BRENTWOOD BOROUGH SCHOOL DISTRICT

AND

BRENTWOOD EDUCATION ASSOCIATION

COLLECTIVE BARGAINING AGREEMENT

2010 – 2011

2011 – 2012

2012 – 2013

2013 – 2014

2014 – 2015

The Brentwood Borough School District is an equal opportunity educational institution and will not discriminate on the basis of race, color, national origin, sex, or handicap in its activities, programs, or employment practices as required by Title VI, Title IX and Section 504.

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AGREEMENT

This Collective Bargaining Agreement dated July 1, 2010, between the School District of Borough of Brentwood (the "School District") and the Brentwood Education Association/PSEA/NEA (the "Association" or "BEA") is entered into in accordance with Article IX of Act No. 195 of the General Assembly of the Commonwealth of Pennsylvania approved July 23, 1970.

ARTICLE I. RECOGNITION

The School District recognizes the Association as the employee organization certified by the Pennsylvania State Labor Relations Board to be the exclusive collective bargaining representative for all employees in the following unit:

> In a subdivision of the employer unit comprised of teachers, dental hygienists, school counselors, school nurses, social workers and librarians; and excluding supervisors, first level supervisors, and confidential employees as defined in the Act.
>
> The term "Professional Employee," when used in this Agreement denotes an employee who is a member of the collective bargaining unit aforesaid.

The School District recognizes the Brentwood Education Association as the bargaining agent for regularly employed long-term substitute teachers. Long-term substitute teacher is defined as a regularly employed employee replacing a professional employee on an approved leave for a period of one half school term or more.

ARTICLE II. TERM OF THIS AGREEMENT

A. Duration. The term of this Agreement (herein called the "Current Contract Term") begins on July 1, 2010, and expires on June 30, 2015, except where noted in the contract.

B. Modification. This instrument shall not be modified in whole or in part by the parties except by an instrument in writing, duly agreed to and executed by both parties. Such agreement shall be drawn only upon the willing consent of both parties. The declination or refusal to draw such an agreement shall not be subject to the grievance procedure herein described.

C. Negotiations for Subsequent Contract Term. Either party which shall desire to enter into negotiations with the other concerning a successor agreement to be effective during a term subsequent to the Current Contract Term shall furnish written notice to the other party of such desire not earlier than 240 days prior to the expiration of the Current Contract Term and not later than 180 days prior to such expiration. Negotiations concerning a successor agreement shall begin no sooner than January 1, nor later than January 10 preceding the expiration of the Current Contract Term.

ARTICLE III. NO STRIKE - NO LOCKOUT

A. Responsibility of Professional Employees and School District. During the Current Contract Term, no Professional Employee shall, either individually or as a part of a concerted action, engage in a strike or picketing as those terms are used in Articles III, X, XI, XII of Act 195 of 1970.

B. Responsibility of this Association. During the Current Contract Term, the Association shall not call for or engage in a strike or picketing as those terms are used in Articles III, XI, and XII of Act 195 of 1970.

C. Responsibility of the School District. The School District or any agent or representative thereof shall not authorize or engage in a lockout or similar activity.

ARTICLE IV. NONDISCRIMINATION

A. General Commitment. It is the continuing policy of the School District and of the Association that the provisions of this Agreement shall be applied to all Professional Employees without regard to age, race, color, religious creed, sex, handicap, national origin, or any other illegal reason.

B. Act No. 195 Rights. Neither the School District nor the Association shall discriminate against any Professional Employee because of the exercise of rights declared for such employee in Act No. 195 of 1970 or because of such Professional Employee's forbearance from the exercise of such rights.

ARTICLE V. COMPENSATION

A. Salary Schedule. Salaries for each member of the bargaining unit for the years 2010-2011, 2011-2012, 2012-2013, 2013-2014, and 2014-2015 are attached to this agreement.

During the first five days of any month, an employee can submit official documentation that verifies the employee has obtained additional credits that warrant column movement. Once the official documentation is submitted, the employee will be placed in the new column for that month and the balance of the school year. No retroactive payments other than the five days mentioned above shall be paid.

No employee will be placed on the Bachelor plus 15 schedule after October 1, 1993. Those employees who have qualified for placement on that schedule prior to October 1, 1993 shall retain their eligibility for placement on the Bachelor plus 15 schedule for the remainder of their tenure with the Brentwood Borough School District.

Any teacher who receives a State-approved Masters Equivalency Certificate signed by the Secretary of Education after March 1, 2005 will qualify to move from the Bachelor's column to the Masters Equivalency column of the salary schedule. Teachers who were previously placed in Bachelor's + 15 column will continue to remain in that column and there will be no additional compensation for a Master Equivalency Certificate on top of the increase already being compensated for the Bachelor's + 15. The Parties agree that there will be no column or compensation for hours earned beyond a Masters

Equivalency Certificate. To qualify for movement to a Masters +15, +30 or +45 column, the teacher must earn a Master's degree from an accredited graduate school approved by the State of Pennsylvania and that the teacher must earn, after the Master's degree was issued, the requisite hours for placement in the Masters + column at issue.

B. Contract Days. A Professional Employee's Basic Salary reflects his commitment to the full teaching year, which for the Current Contract Term is 192 days in the case of all Professional Employees. When applied to a Professional Employee, the term Contract Days denotes 192 days.

C. Over Payments and Under Payments. Professional Employees will be held responsible for the repayment of all overpayments during the year, and the School District will be responsible for all underpayments during the year. In the event of an overpayment or underpayment, the parties will act in good faith to develop reasonable terms of repayment.

D. Severance Payment. If any professional employee voluntarily leaves District employment after 10 years or more of service to the District and is no longer employed in education, the professional employee will receive a severance payment based either on days of unused sick leave or years of service to the District according to the following plans.

Days of Unused Sick Leave

	1-50 Days	51-100 Days	101 Days or More
2010-2011	$45.00 per day	$55.00 per day	$65.00 per day
2011-2012	$50.00 per day	$60.00 per day	$70.00 per day
2012-2013	$55.00 per day	$65.00 per day	$75.00 per day
2013-2014	$60.00 per day	$70.00 per day	$80.00 per day
2014-2015	$65.00 per day	$75.00 per day	$85.00 per day

Or

Years of Service

2010-2011	$95.00 for each year of service
2011-2012	$100.00 for each year of service
2012-2013	$105.00 for each year of service
2013-2014	$110.00 for each year of service
2014-2015	$115.00 for each year of service

Qualification for this benefit under this Article V is not contingent upon an employee's qualification for the Retirement Benefit listed in Article XXIII.

Further, the Board agrees to pay the employee his/her severance as part of the yearly salary if notified by December 1 of said school year. Notification by the date above will not be required if an employee retires because of ill health.

Effective for eligible employees who leave on or after June 1, 2011, the District, instead of paying cash to the employee, shall direct such severance payment into a Section 403(b) Tax Sheltered Annuity ("TSA"), as approved by the District. Such severance

payment shall be directed to the TSA by the second regular payday after the effective date of termination.

To the extent any severance payment on behalf of an employee would exceed contribution limitations established under law, including any applicable catch-up contribution, any excess shall be paid directly to the employee.

Payment of any benefit to a TSA or of any excess by the District shall not be construed as a representation by the District regarding the tax treatment of such payments; employees are ultimately responsible for taxes, if any, that may be imposed on such payments.

E. National Board Certification Stipend. The District shall provide a $2,500 annual stipend for National Board Certification as long as the certification is maintained by the teacher while employed by the District. The annual stipend will be adjusted during periods of paid and unpaid leaves in the same manner as the annual salary is adjusted during periods of paid and unpaid leaves. Upon successful completion of the certification, the District will also provide reimbursement for actual costs paid by the teacher to the National Teaching Board associated with Certification only if reimbursement programs do not exist.

ARTICLE VI. INSURANCE

A. Governing Provision. This Article identifies the types of group insurance coverage provided, some of the basic benefits, and some of the rules of the School District. Except as expressly provided for in this Article, the governing provisions are those contained in the contract of insurance which the School District shall negotiate with the carrier or carriers acceptable to both parties.

B. Eligibility for Coverage. For persons employed as Professional Employees in both the Current Contract Term and the preceding school year, eligibility for coverage continues unbroken. Payment for coverage by the School District shall begin with the payment for September for all Professional Employees. For newly hired Professional Employees, eligibility begins on the first day of active work.

C. General Coverage.

1. Life Insurance. Each professional employee shall receive $50,000 of District-paid life insurance.

2. Hospitalization Insurance. The District agrees to provide for each professional employee and his/her dependents the Allegheny County Schools Health Insurance Consortium ("Consortium') Standard PPO Plan. Professional employees may elect to be covered by the Standard HMO Plan as offered by the Consortium in which case the professional employee will pay the premium contribution set forth in Subsection 5 below as well as the difference between the PPO rate and the premium cost for the HMO coverage that is elected, if any. (In the event the Standard Consortium PPO Plan is not offered, the premium set forth above shall refer to the health insurance plan the Consortium offers in lieu of the Standard Consortium PPO Plan).

The District will have the option of self-insuring dental, vision, pay protection and personal property insurance as long as the extent of these benefits to the employees are kept at their current levels under the previous collective bargaining agreement.

3. Dental Care Insurance. During the term of this agreement the School District shall provide for each employee and his/her dependents the Consortium Standard Dental Plan, riders A, B, C, and D.

4. Vision Care Insurance. Employee (only) Consortium Standard Vision Care will be provided by the School District. The employee will have the option to purchase Family Consortium Standard Vision Care by paying the difference between the cost of additional coverage and the Employee (only) coverage.

