AGREEMENT

between the

JUNIATA VALLEY SCHOOL DISTRICT

and the

JUNIATA VALLEY EDUCATION ASSOCIATION
JVEA

July 1, 2008 to June 30, 2013

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PREAMBLE

This agreement is entered into this day, **July 1, 2008 to June 30, 2013** by and between the Board of School Directors of the School District of Juniata Valley, Alexandria, Pennsylvania, and the Juniata Valley Education Association.

I. RECOGNITION

The Board hereby recognizes the Juniata Valley Education Association as the exclusive representative for collective bargaining for all employees included in the bargaining unit as certified and determined by the Pennsylvania Labor Relations Board. A copy of said determination, with additional employees, hereto and made a part hereof, as surely as though the same were set forth herein at length.

II. TERM OF AGREEMENT

The term of this agreement shall begin **July 1, 2008**, and shall continue in full force and effect until **June 30, 2013**. This agreement shall not be extended orally and shall expire on the date indicated. (See Appendix C.)

III. NEGOTIATION OF A SUCCESSOR AGREEMENT

The parties agree to enter into collective bargaining over a successor agreement no later than **November 1, 2012**. Any agreement negotiated shall be reduced to writing after ratification by the parties. (See Appendix C.)

IV. GRIEVANCE PROCEDURE

A. Introduction

It is in the interest of the public and the children served by the school that both employer and employee shall have a procedure whereby grievances shall be reconciled and disposed of as expeditiously as possible.

B. Definition of Levels

A grievance shall be defined as an alleged misinterpretation or misapplication of the terms of this agreement and shall be processed in the following manner:

Step I - A professional employee or group of professional employees initiating the alleged grievance shall present the grievance, after informing the Juniata Valley Education Association, in writing and on a form provided by the employer to the first level supervisor (high school principal or elementary principal) within five (5) days after its occurrence. No adjustments shall be made without the presence of a representative of the Juniata Valley Education Association.

Step II - If the action in Step I above fails to resolve the grievance, within five (5) days to the satisfaction of the affected parties the grievance shall be referred to the Superintendent.

Step III - If the action in Step II above fails to resolve the grievance within five (5) days to the satisfaction of the affected parties the grievance shall be referred to the Board of School Directors within ten (10) days, and a decision rendered within fifteen (15) days thereafter.

Step IV - If the action in Step III fails to resolve the grievance to the satisfaction of the affected parties, the grievance shall be referred to binding arbitration with the approval of J.V.E.A. within five (5) days as provided in Section 903 of Act 195.

If the grievance fails to meet the criteria of Section 903 of Act 195, the decision of the Board of School Directors shall be final. Decisions at all levels shall be rendered in writing and such documents shall set forth the reason or reasons for the decisions reached.

C. Definition of "Day"

Whenever the word "day" is used in the grievance procedure, it shall mean a school work day.

D. Representation

Any aggrieved person may be represented at all steps of the grievance procedure by himself or, at his option, by a representative selected or approved by the Association.

E. Year-end Grievance

In the event a grievance is filed at such time that it cannot be processed through all the steps in the grievance procedure by the end of the school year, the time limits set forth herein shall be reduced so that the grievance procedure may be exhausted prior to the end of the school year or as soon thereafter as practicable.

F. Separate Grievance File

All documents, communications, and records dealing with the processing of a grievance shall be filed in a separate grievance file and shall not be kept in the personal file of any of the participants.

G. Reprisals

No reprisals of any kind shall be taken by the Board of School Directors or any member of the Administration against any concerned party in interest, any representative, any member of the association, or any other participant in the grievance procedure by reason of such participation.

H. Group Grievance

If in the judgment of the association a grievance affects a group or class of professional employees, the association may submit such grievance in writing to the Superintendent directly, and the processing of such grievance shall be commenced at level two.

V. RIGHTS OF PROFESSIONAL EMPLOYEES

A. Job Protection

The Pennsylvania School Laws include certain job security provisions, certification, and other regulatory provisions associated with various classes of professional or temporary professional employees. The parties agree that such provisions shall govern the manner in which the job security, job progression, and reduction in force practices shall be effected with respect to members of the bargaining unit.

Whenever any bargaining unit member is required to appear before the Board of School Directors or any committee thereof concerning the continuation of that employee in office, position, or employment or the salary or any increments pertaining thereto, then he/she shall be given prior written notice of the reasons for such meeting or interview and shall be entitled to have a representative of the association or legal counsel present to advise him/her and represent him/her during such meeting or interview.

B. Just Cause Provision

No bargaining unit member shall be disciplined, reprimanded, reduced in rank or compensation, or deprived of any professional advantage without just cause. Any such action asserted by the Board of School Directors, or any agent or representative thereof, shall be subject to the grievance procedure herein set forth, except as hereinafter provided. All information forming the basis of disciplinary action shall be made available to the professional employee and the association.

It is, however, understood and agreed between the parties that in the event the Board of School Directors desires to reduce the work force by layoff (which is suspension as per Section 1124 of the Public School Code of 1949, as amended, and Act 97), or realign the staff by transfer, reassignment or demotion in position, or by change in program, for reasons of economy, decline in pupil enrollment or other reasons as authorized by the Public School Code and applicable law, this provision of the contract shall not be applicable, and any such action by the Board of School Directors shall not be subject to the grievance procedure herein set forth.

