\$2,409
Assistant Boys' Track Coach	\$1,192	5@ \$175	\$2,067
Girls' Track Coach	\$1,534	5@ \$175	\$2,409
Assistant Girls' Track Coach	\$1,192	5@ \$175	\$2,067
Baseball Coach	\$1,192	5@ \$150	\$1,942
Assistant Baseball Coach	\$936	5@ \$150	\$1,686
Tennis Coach	\$1,192	5@ \$150	\$1,942
Equipment Manager & Trainer	\$1,192	5@ \$150	\$1,942
Cheerleading Coach	\$1,275	3@ \$150	\$1,725
Assistant Cheerleading Coach	\$1,024	3@ \$150	\$1,474
Instrumental Music	\$1,705	6@ \$150	\$2,605
Vocal Music(School)	\$640	5@ \$150	\$1,390
Vocal Music(Chapel)	\$640	5@ \$150	\$1,390
Audio-Visual Aids Coordinator	\$640	5@ \$150	\$1,390
Yearbook Advisor	\$640	5@ \$150	\$1,390
Band Front Coach	\$595	3@ \$150	\$1,045
Class Play Director(s)	\$467	3@ \$150	\$917
Newspaper Editor	\$595	3@ \$150	\$1,045
Senior Class Advisor	\$424	2@ \$150	\$724
Junior Class Advisor	\$340	2@ \$150	\$640
Sophomore Class Advisor	\$299	2@ \$150	\$599
Student Council Advisor	\$340	2@ \$150	\$640
Volleyball Coach	\$1,534	5@ \$150	\$2,284
FBLA Advisor	\$340	2@ \$150	\$640
Club Advisor	\$340	2@ \$150	\$640
Art Advisor	\$340	2@ \$150	\$640
Head Teacher	\$2,217	5@ \$175	\$3,092
Jr. High Volleyball Coach	\$936	5@ \$150	\$1,686
Volleyball Coach Asst. Sr. High	\$1,192	5@ \$150	\$1,942
Elementary Football Coach	\$299	2@ \$150	\$599
Elementary Basketball Coach	\$299	2@ \$150	\$599
Drama Club Advisor	\$340	2@ \$150	\$640
Lead Teacher	\$640	3@ \$150	\$1,090
Weekend Activities Director	\$2,217	5@ \$175	\$3,092
Homelike Guidance Coordinator	\$2,217	5@ \$175	\$3,092
Recreational Activities Coordinator	\$2,217	5@ \$175	\$3,092
Mentor	\$474	2@ \$150	\$774
Extended Season Pay			\$213/week
Extended Day Librarian			\$14.24/hr.
Tutors			\$14.24/hr.
Educational Facilitator			\$27.87/hr.

*: Salaries paid for coaching and extra curricular activities will be paid over and above the salaries specified in the regular salary schedule. Time spent in coaching and extra curricular activities shall not reduce the time a person is required to spend on his/her regular school position.

APPENDIX E
 SCOTLAND SCHOOL FOR VETERANS' CHILDREN
 EXTRA CURRICULAR ACTIVITY FEE SCHEDULE *
 ACADEMIC YEAR 1999-2000

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ACTIVITY	PER GAME RATE
Bus Driver-All Sports	\$22.29
Timer for Wrestling Junior and Senior High	\$22.29
Timer for Basketball Junior and Senior High/Boys and Girls	\$22.29
Ticket Seller for Senior High Wrestling, Basketball and Football	\$20.62
Scorer(Wrestling, Basketball & Volleyball) Junior & Senior Home Game	\$22.29
Scorer(Wrestling, Basketball & Volleyball) Junior & Senior Away Game	\$33.44
Filming of Football Game-Home	\$22.29
Filming of Football Game-Away	\$33.44
Announcer-Football	\$22.29
Track-Home-Double Dual Meets	
Pole Vault Judge	\$27.87
Jump Judge	\$27.87
Timer	\$27.87
Javelin Judge	\$27.87
Press Box Help	\$27.87
Shot/Discus Judge	\$27.87
High Jump Judge	\$27.87
Announcer	\$27.87
Track Conference Help	\$22.29

*: Salary paid for coaching and extra curricular activities will be paid over and above the salaries specified in the regular salary schedule. Time spent in coaching and extra curricular activities shall not reduce the time a person is required to spend on his/her regular school positions.