5. Employee Contributions to Health, Dental & Vision Care Insurance. All regular full-time employees shall contribute five percent (5%) toward the cost of their health, dental and vision insurance premiums, but with a monthly premium cap as follows (part-time employees refer to Article VII, Section M, Subsection 3):

	2010-11	2011-12	2012-13	2013-14	2014-15
Monthly Contribution					
Family (including Husband & Wife, Parent & Child/Children)	$70	$75	$80	$85	$90
Individual	$30	$35	$40	$45	$50

Note: for 2010-2011, premium contribution will be at the flat monthly contribution of $25 individual/$45 family, until January 2011, when the percentage contribution will be implemented.

6. Health, Dental and Vision Care Option. Each professional employee or part-time employee (as defined in Article VII, Section M.1) may elect to forego the above coverage and receive in lieu thereof cash equal to one-third (1/3) of the actual cash savings from premium payment accruing to the District as a result of the discontinuance of the coverage which the professional employee elects to forego. This payment shall be based on the cash savings available in the second previous year (e.g., for 2010-2011, the savings shall be at the 2008-2009 rate). This election shall be in writing and shall be irrevocable during each school year. The election to forego coverage shall be for annual periods of July 1st through June 30th, and shall be filed no later than June 15th of the year before benefits are to be discontinued. The amount of money due to the employee who elects to forego this Health Care Insurance shall be included with the salary paid in the first paycheck in June of the school year in which the District realized a savings as a result of the employee's election. Any deviation from the June 15th deadline will be made through the Superintendent on a pro rata basis whenever possible.

7. Retirement Health Care Insurance. The School District shall provide for the continuance of health care insurance after retirement on the terms detailed in the master policies and contracts agreed upon by the Board and the Association.

Note: By September 1st of the contract years the retiree must pay the full amount on the insurance on a group coverage to be protected by this insurance.

8. Income Protection. The School District shall provide to each employee a fixed amount of money to be applied to an income-protection plan for 2010-2011, 2011-2012, 2012-2013, 2013-2014 and 2014-2015. This amount will be equal to 66-2/3% of the cost for a $667.00 per month benefit per employee. There will be a 30-day waiting period to be eligible for benefits.

9. Continuation of Coverage. The School District agrees to assume the cost of and maintain life insurance, health insurance, and any other coverage for employees desiring such coverage while they are on sabbatical leave from the District, Family Medical Leave (health insurance only) or accumulated sick leave days.

D. Section 125 Plan. The District agrees to adopt an IRS Code Section 125 plan to protect employee premium contributions to the extent possible without additional financial expense to the District consistent with and subject to all applicable statutes and regulations as the same may be amended from time to time.

ARTICLE VII. OTHER EMPLOYEE BENEFITS

The parties agree that other employee benefits to be provided under this Agreement are accurately reflected below:

A. Personal Leave. Two (2) days of personal leave without loss of pay per year will be granted to each first and second-year employee. Three (3) days of personal leave without loss of pay per year will be granted for three years of service or longer in the School District.

1. No such day shall be allowed in the opening or closing week of school except at the discretion of the Superintendent.

2. The use of personal days in conjunction with school vacation may be approved at the discretion of the Superintendent. No employee shall be denied for arbitrary or capricious reasons.

3. No more than three days of personal leave may be used consecutively during the school year. Under extenuating circumstances, additional days of personal leave to be used consecutively may be approved at the discretion of the Superintendent. No employee shall be denied for arbitrary or capricious reasons.

4. An individual day of absence may not be used on days scheduled for testing or other specific duties except at the discretion of the Superintendent.

5. An individual day of absence may be declined when the number of requests indicates that a serious disruption of the education process would result.

6. Unused personal leave may be carried over at the end of the year. However, the total of unused personal leave carried over from the previous year plus the total granted for the current year cannot exceed a maximum of five (5) days. Any

individual days of absence not carried over to the next year shall accumulate as sick days at the end of each year.

7. Absent an emergency, a seventy-two (72) hour notice must be given to the Building Principal.

8. Building principals shall notify employees of personal leave approval or denial within seventy-two (72) hours after the request was submitted.

B. Sick Leave. The sick leave policy will follow the Pennsylvania School Code, Section 11-1154(a). Up to five (5) sick days per school year may be used for the care of immediate family members. Immediate family is defined as parent, child, spouse or any person with whom the employee has made his home.

C. Bereavement Leave. In addition to the entitlements in the School Code (See Addendum A), employees may use up to three (3) personal leave days or sick days for a death in the immediate family. Members of the immediate family shall be defined as father, mother, brother, sister, son, daughter, husband, wife, parent-in-law, son-in-law, daughter-in-law, grandchild, or near relative who resides in the same household, or any person with whom the employee has made his home.

D. Sabbatical Leave. The School District shall grant sabbatical leaves in accordance with the applicable provisions of the Pennsylvania School Code.

E. Family Medical Leave Act. The School District shall abide by the Family and Medical Leave Act Policy which conforms to applicable federal laws and regulations (See Addendum B).

F. Maternity Leave of Absence.

1. For the purposes of this Article, Maternity Leave shall have a twofold definition -- child-bearing leave and child-rearing leave.

"Child-bearing leave" shall mean that period of time when an employee is physically incapable of performing her duties as certified by her physician. During this leave, an employee may draw upon accumulated sick leave.

"Child-rearing leave" is additional unpaid leave time which shall be granted at the discretion of the School District and includes that period of time after the employee's physician certifies that she is physically able to return to work.

2. Child-Bearing Leave.

a. A pregnant employee who desires a child-bearing leave of absence shall submit an official written request for such leave to the Superintendent. Such request shall include a certification of pregnancy from the employee's physician and the anticipated beginning and ending dates for said leave. A request for child-bearing leave shall be submitted at least one (1) month in advance of the beginning of the requested leave.

b. Child-bearing leave shall be granted under the same terms and conditions that are applied to Leave of Absence for Sickness.

c. An employee will be eligible to return to work, and child-bearing leave shall end, when she is able to resume her duties, as certified by her physician. The School District reserves the right to consult the attending physician.

d. Upon returning to service from child-bearing leave, the employee shall immediately be assigned to the same position which she held at the time the leave commenced, if said position is available, or to a substantially equivalent position. The employee shall not be denied any available position for which she is properly qualified.

e. Upon return from child-bearing leave, the employee shall retain all seniority rights that accrued up to the time of her leave.

f. An employee shall be entitled to use all accrued sick leave for the period she is unable to work because of medical reasons as certified by a physician. If and when all accrued sick leave time is used up, the employee will be on an unpaid leave of absence for the remainder of the child-bearing leave.

3. Child-Rearing Leave.

Any employee will be granted a child-rearing leave providing such request is submitted in writing and approved by the School District. This unpaid leave of absence shall be granted to any employee for the purpose of providing parental care to the employee's newly born, newly adopted and/or newly placed foster child. Due to an emergency or death of a child, the termination of an adoption or the loss of a spouse's income, the employee may return to duty upon verification of such situation. No child-rearing leave shall exceed one year.

4. Subsequent Child-Bearing Leaves.

If an employee becomes pregnant during either leave indicated above, she will be granted another leave providing such request is submitted in writing and approved by the School District.

G. Return from Leave. All benefits to which a teacher was entitled at the time of his/her leave (sabbatical, leave of absence, child-bearing/child-rearing, etc.) including seniority and accumulated sick leave and credits toward sabbatical eligibility, shall be restored, and he/she shall be assigned to the same or similar position insofar as possible, which he/she held at the time said leave commenced. Notification of intent to return or not to return should be sent to the Superintendent in writing no less than 60 days prior to the expected date of return unless an emergency or death of a child, or the termination of adoption or loss of spouse's income should occur, in which case, the employee may return to work without adhering to the 60 days prior notice of return.

Unpaid leave that is taken on or after the beginning of the 2006-07 school year shall not result in a deduction from an employee's salary scale placement unless such leave

exceeds one-half of the days of the school year (for which one-half of a step will be deducted for full-time employees, and no advancement on the scale for part-time employees) or takes up the entire school year (for which there will be no advancement on the scale for either full-time or part-time employees).

H. Jury Duty. The School District shall reimburse a professional employee for jury service up to a period of fifteen (15) working days of service, reimbursement beyond said 15-day period to be supplied at the discretion of the Board.

1. A total of six (6) professional employees will be permitted to be reimbursed each school year.

2. After six (6) professional employees have served during the course of the school year, the Superintendent shall write a letter to request that any additional employees would be exempt from serving.

3. The employee agrees to sign his "Jury Duty" reimbursement over to the District in exchange for his full salary and benefits.

I. Tuition Aid. The Board agrees to pay each employee 100% of actual tuition costs up to but not exceeding, $60 per credit. Credit costs in excess of $60 will be reimbursed at $60 plus 90% of the excess over $60. This benefit shall apply to credits earned while in the employment of the District. Such credits shall include all credits at an accredited college or university, otherwise approved by the Department of Education and all in-service credits earned as a result of an approved in-service education program. A maximum of twelve (12) credits will be allowed per employee for the school year. Further, all credits must be approved by the District Superintendent's Office before enrolling in the course. Reimbursements will only be paid for credits with a "C" or better grade. If a course is non-graded, a "pass" will be considered equivalent to a grade of "C" or better. If an employee who has received reimbursement resigns or retires for the purpose of accepting a full-time position in education within one year or less after the conclusion of the college or university semesters for which reimbursement is being sought, the employee shall repay the District for 100% of all reimbursement obtained for that semester, 75% of all reimbursement obtained for the previous semester and 50% of all reimbursement for the semester prior to that going back three (3) consecutive semesters, including summer semesters.

J. Paydays. Each employee's annual salary shall be divided into 26 equal parts to be distributed every other Thursday throughout the calendar year. If there is no school on a payday, the payday shall be the school day preceding the payday.