C. Statutory Savings Clause

Nothing contained herein shall be construed to deny or restrict to any professional employee such rights as he/she may have under the Public School Code of 1949 as amended, or the Public Employees' Relations Act, Act 195.

VI. HOURS OF EMPLOYMENT

A. Length of Regular Day

The length of the regular school day shall be seven and five-twelfths (7-5/12) consecutive hours, and the beginning time and ending time shall be uniform for all professional employees unless agreed upon by mutual consent between the administration and the employee. Any position changes from the normal beginning time and ending time shall not exceed one hour prior to or two hours after the established beginning and ending times respectively. The Superintendent will inform the JVEA of any position changes.

B. Lunch Period

Professional employees shall have a duty-free lunch period of thirty (30) minutes.

C. Additional Time

The administration shall have the right to call eight (8) meetings to be held on regular school days, not to extend more than forty-five (45) minutes beyond the regular teaching day, not more than one (1) per month with three (3) days prior notice. Any cancellation of a meeting after the end of the preceeding school day shall be treated as one (1) of the eight (8) meetings and shall not be rescheduled. No meetings shall be scheduled on a Friday or any day that immediately preceeds a holiday unless agreed to upon mutual consent between the appropriate principal and the majority of the building faculty.

VII. NON-TEACHING DUTIES

A. Pupil Transportation

Professional employees shall not be required to drive students to activities which take place away from the school building. A professional employee may do so voluntarily, with the advance written approval of the principal. Any professional employee who transports students, with the advance written approval of the principal, to any approved activities shall be covered by the appropriate district insurance and policies.

B. Reimbursement for Travel Expense

All approved travel shall be paid at the rate established by the IRS (Internal Revenue Service) for business mileage.

VIII. PROFESSIONAL COMPENSATION

A. Method of Payment

Each employee covered by the provisions of this agreement shall receive an annual salary in twenty-six (26) equal payments, paid biweekly on Thursday, except when Thursday falls on a holiday or a scheduled school closing, and then the employees shall be paid on the last work day

of said biweekly pay period. If the employee so desires, upon request, he/she shall receive employee salary for June, July, and August on the first payday following the last day of the school year **in accordance with Board policy #614**.

B. Service Merit Payment

All professional employees, after completing eighteen (18) years of service in the Juniata Valley School District, shall be eligible each year thereafter for a service increment of **$275.00 for the years 2008-09 and 2009-10, and $300.00 for 2010-11, 2011-12, and 2012-13.**

C. Professional Employee Induction Program

The Professional Employee Induction Program shall be designed to follow the guidelines of the Pennsylvania Department of Education.

The compensation for the Induction Program shall be provided as follows:

1. Mentor Teacher Training

    a. Maximum of six (6) hours/mentor teacher X contracted instructional rate/hour.
    b. Travel - mileage (if required) X IRS rate.

2. Orientation Sessions

    a. Mentor teacher - 12 hours X contracted instructional rate/hour.
    b. Inductee - 12 hours X contracted non-instructional rate/hour.

3. Weekly Training Sessions

    a. Mentor teacher - not to exceed one (1) hour/week X contracted instructional rate/hour.*
    b. Inductee - not to exceed one (1) hour/week X contracted non-instructional rate/hour.*

        * Not to exceed thirty-six (36) hours/year.

D. Wage and Salary Provisions

1. All employees shall be placed on their appropriate step on the salary schedule and receive the appropriate compensation as per the agreement placing them on said steps. (See Appendix A-1)

2. Less than a full year of service shall be credited to the professional employee for determining the proper step on the salary guide as follows:

    a. Less than one-half semester - no credits;
    b. One-half semester to a full semester - one half step;
    c. Over one semester - one full step.

3. The proper step on the salary guide shall be determined as of the beginning of the school year according to degrees, credits, and years of service. Degrees or credits earned during the school year shall not be applied for salary credit until the beginning of the next school year. Instructional and non-instructional compensation rates are reflected in Appendix A.

E. Payment for Extra Curricular Activities

Participation in Board approved extra curricular activities which extend beyond the regularly scheduled school day shall be voluntary and shall be compensated according to the supplementary point system set forth in School Board Policy and Appendix B. The payment for point system shall be as follows:

Extra-curricular pay will be maintained at the 2007-08 school year compensation at $132/point. This level of pay will be maintained until the extra-curricular pay scale is restructured. The restructuring will ensure that no one will receive a decrease from the 2007-08 school year compensation. The restructuring will be completed within the 2008-09 school year. The contract will be amended upon completion of the restructuring.

Employees participating in extra curricular activities will receive their supplemental contracts signed and approved two weeks before the activity begins if the employee has agreed to the supplemental contract and has been approved by the Board of School Directors.

F. Payment for Approved Credits

The Juniata Valley School District agrees to pay full cost (as verified by a Bursar receipt) of tuition per credit hour up to a maximum of twelve (12) credits per employee per contract year (July 1 to June 30), for credits with a "B" grade or better earned subsequent to permanent certification and upon the submission of an official transcript from an accredited institution of higher education. Based on the above criteria, the Juniata Valley School District will also pay three-fourths (3/4) cost of credits earned prior to permanent certification.

Intermediate Unit credits will also be reimbursed at the above rates only if accepted by an accredited higher educational institution and verified by an official transcript.