APPENDIX F
 SCRANTON STATE SCHOOL FOR THE DEAF
 EXTRA CURRICULAR ACTIVITY FEE SCHEDULE**
 ACADEMIC YEAR 1999-2000

ACTIVITY	BASE ANNUAL COMPENSATION	INCREMENTS	MAXIMUM ANNUAL COMPENSATION
Yearbook Advisor	\$640	5@ \$150	\$1,390
Basketball(Boys) Coach	\$2,044	5@ \$175	\$2,919
Basketball(Girls) Coach	\$2,044	5@ \$175	\$2,919
Cross Country Coach	\$1,192	5@ \$150	\$1,942
Baseball Coach	\$1,192	5@ \$150	\$1,942
Intramural Coach	\$1,192	5@ \$150	\$1,942
Senior Class Advisor	\$690	2@ \$60	\$810
Student Council Advisor	\$563	2@ \$60	\$683
Jr. NAD Advisor	\$563	2@ \$60	\$683
Athletic Director	\$3,000	5@ \$175	\$3,875
Wrestling Coach	\$2,044	5@ \$175	\$2,919
Tennis Coach	\$1,192	5@ \$150	\$1,942
Cheerleading Coach	\$1,275	3@ \$150	\$1,725
Drama Club Advisor	\$340	2@ \$150	\$640
Boy Scout-Scoutmaster	\$563	2@ \$60	\$683
Girl Scout- Scoutmaster	\$563	2@ \$60	\$683
Softball Coach	\$1,192	5@ \$150	\$1,942
Sign Language Coordinator	\$624	2@ \$100	\$824
Sign Language Instructor	\$489/course	2@ \$100	\$689/course
Adult Education Instructor	\$424/course	2@ \$60	\$544/course
Driver Education Instructor	\$732/session*	2@ \$60	\$852/session*
National Honor Society/Roll Advisor	\$541	2@ \$60	\$661
Asst. Boys Basketball Coach	\$1,534	5@ \$175	\$2,409
Asst. Girls Basketball Coach	\$1,534	5@ \$175	\$2,409
Lead Teacher	\$640	3@ \$150	\$1,090
Summer Sign Language Coordinator	\$285	2@ \$60	\$405
SADD Coordinator	\$340	2@ \$150	\$640
Jr. Class Advisor	\$340	2@ \$150	\$640
Mentor Teacher	\$475	2@ \$60	\$595
Soccer Coach	\$1,192	5@ \$150	\$1,942
Asst. Soccer Coach	\$894	5@ \$150	\$1,644
Weekend Chaperone			\$205/24 hour period
Field Trip Chaperone			\$21.70/hr.
Educational Facilitator			\$27.87/hr.
Detention Hall Monitor			\$19.66/hr.
Student Publication Advisor	\$625	2@ \$60	\$745
Ski Club Advisor	\$510	2@ \$60	\$630
Computer Software Design/Instructor			\$27.87/hr.
Parent Infant Program Teacher	Payment to be made based on employee's current per diem rate		
Head Teacher	\$2,217	5@ \$175	\$3,092

*: It is the understanding of the parties that there will be a maximum of three sessions per school year, which session(s) may not necessary coincide with the school half year or semester.

** : Salaries paid for coaching and extra curricular activities will be paid over and above the salaries specified in the regular salary schedule. Time spent in coaching and extra curricular activities shall not reduce the time a person is required to spend on his/her regular school position.

