

COLLECTIVE BARGAINING AGREEMENT
BETWEEN
THE LINE MOUNTAIN SCHOOL DISTRICT
AND
THE LINE MOUNTAIN EDUCATION ASSOCIATION

Covering The Period From
July 1, 2012 Through June 30, 2021

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COLLECTIVE BARGAINING AGREEMENT

THIS COLLECTIVE BARGAINING AGREEMENT made this ____ day of _____, by and between THE LINE MOUNTAIN SCHOOL DISTRICT, Party of the First Part,

AND

THE LINE MOUNTAIN EDUCATION ASSOCIATION, Party of the Second Part.

W I T N E S S E T H:

For and in consideration of the following agreements, covenants and conditions, the parties hereto, intending to be legally bound hereby agree as follows:

I. RECOGNITION.

THE LINE MOUNTAIN EDUCATION ASSOCIATION, (hereinafter called the BARGAINING AGENT), is hereby recognized by THE LINE MOUNTAIN SCHOOL DISTRICT, (hereinafter called the EMPLOYER), as the BARGAINING AGENT, for professional employees of THE LINE MOUNTAIN SCHOOL DISTRICT as certified by the Pennsylvania Labor Relations Board, (hereinafter called the BARGAINING UNIT), and for the employees properly included in the BARGAINING UNIT under the provisions of the "Public Employee Relations Act."

Both parties agree that this Agreement sets forth the terms and conditions to which each party agrees to be bound, and that such Agreement has been reached voluntarily without undue or unlawful coercion or force by either party.

II. TERM OF AGREEMENT.

The effective term of this Agreement shall begin on July 1, 2012, and continue in full force and effect until June 30, 2021, or until such later date as the two parties may hereafter agree is to be the extended ending date. Any such extended date shall be evidenced by an amendment to this Agreement, to which amendment both parties shall signify their approval by affixing their signatures thereto.

III. NO STRIKE - NO LOCKOUT PROVISION.

Both parties agree to faithfully abide by the provisions of the "Public Employee Relations Act" (Act 195). As a condition of the various provisions of this Agreement to which the parties have agreed, the BARGAINING AGENT pledges that members of the BARGAINING UNIT will not engage in a strike (as that term is defined in Act 195) during

the term of this Agreement, and the EMPLOYER pledges that it will not conduct, or cause to be conducted, a lockout during the term of this Agreement.

IV. WAGE AND SALARY PROVISIONS.

Each professional employee of THE LINE MOUNTAIN SCHOOL DISTRICT shall receive the wage increases indicated for each of the respective years of this Agreement in Appendix A commensurate with their salary level. It is understood that each professional employee shall advance as indicated in Appendix A during each school year in which he or she has worked a minimum of ninety-one (91) days. If a professional employee works for a lesser period of time, he or she shall advance one (1) level for each two (2) years of service.

V. FRINGE BENEFITS.

Professional employees of THE LINE MOUNTAIN SCHOOL DISTRICT shall enjoy the fringe benefits set forth in Appendix B, attached hereto, made a part hereof, and designated "FRINGE BENEFITS".

VI. GRIEVANCE PROCEDURE.

The parties to this Agreement agree that an orderly and expeditious resolution of grievances arising out of the terms of this Agreement is desirable and shall be noted in the subsequent procedure.

Grievance - a grievance is a violation, misinterpretation or misapplication of any of the terms of this Agreement.

School Days - for purposes of the grievance procedure, "school day" shall mean days when the schools are open during the school year or weekdays when school is not in session between school years.

Grievant - the person alleging that they have been aggrieved in violation of the terms of this Agreement.

An employee shall first discuss an alleged grievance within ten (10) days that the employee knew or should have known of said grievance, with his/her principal with the objective of resolving the matter informally. If no resolution is achieved, then he/she shall file a grievance in writing within five (5) days of the discussion.

Step I - Person or persons initiating the alleged grievance shall present the grievance in writing, on a form prepared by the Employer, to the building principal or other first level supervisor within fifteen (15) school days after its occurrence. The building principal or other first

level supervisor shall reply to the grievance within five (5) school days.

Step II - If the action in Step I fails to resolve the grievance to the satisfaction of the grievant, the grievant may refer the grievance to the Superintendent of Schools. Said grievance must be filed within five (5) school days after it was denied at Step I or five (5) days after the response should have been given at Step I, whichever shall first occur. The Superintendent shall respond to the grievance within five (5) school days after receipt of it.

Step III - If the action in Step II fails to resolve the grievance to the satisfaction of the grievant, the grievant may refer the grievance to the Board of School Directors within five (5) school days after its rejection at Step II or five (5) days after the response should have been given, whichever shall first occur. The Board of School Directors shall respond to the grievance within ten (10) days after its next scheduled public meeting occurring at least fifteen (15) school days after it was presented to the Board.

Step IV - If the action in Step III fails to resolve the grievance to the satisfaction of the parties, the Association may proceed to arbitration by notifying the Board of School Directors of such intent within ten (10) days after receipt of the response from the Board of School Directors or within ten (10) days after the Board of School Directors should have responded, whichever shall first occur.

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

Nothing contained herein will be construed as limiting the right of any employee having a grievance to discuss the matter informally with appropriate members of the administration, provided that the adjustment is not inconsistent with the terms of this Agreement. The grievant may represent himself or herself, or be represented by the Association. The Association shall have the right to be present at any adjustment of the grievance.

The costs of the arbitration shall be shared equally between the parties. The arbitrator shall be without authority to render an award contrary to law or to add to, modify, vary, change or remove any term of this Agreement. Any decision of the Arbitrator

requiring enabling legislation shall only be binding if such legislation is enacted as provided in Section 901 of Act 195.

Grievances shall be filed and processed on a form provided by the School District.

VII. RETIREMENT BONUS - UNUSED SICK LEAVE.

Professional employees retiring after a minimum of ten (10) years of service in THE LINE MOUNTAIN SCHOOL DISTRICT due to:

- (1) Normal retirement superannuation;
- (2) Disability retirement;
- (3) Early retirement withdrawals allowance for three (3%) per cent formula as defined by the Pennsylvania. Public School Employee Retirement System;

shall be entitled to compensation for one hundred fifty (150) unused sick leave days or less at the rate of Thirty-Five (\$35.00) Dollars per day, and for any unused sick leave days in excess of one hundred fifty (150) at the rate of Forty-Five (\$45.00) Dollars per day. The payment provided in this section will be through a non-elective employer contribution to the employee's 403(b) retirement plan. The employee will receive no cash option. The professional employee must submit written notice of his or her retirement to the Superintendent by March 1st of the school year for which his or her retirement is to be effective to be eligible for this bonus.

In the event of the death of a professional employee with a minimum of ten (10) years of service in the LINE MOUNTAIN SCHOOL DISTRICT, the unused sick leave bonus will be payable to the employee's beneficiary as designated for term life insurance with the District.

Line Mountain School District Policy 434 - Sick Leave, shall govern the annual sick leave entitlement and accumulation in accordance with the provisions of the Pennsylvania School Code of 1949, as amended.