K. Other School Related Activities. Rate of compensation for summer school, homebound instruction and other school-related activities, except those listed under extra-duty sponsors, will be as follows:

2010-2011	$25.00 per hour
2011-2012	$26.00 per hour
2012-2013	$27.00 per hour
2013-2014	$28.00 per hour
2014-2015	$29.00 per hour

L. Unused Sick Days. The School District agrees to pay to each employee during the last month of the each school year the sum of $13.50 for each unused sick day accrued for that school year.

M. Part-time Professional Employment.

1. Part-time employment will be defined as continuous teaching periods amounting to one half of a teaching day.

2. Any part-time position which may become available will be posted.

3. Employees filling such half-time positions will be entitled to receive half of the fringe benefits provided for in the Public School Code and/or the current collective bargaining agreement. In those instances where it is impractical or undesirable to reduce the benefit, such individuals will be given an opportunity to share the cost of those benefits on a 50/50 basis, e. g., Blue Cross, Blue Shield, life insurance, etc. In addition, such part-time employees will pay one-half of any applicable insurance contribution as set forth in the Insurance provisions of this contract.

4. Bargaining unit employees who work half time or more will move up one step for each year of service and will receive one half or the portion thereof of the salary in that step.

5. The approval of part-time status by currently employed full-time individuals shall be granted at the discretion of the District. The return of a part-time employee to full-time will be granted on a seniority basis if vacancies occur in the same certificated positions following the receipt of the employee's written request to return to full time. Such vacancies shall not be made available through procedures known as "reduction in force," "laying off' or "bumping."

6. Each part-time employee will have the option to receive cash in lieu of health, dental, and vision coverage consistent with the provisions of Article VI, Section C.6.

7. Professional development time for part-time professional employees shall be paid at the per diem rate of pay.

ARTICLE VIII. TEACHER WORK YEAR

A. School Calendar. The school calendar for the term of this contract shall consist of 192 days. Of these, 184 will be pupil days, one parent conference day, one orientation day, two clerical days, and four professional development days.

ARTICLE IX. TEACHING CONDITIONS

A. Safe Working Conditions. Teachers shall not be required to work under unsafe conditions or to perform tasks which endanger their health, safety or well-being. The

Superintendent or Principal will render a decision on the existing conditions within a reasonable amount of time.

When a weather delay occurs, professional employees' report time will be one hour prior to the student report time.

B. Assault. A committee of two professional employees selected by the BEA and two administrators will review absences regarding forfeiture of sick leave or individual leave due to suspension as a result of an alleged assault by the professional employee and will render a decision. If this committee cannot resolve the problem, the fifth member will be a delegate or representative from the Allegheny Intermediate Unit. The School Board will review and render a decision. If the teacher is absolved of the charges, the teacher will be compensated.

C. Clerical Duties. Teachers will be required to take daily attendance roll, but will not be required to complete the state register. Every effort will be made to minimize miscellaneous matters such as collections, etc.

D. Absence Due to Injury. An employee's salary for absence due to injury incurred within the scope of the professional employee's duties shall be paid by the District for the first fourteen days and shall not be charged against the employee's sick leave days.

After the 14th day the affected employee may exercise the option of using his/her accumulated sick days concurrently with workers' compensation and other income protection coverage or the option of collecting workers' compensation only.

The employee's current level of medical insurance shall be continued at District expense for a period not to exceed one year from the date of the employee's job related injury.

Absence due to a work related injury shall not constitute a break in service as defined in Article X, Section C. 3 of the current collective bargaining contract.

E. Personal Property Reimbursement. The School District will provide personal property insurance. That coverage reads as follows: Professional employees will receive reimbursement (subject to $100 deductible) on all personal property damaged or stolen, excluding vehicles, while the employee is performing school-related duties on school premises.

F. After-School Parent/Pupil Meetings. Professional employees who do not have other school-related commitments will make every effort to be available for after-school parent or pupil conferences when same is requested. In the event that a teacher cannot keep an appointment, he or she will notify the students.

G. Duplicating Facilities. The School District agrees to make available in each building computers, faxes, phones and adequate copying equipment for instructional purposes only. Professional employees and administrators shall be given priority over non-employees of the District in the use of duplicating equipment at all schools.

H. Cafeteria.

1. Elementary - The School District agrees to accept any equitable system of assignment on a rotation basis within the limits of the existing master schedule.

2. Secondary - Cafeteria duty shall be scheduled on an equitable and rotating basis. No exception from this duty shall be made unless there is a schedule conflict.

I. Parent/Teacher Conference Time.

When any employee is required to participate in a conference, review, evaluation, re-evaluation, or any meeting as a result of the need to fulfill the provisions of P. L. 94-142 and other appropriate state and federal regulations and standards, such meetings shall be scheduled during the regular work day and work year, whenever possible. If outside of the school day, the teacher shall be compensated as follows:

2010-2011	$25.00 per hour
2011-2012	$26.00 per hour
2012-2013	$27.00 per hour
2013-2014	$28.00 per hour
2014-2015	$29.00 per hour

ARTICLE X. PROFESSIONAL QUALIFICATIONS AND ASSIGNMENTS

A. Notification of Teaching Schedule. No later than June 30, the Building Principals will advise each professional employee under their supervision of the number of sections of classes in the subject area that he or she will be responsible for during the ensuing year provided the information is available to the Principal from the guidance department at that time.

B. Vacancies.

1. The Superintendent will notify all employees of vacancies. Such vacancies shall be posted in the office of each building and a copy of said posting be submitted to the Association President. This posting shall begin immediately after the Board acknowledges the opening of the position and shall remain posted for ten (10) school days.

2. Preference will be given to professional employees within the District who apply for the posted vacancy. If said employee is not certificated in the area in which the vacancy occurs, the District will give consideration to that applicant if he/she becomes certificated by the date of filling this position.

3. If a vacancy occurs during the summer months, the Association President and Secretary shall be notified within five (5) days after the Board acknowledges the opening of the position.

4. The District shall notify an Association Officer of any openings or newly created bargaining unit positions.

C. Seniority.

1. Definition. Seniority shall mean the length of service from the employee's first day of work as a temporary professional employee or as a professional employee following the last date of hiring.

2. Seniority List.

   a. The School District shall post a seniority list in each building within the District and shall submit five (5) copies of the seniority list to the BEA President. The list will show the names of all employees along with their certifications in order of their seniority ranking. The list will be furnished not later than November 1 and revised not less than annually thereafter.

   b. After the posting of the seniority list, an employee will have a period of thirty (30) days within which to challenge the seniority list. Such a challenge shall take the form of a written notification to the School District and the Association. A committee consisting of three (3) representatives from the Association and three (3) from the School District shall meet within five (5) working days following the challenge for the propose of resolving any such issues. Any unresolved issues may be submitted to arbitration within fifteen (15) days as provided in Article XVI, Step IV, of the grievance procedure.

   c. Rankings not challenged within thirty (30) days may not be challenged thereafter.

   d. Where the list shows more than one employee with identical length of service, the order of seniority in relation to each other shall be determined by lot. The particular method of chance or of casting of lots shall be determined by the seniority committee at the time. Once these ties are broken, the employee shall be bound during all future employment with the School District by the results of said lottery.

3. Break-in-Service. An employee's seniority shall be lost, and an employee's name shall be removed from the seniority list by any of the following:

   a. Retirement
   b. Resignation
   c. Discharge for cause
   d. Other reasons specifically provided for by statute as interpreted by court decisions.

4. Suspended Seniority. An employee's seniority shall be suspended during unpaid leaves of more than ten (10) days' duration. The employee's seniority accrued at the time the leave commenced shall be restored upon return to work.

D. Substitutes.

No professional employee shall be directed to leave scheduled classes to cover classes for a teacher who is absent from his/her classroom duties.

The District will make every effort to hire substitute teachers certificated in the subject area of the teacher who is absent.

ARTICLE XI. EMPLOYEE EVALUATION

A. Open Evaluation. All monitoring or observation of the work performed by a professional or temporary professional employee shall be conducted openly and with full knowledge of the employee.

B. Personnel File. A professional employee shall have the right, upon request, to review the contents of his personnel file except for confidential references.

C. Notification of Complaints.

1. An official complaint is one which is in writing and signed by the parent or legal guardian of a current student.

2. Any official complaint must be brought immediately to the attention of the professional employee against whom the complaint is lodged.

3. A professional employee shall have the right to be represented by the Association at any meetings or conferences regarding such complaints.

4. No written complaint of any sort from a parent or legal guardian of a current student will be placed in a professional employee's file without written notification and a copy of the said complaint.

5. A professional employee shall have the right to include a written rebuttal with any complaint from a parent or legal guardian of a current student which is placed in his file.

D. Evaluations and/or Comments.

1. Upon receipt of a negative comment on any evaluation, the professional employee shall have the right to have the evaluator explain and set forth, in writing, specific suggestions for improvement in the employee's performance.

2. The conference between the evaluator and the professional employee on any such evaluation shall be held within five (5) school days of said evaluation.

E. Professional Evaluations. The method of rating shall be in compliance with PDE 426/PDE 427 and PDE 428, as amended or supplemented by the Department of Education. Final evaluations shall be rated "satisfactory," "unsatisfactory," or "commendable" as allowed under the relevant PDE Form.

ARTICLE XII. COMMITTEES

A. Liaison Committee. The Association shall select a Liaison Committee for each school building. The District agrees to hold two liaison committee meetings per semester.

ARTICLE XIII. ILLNESS AND DISABILITY

A. Notification of Accumulated Sick Leave. Teachers will be given a written accounting of accumulated sick-leave days in the opening day letter from the Superintendent's Office.

ARTICLE XIV. PROFESSIONAL DEVELOPMENT

A. Committee. The School District and the Association shall each appoint four (4) persons to form a committee to study problems of mutual concern and to recommend topics for professional development. The committee will meet at least two times per year. These problems are to be considered and advisory recommendations formulated.