APPENDIX G
SCOTLAND SCHOOL FOR VETERANS' CHILDREN
EXTRA CURRICULAR ACTIVITY FEE SCHEDULE*
ACADEMIC YEAR 2000-2001

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ACTIVITY	BASE ANNUAL COMPENSATION	INCREMENTS	MAXIMUM ANNUAL COMPENSATION
Athletic Director	\$3,090	5@ \$175	\$3,965
Assistant Athletic Director	\$1,139	5@ \$175	\$2,014
Head Football Coach	\$2,105	5@ \$175	\$2,980
Assistant Football Coach	\$1,580	5@ \$175	\$2,455
Jr. High Football Coach	\$1,228	5@ \$175	\$2,103
Girls' Hockey Coach	\$1,228	5@ \$150	\$1,978
Assistant Girls' Hockey Coach	\$964	5@ \$150	\$1,714
Cross Country Coach	\$1,228	5@ \$150	\$1,978
Boys' Basketball Coach	\$2,105	5@ \$175	\$2,980
Assistant Boys' Basketball Coach	\$1,580	5@ \$175	\$2,455
Jr. High Boys' Basketball Coach	\$1,228	5@ \$175	\$2,103
Girls' Basketball Coach	\$2,105	5@ \$175	\$2,980
Assistant Girls' Basketball Coach	\$1,580	5@ \$175	\$2,455
Jr. High Girls' Basketball Coach	\$1,228	5@ \$175	\$2,103
Head Wrestling Coach	\$2,105	5@ \$175	\$2,980
Assistant Wrestling Coach	\$1,580	5@ \$175	\$2,455
Jr. High Wrestling Coach	\$1,228	5@ \$175	\$2,103
Boys' Track Coach	\$1,580	5@ \$175	\$2,455
Assistant Boys' Track Coach	\$1,228	5@ \$175	\$2,103
Girls' Track Coach	\$1,580	5@ \$175	\$2,455
Assistant Girls' Track Coach	\$1,228	5@ \$175	\$2,103
Baseball Coach	\$1,228	5@ \$150	\$1,978
Assistant Baseball Coach	\$964	5@ \$150	\$1,714
Tennis Coach	\$1,228	5@ \$150	\$1,978
Equipment Manager & Trainer	\$1,228	5@ \$150	\$1,978
Cheerleading Coach	\$1,313	3@ \$150	\$1,763
Assistant Cheerleading Coach	\$1,055	3@ \$150	\$1,505
Instrumental Music	\$1,756	6@ \$150	\$2,656
Vocal Music(School)	\$659	5@ \$150	\$1,409
Vocal Music(Chapel)	\$659	5@ \$150	\$1,409
Audio-Visual Aids Coordinator	\$659	5@ \$150	\$1,409
Yearbook Advisor	\$659	5@ \$150	\$1,409
Band Front Coach	\$613	3@ \$150	\$1,063
Class Play Director(s)	\$481	3@ \$150	\$931
Newspaper Editor	\$613	3@ \$150	\$1,063
Senior Class Advisor	\$437	2@ \$150	\$737
Junior Class Advisor	\$350	2@ \$150	\$650
Sophomore Class Advisor	\$308	2@ \$150	\$608
Student Council Advisor	\$350	2@ \$150	\$650
Volleyball Coach	\$1,580	5@ \$150	\$2,330
FBLA Advisor	\$350	2@ \$150	\$650
Club Advisor	\$350	2@ \$150	\$650
Art Advisor	\$350	2@ \$150	\$650
Head Teacher	\$2,284	5@ \$175	\$3,159
Jr. High Volleyball Coach	\$964	5@ \$150	\$1,714
Volleyball Coach Asst. Sr. High	\$1,228	5@ \$150	\$1,978
Elementary Football Coach	\$308	2@ \$150	\$608
Elementary Basketball Coach	\$308	2@ \$150	\$608
Drama Club Advisor	\$350	2@ \$150	\$650
Lead Teacher	\$659	3@ \$150	\$1,109
Weekend Activities Director	\$2,284	5@ \$175	\$3,159
Homelike Guidance Coordinator	\$2,284	5@ \$175	\$3,159
Recreational Activities Coordinator	\$2,284	5@ \$175	\$3,159
Mentor	\$488	2@ \$150	\$788
Extended Season Pay			\$219/week
Extended Day Librarian			\$14.67
Tutors			\$14.67
Educational Facilitator			\$28.71

*: Salaries paid for coaching and extra curricular activities will be paid over and above the salaries specified in the regular salary schedule. Time spent in coaching and extra curricular activities shall not reduce the time a person is required to spend on his/her regular school position.

APPENDIX G
 SCOTLAND SCHOOL FOR VETERANS' CHILDREN
 EXTRA CURRICULAR ACTIVITY FEE SCHEDULE *
 ACADEMIC YEAR 2000-2001

Page 2 of 2

ACTIVITY	PER GAME RATE
Bus Driver-All Sports	\$22.96
Timer for Wrestling Junior and Senior High	\$22.96
Timer for Basketball Junior and Senior High/Boys and Girls	\$22.96
Ticket Seller for Senior High Wrestling, Basketball and Football	\$21.24
Scorer(Wrestling, Basketball & Volleyball) Junior & Senior Home Game	\$22.96
Scorer(Wrestling, Basketball & Volleyball) Junior & Senior Away Game	\$34.44
Filming of Football Game-Home	\$22.96
Filming of Football Game-Away	\$34.44
Announcer-Football	\$22.96
Track-Home-Double Dual Meets	
Pole Vault Judge	\$28.71
Jump Judge	\$28.71
Timer	\$28.71
Javelin Judge	\$28.71
Press Box Help	\$28.71
Shot/Discus Judge	\$28.71
High Jump Judge	\$28.71
Announcer	\$28.71
Track Conference Help	\$22.96

*: Salary paid for coaching and extra curricular activities will be paid over and above the salaries specified in the regular salary schedule. Time spent in coaching and extra curricular activities shall not reduce the time a person is required to spend on his/her regular school positions.