G. Employment in Excess of the Regular Contract

1. Bargaining unit employees who are approved by the Board to work in excess of 185 days during any school year shall be paid for the additional days on the basis of the per diem rate, which shall be computed by dividing the total basic salary by the number of days in

the regular contract. Employment beyond the length of the regular contract shall be at the discretion of the Board.

2. Employees who participate in Board approved planning, developing, and drafting of IEPs or curriculum related activities shall be granted release time from their regular duties to work on these projects. With prior written approval by the building principal, employees who work beyond the work day in planning, developing, and drafting IEPs or curriculum shall be paid additional compensation at the rate of **$22.00 per hour for the 2008-09 school year through the 2012-13 school year** for each hour or any part thereof for such work performed. Release time and/or compensation at the instructional rate shall be provided for all IEP conferences.

3. Compensation for homebound instruction shall be computed for the time the employee is at the assignment. Homebound instruction shall be paid at the same rate as the rate paid to those who perform other instructional work **$22.00 per hour for the 2008-09 school year through the 2012-13 school year**. Also, in the event that travel is required, the employee shall be entitled to mileage pay at the IRS business rate per mile.

4. Compensation for instructional supervision for out-of-school-suspension students (4:00 p.m. to 8:00 p.m.) will be compensated at the same rate as the rate paid to those who perform other instructional work **($22.00 per hour for the 2008-2009 school year through the 2012-13 school year**).

5. For all overnight field trips and class trips, professional employees shall be compensated an additional $80.00 per day.

6. For all day-long field trips and class trips, for which the arrival time back at school is after 5:00 p.m., the professional employees shall be compensated at the non-instructional rate for the time after 5:00 p.m.

7. The non-instructional rate of compensation as indicated in Appendix A will be paid for non-teaching duties such as chaperone work, morning detention, and after-hours learning time, during which the professional employee is a learner and not a presenter.

IX. ILLNESS OR DISABILITY

A. Accumulated Sick Leave

On the opening day of the school year, each professional employee shall be credited with a ten (10) day leave allowance for personal illness or immediate family illness. The unused portion of such allowance shall accumulate from year to year without limitation.

B. Notification

Professional Employees shall be given a written accounting of accumulated sick leave no later than the first day of school of each school year.

C. Injury

Absence due to injury incurred in the course of the employee's employment shall not be charged against sick leave days.

X. TEMPORARY LEAVES OF ABSENCE

A. Personal Leave Days

Each professional employee of the Juniata Valley School District, will be entitled to one (1) personal leave day per year. In addition, each professional employee shall receive one (1) additional personal leave day on the fourth anniversary of service in the Juniata Valley School District and one additional day for each four (4) year anniversary interval thereafter.

Example:	First Year - 1 day	Fifth Year - 1 day
	Second Year - 1 day	Sixth Year - 1 day
	Third Year - 1 day	Seventh Year - 1 day
	Fourth Year - 2 days	Eighth Year - 2 days

Such personal leave is to be used at the discretion of the employee, provided that written notice of intention to take leave is given to the Superintendent five (5) days in advance and that not more than three employees from the same building may be granted leave on the same day. In the event the number of persons who desire personal leave on a certain date exceeds the limit of the building, primary consideration shall be given to the date of filing of the intention. In case of further conflict, seniority shall determine precedence.

Personal leave days must be taken as full days only and cannot be used for parts of days unless the employee can secure members of the faculty to cover teaching assignments for one half (1/2) day or if a substitute is available.

Unused personal leave may be accumulated to **six (6)** days and shall become sick leave days if not used.

B. Death

Professional Employees shall be granted leave up to five (5) consecutive work days at any one time in the event of the death of parents, spouse, or children. Section 1154, subsections (b) and (c) of the School Laws of Pennsylvania shall govern all other cases of absence on account of death.

C. Emergency Leave

Each professional employee or temporary professional employee shall be entitled in any one school year up to three (3) days of emergency leave, when such leave is essential to the health and/or welfare of the immediate family of the employee (father, mother, brother, sister, son, daughter, husband, wife). Each employee (as defined above) shall be entitled in any one school year to one (1) of the three (3) days for the health and/or welfare of the employee.

An emergency is to be defined as an unforeseen, sudden, or urgent situation of such nature as to require the immediate attention of the employee and must be related directly to the health and/or welfare of the member of the family or relative.

XI. UNPAID LEAVES OF ABSENCE

A. Military Leave

School Code Sections 1176, 1177, and 1178.

B. Maternity Leave

Maternity leave not to exceed one year shall be granted to professional or temporary professional employees. A request for leave shall be made to the Superintendent at least sixty (60) days in advance of the effective date of the leave.

Readiness of re-employment within the one (1) year period shall be at the discretion of the employee involved. Leave shall commence at the discretion of the employee and her physician.

The rights and benefits of the sick leave provision of the School Code shall govern maternity leave.

Employees on maternity leave shall give sixty (60) days notice to the Superintendent of their intention to return to duty.

C. Unpaid Leave

A professional employee who has completed five years of satisfactory service in the school district and who is unable to teach on account of personal illness or disability and who has exhausted all sick leave available shall be granted a leave of absence up to one year without pay during the period of illness or disability.