VIII. INSURANCE CARRIER CHANGES.

In any year that the district's annual premium cost for medical insurance increases by more than seven per cent (7%) over the previous year, the district may elect to provide equivalent coverage through a different carrier.

IX. WAIVERS.

The parties agree that all negotiable items have been discussed during the negotiations leading to this Agreement, and that no additional negotiations on this

Agreement will be conducted on any item whether contained hereon or not, during the life of this Agreement.

X. SCHOOL YEAR.

Effective for the 2016-2017 work year and thereafter, the school year shall consist of one hundred eighty-five (185) days. There shall be at least one (1) in-service day immediately preceding the pupil term not inclusive of outside training. First year teachers will work an extra day beyond that required for experienced teachers. This day will be used for orientation of such new staff members.

XI. SCHOOL DAY.

The professional employee's minimum workday shall consist of seven (7) hours and thirty (30) minutes.

XII. PERSONNEL FILES.

The School District shall maintain one official personnel file for each employee, unless otherwise required by law, and upon request to the Superintendent, an employee shall have a right to review the contents of his/her own personnel file at a time convenient to the employee and the Superintendent; the review shall be made at the District office in the presence of the Superintendent or his/her designee; any letters of reference or any pre-employment references may be removed by the Superintendent or his/her designee in the presence of the teacher. Each employee may add to the file a written explanation of any item contained therein.

XIII. NOTICE OF VACANCY.

EMPLOYER shall give notice of a vacancy six (6) school or business days before the vacancy is filled, by means of a newsletter and/or by posting a notice on the bulletin board designated for this purpose in each school building. Vacancy means an open position of full time employment in any school in the EMPLOYER'S district caused by the resignation, retirement or death of a member of the BARGAINING UNIT, all extracurricular positions, and supervisors of summer programs; but nothing shall preclude EMPLOYER from filling the vacancy in an emergency situation during the notice period after consultation with the BARGAINING UNIT.

XIV. EARLY RETIREMENT INCENTIVE.

Professional employees retiring at the end of each school year will receive the following:

1. Teachers retiring from the Line Mountain School District with 25 years or more of experience will receive a lump sum payment of \$65.00/day

for each day of accumulated unused sick leave. [The provisions of Article VII (Unused Sick Leave) shall not apply to employees receiving this benefit].

All payments provided in this section will be through a non-elective employer contribution to the employee's 403(b) retirement plan. The employee will receive no cash option.

In order to be eligible for such retirement benefits, the employee must meet all of the following requirements:

1. Submit his or her written retirement notification to the Board by March 1st of the school year for which his/her retirement is to be effective. Retirement effective date will be determined under the guidelines of the Pennsylvania Public School Employees Retirement System and will be limited to the end of the school year only.
2. Such retirement shall not only be a retirement from the Line Mountain School System, but from teaching in the public schools in the Commonwealth of Pennsylvania.
3. An otherwise qualified professional employee for early retirement benefits hereunder shall be eligible to participate in the LINE MOUNTAIN SCHOOL DISTRICT Health Plan at their own expense until age sixty-five (65).

XV. HEAD TEACHER PAY.

Professional employees appointed by the administration of the LINE MOUNTAIN SCHOOL DISTRICT and approved by EMPLOYER as head teachers, shall be entitled to compensation in addition to their regular salary, in the amount of One Thousand (\$1,000.00) Dollars per school year. Head teachers shall be required to attend one meeting per year as requested by the Administration beyond those required by Article XVI of this Agreement without further compensation.

XVI. PLANNING TIME.

EMPLOYER, through its administration, shall provide an equivalent of not less than two hundred thirty (230) minutes of planning time per week for each full time professional employee, so long as the increased time beginning with the 2003-2004 school year does not impinge upon the District's managerial rights. The planning period is defined as follows:

"A planning period is that period of time during the work day when a member of the BARGAINING UNIT shall be released from instruction and/or student contact for the purposes of planning or preparing for instructional activities,

performing any duties relating to the educational process such as parent conferencing, supervisory conferencing, faculty planning, etc., or attending to any school related matters which fall within the employees area of responsibility."

XVII. COMPENSATION FOR WORK BEYOND THE WORK DAY AND SCHOOL YEAR.

EMPLOYER may request any member of the BARGAINING UNIT to work more than the minimum number of work days and/or hours provided in this Agreement. A member of the BARGAINING UNIT receiving such a request may grant or deny it at his or her sole discretion. Compensation shall be at the rate of twenty-five (\$25.00) dollars per hour.

No work beyond the school day for which compensation will be made shall be scheduled or worked without the prior approval of EMPLOYER'S Administration.

Work which the professional staff may be requested to perform under this provision without limiting the generality hereof, would include:

Detention supervision; homebound instruction; curriculum developmental; adult education.

Professional staff members may be required to participate in a maximum of three (3) evening meetings within the school year as defined herein as directed by EMPLOYER'S Administration, without additional compensation. Employees will be given not less than thirty (30) days notification of the dates for such meetings. Such meetings shall fall within the following categories:

- (a) orientation programs/open houses;
- (b) graduation/class night;
- (c) parent-teacher meetings and functions;
- (d) school board meetings for presentations only;
- (e) grade level meetings; and
- (f) curriculum writing meetings.

Members of the professional staff, with the permission of the building principal, may be excused from attending a meeting for personal reasons or illness. One-half (1/2) day of personal leave or sick leave shall, however, be subtracted for each such absence.

XVIII. EXTRACURRICULAR SALARY SCHEDULE.

1. Effective upon ratification, coaches shall no longer be covered by the collective bargaining agreement; however, the employer agrees to use the formula within the last year of the 2006-2012 collective bargaining agreement as the minimum for a

coach's salary. Advisors/coaches shall be grouped into the following categories and shall receive the following base salaries:

<u>Description</u>	<u>Base Salary</u>
Advisors	\$ 75.00
Middle School Coaches	\$ 200.00
Junior High School Coaches	\$ 355.00
Assistant High School Coaches	\$ 400.00
Athletic Director, Associate Athletic Directors, Head High School Coaches, Marching Band Director	\$ 550.00

2. Total compensation will consist of the established base salary together with remuneration for units as hereinafter allocated at the rate of ninety dollars (\$90.00) per unit.

3. The following criteria shall be used to determine units allocated to a particular position:

A. DURATION OF THE ACTIVITY

The duration of the activity is the number of hours an advisor or sponsor is in direct contact with the students on a regular basis beyond the regular school day. Assistance, will be given credit for the same hours as for head advisor. Where JV or assistant advisors are required to practice with the varsity or similar level in non-athletics, credit will be given for all hours.

- 1) Practices: hours spent with students on a regular basis beyond school day.
- 2) Contests/performances: the hours spent with students for contests and performances.

RATING SCALE

<u>Hours</u>	<u>Rating</u>
1-34	1
35-69	2
70-104	3
105-139	4
140-174	5
175-209	6
210-244	7
245-279	8

280-314	9
315-349	10
350-384	11
385-419	12
420-454	13
455-489	14
490+	15

B. STUDENT PARTICIPATION

- 1) Advisors have responsibilities in terms of student participants. Assistant advisors will be awarded ratings in terms of fifty (50%) per cent of student participation.
- 2) The number of students to be considered is the number of participants involved at the end of the season or at the end of year for activities conducted during the entire school year.