APPENDIX H
 SCRANTON STATE SCHOOL FOR THE DEAF
 EXTRA CURRICULAR ACTIVITY FEE SCHEDULE**
 ACADEMIC YEAR 2000-2001

ACTIVITY	BASE ANNUAL COMPENSATION	INCREMENTS	MAXIMUM ANNUAL COMPENSATION
Yearbook Advisor	\$659	5@150	\$1,409
Basketball(Boys) Coach	\$2,105	5@175	\$2,980
Basketball(Girls) Coach	\$2,105	5@175	\$2,980
Cross Country Coach	\$1,228	5@150	\$1,978
Baseball Coach	\$1,228	5@150	\$1,978
Intramural Coach	\$1,228	5@150	\$1,978
Senior Class Advisor	\$711	2@60	\$831
Student Council Advisor	\$580	2@60	\$700
Jr. NAD Advisor	\$580	2@60	\$700
Athletic Director	\$3,090	5@175	\$3,965
Wrestling Coach	\$2,105	5@175	\$2,980
Tennis Coach	\$1,228	5@150	\$1,978
Cheerleading Coach	\$1,313	3@150	\$1,763
Drama Club Advisor	\$350	2@150	\$650
Boy Scout-Scoutmaster	\$580	2@60	\$700
Girl Scout- Scoutmaster	\$580	2@60	\$700
Softball Coach	\$1,228	5@150	\$1,978
Sign Language Coordinator	\$643	2@100	\$843
Sign Language Instructor	\$504/course	2@100	\$704/course
Adult Education Instructor	\$437/course	2@60	\$557/course
Driver Education Instructor	\$754/session*	2@60	\$874/session*
National Honor Society/Roll Advisor	\$557	2@60	\$677
Asst. Boys Basketball Coach	\$1,580	5@175	\$2,455
Asst. Girls Basketball Coach	\$1,580	5@175	\$2,455
Lead Teacher	\$659	3@150	\$1,109
Summer Sign Language Coordinator	\$294	2@60	\$414
SADD Coordinator	\$350	2@150	\$650
Jr. Class Advisor	\$350	2@150	\$650
Mentor Teacher	\$489	2@60	\$609
Soccer Coach	\$1,228	5@150	\$1,978
Asst. Soccer Coach	\$921	5@150	\$1,671
Weekend Chaperone			\$211/24 hour period
Field Trip Chaperone			\$22.35/hr.
Educational Facilitator			\$28.71/hr.
Detention Hall Monitor			\$20.25/hr.
Student Publication Advisor	\$644	2@60	\$764
Ski Club Advisor	\$525	2@60	\$645
Computer Software Design/Instructor			\$28.71/hr.
Parent Infant Program Teacher	Payment be made based on employee's current per diem rate		
Head Teacher	\$2,284	5@175	\$3,159

*: It is the understanding of the parties that there will be a maximum of three sessions per school year, which session(s) may not necessary coincide with the school half year or semester.

***: Salaries paid for coaching and extra curricular activities will be paid over and above the salaries specified in the regular salary schedule. Time spent in coaching and extra curricular activities shall not reduce the time a person is required to spend on his/her regular school position.