D. Family Leave

The family leave policy will be adhered to as stated in Board Policy.

E. Return from Leave

Return from leave shall be in accordance with the Pennsylvania Public School Code Section 1125.1.

XII. SABBATICAL LEAVE

Sabbatical leave will be provided in accordance with Sections 1166-1171 of the Pennsylvania School Code.

XIII. INSURANCE

A. Medical Insurance

For the 2008-09 school year:

The School District shall pay the full cost of the premiums for Blue Cross/Blue Shield and Major Medical expenses for the employee, and shall pay ninety percent (90%) of the cost of the premium for dependents of employees. In the event the husband and wife of the same family are employees of the School District, the District shall pay the full premium for dependents.

In any event there is a consideration of changing hospitalization carriers to one other than Blue Cross/Blue Shield, said change shall only be made by mutual consent. If a new carrier is designated, the JVSD shall agree to make whole any employee monies that may be owed for health care coverage (equal to or better than current Blue Cross/Blue Shield coverage) by virtue of any services that are in question due to the change. Such payments shall be made upon presentation of appropriate bills and/or invoices, and the JVSD shall then settle the claim(s) with the carrier.

Juniata Valley School District will provide two health care programs – the traditional indemnity program and a PPO (Preferred Provider Organization). All new bargaining unit members will be given the option to enroll in either program at the time of employment.

All employees will have the right to change health plans for the open enrollment period of July 1 to August 15. This will be the only time an employee can change coverage unless he/she meets the qualification stated in the paragraph below.

Employees who have a qualifying event shall be allowed to change health care programs. Qualifying events include the following: divorce, change in employment status, birth/adoption of a child, marriage, death, or loss of other coverage.

For 2009-10 through 2012-2013 school years:

All employees will be enrolled in the PPO Program. The PPO Program will have a $250/$500 in-network deductible and $250/$500 out-of-network deductible. Copays for office visits shall remain at $10.00; emergency room copays shall remain at $35.00; and prescription drug plan copays shall remain at $10 generic/$20 brand for retail for up to a 31-day supply and $20 generic/$40 brand for up to a 90-day supply mail order.

The School District shall pay the full cost of the premiums for Blue Cross/Blue Shield for the employee, and shall pay ninety percent (90%) of the cost of the premium for dependents of employees. In the event the husband and wife of the same family are employees of the School District, the District shall pay the full premium for dependents.

Buy-out provision:

Any employee who opts to not participate in the Juniata Valley School District health insurance program will have a buy-out of $2,000 annually.

B. Life Insurance

The Board shall provide term life insurance coverage in the amount of **$35,000.00** for each employee. Said insurance shall contain an accidental death and dismemberment rider. The Board shall pay the full premium for each employee.

C. Dental Insurance

The Board shall pay seventy-five percent (75%) of the cost of the premiums for Blue Cross dental plan (usually referred to as the basic plan, riders A, B, C, and D) for the employee and his/her dependents.

D. Coverage for Retirees

Personnel covered by the negotiated agreement may, upon retirement, continue membership in the medical and dental insurance programs at the group rates established for current school employees as provided under Act 89 or upon coverage by another health insurance program. Such eligible employees shall remit total premiums to the District business office as per the current billing arrangements that the District has with the carriers. In the event that payments are late, the District will assume no responsibility for that person's inclusion in the group plan.

Any retirees who are enrolled in the group health insurance program on June 30, 2003 shall be grandfathered to allow them to remain in the group program.

E. Rights of Spouse

Upon the death of an employee, the spouse has the right or opportunity to continue in the medical and dental insurance plans of the contract at the total District rates as provided by Act 89 or upon coverage by another health insurance program.

XIV. RETIREMENT BENEFIT

Any professional employee who has completed five (5) or more years of service in the Juniata Valley School District and who retires while an employee of the school district after such service, shall be compensated for unused sick leave days at the rate of $30.00 per day for the first 100 days and $35.00 per day thereafter. **For employees with 32 years or more of service in PSERS and 20 years or more with Juniata Valley School District shall receive $45.00 per day for unused sick leave in excess of 100 days.** This additional payment shall be paid to the employee after (Act 96, Retirement Code) the last year prior to retirement.

XV. TRANSFER OF SICK LEAVE

A maximum of twenty-five days (25) of accumulated sick leave shall be transferred from another school district in Pennsylvania, upon certification by the previous employer.

XVI. SCHOOL WORK YEAR

The school work year for employees shall be within the confines of the school calendar and shall be 185 days--180 days of instruction when pupils are in attendance and five (5) in-service days.

A professional employee may choose not to attend an in-service day under the following three conditions: 1) the professional employee notifies the principal of his/her building three days in advance of intent not to attend; 2) the professional employee forfeits one day per diem pay for each day missed; and 3) the professional employee accepts responsibility for acquiring the information, skills, and behaviors taught during the in-service day.

XVII. NOTIFICATION OF TEACHING SCHEDULE

A. Timely Notification

Each professional employee shall be given notification of the next year's teaching assignment on or before the last day in the current school year.

B. Content of Notification

Each secondary teaching schedule shall include subject, grade level, and number of teaching periods. Each elementary professional employee shall be notified of grade and room assignment or subject to be taught.

C. Changes

Changes made following the last day of school shall be discussed with the professional employee concerned, if said professional employee is available upon reasonable notice given by the principal.