B. Building Teacher Leadership Positions.

Level	High School (9-12)	Middle School (6-8)
Title	Department Chairperson	Grade Level Leader
Number	8 Department Chairs	3 Grade Level Leaders
Reports to:	Building Principal	Building Principal
Qualifications	Instructional II certification in department content area.	Instructional II certification relevant to grade level.
Selection Process	Interested candidates apply for position by submitting a letter of intent. Appointed by Superintendent with Building Principal's input.	Interested candidates apply for position by submitting a letter of intent. Appointed by Superintendent with Building Principal's input.
Term of Service	Two year term. Will continue to have regular teaching schedule.	Two year term. Will continue to have regular teaching schedule.
Administrative Tasks	Will convene monthly department meetings at least 7 times throughout the year.	Will convene monthly grade level meetings at least 7 times throughout the year.
	Will submit minutes of monthly department meetings to building principal.	Will submit minutes of monthly department meetings to building principal.
	Will submit requisition requests for supplies to principal. Requisition requests will reflect input of department members.	Will submit requisition requests for supplies to principal. Requisition requests will reflect input of grade level teachers.
	Will meet monthly as part of MS/HS Leadership Team.	Will meet monthly as part of MS/HS Leadership Team.

Instructional Leadership Tasks	Will lead department in setting yearlong department classroom instructional goals and outcomes for department. Via dialogue with department members, will collaboratively monitor progress of these goals on a quarterly basis and will share updates at monthly MS/HS Leadership Team meeting.	Will lead grade level in setting yearlong grade level classroom instructional goals and outcomes for grade level. Via dialogue with grade level members, will collaboratively monitor progress of these goals on a quarterly basis and will share updates at MS/HS Leadership Team meetings.
	Will lead department in setting an educational development goal (i.e. teacher professional learning) and outcome for department. Via dialogue with department members, will collaboratively monitor progress of this goal on a quarterly basis and will share report as monthly MS/HS Leadership Team meeting.	Will lead grade level in setting an educational development goal (i.e. teacher professional learning) and outcome for grade level. Via dialogue with grade level members, will collaboratively monitor progress of this goal on a quarterly basis and will share report at MS/HS Leadership Team meetings.
	Will lead department in setting yearlong department parent and community outreach goals and outcomes for department. Via dialogue with department members, will collaboratively monitor progress of these goals on a quarterly basis and will share updates at monthly MS/HS Leadership Team meeting.	Will lead grade level in setting yearlong grade level parent and community outreach goals and outcomes for grade level. Via dialogue with grade level members, will collaboratively monitor progress of these goals on a quarterly basis and will share updates at MS/HS Leadership Team meeting.
Annual Review	Planning and reflection will occur annually by following a clinical supervision model.	Planning and reflection will occur annually by following a clinical supervision model.

Compensation shall be as follows:

B. Building Teacher Leadership Positions.

2010-2011	Department Chairs Team Leaders	$1,200 $800
2011-2012	Department Chairs Team Leaders	$1,250 $850
2012-2013	Department Chairs Team Leaders	$1,300 $900
2013-2014	Department Chairs Team Leaders	$1,350 $950
2014-2015	Department Chairs Team Leaders	$1,400 $1,000

C. Curriculum Update. A department or departments (mutually agreeable to the District and BEA) shall be employed during the summer months to revise and update the curriculum in that area for the entire School District. The rate of compensation of such service shall be as follows:

2010-2011	$25.00 per hour
2011-2012	$26.00 per hour
2012-2013	$27.00 per hour
2013-2014	$28.00 per hour
2014-2015	$29.00 per hour

D. Induction. The District shall continue to implement the approved Induction Program so long as required by law. Employees involved shall be compensated at the following rate of pay up to a maximum of 35 hours:

2010-2011	$25.00 per hour
2011-2012	$26.00 per hour
2012-2013	$27.00 per hour
2013-2014	$28.00 per hour
2014-2015	$29.00 per hour

ARTICLE XV. MEMBERSHIP DUES AND DEDUCTIONS

A. Dues deduction will be made in equal amounts for the first twenty (20) pay periods upon express authorization of the employee. The form of the authorization shall be as follows:

PAYROLL DEDUCTION AUTHORIZATION

ASSOCIATION DUES

(SAMPLE)

This is to authorize dues deduction for professional dues for the BEA/PSEA/NEA for the term of this agreement. This authorization will remain in effect unless canceled in writing fifteen (15) days prior to the expiration of the Collective Bargaining Agreement in effect on this date. This form must be returned to the Administration Office no later than the third day of the School Term.

Signature:_____

Date:_____

B. The District agrees to make payroll deductions for teachers desiring annuities. The company designated by the Brentwood Education Association will be the exclusive agent for the District. Employee may enroll in the purchase of annuities once in each calendar year. Changes or additions to the annuity plan shall be subject to the restrictions placed by the carrier.

C. The Board agrees to join the Payroll Savings Plan of the Federal Government of the United States. An employee will have the discretion of joining such a plan.

D. The District agrees to make appropriate payroll deductions for employees desiring to join the Alcose Credit Union that has been designated by the BEA. An employee will have the discretion of joining such a plan.

E. Fair Share. Each nonmember in the bargaining unit shall be required to pay a fair share fee as provided for by Act 84 of 1998. The School District and the Association agree to comply with all provisions of said law. The Association agrees to extend all nonmembers the opportunity to join the Association.

F. Payroll Information. Employee access to on-line payroll information will be provided when available as part of the financial software package utilized by the District.

ARTICLE XVI. GRIEVANCES

A. Grievance Procedure. The School District and Association each agree that an orderly and expeditious resolution of grievances arising out of the interpretation of the terms of this Agreement shall provide for a four-step process which is described in this Article. In order to ensure that there is some uniformity and consistency in the nature of the grievance being considered at each step, all materials and data relevant to the grievance shall be presented at Step 1.

STEP I. Any aggrieved person or persons with an alleged grievance shall present the grievance, in writing either directly or through the Association's designated representative, to the High School Principal, Middle School Principal or the Elementary Principal involved within five (5) work days of when the aggrieved person or persons should reasonably have known of the existence of such grievance.

The Principal notified of the grievance shall reply to the grievance within five (5) work days after the initial presentation of the grievance.

STEP II. If the aggrieved person or persons are not satisfied with the response from Step I, the aggrieved and his/her Association Representative shall submit the grievance to the Superintendent or his/her designee within five (5) work days after receiving the response from Step I or if there is no response within five (5) work days from the initial submission at Step I.

The Superintendent shall reply to the grievance within five (5) work days after the submission of the grievance to Step II.

STEP III. If the aggrieved person or persons are not satisfied with the response from Step II, the aggrieved and his/her Association Representative shall submit the grievance to the School Board within five (5) work days after receiving the response from Step II or if there is no response within five (5) work days from the submission of the grievance at Step II.

The School Board shall reply to the grievance within ten (10) work days after the submission of the grievance to Step III.

STEP IV. If the Association is not satisfied with the response from Step III, the Association shall submit the grievance to binding arbitration as provided in Section 903 of Act 195 of 1970, or as amended. The parties shall either agree upon an arbitrator or request a panel of arbitrators from the Bureau of Mediation. The parties shall employ the method of selection provided by Section 903 of Act 195 of 1970, or as amended.

If the grievance fails to meet the criteria of Section 903 of Act 195 of 1970, or as amended, the decision of the Board of School Directors in Step III shall be final.

B. Summer Grievance. Grievances occurring between the last teachers' day and the first teachers' day of the following school year will be filed according to the following procedure:

1. The above grievance procedure will be followed with the exception that school days will become weekdays.

2. Any weekday on which a holiday occurs will not be counted in this procedure.

3. By mutual agreement, timelines for processing of summer grievances, but not filing of grievances, may be suspended until the teacher's first work day of the upcoming school year.

C. Right to Representation. The employee filing a grievance shall have the right to be represented by the Association at any or all of the above steps.

D. Group Grievance. If in the judgment of the Association a grievance affects a group or class of teachers, the Association may submit such grievance in writing. The Association may process a grievance through all levels of the procedure even though the aggrieved person does not wish to do so.

E. Grievance Record. No grievance will be placed in an employee's file.

ARTICLE XVII. PERSONAL AND ACADEMIC FREEDOM

The Board and the Association agree that academic freedom is essential to the fulfillment of the purposes of the Brentwood School District, and they acknowledge the fundamental need to protect employees from any unreasonable censorship or unnecessary restraint which might interfere with their obligations to pursue truth in the performance of their teaching functions.

ARTICLE XVIII. TEACHING HOURS (DAY)

A. The length of the teachers' day shall be 7-1/2 hours, which shall include a thirty-minute lunch period. All high school teachers shall report for duties at the same time, all middle school teachers shall report for duties at the same time and all elementary teachers shall

report for duties at the same time, but between each group, high school, middle school and elementary school teachers, each may have different reporting times. The dismissal policy in effect during the 2005-2006 school year shall continue for the term of the agreement.

B. Professional employees shall be granted one preparation period per day for a total of not less than five (5) per week.

C. Beginning with the 2011-12 school year, from September to May, employees shall attend three (3) regularly scheduled meetings per month (normally on either a Tuesday, Wednesday or Thursday) to address professional development issues. However, in the months of November and May, there will be only two (2) regularly scheduled development meetings per month to address professional development issues. Such meetings shall be normally no longer than one (1) hour in length. These meetings shall begin during the employee's work day, but employees are not required to remain more than one-half (1/2) hour beyond the end of their work day. A committee shall be formed of BEA members and District representatives to advise and assist the Superintendent on topics and implementation of professional development programs. Regardless of other provisions of this Agreement, there shall be no compensation for meeting attendance and participation that extends beyond the end of the school day.