APPENDIX I
 SCOTLAND SCHOOL FOR VETERANS' CHILDREN
 EXTRA CURRICULAR ACTIVITY FEE SCHEDULE*
 ACADEMIC YEAR 2001-2002

Page 1 of 2

ACTIVITY	BASE ANNUAL COMPENSATION	INCREMENTS	MAXIMUM ANNUAL COMPENSATION
Athletic Director	\$3,198	5@ \$175	\$4,073
Assistant Athletic Director	\$1,179	5@ \$175	\$2,054
Head Football Coach	\$2,179	5@ \$175	\$3,054
Assistant Football Coach	\$1,635	5@ \$175	\$2,510
Jr. High Football Coach	\$1,271	5@ \$175	\$2,146
Girls' Hockey Coach	\$1,271	5@ \$150	\$2,021
Assistant Girls' Hockey Coach	\$998	5@ \$150	\$1,748
Cross Country Coach	\$1,271	5@ \$150	\$2,021
Boys' Basketball Coach	\$2,179	5@ \$175	\$3,054
Assistant Boys' Basketball Coach	\$1,635	5@ \$175	\$2,510
Jr. High Boys' Basketball Coach	\$1,271	5@ \$175	\$2,146
Girls' Basketball Coach	\$2,179	5@ \$175	\$3,054
Assistant Girls' Basketball Coach	\$1,635	5@ \$175	\$2,510
Jr. High Girls' Basketball Coach	\$1,271	5@ \$175	\$2,146
Head Wrestling Coach	\$2,179	5@ \$175	\$3,054
Assistant Wrestling Coach	\$1,635	5@ \$175	\$2,510
Jr. High Wrestling Coach	\$1,271	5@ \$175	\$2,146
Boys' Track Coach	\$1,635	5@ \$175	\$2,510
Assistant Boys' Track Coach	\$1,271	5@ \$175	\$2,146
Girls' Track Coach	\$1,635	5@ \$175	\$2,510
Assistant Girls' Track Coach	\$1,271	5@ \$175	\$2,146
Baseball Coach	\$1,271	5@ \$150	\$2,021
Assistant Baseball Coach	\$998	5@ \$150	\$1,748
Tennis Coach	\$1,271	5@ \$150	\$2,021
Equipment Manager & Trainer	\$1,271	5@ \$150	\$2,021
Cheerleading Coach	\$1,359	3@ \$150	\$1,809
Assistant Cheerleading Coach	\$1,092	3@ \$150	\$1,542
Instrumental Music	\$1,817	6@ \$150	\$2,717
Vocal Music(School)	\$682	5@ \$150	\$1,432
Vocal Music(Chapel)	\$682	5@ \$150	\$1,432
Audio-Visual Aids Coordinator	\$682	5@ \$150	\$1,432
Yearbook Advisor	\$682	5@ \$150	\$1,432
Band Front Coach	\$634	3@ \$150	\$1,084
Class Play Director(s)	\$498	3@ \$150	\$948
Newspaper Editor	\$634	3@ \$150	\$1,084
Senior Class Advisor	\$452	2@ \$150	\$752
Junior Class Advisor	\$362	2@ \$150	\$662
Sophomore Class Advisor	\$319	2@ \$150	\$619
Student Council Advisor	\$362	2@ \$150	\$662
Volleyball Coach	\$1,635	5@ \$150	\$2,385
FBLA Advisor	\$362	2@ \$150	\$662
Club Advisor	\$362	2@ \$150	\$662
Art Advisor	\$362	2@ \$150	\$662
Head Teacher	\$2,364	5@ \$175	\$3,239
Jr. High Volleyball Coach	\$998	5@ \$150	\$1,748
Volleyball Coach Asst. Sr. High	\$1,271	5@ \$150	\$2,021
Elementary Football Coach	\$319	2@ \$150	\$619
Elementary Basketball Coach	\$319	2@ \$150	\$619
Drama Club Advisor	\$362	2@ \$150	\$662
Lead Teacher	\$682	3@ \$150	\$1,132
Weekend Activities Director	\$2,364	5@ \$175	\$3,239
Homelike Guidance Coordinator	\$2,364	5@ \$175	\$3,239
Recreational Activities Coordinator	\$2,364	5@ \$175	\$3,239
Mentor	\$505	2@ \$150	\$805
Extended Season Pay			\$227/week
Extended Day Librarian			\$15.18
Tutors			\$15.18
Educational Facilitator			\$29.71

*: Salaries paid for coaching and extra curricular activities will be paid over and above the salaries specified in the regular salary schedule. Time spent in coaching and extra curricular activities shall not reduce the time a person is required to spend on his/her regular school position.

APPENDIX I
 SCOTLAND SCHOOL FOR VETERANS' CHILDREN
 EXTRA CURRICULAR ACTIVITY FEE SCHEDULE *
 ACADEMIC YEAR 2001-2002

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ACTIVITY	PER GAME RATE
Bus Driver-All Sports	\$23.76
Timer for Wrestling Junior and Senior High	\$23.76
Timer for Basketball Junior and Senior High/Boys and Girls	\$23.76
Ticket Seller for Senior High Wrestling, Basketball and Football	\$21.98
Scorer(Wrestling, Basketball & Volleyball) Junior & Senior Home Game	\$23.76
Scorer(Wrestling, Basketball & Volleyball) Junior & Senior-Away Game	\$35.65
Filming of Football Game-Home	\$23.76
Filming of Football Game-Away	\$35.65
Announcer-Football	\$23.76
Track-Home-Double Dual Meets	
Pole Vault Judge	\$29.71
Jump Judge	\$29.71
Timer	\$29.71
Javelin Judge	\$29.71
Press Box Help	\$29.71
Shot/Discus Judge	\$29.71
High Jump Judge	\$29.71
Announcer	\$29.71
Track Conference Help	\$23.76

*: Salary paid for coaching and extra curricular activities will be paid over and above the salaries specified in the regular salary schedule. Time spent in coaching and extra curricular activities shall not reduce the time a person is required to spend on his/her regular school positions.