XVIII. PROVISION WITH RESPECT TO "MEET AND DISCUSS" PROCEDURES

With respect to Section 702 of Article VII, Act 195 concerning policy matters affecting wages, hours, and terms and conditions of employment as well as the impact thereon, the association may present to the Board of School Directors, no later than the first Monday of each month, an agenda of not more than three matters, unless extended by mutual consent, to be the subject of a "Meet and Discuss" meeting between representatives of the association and representatives of the Board of School Directors.

Within ten (10) days after the receipt of the proposed agenda, a committee of three (3) members of the Board of School Directors, and two (2) alternates designated by the Board of Directors and three (3) members of the Juniata Valley Education Association and two (2) alternates, whose

chairperson shall be chosen by the committee, shall meet at a mutually agreeable time and place to discuss items proposed on the agenda.

The recommendations of the "Meet and Discuss" committee shall be referred to the Board of School Directors of the District at their next regular meeting, and the Board of School Directors shall make a final decision with respect to such recommendation and transmit the same to the association within five (5) days after the meeting has been held by the Board.

XIX. PROTECTION OF PROFESSIONAL EMPLOYEES, STUDENTS, AND PROPERTY

A. Reasonable Force

A professional employee may use reasonable force as is necessary to protect himself/herself from attack, to protect another person or property, to quell a disturbance threatening physical injury to others, or to obtain possession of weapons or other dangerous objects upon the person or within control of a pupil. In any legal action related to such use of reasonable force, the Board of School Directors shall reimburse the professional employee for the cost of his defense if the action is dismissed or the results in a final decision are in favor of the professional employee.

B. Assault

1. Leave - When absence arises out of or from an assault or injury while on duty, the professional employee shall not forfeit any sick leave or personal leave.

2. Retention of Benefits - Benefits derived under this or subsequent agreements shall continue for a period of seven (7) days beyond payment of any workers' compensation received by the employee when such absence arises out of or from assault or injury; except that hospitalization coverage will continue to be provided by the District for a period of one (1) year beyond payment of any such workers' compensation received by the employee; thereafter, the employee shall be able to continue such hospitalization for the duration of his disability by paying the appropriate premium to the school district.

C. Reporting Assault

1. To Principal or Immediate Supervisor - Professional employees shall report cases of assault suffered by them in connection with their employment to their principal or immediate supervisor as soon as reasonably possible but not later than 24 hours after its occurrence.
2. To Superintendent - Such notification shall be forwarded to the Superintendent as soon as reasonably possible but not later than 24 hours after reported to the principal or immediate supervisor.

XX. VACANCIES AND TRANSFERS

A. Request for Transfer

The Board of School Directors recognizes that it is desirable in making assignments to consider the interests and aspirations of its professional employees. Request by a professional employee for a transfer to a different class, building, or position shall be made in writing, one (1) copy of which shall be filed with the Superintendent and one (1) copy of which shall be filed with the association. The **written request** shall set forth the reasons for transfer, the school, grade, or position sought, and the applicant's **qualifications**. The Board of School Directors and/or Administration shall act upon such request within thirty (30) days of the receipt thereof.

B. Posting of Vacancies

Whenever any vacancy arises or is anticipated, the Superintendent shall promptly post notice of the same for no less than two (2) weeks before the position is to be filled and notify the association.

Any new positions shall be posted on the bulletin board of each building with accompanying job description, qualifications, and salary with two (2) weeks notification to the association during the summer months.

XXI. NOTIFICATION OF COMPLAINTS

Complaints regarding an employee made to any member of the Administration by any parent, student, or other person shall be investigated and called to the attention of the employee. The employee shall be given an opportunity to respond to and/or rebut such complaint.

XXII. PROFESSIONAL EMPLOYEE-ADMINISTRATION LIAISON

The association's representatives shall meet with the Superintendent at least once per month during the school year to review and discuss current school problems and practices and the administration of this agreement.

XXIII. DUES DEDUCTION FROM SALARY

The Board of School Directors agrees to deduct dues from the salaries of members of the local association, the Pennsylvania State Education Association, and the National Education Association as said members authorize the Board of School Directors to deduct and transmit the monies by check promptly to the Juniata Valley Education Association.

A. Equal Bi-Weekly Installments

Deductions referred to in Paragraph A above will be made in as nearly equal bi-weekly installments as practicable during the school year.

B. Payroll Deduction Authorization

No later than ten (10) days prior to the first pay in October, the Juniata Valley Education Association will provide the Board of School Directors with a list of those employees who have authorized the Board to deduct dues for the association in Paragraph A above.

XXIV. SEPARABILITY

If any provision of this agreement or any application of this agreement to any employee or group of employees is held to be contrary to law, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

XXV. COMPLIANCE BETWEEN INDIVIDUAL CONTRACT AND MASTER AGREEMENT

An individual contract between the Board of School Directors and an individual professional employee heretofore or hereafter executed shall be subject to and consistent with the terms and conditions of this agreement. If an individual contract contains any language inconsistent with this agreement, this agreement, during its duration, shall be controlling.

XXVI. PRINTING COSTS

Copies of this agreement shall be reproduced with the cost shared equally by the Board of School Directors and the Association. The agreement shall be duplicated within ten (10) days after it has been signed by both parties.