D. Open House. Beginning in 2011-2012, one two-hour fall open house meeting per school year shall be required for all employees. On an Act 80 or early dismissal student day mutually agreed upon by the District and the Association, employees who attended the two-hour fall open house meeting will conclude their work day once students are dismissed from their building. Employees who did not attend the two-hour fall open house meeting will work the normal 7 1/2 hour day.

ARTICLE XIX. MANAGEMENT

The operation of a system of public education in the School District and the direction of the staff of Professional Employees remain vested in the Board of School Directors and in the Superintendent except as certain terms and conditions of employment are expressly provided for in this Agreement.

The subjects so reserved to management include, but are not limited to: hiring; determining the size and distribution of the teaching staff; course content; contracts and subcontracts; facility and equipment development; qualitative and quantitative standards; establishing, changing and requiring adherence to reasonable rules and regulations; fiscal and budgetary matters; and relationships with parents, taxpayers and students. In the exercise of the foregoing management rights, the School District shall abide by the terms of this Agreement.

ARTICLE XX. PROFESSIONAL RIGHTS AND RESPONSIBILITIES

A. Professional Conduct. The professional employees will conduct themselves in a manner befitting professionals and will expect the Board members to treat them in a like manner. The professional employees will be guided by good taste and good judgment in both dress and actions involved with their duties within the school.

B. Criticism of Teachers. Any criticism or question by a supervisor, administrator, or Board member of a teacher and his or her instructional methodology shall be made in confidence and not in the presence of students, parents, or through other public means. Teachers shall not criticize or dispute any administrator or Board member, either in the presence of students or parents, or by using other public means. This shall have no effect on the BEA's role as the spokesman for the teachers in the District.

C. Extra-Duty Assignments. All extra-duty assignments or coaching positions will be assigned to the most qualified bargaining unit employee (as reasonably determined by the Superintendent) who applies for the position. Professional employees used as chaperones, or in any capacity as student supervisors in activities beyond the scope of a normal school workday, will be on a voluntary basis.

D. Just Cause. No professional employee shall be disciplined, suspended, discharged, reprimanded, reduced in rank or compensation, or deprived of any professional advantage without just cause. Any such action asserted by the Board or administration shall be subject to the grievance procedure herein set forth. All information forming the basis for disciplinary action will be made available to the professional employee and the Association.

When a claim is processed under this section by the employee, he waives, as to that claim, the applicable provisions of the Public School Code having to do with that claim. For the purpose of that as to which he proceeded under this section, he agrees that any decision of an arbitrator shall be final without the right of an appeal.

E. Grading.

1. Grades. The professional employee shall maintain the right and responsibility to determine grades regardless of the time of issuance of a deficiency report and other evaluation of students.

2. Grade Changes. The District agrees that grades given by teachers to students shall not be changed by representatives of the School District without consultation with the professional employee. A committee of two teachers and two administrators will review the matter under discussion and recommend to the Superintendent their findings. The School Board will then review the matter and render a decision, and the Superintendent will notify the President of the Association.

F. Conventions and Meetings. The School District shall permit attendance by certain employees at curriculum-related education conferences, conventions, meetings, workshops and seminars. Employees shall apply, in writing on a form supplied by the Superintendent's Office. Approval of such applications shall be at the discretion of the Superintendent, and such approved attendance shall be with no loss of pay or loss of leave days to the employee. Reimbursement for reasonable expenses incurred by the employee shall be made upon the Superintendent's recommendation, subject to limitations in the School District budget, and after prior approval of the Board of School Directors.

G. Mail Facilities. The Association shall be permitted the reasonable use of school mail boxes for distribution of Association literature. The Association shall be permitted to use the inter-school facilities provided it does not interfere with the regular school mail.

H. Right to Speak at Meetings. An Association representative may speak to the professional employees regarding Association meetings or activities immediately following the close of any professional meeting. An employee not wishing to remain following the close of the professional meeting shall be free to leave.

I. Released Time for Meetings. When any representative of the Association participates during working hours in negotiations, grievance proceedings, and court hearings related to their duties in the School District, or approved conferences/meetings, they shall suffer no loss in pay.

J. Association Leave. The School District agrees to grant up to four (4) days of paid leave annually to the Association President or Vice President or their designee to conduct Association business. The Association shall reimburse the School District for the cost of providing a substitute teacher for each day of this leave.

ARTICLE XXI. ADDITIONAL COMPENSATION

A. Extended-Season Compensation. In the event of an extended season in any particular sport, coaches and their assistants, as well as all extracurricular sponsors involved with that extended season, will receive additional compensation in accordance with the following formula:

Formula: additional comp. = regular season salary divided by the number of regular season weeks times the number of extended season weeks.

All compensation shall be paid in whole week/weeks and not on a per diem basis.

For football, extended season is defined as any number of games beyond the normal season only if those games are designated as official WPIAL or PIAA playoff contests.

ARTICLE XXII. MISCELLANEOUS

A. Information. The School District agrees to furnish to the Association any account, voucher, or contract dealing with the receipt or disbursement of funds by the District, or its acquisition, use or disposal of services, supplies, materials or equipment or other property, as well as any minute, order or decision of the Board fixing the personal or property rights, privileges or immunities, duties or obligations of any person or group of persons. The Board shall not be required to divulge any report, communication or other paper, the publication of which would disclose the institution, progress or report undertaken by the School District or the Board in the performance of its official duties or any matter, access to or the publication of which is prohibited or restricted by law or court order or which would operate to the impairment of a person's reputation or personal security or which would result in the loss of State or Federal funds.

B. Sick Leave Bank. On or before September 30 of each year, members of the bargaining unit who choose to participate in the sick leave bank shall notify the personnel office of their decision to participate in the Association sick leave bank. They shall notify the personnel office of the number of days of their credited sick leave to be assigned to the sick leave bank and to be available to those who participate. It is recognized that those sick days that are assigned to the bank will be eliminated from the participating employee's accumulated sick leave and are non-retrievable should that employee discontinue his/her participation in the sick leave bank. The Association will provide the District with an accounting of sick bank days at the beginning and end of each school year. The maximum number of credited days shall equal no more than the number of bargaining unit employees.

The Association shall prepare guidelines and shall be responsible for approving all requests for the use of sick leave bank in accordance with the guidelines prepared. No employee shall be entitled to receive compensation under the District's income protection plan and sick leave bank at the same time. In addition, a teacher eligible for disability retirement shall be granted no more than sixty (60) days from the sick leave bank before applying for disability retirement.

The Association shall indemnify and save the District harmless against any and all claims, demands, suits or other forms of liability that shall arise out of, or by reason of, action taken or not taken by the District for the purpose of complying with the provisions of this Article.

No grievance under the terms of this contract will be recognized as a result of the District's compliance with the terms of this provision.

C. Savings Clause. The Agreement is subject in all respects to the Laws of the Commonwealth of Pennsylvania with respect to the powers, rights, duties and obligations of the School District, the Association, and employees in the bargaining unit, and in the event that any provision of this Agreement shall at any time be held to be contrary to Law by a court of competent jurisdiction from whose final judgment or decree no appeal has been taken within the time provided for doing so, such provisions shall be void and inoperative; however, all other provisions of this Agreement shall continue to be in effect and the parties shall meet within thirty (30) days to negotiate a substitute provision.

D. Separability Clause. In the event that any provision of this Agreement shall at any time be held to be contrary to law by a court of competent jurisdiction from whose final judgment or decree no appeal has been taken within the time provided for doing so, such provisions shall be void and inoperative; however, all other provisions of this Agreement shall continue to be in effect and the parties shall meet within thirty (30) days to negotiate a substitute provision.

E. School Cancellation. If the Superintendent does not notify the radio station or the BEA President or Vice President at least one hour before the cancellation of school, that day will be counted as one teacher day.

F. Reserves of U.S. Armed Forces or National Guard. The School District shall reimburse a professional employee full salary for Active Duty Training (ADT) commonly referred to as Summer Camp, up to fifteen (15) days of service, in accordance with the Pennsylvania

School Code (Art, 33, Section 3301) and the opinion of the Attorney General of Pennsylvania.

1. Compensation beyond said 15-day period to be paid at the discretion of the Board less BOQ (quarters), travel expenses and subsistence.

2. The professional employee will supply the Superintendent, and the Secretary of the Board, within a reasonable time, a copy of his orders.

G. Travel Reimbursement. Travel reimbursement shall be established at federal government allowance. This rate is to be established January 1st of each year using the Internal Revenue Tax Tables.

1. Employees required to drive their personal automobile between or among District buildings shall receive travel reimbursement.

H. Information. The Superintendent shall make available to the Association upon the request of the Association and after a reasonable period of time, the following information:

1. Name of each teacher
2. Degree
3. Total years in Brentwood Borough School District
4. Total years of experience
5. Current salary step
6. Current salary
7. Cost of fringe benefits

I. Act 48. The School District shall develop a professional education plan with the advice of the Association, pursuant to the terms of Act 48. The District and Association agree that the number of teachers on the committee established under Act 48 to prepare a professional education plan shall be no less than seven.

J. Distance Learning.

1. Distance learning is defined as the use of technology for the instruction of students who are separated by location from their instructor. Separated by location means not physically present in the same classroom. Student is defined as any individual receiving the benefit of curriculum instruction provided by, originating from, or received in the school district.

2. Even though the District may eliminate programs, consolidate or reduce course offerings or reduce staff or positions, in accordance with the Pennsylvania Public School Code of 1949, as amended, and its related regulations, the District will not utilize distance learning in order to subcontract bargaining unit positions or reduce a bargaining unit position from full-time to part-time.

3. Distance learning shall not be used to provide instruction during a legal strike or lockout occurring in the District unless the student had already signed up for the distance learning course or had been taking the distance learning course prior to the strike or lockout.

4. In no case shall credit for distance learning account for more than twenty-five percent (25%) of the credits required for graduation.