APPENDIX J
 SCRANTON STATE SCHOOL FOR THE DEAF
 EXTRA CURRICULAR ACTIVITY FEE SCHEDULE**
 ACADEMIC YEAR 2001-2002

ACTIVITY	BASE ANNUAL COMPENSATION	INCREMENTS	MAXIMUM ANNUAL COMPENSATION
Yearbook Advisor	\$682	5@150	\$1,432
Basketball(Boys) Coach	\$2,179	5@175	\$3,054
Basketball(Girls) Coach	\$2,179	5@175	\$3,054
Cross Country Coach	\$1,271	5@150	\$2,021
Baseball Coach	\$1,271	5@150	\$2,021
Intramural Coach	\$1,271	5@150	\$2,021
Senior Class Advisor	\$736	2@60	\$856
Student Council Advisor	\$600	2@60	\$720
Jr. NAD Advisor	\$600	2@60	\$720
Athletic Director	\$3,198	5@175	\$4,073
Wrestling Coach	\$2,179	5@175	\$3,054
Tennis Coach	\$1,271	5@150	\$2,021
Cheerleading Coach	\$1,359	3@150	\$1,809
Drama Club Advisor	\$362	2@150	\$662
Boy Scout-Scoutmaster	\$600	2@60	\$720
Girl Scout- Scoutmaster	\$600	2@60	\$720
Softball Coach	\$1,271	5@150	\$2,021
Sign Language Coordinator	\$666	2@100	\$866
Sign Language Instructor	\$522/course	2@100	\$722/course
Adult Education Instructor	\$452/course	2@60	\$572/course
Driver Education Instructor	\$780/course*	2@60	\$900/session*
National Honor Society/Roll Advisor	\$576	2@60	\$696
Asst. Boys Basketball Coach	\$1,635	5@175	\$2,510
Asst. Girls Basketball Coach	\$1,635	5@175	\$2,510
Lead Teacher	\$682	3@150	\$1,132
Summer Sign Language Coordinator	\$304	2@60	\$424
SADD Coordinator	\$362	2@150	\$662
Jr. Class Advisor	\$362	2@150	\$662
Mentor Teacher	\$506	2@60	\$626
Soccer Coach	\$1,271	5@150	\$2,021
Asst. Soccer Coach	\$953	5@150	\$1,703
Weekend Chaperone			\$218/24 hour period
Field Trip Chaperone			\$23.13/hr.
Educational Facilitator			\$29.71/hr.
Detention Hall Monitor			\$20.96/hr.
Student Publication Advisor	\$667	2@60	\$787
Ski Club Advisor	\$543	2@60	\$663
Computer Software Design/Instructor			\$29.71/hr.
Parent Infant Program Teacher	Payment be made based on employee's current per diem rate		
Head Teacher	\$2,364	5@175	\$3,239

*: It is the understanding of the parties that there will be a maximum of three sessions per school year, which session(s) may not necessary coincide with the school half year or semester.

** : Salaries paid for coaching and extra curricular activities will be paid over and above the salaries specified in the regular salary schedule. Time spent in coaching and extra curricular activities shall not reduce the time a person is required to spend on his/her regular school position.