XXVII. NOTICE

Whenever any notice is required to be given by either of the parties of this agreement to the other party, pursuant to the provisions of this agreement, either party shall do so by certified letter to the following addresses:

A. Association to Board at:

President, Board of School Directors
Juniata Valley School District
R.R. 1, P.O. Box 318
Alexandria, PA 16611

B. Board to Association at:

President of the Juniata Valley Education Association
Alexandria, PA 16611

APPENDIX A
2008-2013 SERVICE MERIT PAYMENT
AND HOURLY RATES (Instructional and Non-instructional)

Years of Service at District	Average $ Increase **2008-09**	Average $ Increase **2009-10**	Average $ Increase **2010-11**	Average $ Increase **2010-12**	Average $ Increase **2012-13**
18	**($275)***	**($275)***	**($300)***	**($300)***	**($300)***
19					
20					
21					
22					
23					
24					
25					
26					
27					
28					
29					
Instr. Rate/Hour	**$22.00**	**$22.00**	**$22.00**	**$22.00**	**$22.00**
Non-Instr.	**$17.00**	**$17.00**	**$17.00**	**$17.00**	**$17.00**

* MERIT PAYMENT AS DEFINED ARTICLE VIII, SECTION B

APPENDIX A-1
SALARY SCHEDULE

2008-09	B	B+10	B+20	M	M+15	M+30
1	32,791	32,807	33,135	33,462	33,874	34,286
2	34,841	34,857	35,185	35,512	35,924	36,336
3	36,091	36,107	36,435	36,762	37,174	37,586
4	37,341	37,357	37,685	38,012	38,424	38,836
5	38,591	38,607	38,935	39,262	39,674	40,086
6	39,591	39,607	39,935	40,262	40,674	41,086
7	40,591	40,607	40,935	41,262	41,674	42,086
8	41,691	41,707	42,035	42,362	42,774	43,186
9	43,391	43,407	43,735	44,062	44,474	44,886
10	44,991	45,007	45,335	45,662	46,074	46,486
11	47,302	47,609	47,928	48,247	48,648	49,049
12	48,100	48,229	48,543	48,858	49,253	49,648
13	48,709	49,005	49,312	49,619	50,005	50,391
14	50,665	50,972	51,279	51,587	51,972	52,355
15	51,648	51,956	52,263	52,570	52,956	53,342
16	52,632	52,939	53,247	53,554	53,940	54,326
17	53,615	53,923	54,230	54,538	54,923	55,309
18	54,599	54,906	55,214	55,521	55,907	56,293
19	55,583	55,890	56,197	56,505	56,891	57,277
20	57,849	58,165	58,480	58,795	59,190	59,586

2009-10	B	B+10	B+20	M	M+15	M+30
1	33,591	33,607	33,935	34,262	34,674	35,086
2	34,591	34,607	34,935	35,262	35,674	36,086
3	36,641	36,657	36,985	37,312	37,724	38,136
4	37,891	37,907	38,235	38,562	38,974	39,386
5	39,141	39,157	39,485	39,812	40,224	40,636
6	40,391	40,407	40,735	41,062	41,474	41,886
7	41,391	41,407	41,735	42,062	42,474	42,886
8	42,391	42,407	42,735	43,062	43,474	43,886
9	43,491	43,507	43,835	44,162	44,574	44,986
10	45,191	45,207	45,535	45,862	46,274	46,686
11	46,791	46,807	47,135	47,462	47,874	48,286
12	49,102	49,409	49,728	50,047	50,448	50,849
13	49,900	50,029	50,343	50,658	51,053	51,448
14	50,509	50,805	51,112	51,419	51,805	52,191
15	52,465	52,772	53,079	53,387	53,772	54,155
16	53,448	53,756	54,063	54,370	54,756	55,142
17	54,432	54,739	55,047	55,354	55,740	56,126
18	55,415	55,723	56,030	56,338	56,723	57,109
19	56,399	56,706	57,014	57,321	57,707	58,093
20	58,849	59,165	59,480	59,795	60,190	60,586

APPENDIX A-1 (Continued)

2010-11	B	B+10	B+20	M	M+15	M+30
1	34,291	34,307	34,635	34,962	35,374	35,786
2	35,391	35,407	35,735	36,062	36,474	36,886
3	36,391	36,407	36,735	37,062	37,474	37,886
4	38,441	38,457	38,785	39,112	39,524	39,936
5	39,691	39,707	40,035	40,362	40,774	41,186
6	40,941	40,957	41,285	41,612	42,024	42,436
7	42,191	42,207	42,535	42,862	43,274	43,686
8	43,191	43,207	43,535	43,862	44,274	44,686
9	44,191	44,207	44,535	44,862	45,274	45,686
10	45,291	45,307	45,635	45,962	46,374	46,786
11	46,991	47,007	47,335	47,662	48,074	48,486
12	48,591	48,607	48,935	49,262	49,674	50,086
13	50,902	51,209	51,528	51,847	52,248	52,649
14	51,700	51,829	52,143	52,458	52,853	53,248
15	52,309	52,605	52,912	53,219	53,605	53,991
16	54,265	54,572	54,879	55,187	55,572	55,955
17	55,248	55,556	55,863	56,170	56,556	56,942
18	56,232	56,539	56,847	57,154	57,540	57,926
19	57,215	57,523	57,830	58,138	58,523	58,909
20	59,849	60,165	60,480	60,795	61,190	61,586