RATING SCALE

<u>Students</u>	<u>Rating</u>
1-9	1
10-19	2
20-29	3
30-39	4
40-49	5
50-59	6
60-69	7
70-79	8
80-89	9
90-100	10
101-109	11
110+	12

C. ASSISTANTS/DIVISIONS

Advisors have supervisory responsibilities. These are:

- 1) The number of paid assistants for which a head advisor is responsible. It is assumed that the head advisor has the responsibility for the total program within a school.
- 2) The number of divisions is the number of teams or levels of programs within a particular activity for which an advisor is responsible.
- 3) Assistant advisors will be credited for a rating of 1.

RATING SCALE

- 1 point for each paid assistant; or
- 1 point for a coordinated Middle School program; or
- 1 point for a coordinated Junior High School program.

D. YEARS OF EXPERIENCE

This criteria shall be defined as the total years experience in advising/coaching the specific activity in THE LINE MOUNTAIN SCHOOL DISTRICT, or in the event of new appointments at the discretion of the Board, total years experience in advising/coaching the specific activity.

RATING SCALE

- 1 point for each year of experience not to exceed a total of fifteen (15) years. Thereafter, one-third (1/3) point for each year beyond fifteen (15) years.

4. Unit values for criteria A, B and C shall be as set forth in APPENDIX "C" for each school year covered by this Agreement. The decision to fill any position on APPENDIX "C" shall rest solely with the EMPLOYER. The rating scale will be evaluated each year in June by representatives of the bargaining unit, the Athletic Director and the extra-curricular personnel and changes recommended to the Superintendent for approval by the Board.

XIX. PART-TIME PERSONNEL.

Regularly employed professional employees considered part-time shall be eligible for pro-rated benefits. Part-time employees shall be defined as those regularly employed professional employees who are employed to work less than the work year designated in Article X of the Collective Bargaining Agreement.

Part-time professional employees working the equivalent of at least a one-half (1/2) position shall be entitled to all the benefits full-time professional employees receive in accordance with the Collective Bargaining Agreement, with the exception that planning time, personal days and sick days shall be pro-rated in proportion to employment status.

Part-time professional employees will receive a full year of service toward tenure and permanent certification for each year of employment. In addition, part-time professional employees will receive credit towards seniority on a pro-rata basis for purposes of suspension or furlough as of their date of employment.

Part-time professional employees shall be included in the Pennsylvania School Employees Retirement System in accordance with regulations set forth by the Pennsylvania School Employees Retirement System.

Part-time professional employees shall be required to participate in the in-service days referred to in Article X. They shall receive as compensation the hourly rate for work beyond the school day as provided in Article XVI.

XX. INDUCTION PROGRAM.

The EMPLOYER shall maintain an induction program in accordance with regulations of the State Board of Education, which shall have as a minimum the following components:

- (1) professional employees shall be involved in the development of the induction program; and
- (2) the support teacher shall be paid the sum of Five Hundred (\$500.00) Dollars for such services for each new teacher assigned to such support teacher, with the pool of support teachers to be selected by the unanimous approval of the District Induction Program Committee, of which a designee of the LINE MOUNTAIN EDUCATION ASSOCIATION shall be a member.

XXI. SEVERABILITY PROVISION.

If any term, condition, clause or provision of this Agreement shall be deemed void or invalid in law or otherwise, then only that term, condition, clause or provision shall be stricken from this Agreement as is held to be void or invalid, and in all other respect this Agreement shall be valid and in full force and operation.

XXII. MONETARY BONUS

Each employee shall receive a monetary bonus in the amount of four thousand (\$4,000.00) dollars per year for those employees employed:

- 2012-2013 through 2015-2016: Sixteen Thousand Dollars (\$16,000)
- 2013-2014 through 2015-2016: Twelve Thousand Dollars (\$12,000)
- 2014-2015 through 2015-2016: Eight Thousand Dollars (\$8,000)
- 2015-2016: Four Thousand Dollars (\$4,000)

IN WITNESS WHEREOF, the parties hereto, this Agreement having been ratified by the BOARD OF DIRECTORS OF THE LINE MOUNTAIN SCHOOL DISTRICT and the membership of THE LINE MOUNTAIN EDUCATION ASSOCIATION, have caused this Agreement to be executed by their respective Presidents and attested to by their respective Secretaries on the day and year first above mentioned.

ATTEST: LINE MOUNTAIN SCHOOL DISTRICT

Secretary

BY: _____
President - Board of School Directors

ATTEST: LINE MOUNTAIN EDUCATION ASSOCIATION

Secretary

President

APPENDIX A

SALARY STEP PLACEMENT

2012-2013 through 2015- 2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021
					1
				1	2
			1	2	3
		1	2	3	4
	1	2	3	4	5
	2	3	4	5	6
	3	4	5	6	7
	4	5	6	7	8
	5	6	7	8	9
1	6	7	8	9	10
2	7	8	9	10	11
3	8	9	10	11	12
4	9	10	11	12	13
5	10	11	12	13	14
6	11	12	13	14	15
7	12	13	14	15	16
8	13	14	15	16	17
9	14	15	16	17	17
10	15	16	17	17	17
11	16	17	17	17	17
12	17	17	17	17	17
13	17	17	17	17	17
14	17	17	17	17	17
15	17	17	17	17	17
16	17	17	17	17	17
17	17	17	17	17	17

All employees shall move one step at the beginning of the 2016-2017 work year - except those employees who are at Step 17. Additionally, employees shall be eligible to move one step for each year served by the employee for the years 2012-2013, 2013-2014, 2014-2015, and 2015-2016.

2011-2012
BASE YEAR SALARY SCHEDULE

<u>STEP</u>	<u>BA</u>	<u>MA</u>	<u>MA15</u>	<u>MA30</u>	<u>MA45</u>
1	\$32,838	\$34,042	\$34,982	\$35,923	\$36,863
2	\$34,426	\$35,630	\$36,570	\$37,511	\$38,451
3	\$36,014	\$37,218	\$38,158	\$39,099	\$40,039
4	\$37,602	\$38,806	\$39,746	\$40,687	\$41,627
5	\$39,190	\$40,394	\$41,334	\$42,275	\$43,215
6	\$40,778	\$41,982	\$42,922	\$43,863	\$44,803
7	\$42,485	\$43,689	\$44,629	\$45,570	\$46,510
8	\$44,192	\$45,396	\$46,336	\$47,276	\$48,217
9	\$45,899	\$47,102	\$48,043	\$48,983	\$49,924
10	\$47,605	\$48,809	\$49,750	\$50,690	\$51,631
11	\$49,312	\$50,516	\$51,456	\$52,397	\$53,337
12	\$51,019	\$52,223	\$53,163	\$54,104	\$55,044
13	\$52,726	\$53,930	\$54,870	\$55,810	\$56,751
14	\$54,433	\$55,636	\$56,577	\$57,517	\$58,458
15	\$56,139	\$57,343	\$58,284	\$59,224	\$60,164
16	\$57,846	\$59,050	\$59,990	\$60,931	\$61,871
17	\$59,557	\$60,761	\$61,701	\$62,642	\$63,582