APPENDIX K
SCOTLAND SCHOOL FOR VETERANS' CHILDREN
EXTRA CURRICULAR ACTIVITY FEE SCHEDULE*
ACADEMIC YEAR 2002-2003

Page 1 of 2

ACTIVITY	BASE ANNUAL COMPENSATION	INCREMENTS	MAXIMUM ANNUAL COMPENSATION
Athletic Director	\$3,310	5@ \$175	\$4,185
Assistant Athletic Director	\$1,220	5@ \$175	\$2,095
Head Football Coach	\$2,255	5@ \$175	\$3,130
Assistant Football Coach	\$1,692	5@ \$175	\$2,567
Jr. High Football Coach	\$1,315	5@ \$175	\$2,190
Girls' Hockey Coach	\$1,315	5@ \$150	\$2,065
Assistant Girls' Hockey Coach	\$1,033	5@ \$150	\$1,783
Cross Country Coach	\$1,315	5@ \$150	\$2,065
Boys' Basketball Coach	\$2,255	5@ \$175	\$3,130
Assistant Boys' Basketball Coach	\$1,692	5@ \$175	\$2,567
Jr. High Boys' Basketball Coach	\$1,315	5@ \$175	\$2,190
Girls' Basketball Coach	\$2,255	5@ \$175	\$3,130
Assistant Girls' Basketball Coach	\$1,692	5@ \$175	\$2,567
Jr. High Girls' Basketball Coach	\$1,315	5@ \$175	\$2,190
Head Wrestling Coach	\$2,255	5@ \$175	\$3,130
Assistant Wrestling Coach	\$1,692	5@ \$175	\$2,567
Jr. High Wrestling Coach	\$1,315	5@ \$175	\$2,190
Boys' Track Coach	\$1,692	5@ \$175	\$2,567
Assistant Boys' Track Coach	\$1,315	5@ \$175	\$2,190
Girls' Track Coach	\$1,692	5@ \$175	\$2,567
Assistant Girls' Track Coach	\$1,315	5@ \$175	\$2,190
Baseball Coach	\$1,315	5@ \$150	\$2,065
Assistant Baseball Coach	\$1,033	5@ \$150	\$1,783
Tennis Coach	\$1,315	5@ \$150	\$2,065
Equipment Manager & Trainer	\$1,315	5@ \$150	\$2,065
Cheerleading Coach	\$1,407	3@ \$150	\$1,857
Assistant Cheerleading Coach	\$1,130	3@ \$150	\$1,580
Instrumental Music	\$1,881	6@ \$150	\$2,781
Vocal Music(School)	\$706	5@ \$150	\$1,456
Vocal Music(Chapel)	\$706	5@ \$150	\$1,456
Audio-Visual Aids Coordinator	\$706	5@ \$150	\$1,456
Yearbook Advisor	\$706	5@ \$150	\$1,456
Band Front Coach	\$656	3@ \$150	\$1,106
Class Play Director(s)	\$515	3@ \$150	\$965
Newspaper Editor	\$656	3@ \$150	\$1,106
Senior Class Advisor	\$468	2@ \$150	\$768
Junior Class Advisor	\$375	2@ \$150	\$675
Sophomore Class Advisor	\$330	2@ \$150	\$630
Student Council Advisor	\$375	2@ \$150	\$675
Volleyball Coach	\$1,692	5@ \$150	\$2,442
FBLA Advisor	\$375	2@ \$150	\$675
Club Advisor	\$375	2@ \$150	\$675
Art Advisor	\$375	2@ \$150	\$675
Head Teacher	\$2,447	5@ \$175	\$3,322
Jr. High Volleyball Coach	\$1,033	5@ \$150	\$1,783
Volleyball Coach Asst. Sr. High	\$1,315	5@ \$150	\$2,065
Elementary Football Coach	\$330	2@ \$150	\$630
Elementary Basketball Coach	\$330	2@ \$150	\$630
Drama Club Advisor	\$375	2@ \$150	\$675
Lead Teacher	\$706	3@ \$150	\$1,156
Weekend Activities Director	\$2,447	5@ \$175	\$3,322
Homelike Guidance Coordinator	\$2,447	5@ \$175	\$3,322
Recreational Activities Coordinator	\$2,447	5@ \$175	\$3,322
Mentor	\$523	2@ \$150	\$823
Extended Season Pay			\$235/week
Extended Day Librarian			\$15.71
Tutors			\$15.71
Educational Facilitator			\$30.75

*: Salaries paid for coaching and extra curricular activities will be paid over and above the salaries specified in the regular salary schedule. Time spent in coaching and extra curricular activities shall not reduce the time a person is required to spend on his/her regular school position.

APPENDIX K
 SCOTLAND SCHOOL FOR VETERANS' CHILDREN
 EXTRA CURRICULAR ACTIVITY FEE SCHEDULE *
 ACADEMIC YEAR 2002-2003

Page 2 of 2

ACTIVITY	PER GAME RATE
Bus Driver-All Sports	\$24.59
Timer for Wrestling Junior and Senior High	\$24.59
Timer for Basketball Junior and Senior High/Boys and Girls	\$24.59
Ticket Seller for Senior High Wrestling, Basketball and Football	\$22.75
Scorer(Wrestling, Basketball & Volleyball) Junior & Senior Home Game	\$24.59
Scorer(Wrestling, Basketball & Volleyball) Junior & Senior Away Game	\$36.90
Filming of Football Game-Home	\$24.59
Filming of Football Game-Away	\$36.90
Announcer-Football	\$24.59
Track-Home-Double Dual Meets	
Pole Vault Judge	\$30.75
Jump Judge	\$30.75
Timer	\$30.75
Javelin Judge	\$30.75
Press Box Help	\$30.75
Shot/Discus Judge	\$30.75
High Jump Judge	\$30.75
Announcer	\$30.75
Track Conference Help	\$24.59

*: Salary paid for coaching and extra curricular activities will be paid over and above the salaries specified in the regular salary schedule. Time spent in coaching and extra curricular activities shall not reduce the time a person is required to spend on his/her regular school positions.