2011-12	B	B+10	B+20	M	M+15	M+30
1	34,991	35,007	35,335	35,662	36,074	36,486
2	35,991	36,007	36,335	36,662	37,074	37,486
3	37,091	37,107	37,435	37,762	38,174	38,586
4	38,091	38,107	38,435	38,762	39,174	39,586
5	40,141	40,157	40,485	40,812	41,224	41,636
6	41,391	41,407	41,735	42,062	42,474	42,886
7	42,641	42,657	42,985	43,312	43,724	44,136
8	43,891	43,907	44,235	44,562	44,974	45,386
9	44,891	44,907	45,235	45,562	45,974	46,386
10	45,891	45,907	46,235	46,562	46,974	47,386
11	46,991	47,007	47,335	47,662	48,074	48,486
12	48,691	48,707	49,035	49,362	49,774	50,186
13	50,291	50,307	50,635	50,962	51,374	51,786
14	52,602	52,909	53,228	53,547	53,948	54,349
15	53,400	53,529	53,843	54,158	54,553	54,948
16	54,009	54,305	54,612	54,919	55,305	55,691
17	55,965	56,272	56,579	56,887	57,272	57,655
18	56,948	57,256	57,563	57,870	58,256	58,642
19	57,932	58,239	58,547	58,854	59,240	59,626
20	60,849	61,165	61,480	61,795	62,190	62,586

APPENDIX A-1 (Continued)

2012-13	B	B+10	B+20	M	M+15	M+30
1	35,591	35,607	35,935	36,262	36,674	37,086
2	36,641	36,657	36,985	37,312	37,724	38,136
3	37,641	37,657	37,985	38,312	38,724	39,136
4	38,741	38,757	39,085	39,412	39,824	40,236
5	39,741	39,757	40,085	40,412	40,824	41,236
6	41,791	41,807	42,135	42,462	42,874	43,286
7	43,041	43,057	43,385	43,712	44,124	44,536
8	44,291	44,307	44,635	44,962	45,374	45,786
9	45,541	45,557	45,885	46,212	46,624	47,036
10	46,541	46,557	46,885	47,212	47,624	48,036
11	47,541	47,557	47,885	48,212	48,624	49,036
12	48,641	48,657	48,985	49,312	49,724	50,136
13	50,341	50,357	50,685	51,012	51,424	51,836
14	51,941	51,957	52,285	52,612	53,024	53,436
15	54,252	54,559	54,878	55,197	55,598	55,999
16	55,050	55,179	55,493	55,808	56,203	56,598
17	55,659	55,955	56,262	56,569	56,955	57,341
18	57,615	57,922	58,229	58,537	58,922	59,305
19	58,598	58,906	59,213	59,520	59,906	60,292
20	61,849	62,165	62,480	62,795	63,190	63,586

APPENDIX A-2
DOLLAR INCREASE

2008-09

1,650	**B**	**B+10**	**B+20**	**M**	**M+15**	**M+30**
1	2,000	2,000	2,000	2,000	2,000	2,000
2	1,650	1,650	1,650	1,650	1,650	1,650
3	1,650	1,650	1,650	1,650	1,650	1,650
4	1,650	1,650	1,650	1,650	1,650	1,650
5	1,650	1,650	1,650	1,650	1,650	1,650
6	1,650	1,650	1,650	1,650	1,650	1,650
7	1,650	1,650	1,650	1,650	1,650	1,650
8	1,650	1,650	1,650	1,650	1,650	1,650
9	1,650	1,650	1,650	1,650	1,650	1,650
10	1,650	1,650	1,650	1,650	1,650	1,650
11	1,650	1,650	1,650	1,650	1,650	1,650
12	1,650	1,650	1,650	1,650	1,650	1,650
13	1,650	1,650	1,650	1,650	1,650	1,650
14	1,650	1,650	1,650	1,650	1,650	1,650
15	1,650	1,650	1,650	1,650	1,650	1,650
16	1,650	1,650	1,650	1,650	1,650	1,650
17	1,650	1,650	1,650	1,650	1,650	1,650
18	1,650	1,650	1,650	1,650	1,650	1,650
19	1,650	1,650	1,650	1,650	1,650	1,650
20	1,650	1,650	1,650	1,650	1,650	1,650
	1,050	1,050	1,050	1,050	1,050	1,050

2009-10

1,800						
	B	**B+10**	**B+20**	**M**	**M+15**	**M+30**
1						
2	1,800	1,800	1,800	1,800	1,800	1,800
3	1,800	1,800	1,800	1,800	1,800	1,800
4	1,800	1,800	1,800	1,800	1,800	1,800
5	1,800	1,800	1,800	1,800	1,800	1,800
6	1,800	1,800	1,800	1,800	1,800	1,800
7	1,800	1,800	1,800	1,800	1,800	1,800
8	1,800	1,800	1,800	1,800	1,800	1,800
9	1,800	1,800	1,800	1,800	1,800	1,800
10	1,800	1,800	1,800	1,800	1,800	1,800
11	1,800	1,800	1,800	1,800	1,800	1,800
12	1,800	1,800	1,800	1,800	1,800	1,800
13	1,800	1,800	1,800	1,800	1,800	1,800
14	1,800	1,800	1,800	1,800	1,800	1,800
15	1,800	1,800	1,800	1,800	1,800	1,800
16	1,800	1,800	1,800	1,800	1,800	1,800
17	1,800	1,800	1,800	1,800	1,800	1,800
18	1,800	1,800	1,800	1,800	1,800	1,800
19	最 ·,800	1,800	1,800	1,800	1,800	1,800
20	3,266	3,275	3,283	3,290	3,299	3,309
	1,000	1,000	1,000	1,000	1,000	1,000