2012-2013
SALARY SCHEDULE

<u>STEP</u>	<u>BA</u>	<u>MA</u>	<u>MA15</u>	<u>MA30</u>	<u>MA45</u>
1	\$32,838	\$34,042	\$34,982	\$35,923	\$36,863
2	\$34,426	\$35,630	\$36,570	\$37,511	\$38,451
3	\$36,014	\$37,218	\$38,158	\$39,099	\$40,039
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9	\$45,899	\$47,102	\$48,043	\$48,983	\$49,924
10	\$47,605	\$48,809	\$49,750	\$50,690	\$51,631
11	\$49,312	\$50,516	\$51,456	\$52,397	\$53,337
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15	\$56,139	\$57,343	\$58,284	\$59,224	\$60,164
16	\$57,846	\$59,050	\$59,990	\$60,931	\$61,871
17	\$59,557	\$60,761	\$61,701	\$62,642	\$63,582

2013-2014
SALARY SCHEDULE

<u>STEP</u>	<u>BA</u>	<u>MA</u>	<u>MA15</u>	<u>MA30</u>	<u>MA45</u>
1	\$32,838	\$34,042	\$34,982	\$35,923	\$36,863
2	\$34,426	\$35,630	\$36,570	\$37,511	\$38,451
3	\$36,014	\$37,218	\$38,158	\$39,099	\$40,039
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14	\$54,433	\$55,636	\$56,577	\$57,517	\$58,458
15	\$56,139	\$57,343	\$58,284	\$59,224	\$60,164
16	\$57,846	\$59,050	\$59,990	\$60,931	\$61,871
17	\$59,557	\$60,761	\$61,701	\$62,642	\$63,582

2014-2015
SALARY SCHEDULE

<u>STEP</u>	<u>BA</u>	<u>MA</u>	<u>MA15</u>	<u>MA30</u>	<u>MA45</u>
1	\$32,838	\$34,042	\$34,982	\$35,923	\$36,863
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14	\$54,433	\$55,636	\$56,577	\$57,517	\$58,458
15	\$56,139	\$57,343	\$58,284	\$59,224	\$60,164
16	\$57,846	\$59,050	\$59,990	\$60,931	\$61,871
17	\$59,557	\$60,761	\$61,701	\$62,642	\$63,582

2015-2016
SALARY SCHEDULE

<u>STEP</u>	<u>BA</u>	<u>MA</u>	<u>MA15</u>	<u>MA30</u>	<u>MA45</u>
1	\$32,838	\$34,042	\$34,982	\$35,923	\$36,863
2	\$34,426	\$35,630	\$36,570	\$37,511	\$38,451
3	\$36,014	\$37,218	\$38,158	\$39,099	\$40,039
4	\$37,602	\$38,806	\$39,746	\$40,687	\$41,627
5	\$39,190	\$40,394	\$41,334	\$42,275	\$43,215
6	\$40,778	\$41,982	\$42,922	\$43,863	\$44,803
7	\$42,485	\$43,689	\$44,629	\$45,570	\$46,510
8	\$44,192	\$45,396	\$46,336	\$47,276	\$48,217
9	\$45,899	\$47,102	\$48,043	\$48,983	\$49,924
10	\$47,605	\$48,809	\$49,750	\$50,690	\$51,631
11	\$49,312	\$50,516	\$51,456	\$52,397	\$53,337
12	\$51,019	\$52,223	\$53,163	\$54,104	\$55,044
13	\$52,726	\$53,930	\$54,870	\$55,810	\$56,751
14	\$54,433	\$55,636	\$56,577	\$57,517	\$58,458
15	\$56,139	\$57,343	\$58,284	\$59,224	\$60,164
16	\$57,846	\$59,050	\$59,990	\$60,931	\$61,871
17	\$59,557	\$60,761	\$61,701	\$62,642	\$63,582

LINE MOUNTAIN EDUCATION ASSOCIATION							
2016-2017							
SALARY SCHEDULE							
To Top	STEP	BA	MA	MA15	MA30	MA45	DOC
16	1	33338	34542	35482	36423	37363	38363
15	2	34926	36130	37070	38011	38951	39951
14	3	36514	37718	38658	39599	40539	41539
13	4	38102	39306	40246	41187	42127	43127
12	5	39690	40894	41834	42775	43715	44715
11	6	41278	42482	43422	44363	45303	46303
10	7	42985	44189	45129	46070	47010	48010
9	8	44692	45896	46836	47776	48717	49717
8	9	46399	47602	48543	49483	50424	51424
7	10	48105	49309	50250	51190	52131	53131
6	11	49812	51016	51956	52897	53837	54837
5	12	51519	52723	53663	54604	55544	56544
4	13	53226	54430	55370	56310	57251	58251
3	14	54933	56136	57077	58017	58958	59958
2	15	56639	57843	58784	59724	60664	61664
1	16	58346	59550	60490	61431	62371	63371
Top	17	60057	61261	62201	63142	64082	65082

LINE MOUNTAIN EDUCATION ASSOCIATION

2017-2018

SALARY SCHEDULE

To Top	STEP	BA	MA	MA15	MA30	MA45	DOC
16	1	33838	35042	35982	36923	37863	38863
15	2	35426	36630	37570	38511	39451	40451
14	3	37014	38218	39158	40099	41039	42039
13	4	38602	39806	40746	41687	42627	43627
12	5	40190	41394	42334	43275	44215	45215
11	6	41778	42982	43922	44863	45803	46803
10	7	43485	44689	45629	46570	47510	48510
9	8	45192	46396	47336	48276	49217	50217
8	9	46899	48102	49043	49983	50924	51924
7	10	48605	49809	50750	51690	52631	53631
6	11	50312	51516	52456	53397	54337	55337
5	12	52019	53223	54163	55104	56044	57044
4	13	53726	54930	55870	56810	57751	58751
3	14	55433	56636	57577	58517	59458	60458
2	15	57139	58343	59284	60224	61164	62164
1	16	58846	60050	60990	61931	62871	63871
Top	17	60557	61761	62701	63642	64582	65582

LINE MOUNTAIN EDUCATION ASSOCIATION

2018-2019

SALARY SCHEDULE

To Top	STEP	BA	MA	MA15	MA30	MA45	DOC
16	1	34338	35542	36482	37423	38363	39363
15	2	35926	37130	38070	39011	39951	40951
14	3	37514	38718	39658	40599	41539	42539
13	4	39102	40306	41246	42187	43127	44127
12	5	40690	41894	42834	43775	44715	45715
11	6	42278	43482	44422	45363	46303	47303
10	7	43985	45189	46129	47070	48010	49010
9	8	45692	46896	47836	48776	49717	50717
8	9	47399	48602	49543	50483	51424	52424
7	10	49105	50309	51250	52190	53131	54131
6	11	50812	52016	52956	53897	54837	55837
5	12	52519	53723	54663	55604	56544	57544
4	13	54226	55430	56370	57310	58251	59251
3	14	55933	57136	58077	59017	59958	60958
2	15	57639	58843	59784	60724	61664	62664
1	16	59346	60550	61490	62431	63371	64371
Top	17	61057	62261	63201	64142	65082	66082