APPENDIX L
 SCRANTON STATE SCHOOL FOR THE DEAF
 EXTRA CURRICULAR ACTIVITY FEE SCHEDULE**
 ACADEMIC YEAR 2002-2003

ACTIVITY	BASE ANNUAL COMPENSATION	INCREMENTS	MAXIMUM ANNUAL COMPENSATION
Yearbook Advisor	\$706	5@ \$150	\$1,456
Basketball(Boys) Coach	\$2,255	5@ \$175	\$3,130
Basketball(Girls) Coach	\$2,255	5@ \$175	\$3,130
Cross Country Coach	\$1,315	5@ \$150	\$2,065
Baseball Coach	\$1,315	5@ \$150	\$2,065
Intramural Coach	\$1,315	5@ \$150	\$2,065
Senior Class Advisor	\$762	2@ \$60	\$882
Student Council Advisor	\$621	2@ \$60	\$741
Jr. NAD Advisor	\$621	2@ \$60	\$741
Athletic Director	\$3,310	5@ \$175	\$4,185
Wrestling Coach	\$2,255	5@ \$175	\$3,130
Tennis Coach	\$1,315	5@ \$150	\$2,065
Cheerleading Coach	\$1,407	3@ \$150	\$1,857
Drama Club Advisor	\$375	2@ \$150	\$675
Boy Scout-Scoutmaster	\$621	2@ \$60	\$741
Girl Scout- Scoutmaster	\$621	2@ \$60	\$741
Softball Coach	\$1,315	5@ \$150	\$2,065
Sign Language Coordinator	\$689	2@ \$100	\$889
Sign Language Instructor	\$540/course	2@ \$100	\$740/course
Adult Education Instructor	\$468/course	2@ \$60	\$588/course
Driver Education Instructor	\$807/course*	2@ \$60	\$927/session*
National Honor Society/Roll Advisor	\$596	2@ \$60	\$716
Asst. Boys Basketball Coach	\$1,692	5@ \$175	\$2,567
Asst. Girls Basketball Coach	\$1,692	5@ \$175	\$2,567
Lead Teacher	\$706	3@ \$150	\$1,156
Summer Sign Language Coordinator	\$315	2@ \$60	\$435
SADD Coordinator	\$375	2@ \$150	\$675
Jr. Class Advisor	\$375	2@ \$150	\$675
Mentor Teacher	\$524	2@ \$60	\$644
Soccer Coach	\$1,315	5@ \$150	\$2,065
Asst. Soccer Coach	\$986	5@ \$150	\$1,736
Weekend Chaperone			\$226/24 hour period
Field Trip Chaperone			\$23.94/hr.
Educational Facilitator			\$30.75/hr.
Detention Hall Monitor			\$21.69/hr.
Student Publication Advisor	\$690	2@ \$60	\$810
Ski Club Advisor	\$562	2@ \$60	\$682
Computer Software Design/Instructor			\$30.75/hr.
Parent Infant Program Teacher	Payment be made based on employee's current per diem rate		
Head Teacher	\$2,447	5@ \$175	\$3,322

*: It is the understanding of the parties that there will be a maximum of three sessions per school year, which session(s) may not necessary coincide with the school half year or semester.

** Salaries paid for coaching and extra curricular activities will be paid over and above the salaries specified in the regular salary schedule. Time spent in coaching and extra curricular activities shall not reduce the time a person is required to spend on his/her regular school position.

APPENDIX M

INSTRUCTIONAL TENURED EDUCATION LEVELS

Level I	Bachelors Degree or Vocational Instructor with up to 29 credits.
Level II	Vocational Instructor with 30-44 credits.
Level III	Vocational Instructor with 45-59 credits.
Level IV	Vocational Instructor with 60-89 credits.
Level V	Masters Degree or Equivalent or Bachelor Degree with PA Certification in Deaf Education (Scranton) or Vocational Instructor with 90+ credits.
Level VI	Masters Degree or equivalent +15 credits or Masters Degree with PA Certification in Deaf Education (Scranton).
Level VII	Masters Degree or equivalent +30 credits (except Scranton) or Masters Degree +15 credits with PA Certification in Deaf Education (Scranton).
Level VIII	Masters Degree or equivalent +45 credits (except Scranton) or Masters Degree +30 credits with PA Certification in Deaf Education (Scranton).
Level IX	Masters Degree or equivalent +60 credits (except Scranton) or Masters Degree +45 credits with PA Certification in Deaf Education (Scranton).
Level X	Masters Degree +60 credits with PA Certification in Deaf Education (Scranton). This level is effective 8/10/91.
Level XI	PhD/EdD or PHD/EdD with PA Certification in Deaf Education (Scranton).