5. Certified professional employees shall be used in the supervision and monitoring of classrooms of students concurrently receiving distance learning instruction on-site during a regularly scheduled time period during the school day. A distance learning supervisory/monitoring assignment shall be considered a "duty period" and not a "preparation period" for scheduling and performance purposes.

6. Class size of a distance learning program shall be limited to the availability of technology. The total student load for the professional employee shall not exceed that of those employees involved in traditional education.

ARTICLE XXIII. RETIREMENT BENEFIT

A. Definition/Eligibility. Professional employees who have reached at least 60 years of age or at least 35 years of service in the PSERS system and who are at the top of the salary scale will receive the following benefit.

B. Benefit. Upon meeting the above requirement for Eligibility (see "A" above), in addition to the severance payment under Article V, Section D, a retiring professional employee shall be entitled to individual or individual and spouse insurance coverage under the Allegheny County Schools Health Insurance Consortium Standard PPO or HMO plan, and the Consortium Standard Dental Plan and Consortium Standard Vision Plan provided that such retiring employees who choose individual and spouse insurance coverage may do so only at the time of retirement. As a condition for initial and continued receipt of retiree health insurance, retirees must submit each year a proper application for any available PSERS contribution and reimburse any such amounts received to the District. In the event PSERS does not offer a contribution program, a retired employee shall pay the same premium contribution the retired employee would pay if he or she still were an active employee.

Part-time employees who retire and otherwise meet eligibility requirements shall be responsible for 50% payment of premiums and shall submit an application for and reimburse the District any available PSERS contribution. (If a PSERS contribution is not offered, the retiring part-time employee shall be responsible for one-half of the premium payment a retired full-time employee would pay for the insurance chosen.)

As long as the retired employee meets his or her premium responsibilities, coverage shall continue until the retired employee meets eligibility for Medicare provided that such spousal coverage shall be available only if equal or greater coverage is unavailable to the spouse through the spouse's place of employment. Spousal coverage shall be limited to the first one hundred twenty months of coverage after the retired employee's date of retirement. In the event of the death of a retiree who elected insurance and remains under the District's plan, the obligation of the District to make premium payments will cease at the time of death.

C. Date(s). Election for the benefit shall be made by December 1 of the school year of retirement.

ARTICLE XXIV. PROTECTION OF PENNSYLVANIA STATUTORY LAW

The parties have not included in their collective bargaining those provisions of Pennsylvania statutory law, including the Pennsylvania Public School Code, which establishes wages, hours and other terms and conditions of employment and which but for such statutory enactments, would be subjects of compulsory collective bargaining under the terms of Act No. 195 of 1970. Although some matters provided for by statute are briefly referred to in this Agreement, it is the intention of the parties to avoid incorporating statutory provisions as terms of the Agreement. This exclusion does not detract from the continuing commitment of the parties to adhere to those provisions of Pennsylvania statutory law which govern the rights, duties and immunities of the parties and of the Professional Employees and which have not been repealed by Act 195 of 1970. Accordingly, when terms or conditions of employment of Professional Employees, or minimum standards, are mandated by statute, such terms, conditions and standards, though not part of this Agreement, will be observed.

If a statutory provision dealing with terms and conditions of employment of Professional Employee stakes certain action or performance optional or permissive, and if the subject matter of the provision is not referred to in this Agreement, it shall be deemed that the parties intentionally declined to submit the subject matter to collective bargaining.

ARTICLE XXV. DURATION OF AGREEMENT

A. EFFECTIVE DATE:

This agreement shall be effective as of, July 1, 2010, unless specifically stated otherwise, and shall continue in effect through June 30, 2015. This agreement shall not be extended orally and it is expressly understood that it shall expire on the date indicated.

B. EXECUTION:

In witness whereof the Association has caused this Agreement to be signed by its president and secretary and the Board has caused this Agreement to be signed by its president, attested by its secretary and its corporate seal to be placed hereon.

THE SCHOOL DISTRICT OF THE BOROUGH OF BRENTWOOD

By: _____ Date: 11.22.10
President

By: Donna J. Herner Date: 11-22-10
Secretary

BRENTWOOD EDUCATION ASSOCIATION

By: Mary Agnes Galvin Date: 11-23-10
President BEA

By: _____ Date: 11.30.10
Secretary BEA

ADDENDUM A

Bereavement Leave 24 P.S. § 11-1154

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 deduction in salary of said employee for an absence not in excess of three school days. The Board of School Directors may extend that period of absence with pay in its discretion as the exigencies of the case may warrant. Members of the immediate family shall be defined as father, mother, brother, sister, son, daughter, husband, wife, parent-in-law or near relative who resides in the same household, or any person with whom the employee has made his 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 for absence with pay in its discretion as the exigencies of the case may warrant. A near relative shall be defined as first cousin, grandfather, grandmother, aunt, uncle, niece, nephew, son-in-law, daughter-in-law, brother-in-law, or sister-in-law.

BRENTWOOD BOROUGH SCHOOL DISTRICT

SECTION: PROFESSIONAL EMPLOYEES

TITLE: FAMILY AND MEDICAL LEAVES

ADOPTED: May 21, 2001

REVISED: May 17, 2010

435. FAMILY AND MEDICAL LEAVES

1. Purpose P.L. 103-3 of 1993

The purpose of this policy is to assist the district and its employees in the implementation of the provisions of the Family and Medical Leave Act, hereinafter "FMLA". Notice of employees' rights under the FMLA shall be posted in each building in the district.

Employee requests for FMLA leave shall be processed in accordance with law, Board policy, and administrative regulations.

2. Definitions

Family Member means the employee's spouse, son, daughter or parent; son or daughter shall include an adopted child, a foster child, a stepchild, a legal ward, or a child as to whom the employee stands in loco parentis, provided such child is: (a) under eighteen (18) or (b) eighteen (18) or older but incapable of self care. **Parent** shall include an individual who stood in loco parentis to the employee.

Serious Health Condition means an illness, injury, impairment, or physical or mental condition that involves in-patient care in a hospital, hospice, or residential medical care facility, or continuing treatment by a health care provider.

3. Guidelines

Entitlement

Eligible employees shall be provided up to twelve (12) weeks of unpaid leave, but with continuation of health benefits in a twelve (12) month period, except employees on leave to care for a covered service member shall be provided up to twenty-six (26) weeks of leave in a twelve (12) month period.

1. In connection with the birth, adoption, or foster placement of a child.
2. In order to care for a family member with a serious health condition.
3. In connection with the serious health condition of the employee which renders the employee unable to perform the functions of the position.
4. Qualifying exigency, as defined in Department of Labor regulations, arising from the fact that the employee's spouse, child, or parent is on active duty or has been notified of an impending call or order to active duty in the Armed Forces in support of a contingency operation.
5. Care of a spouse, child, parent, or next of kin who is a covered service member undergoing medical treatment, recuperation, or therapy; is otherwise in outpatient status; or is otherwise on the temporary disability retired list, for a serious injury or illness.

For the purpose of this provision, the twelve month period shall be measured from the date any employee's first FMLA leave begins.

The district may select an alternative method upon providing at least sixty (60) days notice prior to adoption of an alternative method.

Eligibility

To be eligible for leave under FMLA, an employee must:

1. Have been employed for at least twelve (12) months.

2. Having worked 1,250 hours during the year prior to the start of the leave.

3. Complete a Request for FMLA leave. The district shall respond by completing a Response to Employee Request for FMLA leave.

Birth, Adoption, Foster Placement

1. Time Period. Leave may begin prior to the date of birth, adoption, or foster placement; but cannot extend beyond twelve (12) months after such birth, adoption, or foster placement.

2. Required Notice. Thirty (30) days prior to the effective date of the leave, except in unforeseen circumstances.

3. Use of Available Paid Leave. As part of the twelve (12) week leave period, employees must first use any available personal leave or vacation. To the extent an employee chooses to utilize sick leave in conjunction with the birth of a child, such sick leave counts as part of the twelve (12) week period of leave.

4. Dual Employment. Where both spouses are employed by the district, either one or both are eligible for this leave, but they are limited to an aggregate of twelve (12) weeks.

Leave For The Care of a Family Member

1. Required Notice. Thirty (30) days prior to the effective date of such leave, except for unforeseen circumstances.

2. Use of Available Paid Leave. As part of the twelve (12) week leave period, employees must first use any available personal leave or vacation.

3. Reasonable Effort to Avoid Disruption. Where employees request leave to facilitate the care of a family member involved in ongoing treatment, such employee must use reasonable efforts to schedule such treatment in a way which minimizes the disruption to the district caused by the employee's absence, subject to approval of the health care provider.

4. Intermittent or Reduced Schedule Leave. Employees may take something less than full-time leave in order to care for a family member; however the district may transfer the employee to a position which better accommodates such intermittent or part-time leave, so long as such position provides equal pay and benefits.

5. Dual Employment. Where both spouses are employed by the district, either one or both are eligible for this leave but, with respect to the care of a parent or parents, they are limited to an aggregate of twelve (12) weeks.

Serious Health Condition Of Employee

1. Eligibility. Employees with a serious health condition are eligible for leave under the FMLA if the condition renders them unable to perform the functions of the position. Routine illness or minor injury will not be construed to render the employee so disabled. However, any illness or injury which necessitates the employee's absence for more than five (5) consecutive work days will be considered as disabling and leave taken with respect thereto (whether paid or unpaid) will be counted as part of the twelve (12) week entitlement.

2. Use of Paid Leave. As part of the twelve (12) week period of leave, employees must use any and all available sick leave, personal leave, and/or vacation.

3. Reasonable Effort to Avoid Disruption. Employees requesting leave to facilitate some plan of ongoing treatment must use reasonable efforts to schedule such treatment in a way which minimizes disruption to the district caused by their absence, subject to approval of the health care provider.

4. Intermittent or Reduced Schedule Leave. Employees may take something less than full-time leave; however the district may transfer the employee to a position, which better accommodates such intermittent or part-time leave, so long as such position provides equal pay and benefits.