LINE MOUNTAIN EDUCATION ASSOCIATION							
2019-2020							
SALARY SCHEDULE							
To Top	STEP	BA	MA	MA15	MA30	MA45	DOC
16	1	34838	36042	36982	37923	38863	39863
15	2	36426	37630	38570	39511	40451	41451
14	3	38014	39218	40158	41099	42039	43039
13	4	39602	40806	41746	42687	43627	44627
12	5	41190	42394	43334	44275	45215	46215
11	6	42778	43982	44922	45863	46803	47803
10	7	44485	45689	46629	47570	48510	49510
9	8	46192	47396	48336	49276	50217	51217
8	9	47899	49102	50043	50983	51924	52924
7	10	49605	50809	51750	52690	53631	54631
6	11	51312	52516	53456	54397	55337	56337
5	12	53019	54223	55163	56104	57044	58044
4	13	54726	55930	56870	57810	58751	59751
3	14	56433	57636	58577	59517	60458	61458
2	15	58139	59343	60284	61224	62164	63164
1	16	59846	61050	61990	62931	63871	64871
Top	17	61557	62761	63701	64642	65582	66582

LINE MOUNTAIN EDUCATION ASSOCIATION							
2020-2021							
SALARY SCHEDULE							
To Top	STEP	BA	MA	MA15	MA30	MA45	DOC
16	1	35338	36542	37482	38423	39363	40363
15	2	36926	38130	39070	40011	40951	41951
14	3	38514	39718	40658	41599	42539	43539
13	4	40102	41306	42246	43187	44127	45127
12	5	41690	42894	43834	44775	45715	46715
11	6	43278	44482	45422	46363	47303	48303
10	7	44985	46189	47129	48070	49010	50010
9	8	46692	47896	48836	49776	50717	51717
8	9	48399	49602	50543	51483	52424	53424
7	10	50105	51309	52250	53190	54131	55131
6	11	51812	53016	53956	54897	55837	56837
5	12	53519	54723	55663	56604	57544	58544
4	13	55226	56430	57370	58310	59251	60251
3	14	56933	58136	59077	60017	60958	61958
2	15	58639	59843	60784	61724	62664	63664
1	16	60346	61550	62490	63431	64371	65371
Top	17	62057	63261	64201	65142	66082	67082

APPENDIX B

FRINGE BENEFITS

The following fringe benefits shall be extended to professional employees of THE LINE MOUNTAIN SCHOOL DISTRICT during the term of this Agreement.

I. CREDIT REIMBURSEMENT.

1. Effective July 1, 2016, those Professional Employees taking courses for permanent certification, in an approved Master's Degree program, or an approved Doctoral Degree program, the Employer shall reimburse six (6) credits per year at the Pennsylvania State System of Higher Education tuition rate or the equivalent amount of reimbursement when calculating the rate. For those Professional Employees not taking courses to achieve permanent certification, a Master's Degree or a Doctoral Degree, the Employer shall reimburse employees to a maximum of six (6) credits per year at the PASSHE tuition rate or the equivalent amount of reimbursement when calculating the rate. However, those Professional Employees must take courses found within a Master's Degree program or Doctoral Degree program for the university in which they are obtaining credits. Effective July 1, 2016, a Doctorate Degree column shall be added to the salary schedule. Each step of the column shall be \$1,000 higher than the corresponding step on the Masters+45 column.
2. Professional Employees wishing to obtain credits outside of the Master's Degree or Doctoral Degree programs shall submit the request to the Superintendent, along with rationale for taking the credits, for approval by the Superintendent. The Superintendent shall approve all credits on a case-by-case basis; however, the Superintendent shall not deny reimbursement for arbitrary capricious reasons. When requested by the Association President, the Superintendent will provide a current, updated list of all professional employees approved/denied credit reimbursement for the school year. These credits shall be eligible for movement on the salary schedule beginning at the start of the next school year. Movement on the salary schedule shall be applied retroactive should receipt of supporting documentation be delayed by the university or college.
3. All courses must be taken in an accredited or District approved educational institution and must be related to the Professional Employee's professional growth within the District. Prior approval must be obtained in writing from the Superintendent for all reimbursable courses. Reimbursement shall be made only upon successful completion of a course. In the event of a Professional Employee who receives such reimbursement, leaves the services of the

District within one (1) year of the completion of the credits, the Professional Employee shall reimburse the District for the same.

4. Professional Employees shall be limited to six (6) online credits per year, unless the Professional Employee is enrolled in an approved Master's Degree or Doctoral Degree program which requires more online courses.
5. At the Professional Employee's request, the District will pre-pay tuition upon enrollment for credits, provided the Professional Employee has received the necessary pre-approval and submits a completed enrollment form which can be sent with the payment to the college or university. Professional Employees who fail to submit verification of grade(s) within forty-five (45) days of completion of the course or who fail to satisfactorily complete the course, shall reimburse the District through deductions from their paycheck. Pre-payment of college/in-service credits shall be made at the rate of the full tuition charge for credits, unless otherwise reimbursed.
6. The Superintendent has the right to approve a request for reimbursement of more than six (6) credits if in his/her determination the credits shall be a benefit to the educational needs of the District.

II. MEDICAL INSURANCE

The EMPLOYER shall provide medical insurance coverage for professional employees in accordance with the contract existing between the LINE MOUNTAIN SCHOOL DISTRICT and Capital Blue Cross or its equivalent. The insurance program shall be based on the principle of coordination of benefits. However, should the selected carrier fail to offer the specified group hospital and medical plan, the District would obtain comparable coverage from another insurance carrier. It is agreed and understood that the Board will not in any way be responsible for changes made unilaterally by the carrier(s) to the benefits provided by these plans.

There will be an annual option on January 1 of each year during which a member may change health plans. This annual option is known as the open enrollment period. The District will notify all employees of this option by November 1 of each year. Employees will notify the Business Administrator by December 1 of their intention to change plans effective January 1 of the next year.

The District will notify all employees of impending changes that will be imposed by insurance carriers prior to the open enrollment period.

The insurance coverage shall terminate at the end of the policy month in which the employee's active employment with the employer ends, except this insurance

coverage shall terminate on August 31 for employees whose active employment terminates following service of a full school term.

The hospitalization and medical service plan is a contract between the EMPLOYER and the insurance carrier. No dispute over a claim for any benefits extended by the hospitalization and medical service plan shall be subject to the grievance procedure established in this collective bargaining agreement.

It is agreed and understood that the EMPLOYER does not accept, nor is the EMPLOYER to be charged with hereby, any responsibility in any manner connected with the determination of liability to any employee claiming under any of the benefits extended by the LINE MOUNTAIN SCHOOL DISTRICT Health Plan. It is agreed that the Employer's liability shall be limited to the payment of premiums.