Special Provisions For Instructional Employees

1. Proposed Leaves Commencing/Ending Within Five (5) Weeks of the End of a Semester

   a. Where an instructional employee begins any category of FMLA leave five (5) or more weeks prior to the end of a semester, and the period of leave is for more than three (3) weeks, the district may require the employee seeking to return within the last three (3) weeks of the semester to wait until the beginning of the next semester.

   b. Where an instructional employee begins any category of FMLA leave less than five (5) weeks before the end of a semester, and the period of leave is greater than two (2) weeks, the district may require an employee seeking to return within the last two (2) weeks to wait until the beginning of the next semester.

   c. Where an instructional employee begins any category of family or medical leave three (3) or fewer weeks before the end of a semester, and the period of leave is greater than five (5) working days, the district may require the employee to wait to return until the beginning of the next semester.

   d. The above provisions shall not alter an instructional employee's right to use paid sick leave and/or to return to work at any time during the last five (5) weeks of a semester, even though absences for more than five (5) consecutive days will count as part of the employee's twelve (12) week entitlement to leave.

2. Intermittent or Reduced Work Schedule Leave. Where an instructional employee requests this type of leave, the leave is foreseeable based on planned medical treatment, and the employee would be on leave for greater than twenty percent (20%) of the total number of working days in the period during which the leave would extend, the district may require the employee to elect either:

   a. To take a block of leave for a period or periods of a particular duration, not to exceed the duration of the planned medical treatment, or

b. To transfer temporarily to an available alternative position for which the employee is qualified, which has equivalent pay and benefits, and which better accommodates recurring periods of leave than the regular employment position.

Active Duty/Call to Active Duty

An employee shall be eligible for leave because of a qualifying exigency pertaining to a member of the Armed Forces due to the fact that the employee's spouse, child, or parent is on active duty, has been notified or an impending call to active duty, has been alerted for foreign deployment, or is serving during foreign deployment.

If the necessity for leave is foreseeable, the employee will provide notice as soon as practicable. The district may require that a request for leave because of a qualified exigency be supported by a certification issued in accordance with regulations issued by the Secretary of Labor. The employee will provide the required certification in a timely manner.

Care of Covered Service Member

An employee is eligible for leave up to twenty-six (26) weeks per year to care for a covered service member who is a member of the Armed Forces, including the National Guard and Reserves, and is undergoing medical treatment, recuperation, or therapy; is otherwise in outpatient status; or is otherwise on the temporary disability retired list for a serious injury or illness.

If the necessity for leave is foreseeable based on planned medical treatment, the employee will make a reasonable effort to schedule treatment to minimize disruption of the operations of the school or district and will notify the district of his/her intention to take leave not less than thirty (30) days prior to the beginning date of the leave. If the date of treatment requires leave to begin in less than thirty (30) days, the employee will provide notice as soon as practicable.

Medical Certification

1. General Requirements. With respect to leaves in connection with the serious health condition of a family member of the employee, the employee, together with the health care provider or providers, must complete a Certification of Health Care Provider.

2. Clarification. With the consent of the employee or the employee's family member as the case may be, the district's health care provider may contact the employee's or family member's health care provider for clarification or to confirm information with certification.

3. Additional Opinions/Recertification. At its expense, the district may obtain a second medical opinion and, if necessary, to resolve conflicts, a third opinion. The district may also require, on a reasonable basis, periodic updates of status including re-certifications of any of the information listed above.

Benefits

1. General. Employees will continue to accrue seniority during any approved leave under the FMLA and shall not lose any benefit accrued prior to the commencement of such leave. Employees shall not, however, receive or accrue additional fringe benefits other than those set forth below. Sick leave, personal leave, and vacation shall be reduced on a pro rata basis for any time during which the employee is on unpaid FMLA leave. Any applicable life insurance benefit shall be continued in effect during any period of FMLA leave.

	2. Benefits Continued. Employees on FMLA leave shall continue to receive coverage under any group health plan providing for medical and/or dental benefits so long as such employees return to work after a maximum of twelve (12) weeks of such leave, unless prevented from doing so due to the continuation, recurrence, or onset of a serious health condition of the employee or family member (or other circumstances beyond the employee's control). The maximum twelve (12) week period for continuation of such benefits includes periods during which the employee was either required or chose to use paid leave pursuant to this policy. 3. Continuation of Co-Pay/Recovery of Costs. Employees must continue to pay any co-payment or portion of health and dental care costs for which they were previously responsible. In the event an employee fails to make such payment within thirty (30) days of its due date, the district may discontinue the employee's coverage for the duration of the leave. In the event the employee fails to return to work after the leave has expired for a reason other than the continuation, recurrence, or onset of a serious health condition of the employee or family member (or other circumstances beyond the employee's control), the employee shall reimburse the district for all costs incurred by it with respect to the continuation of the employee's health and/or dental benefits. **Restoration Of Job Status** Employees shall be restored to the position held before leave or an equivalent position with equivalent pay, benefits and other terms and conditions. The district may require medical certification or recertification prior to reinstatement.

BE:299895-5 013453-144230

TEACHERS SALARY SCHEDULE 2010-2011

Step	Bachelor's	Master's Equivalent	Masters	Masters +15	Masters +30	Masters +45	PhD
1	41,000	43,650	46,210	46,535	46,860	47,185	47,685
2	43,000	45,650	48,210	48,535	48,860	49,185	49,685
3	43,920	46,570	49,130	49,455	49,780	50,105	50,605
4	44,840	47,490	50,050	50,375	50,700	51,025	51,525
5	45,760	48,410	50,970	51,295	51,620	51,945	52,445
6	47,460	50,110	52,670	52,995	53,320	53,645	54,145
7	47,960	50,610	53,170	53,495	53,820	54,145	54,645
8/9	48,460	51,110	53,670	53,995	54,320	54,645	55,145
10	48,960	51,610	54,170	54,495	54,820	55,145	55,645
11	49,460	52,110	54,670	54,995	55,320	55,645	56,145
12	50,690	53,340	55,900	56,225	56,550	56,875	57,375
13	51,920	54,570	57,130	57,455	57,780	58,105	58,605
14	53,890	56,540	59,100	59,425	59,750	60,075	60,575
15	55,880	58,530	61,090	61,415	61,740	62,065	62,565
16	57,880	60,530	63,090	63,415	63,740	64,065	64,565
17	66,480	69,130	71,690	72,015	72,340	72,665	73,165
18	76,800	79,450	82,010	82,335	82,660	82,985	83,485

TEACHERS SALARY SCHEDULE 2011-2012

Step	Bachelor's	Master's Equivalent	Masters	Masters +15	Masters +30	Masters +45	PhD
1	41,000	45,350	48,288	48,613	48,938	49,263	49,763
2	43,000	47,350	50,288	50,613	50,938	51,263	51,763
3	43,920	48,270	51,208	51,533	51,858	52,183	52,683
4	44,840	49,190	52,128	52,453	52,778	53,103	53,603
5	45,760	50,110	53,048	53,373	53,698	54,023	54,523
6	47,460	51,810	54,748	55,073	55,398	55,723	56,223
7	47,960	52,310	55,248	55,573	55,898	56,223	56,723
8	48,460	52,810	55,748	56,073	56,398	56,723	57,223
9/10	49,460	53,810	56,748	57,073	57,398	57,723	58,223
11	49,960	54,310	57,248	57,573	57,898	58,223	58,723
12	51,190	55,540	58,478	58,803	59,128	59,453	59,953
13	52,420	56,770	59,708	60,033	60,358	60,683	61,183
14	54,390	58,740	61,678	62,003	62,328	62,653	63,153
15	56,380	60,730	63,668	63,993	64,318	64,643	65,143
16	58,380	62,730	65,668	65,993	66,318	66,643	67,143
17	66,980	71,330	74,268	74,593	74,918	75,243	75,743
18	77,300	81,650	84,588	84,913	85,238	85,563	86,063

TEACHERS SALARY SCHEDULE 2012-2013

Step	Bachelor's	Master's Equivalent	Masters	Masters +15	Masters +30	Masters +45	PhD
1	41,000	47,050	50,560	50,885	51,210	51,535	52,035
2	43,000	49,050	52,560	52,885	53,210	53,535	54,035
3	43,920	49,970	53,480	53,805	54,130	54,455	54,955
4	44,840	50,890	54,400	54,725	55,050	55,375	55,875
5	45,760	51,810	55,320	55,645	55,970	56,295	56,795
6	47,460	53,510	57,020	57,345	57,670	57,995	58,495
7	47,960	54,010	57,520	57,845	58,170	58,495	58,995
8	48,460	54,510	58,020	58,345	58,670	58,995	59,495
9	49,460	55,510	59,020	59,345	59,670	59,995	60,495
10/11	50,460	56,510	60,020	60,345	60,670	60,995	61,495
12	51,690	57,740	61,250	61,575	61,900	62,225	62,725
13	52,920	58,970	62,480	62,805	63,130	63,455	63,955
14	54,890	60,940	64,450	64,775	65,100	65,425	65,925
15	56,880	62,930	66,440	66,765	67,090	67,415	67,915
16	58,880	64,930	68,440	68,765	69,090	69,415	69,915
17	67,480	73,530	77,040	77,365	77,690	78,015	78,515
18	77,800	83,850	87,360	87,685	88,010	88,335	88,835