The LINE MOUNTAIN SCHOOL DISTRICT Health Plan will be modified to include the following provisions:

- A. A Capital Blue Cross Preferred Provider Organization plan (PPO) will be offered as an alternative to the Qualified High Deductible Health Care Plan as of January 1, 2017. This plan will incorporate 100%/80% coverage, a \$20 co pay, a \$50 emergency room co pay, a \$100/\$200 in-network deductible, and an unlimited lifetime maximum benefit. Effective January 1, 2017, the PPO Plan shall be modified to reflect a \$500/\$1,000 in-network deductible (See Appendix E).
- B. Prescription drug coverage will be covered with either a co-payment or coinsurance when purchased through a network pharmacy and/or home delivery mail system.
- C. Effective January 1, 2017, the employer shall make available to employees the Capital Blue Cross Qualified High Deductible Health Care Plan as an alternative to the PPO Plan. The deductible shall be One Thousand Seven Hundred Fifty (\$1,750) for single and Three Thousand Five Hundred (\$3,500) for two-party or more, and an unlimited lifetime maximum benefit (See Appendix F). The employer agrees to deposit into each employee's Health Savings Account (HSA) by January 1 an annual amount of one thousand (\$1,000) for single and two thousand (\$2,000) for two-party or more. Moreover, the employer agrees to deposit into each employee's HSA an annual amount of five hundred dollars (\$500) for single and one thousand dollars (\$1,000) for two-party or more if the employee (and spouse) agree(s) to participate in the Wellness Program (annual physical and questionnaire). Employees will be required to complete the Wellness Program prior to December 1.

- D. The managed vision care program will be Capital Blue.
- E. The Delta Dental plan will include Major Services at 50% (\$500 maximum).
- F. During the term of this Agreement but ending December 31, 2016, members of the bargaining unit who are considered to be the insured on the Health Plan shall pay monthly premium contributions as follows:
 - 1. Those with Individual Coverage: \$40.00 per month
 - 2. Those with Parent and Child Coverage: \$80.00 per month
 - 3. Those with Parent and Children Coverage: \$85.00 per month
 - 4. Those with Two Person Coverage: \$85.00 per month
 - 5. Those with Family Coverage: \$90.00 per month

Effective January 1, 2017 the employee premium share for the PPO shall be twelve (12) percent of the premium. Should the employee participate in the Wellness Program by December 1 (annual physical and questionnaire) the employee premium share shall be eight (8) percent of the premium. Employees who select the QHDHP shall not be subject to an employee premium share until January 1, 2021 at which time the employee premium share for the QHDHP Plan will be four (4) percent of the premium.

- G. An IRC Section 125 plan that allows employees a pre-tax deduction of their premium contributions and which also includes a Flexible Spending Plan which provides reimbursement for medical expenses and dependent care expenses will be implemented. A modified Section 125 Flexible Spending Account will be offered to those employees who select the QHDHP in accordance with statute.
- H. Full-time professional employees who waive coverage in the LINE MOUNTAIN SCHOOL DISTRICT Health Plan for an entire fiscal year (July 1 – June 30) can participate in a Cash Exchange Program. The participant will be compensated \$2,500 each year with one payment to be made in the July following the year waived. The District shall establish this provision in a manner consistent with and to meet all requirements of a Section 125 plan.

III. INTERDISTRICT VISITATION PRIVILEGES.

Professional employees of THE LINE MOUNTAIN SCHOOL DISTRICT shall have the opportunity to exercise interdistrict visitation privileges with other schools without loss of pay. No travel expenses will be paid by the EMPLOYER, however, and no more than ten (10%) percent of the total BARGAINING UNIT shall be allowed to exercise this privilege during any school term covered by this Agreement. This privilege shall be subject to prior administrative approval and employees will be required to share their learning experience with other members of the staff on a form and/or other suitable means as required and approved by the administration. The ten (10%) percent limitation shall be filled on a first-come-first-served basis.

IV. UNRESTRICTED PERSONAL LEAVE DAYS.

Professional employees of THE LINE MOUNTAIN SCHOOL DISTRICT shall be allowed three (3) unrestricted personal leave days during the school terms covered by this Agreement. These personal leave days shall be cumulative to a maximum of seven (7) days with credit only for personal leave days accruing since July 1, 1980. Other members of the faculty shall not be required to cover the professional responsibilities of those professional employees utilizing personal leave days except that faculty members may be assigned to cover the professional responsibilities of professional employees who utilize personal leave in unanticipated emergency situations or when a scheduled substitute becomes unavailable on short notice. Applications for personal leave during the school terms covered by this Agreement will be provided on the basis of:

- A. Building seniority.
- B. Administrative approval.
- C. No more than ten (10%) percent of the faculty at each building will be approved for personal leave on any given day. The ten (10%) percent figure may be exceeded at the discretion of the Principal, if any of the applicants do not require a substitute teacher.
- D. Applications should be submitted to the Principal two (2) weeks in advance of a planned personal leave. Emergency requests for a personal leave should be arranged with the Principal.

V. MILEAGE REIMBURSEMENT.

Professional employees shall be reimbursed for authorized vehicular mileage incurred on behalf of THE LINE MOUNTAIN SCHOOL DISTRICT at the prevailing Internal Revenue Service rate per mile. Proof thereof shall be in form satisfactory to the Business Administrator of THE LINE MOUNTAIN SCHOOL DISTRICT.

VI. CHOICE OF METHOD OF SALARY PAYMENT.

Professional employees shall have the option of receiving payment of their agreed salaries in twenty-six (26) equal installments over a twelve (12) month period, or in twenty (20) one-twenty-sixth (1/26) equal installments during the one hundred eighty-three (183) day school year, with the balance payable in one (1) lump sum after the end of the one hundred eighty-three (183) day school year.

In the event twenty-seven (27) pay periods occur in the twelve (12) month period, installments can at the election of an employee be made in twenty-seven (27) equal installments in lieu of twenty-six (26).

VII. OFFICE MACHINES AND MEETING ROOMS.

BARGAINING AGENT shall be afforded the use of EMPLOYER office machines and meeting rooms, provided that:

- A. No secretarial staff of the SCHOOL DISTRICT be utilized.
- B. Work is not accomplished on school time.
- C. Cost of materials is borne by BARGAINING AGENT.
- D. Request for rooms must be approved by Principal and Superintendent at least one (1) day in advance of meeting.

VIII. CONFERENCE EXPENSES.

EMPLOYER shall reimburse professional employees for documented overnight conference expenses plus mileage and conference fees. This provision shall pertain only to Board approved conferences. The Board may also approve attendance by professional employees at other conferences at no additional cost to the District other than to provide substitutes, with professional employees to pay their own expenses. Full reimbursement for overnight and conference expenses will apply only to those bargaining unit members who chaperone students.

IX. GROUP TERM LIFE INSURANCE.

EMPLOYER shall provide term life insurance in the amount of Fifty Thousand (\$50,000.00) Dollars to all professional employees. The parties further agree that they shall investigate whether or not employees can be given the option to purchase additional coverage at their own expense through payroll deductions.

X. DUES DEDUCTION.

EMPLOYER shall deduct Professional Education Association dues from each professional employee who is a member of the BARGAINING UNIT.

XI. MATERNITY LEAVE BENEFIT.

EMPLOYER shall provide health benefits as contained in this contract, or the equivalent, to professional employees during maternity leave, up to and including one (1) month after delivery.

Maternity leave shall be granted in compliance with the Public School Code and the Laws of the Commonwealth of Pennsylvania pertaining to professional employees. The District agrees to abide by the Family Medical Leave Act as amended.

XII. FAIR SHARE FEE.

Non-members will be required to pay a Fair Share Fee as provided in Act 64 of 1988. The Employer and the Bargaining Agent agree to comply with all provisions of said Act. The Bargaining Agent will provide all non-members with the opportunity to join the Association.

XIII. ACCUMULATED SICK LEAVE/INJURY OR ILLNESS OF A MEMBER OF EMPLOYEE'S IMMEDIATE FAMILY

Professional employees of THE LINE MOUNTAIN SCHOOL DISTRICT shall be allowed to utilize a maximum of three (3) accumulated sick leave days per year for injury or illness of a member of their immediate family. This shall not represent an addition to sick leaves but rather granting the ability to use said sick leave days for this purpose.

XIV. CRITICISM OF TEACHER

Any criticism by a supervisor, administrator, or board member of a teacher and/or their instructional methodology shall not be made in the presence of students, parents, or other public gatherings.

XV. BEREAVEMENT LEAVE

Whenever a professional or temporary professional employee shall be absent from duty because of a death in the immediate family of said employee, there shall be no deductions in salary of said employee for an absence not in excess of five (5) school days. The Board of School Directors may extend the period of absence with pay in its discretion as the case may warrant. Members of the immediate family shall be defined as father, mother, brother, sister, son, daughter, grandchild, husband, wife, parent-in-law, or near relative who resides in the same household, or any person with whom the employee has made his or her home.

Whenever a professional or temporary professional employee is absent because of the death of a near relative, there shall be no deduction in the salary of said employee for absence on the day of the funeral. The Board of School Directors may extend the period

of absence with pay in its discretion as the case may warrant. A near relative shall be defined as first cousin, grandfather, grandmother, grandchild, aunt, uncle, niece, nephew, son-in-law, daughter-in-law, brother-in-law, or sister-in-law.

APPENDIX C
EXTRA-CURRICULAR SALARY UNITS

<u>ADVISOR / COACH</u>	<u>A. DURATION OF ACTIVITY</u>	<u>B. STUDENT PARTICIPATION</u>	<u>C. ASSISTANTS / DIVISIONS</u>
Drama	4	3	1
Future Business Leaders of America	9	10	1
Future Farmers of America	1	3	1
Future Homemakers of America	1	2	1
Musical – Director	4	6	5
Musical – Choreographer	4	3	1
Musical – Business Manager	4	3	1
Musical – Accompanist	2	3	1
Musical – Stage Director	2	3	1
Vocal/Instrument Director	8	5	2
Band/Drill Assistant Instructor	10	9	2
Band Majorette Instructor	3	5	1
Cheerleader – Head & Football	8	3	3
Cheerleader – Boys Basketball Assistant	5	2	1
Cheerleader – Wrestling Assistant	5	2	1
Forensics – Head	4	4	3
Forensics – Assistant	4	2	1
Odyssey of the Mind	3	4	1

APPENDIX C
EXTRA-CURRICULAR SALARY UNITS
(CONTINUED)

<u>ADVISOR / COACH</u>	A. <u>DURATION OF ACTIVITY</u>	B. <u>STUDENT PARTICIPATION</u>	C. <u>ASSISTANTS / DIVISIONS</u>
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If a team is successful in qualifying for post season PIAA tournament play, the advisor will be paid the hourly rate found in Article XVI for the actual hours of the competition/event and travel to and from the event only.

APPENDIX D

GRIEVANCE FORM

**LINE MOUNTAIN SCHOOL DISTRICT
LINE MOUNTAIN EDUCATION ASSOCIATION**

Grievance No. _____

STEP 1

To: _____
(Building Principal)

Name(s) of Grievant(s): _____

Provision(s) of Contract/Violated (or Applicable):

Nature of Grievance: _____

Relief Sought: _____

Date of Occurrence: _____ Date of Filing: _____

Signature(s) of Grievant(s): _____

STEP 1 -RESPONSE (Building Principal)

Building Principal's signature: _____ Date: _____

RESPONSE ACCEPTABLE Date: _____
Signature(s) of Grievant(s): _____

PROCEED TO STEP 2 (Superintendent) Date: _____
Signature(s) of Grievant(s): _____

STEP 2 - RESPONSE(Superintendent)

Superintendent's signature: _____ Date: _____

RESPONSE ACCEPTABLE Date: _____
Signature(s) of Grievant(s): _____

PROCEED TO STEP 3(Board of School Directors) Date: _____
Signature(s) of Grievant(s): _____

STEP 3 - RESPONSE(Board of Education)

Board President's signature: _____ Date: _____

RESPONSE ACCEPTABLE Date: _____
Signature(s) of Grievant(s): _____

PROCEED TO STEP 4

Date: _____

Signature(s) of Grievant(s): _____

STEP 4 - NOTICE OF REQUEST FOR BINDING ARBITRATION

Date: _____

Signature(s) of Grievant(s): _____

APPENDIX F



www.capbluecross.com

Benefit Highlights
PPO HSA 1750 Plan
Line Mountain School District

THIS IS NOT A CONTRACT. This information highlights some of the benefits available through this program and is NOT intended to be a complete list or description of available services. Benefits are subject to the exclusions and limitations contained in your Certificate of Coverage (COC). Refer to your COC for benefit details.