TEACHERS SALARY SCHEDULE 2013-2014

Step	Bachelor's	Master's Equivalent	Masters	Masters +15	Masters +30	Masters +45	PhD
1	41,730	49,416	52,926	53,251	53,576	53,901	54,401
2	43,730	51,416	54,926	55,251	55,576	55,901	56,401
3	44,650	52,336	55,846	56,171	56,496	56,821	57,321
4	45,570	53,256	56,766	57,091	57,416	57,741	58,241
5	46,490	54,176	57,686	58,011	58,336	58,661	59,161
6	48,190	55,876	59,386	59,711	60,036	60,361	60,861
7	48,690	56,376	59,886	60,211	60,536	60,861	61,361
8	49,190	56,876	60,386	60,711	61,036	61,361	61,861
9	50,190	57,876	61,386	61,711	62,036	62,361	62,861
10	51,190	58,876	62,386	62,711	63,036	63,361	63,861
11/12	52,190	59,876	63,386	63,711	64,036	64,361	64,861
13	53,420	61,106	64,616	64,941	65,266	65,591	66,091
14	55,390	63,076	66,586	66,911	67,236	67,561	68,061
15	57,380	65,066	68,576	68,901	69,226	69,551	70,051
16	59,380	67,066	70,576	70,901	71,226	71,551	72,051
17	67,980	75,666	79,176	79,501	79,826	80,151	80,651
18	78,300	85,986	89,496	89,821	90,146	90,471	90,971

TEACHERS SALARY SCHEDULE 2014-2015

Step	Bachelor's	Master's Equivalent	Masters	Masters +15	Masters +30	Masters +45	PhD
1	42,460	51,955	56,160	56,485	56,810	57,135	57,635
2	44,460	53,955	58,160	58,485	58,810	59,135	59,635
3	45,380	54,875	59,080	59,405	59,730	60,055	60,555
4	46,300	55,795	60,000	60,325	60,650	60,975	61,475
5	47,220	56,715	60,920	61,245	61,570	61,895	62,395
6	48,920	58,415	62,620	62,945	63,270	63,595	64,095
7	49,420	58,915	63,120	63,445	63,770	64,095	64,595
8	49,920	59,415	63,620	63,945	64,270	64,595	65,095
9	50,920	60,415	64,620	64,945	65,270	65,595	66,095
10	51,920	61,415	65,620	65,945	66,270	66,595	67,095
11	52,920	62,415	66,620	66,945	67,270	67,595	68,095
12/13	53,920	63,415	67,620	67,945	68,270	68,595	69,095
14	55,890	65,385	69,590	69,915	70,240	70,565	71,065
15	57,880	67,375	71,580	71,905	72,230	72,555	73,055
16	59,880	69,375	73,580	73,905	74,230	74,555	75,055
17	68,480	77,975	82,180	82,505	82,830	83,155	83,655
18	78,800	88,295	92,500	92,825	93,150	93,475	93,975

ARTICLE XXI ADDITIONAL COMPENSATION

	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015
SPORTS/SPORTS RELATED ACTIVITIES					
BASEBALL					
Head Coach	4,370	4,853	4,999	5,199	5,407
Assistant Coach	2,524	2,600	2,678	2,785	2,896
BASKETBALL					
Varsity Boys - Head Coach	6,335	6,525	6,721	6,990	7,270
Junior Varsity Boys - Coach	4,481	4,615	4,753	4,943	5,141
9th Grade Boys - Coach	4,223	4,350	4,481	4,660	4,846
7th & 8th Grade Boys - Coach	3,698	3,809	3,923	4,080	4,243
7th & 8th Grade Boys - Asst. Coach	2,369	2,440	2,513	2,614	2,719
Varsity Girls - Head Coach	6,335	6,525	6,721	6,990	7,270
Varsity Girls - Asst. Coach	4,481	4,615	4,753	4,943	5,141
7th & 8th Grade Girls - Coach	3,698	3,809	3,923	4,080	4,243
7th & 8th Grade Girls - Asst. Coach	2,369	2,440	2,513	2,614	2,719
Little Dribblers (Formerly Saturday Basketball)	2,034	2,095	2,158	2,244	2,334
CHEERLEADING					
Varsity Coach	2,833	2,918	3,006	3,126	3,251
Junior Varsity Coach	1,988	2,048	2,109	2,193	2,281
Middle School Coach	1,277	1,315	1,354	1,408	1,464
CROSS COUNTRY					
Head Coach, Boys & Girls	3,863	3,979	4,098	4,262	4,432
FOOTBALL					
Head Coach	7,931	8,169	8,414	8,666	8,926
Assistant #1	4,944	5,092	5,245	5,402	5,564
Assistant #2	4,944	5,092	5,245	5,402	5,564
Assistant #3	4,326	4,456	4,590	4,728	4,870
Assistant #4	4,326	4,456	4,590	4,728	4,870
Assistant #5	4,326	4,456	4,590	4,728	4,870
Videographer	1,133	1,167	1,202	1,238	1,275
GOLF	2,884	2,971	3,060	3,182	3,309
INTRAMURALS					
Elroy School	1,051	1,083	1,115	1,160	1,206
Moore School	1,051	1,083	1,115	1,160	1,206
Middle School - Fall	386	398	410	426	443
Middle School - Winter	386	398	410	426	443
Middle School - Spring	386	398	410	426	443
High School	3,090	3,183	3,278	3,409	3,545
SOCCER					
Varsity Boys - Head Coach	4,294	4,853	4,999	5,199	5,407
Varsity Girls - Head Coach	4,294	4,853	4,999	5,199	5,407
Assistant Coach - Boys & Girls	2,524	2,600	2,678	2,785	2,896
SOFTBALL					
Head Coach	4,370	4,853	4,999	5,199	5,407
Assistant Coach	2,524	2,600	2,678	2,785	2,896
SWIMMING					
Head Coach, Boys & Girls	4,370	4,853	4,999	5,199	5,407
Assistant Coach w/Lifeguard Certification	1,999	2,204	2,415	2,657	2,896
TICKET MANAGER	1,906	1,963	2,022	2,103	2,187
TRACK Head Coach, Boys & Girls	4,712	4,853	4,999	5,199	5,407
1st Assistant Coach, Boys & Girls	2,524	2,600	2,678	2,785	2,896
2nd Assistant Coach, Boys & Girls	2,524	2,600	2,678	2,785	2,896
3rd Assistant Coach, Boys & Girls	2,524	2,600	2,678	2,785	2,896
4th Assistant Coach, Boys & Girls	2,524	2,600	2,678	2,785	2,896
VOLLEYBALL					
High School - Head Coach	4,370	4,853	4,999	5,199	5,407
High School - Assistant Coach	2,524	2,600	2,678	2,785	2,896
Middle School - Coach	2,421	2,494	2,569	2,672	2,779
Middle School - Assistant Coach	1,056	1,088	1,121	1,166	1,213
WEIGHTLIFTING					
Weightlifting - Fall	2,266	2,334	2,404	2,500	2,600
Weightlifting - Spring	2,266	2,334	2,404	2,500	2,600

ARTICLE XXI ADDITIONAL COMPENSATION

	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015
OTHER ACTIVITIES					
ACTIVITIES SCHEDULE	620	636	653	672	691
AUDIO-VISUAL					
Director - Middle / High School	1,871	1,919	1,971	2,026	2,085
Elroy	675	700	725	750	775
Moore	675	700	725	750	775
BAND					
Marching - Director	5,356	5,495	5,643	5,801	5,969
1st Assistant	3,306	3,443	3,593	3,751	3,919
2nd Assistant	2,556	2,693	2,843	3,001	3,169
3rd Assistant	2,481	2,618	2,768	2,926	3,094
4th Assistant	2,481	2,618	2,768	2,926	3,094
Elementary	1,750	1,800	1,850	1,900	1,950
Middle School Jazz	480	510	540	570	600
Middle School	635	670	705	740	775
Sr. High Ensemble	830	860	890	910	940
CAMP KON-O-KWEE					
Director	2,153	2,208	2,268	2,332	2,399
Assistants (each) / Max.	350	375	400	425	450
CHORUS					
Elementary	1,150	1,200	1,250	1,300	1,350
Middle School	1,200	1,250	1,300	1,350	1,400
High School	1,200	1,250	1,300	1,350	1,400
CLASS PLAY					
Director	2,819	2,892	2,970	3,053	3,142
Music Director	1,978	2,030	2,084	2,143	2,205
Art Director	718	736	756	777	800
Tech. Director/Set Constr (formerly Stage Crew)	1,691	1,735	1,782	1,832	1,885
Producer (formerly Assistant to the Director)	1,800	1,847	1,897	1,950	2,006
CLASS SPONSOR					
Senior	1,281	1,315	1,350	1,388	1,428
Junior	1,256	1,288	1,323	1,360	1,400
COMPUTER CLUB - Middle School	825	850	875	900	925
DRAMA CLUB					
High School	1,128	1,157	1,188	1,221	1,257
Middle School	681	699	718	738	760
GERMAN CLUB	895	920	945	970	995
HEALTH CAREERS CLUB	805	830	855	880	905
HORTICULTURE CLUB					
High School	830	860	890	920	950
Middle School	830	860	890	920	950
INTERACT CLUB	965	990	1,015	1,030	1,055
NATIONAL HONOR SOCIETY					
Senior	1,158	1,188	1,220	1,255	1,291
Junior	753	783	815	850	886
NEWSPAPER					
High School	1,179	1,209	1,242	1,277	1,314
Middle School	1,019	1,049	1,082	1,117	1,154
PEP CLUB	965	990	1,010	1,035	1,060
SAFETY PATROLS					
Elroy	660	685	710	735	760
Moore	660	685	710	735	760
STUDENT COUNCIL					
High School	1,390	1,430	1,470	1,510	1,550
Middle School	840	880	920	960	1,000
TEEN THAT CARE - MS (formerly Teen Institute)	1,135	1,170	1,205	1,240	1,275
WINTER ACTIVITY GUARD					
Director	2,400	2,450	2,500	2,550	2,600
Assistant	1,400	1,450	1,500	1,550	1,600
YEARBOOK					
High School	1,500	1,550	1,600	1,650	1,700
Middle School	1,190	1,250	1,310	1,370	1,430