SUMMARY OF COST-SHARING		Amounts Members Are Responsible For:	
		Participating Providers	Non-Participating Providers
Deductible (per benefit period) <i>Dependents who do not have their own COC will be covered under the member's COC. Dependents & non-dependents who do not have their own COC will be covered under the member's COC.</i>		\$1,750 single coverage \$5,500 family coverage	
Co-payments			
• Office Visits (performed by a Family Practitioner, General Practitioner, Internist, Pediatrician, Preventive Medicine specialist, or participating Acute Care)		Covered in full after deductible	20% coinsurance
• Specialist Office Visit		Covered in full after deductible	30% coinsurance
• Emergency Room		Covered in full after deductible	
• Urgent Care		Covered in full after deductible	20% coinsurance
• Inpatient (Per Admission)		Not Applicable	20% coinsurance
• Outpatient Surgery (per visit)		Not Applicable	20% coinsurance
• Outpatient Surgery (per day)		Not Applicable	20% coinsurance
Coinsurance		Not Applicable	20% coinsurance
Coinsurance Out-of-Pocket Maximum (includes coinsurance amounts when this amount is satisfied, no further coinsurance is applied).		\$1,600 per member \$5,000 per family	\$1,600 single coverage \$5,000 family coverage
Out-of-Pocket Maximum <i>Includes deductible, coinsurance and copayments for medical & prescription drug benefits.</i>		\$1,400 single coverage \$42,000 family coverage	None
SUMMARY OF BENEFITS		Amounts Members Are Responsible For:	
		Participating Providers	Non-Participating Providers
PREVENTIVE CARE: <small>Adjusted for age, sex, and risk factors. Power and Health Guidelines and 95 daily minutes.</small>			
Preventive Care Services			
• Pediatric Preventive Care		Covered in full, waive deductible	20% coinsurance after deductible
• Adult Preventive Care		Covered in full, waive deductible	20% coinsurance after deductible
Immunizations		Covered in full, waive deductible	20% coinsurance, waive deductible
Mammograms			
• Screening Mammogram		Covered in full, waive deductible	20% coinsurance after deductible
• Diagnostic Mammogram		Covered in full, waive deductible	20% coinsurance after deductible
Gynecological Services			
• Screening Gynecological Exam & Pap Smear		Covered in full, waive deductible	20% coinsurance, waive deductible
LIMITS LISTED BELOW APPLY ONLY AFTER BENEFIT PERIOD DEDUCTIBLE IS MET			
Acute Care Hospital Room & Board		Covered in full after deductible	20% coinsurance after deductible
Acute Inpatient Rehabilitation		90 days/benefit period	20% coinsurance after deductible
Skilled Nursing Facility		100 days/benefit period	20% coinsurance after deductible
Surgery			
• Surgical Procedure & Anesthesia		Covered in full after deductible	20% coinsurance after deductible
Maternity Services and Newborn Care		Covered in full after deductible	20% coinsurance after deductible
Diagnostic Services			
• Radiology		Covered in full after deductible	20% coinsurance after deductible
• Laboratory		Covered in full after deductible	20% coinsurance after deductible
• Medical Tests		Covered in full after deductible	20% coinsurance after deductible
Outpatient Surgery		Covered in full after deductible	20% coinsurance after deductible
Outpatient Therapy Services			
• Physical Medicine		20 visits/benefit period	20% coinsurance after deductible
• Occupational Therapy		20 visits/benefit period	20% coinsurance after deductible
• Speech Therapy		20 visits/benefit period	20% coinsurance after deductible
• Respiratory Therapy		Unlimited	20% coinsurance after deductible
• Music/Art Therapy		20 visits/benefit period	20% coinsurance after deductible
Emergency Services			Covered in full after deductible
Mental Health Care Services			
• Inpatient Services		Covered in full after deductible	20% coinsurance after deductible
• Outpatient Services		Covered in full after deductible	20% coinsurance after deductible
Substance Abuse Services			
• Rehabilitator – Inpatient		Covered in full after deductible	20% coinsurance after deductible
• Rehabilitator – Outpatient		Covered in full after deductible	20% coinsurance after deductible
Home Health Care Services		90 visits/benefit period	20% coinsurance after deductible
Durable Medical Equipment (DME)		Covered in full after deductible	20% coinsurance after deductible
Prosthetic Appliances		Covered in full after deductible	20% coinsurance after deductible
Orthotic Devices		Covered in full after deductible	20% coinsurance after deductible

Benefits are underwritten by Capital Advantage Assurance Company, a subsidiary of Capital BlueCross. Independent licensee of the BlueCross BlueShield Association. Communications issued by Capital BlueCross in its capacity as administrator of programs and policies relating to all companies.

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HIGHLIGHTS	Amounts Members Are Responsible For:		
	Retail Pharmacy (up to a 31-day supply)	Mail Service Pharmacy (up to a 90-day supply)	Specialty Pharmacy (up to a 36-day supply)
DEDUCTIBLE (includes medical and prescription drug benefits)			
PRESCRIPTION DRUG TIER	BENEFIT		
Generic-Preferred Prescription Drugs	\$8 copayment	\$5 copayment	\$8 copayment
Generic-Non-Preferred Prescription Drugs	\$8 copayment	\$9 copayment	\$8 copayment
Brand-Preferred Prescription Drugs	\$26 copayment	\$16 copayment	\$26 copayment
Brand-Non-Preferred Prescription Drugs	\$50 copayment	\$15 copayment	\$50 copayment
Network	CVS (in-network), National Pharmacy Network (includes Retail 50)		
PRESCRIPTION DRUG TIER (Over-the-counter)	BENEFIT		
Generic Prescription Drugs	\$1 copayment	\$1 copayment	Not covered
Brand-Preferred Prescription Drugs*	\$3 copayment	\$3 copayment	Not covered
Brand-Non-Preferred Prescription Drugs	\$35 copayment	\$15 copayment	Not covered
FORMULARY SYSTEM	Open		
DRUG SUBSTITUTION PROGRAM	BENEFIT		
Generic Substitution Program	Restrictive Generic Substitution – In addition to the coinsurance/copayment, the member pays the difference between the brand drug and generic drug price (even if there is a generic drug alternative) unless the prescribing physician requests that the brand drug be dispensed.		
Specialty Pharmacy	For most specialty medications, coverage is available only when dispensed by a Capital BlueCross Preferred Specialty Network. For a list of Preferred Specialty Networks, please refer to the Specialty Pharmacy Information located in The Guide to Rx Benefits at www.capblu.com .		
Quantity Limit (per prescription, day supply or copayment)	Applicable to selected drugs. Refer to the Capital BlueCross formulary or go to www.capblu.com .		
Prior Authorization and Enhanced Price Authorization	Applicable to selected drugs. Refer to the Capital BlueCross formulary or go to www.capblu.com .		

Important: Some drugs, as well as certain other medications and equipment may require Prior Authorization.

Deductibles, coinsurance and copayments under this program are assessed from any deductibles, coinsurance and copayments remaining under any other health insurance coverage you may have.

*When feasible include generic/over-the-counter if there is no generic equivalent.

Participating providers and pharmacies agree to accept our allowance or payment in full. If you visit a non-participating provider or pharmacy, you are responsible for paying the deductible, coinsurance and the difference between the non-participating provider's or non-participating pharmacy's charges and the allowable amount. Non-participating providers may bill the member. Some non-participating facility providers are not covered. Deductibles, any difference paid between brand drug and generic drug prices, and any co-insurance paid to non-participating pharmacies are not payable for copayments. Maximum coinsurance amounts may be associated with or subject to a provider's policy. Members should consult with the provider or the pharmacist to determine who is responsible for any applicable charges. An additional out-of-pocket amount may apply to the facility fee.

On behalf of Capital BlueCross, CVS Caremark™ assists in the administration of our prescription drug program. CVS Caremark is an independent pharmacy benefit manager.

For more information or to locate a participating provider, visit www.capblu.com.
 All Blue Spectrum IT services are covered as provided by www.capblu.com for group plan #51.

LETTER OF UNDERSTANDING

LABOR RELATIONS MEETING

The LINE MOUNTAIN SCHOOL DISTRICT Board of School Directors and the Line Mountain Education Association agree that there will be a labor relations meeting on a quarterly basis per school year between the Superintendent of Schools and a Line Mountain Education Association (LMEA) team. The LMEA team will consist of at least three (3) officers and is open to up to three (3) additional LMEA members. The three (3) additional LMEA members may be rotated at the discretion of the LMEA. The Superintendent reserves the right to have other district personnel present at such meetings. The meetings will be held on mutually established dates and times.

LINE MOUNTAIN EDUCATION
ASSOCIATION

LINE MOUNTAIN BOARD OF
SCHOOL DIRECTORS

President

President

Date: _____

Secretary