Appendix A-2 (Continued)

1,800			2010-11			
Step	**B**	**B+10**	**B+20**	**M**	**M+15**	**M+30**
1						
2	1,800	1,800	1,800	1,800	1,800	1,800
3	1,800	1,800	1,800	1,800	1,800	1,800
4	1,800	1,800	1,800	1,800	1,800	1,800
5	1,800	1,800	1,800	1,800	1,800	1,800
6	1,800	1,800	1,800	1,800	1,800	1,800
7	1,800	1,800	1,800	1,800	1,800	1,800
8	1,800	1,800	1,800	1,800	1,800	1,800
9	1,800	1,800	1,800	1,800	1,800	1,800
10	1,800	1,800	1,800	1,800	1,800	1,800
11	1,800	1,800	1,800	1,800	1,800	1,800
12	1,800	1,800	1,800	1,800	1,800	1,800
13	1,800	1,800	1,800	1,800	1,800	1,800
14	1,800	1,800	1,800	1,800	1,800	1,800
15	1,800	1,800	1,800	1,800	1,800	1,800
16	1,800	1,800	1,800	1,800	1,800	1,800
17	1,800	1,800	1,800	1,800	1,800	1,800
18	1,800	1,800	1,800	1,800	1,800	1,800
19	1,800	1,800	1,800	1,800	1,800	1,800
20	3,450	3,459	3,466	3,474	3,483	3,493
	1,000	1,000	1,000	1,000	1,000	1,000

1,700			**2011-12**			
Step	B	B+10	B+20	M	M+15	M+30
1						
2	1,700	1,700	1,700	1,700	1,700	1,700
3	1,700	1,700	1,700	1,700	1,700	1,700
4	1,700	1,700	1,700	1,700	1,700	1,700
5	1,700	1,700	1,700	1,700	1,700	1,700
6	1,700	1,700	1,700	1,700	1,700	1,700
7	1,700	1,700	1,700	1,700	1,700	1,700
8	1,700	1,700	1,700	1,700	1,700	1,700
9	1,700	1,700	1,700	1,700	1,700	1,700
10	1,700	1,700	1,700	1,700	1,700	1,700
11	1,700	1,700	1,700	1,700	1,700	1,700
12	1,700	1,700	1,700	1,700	1,700	1,700
13	1,700	1,700	1,700	1,700	1,700	1,700
14	1,700	1,700	1,700	1,700	1,700	1,700
15	1,700	1,700	1,700	1,700	1,700	1,700
16	1,700	1,700	1,700	1,700	1,700	1,700
17	1,700	1,700	1,700	1,700	1,700	1,700
18	1,700	1,700	1,700	1,700	1,700	1,700
19	1,700	1,700	1,700	1,700	1,700	1,700
20	3,634	3,642	3,650	3,657	3,667	3,677
	1,000	1,000	1,000	1,000	1,000	1,000

Appendix A-2 (Continued)

1650			2012-13			
Step	B	B+10	B+20	M	M+15	M+30
1						
2	1,650	1,650	1,650	1,650	1,650	1,650
3	1,650	1,650	1,650	1,650	1,650	1,650
4	1,650	1,650	1,650	1,650	1,650	1,650
5	1,650	1,650	1,650	1,650	1,650	1,650
6	1,650	1,650	1,650	1,650	1,650	1,650
7	1,650	1,650	1,650	1,650	1,650	1,650
8	1,650	1,650	1,650	1,650	1,650	1,650
9	1,650	1,650	1,650	1,650	1,650	1,650
10	1,650	1,650	1,650	1,650	1,650	1,650
11	1,650	1,650	1,650	1,650	1,650	1,650
12	1,650	1,650	1,650	1,650	1,650	1,650
13	1,650	1,650	1,650	1,650	1,650	1,650
14	1,650	1,650	1,650	1,650	1,650	1,650
15	1,650	1,650	1,650	1,650	1,650	1,650
16	1,650	1,650	1,650	1,650	1,650	1,650
17	1,650	1,650	1,650	1,650	1,650	1,650
18	1,650	1,650	1,650	1,650	1,650	1,650
19	1,650	1,650	1,650	1,650	1,650	1,650
20	3,917	3,926	3,933	3,941	3,950	3,960
	1,000	1,000	1,000	1,000	1,000	1,000

APPENDIX B

1. Games Beyond the Regular Season

   A. Each athletic team head coach shall be paid $85.00 per playoff game beyond the regular season.

   B. Each varsity athletic team assistant coach shall be paid $75.00 per playoff game beyond the regular season.

   C. The cheerleader advisor shall receive $30.00 per playoff game beyond the regular season that she(he) attends, and the first assistant cheerleader advisor shall receive $20.00 for each attended playoff game.

   D. The Band Director shall receive $30.00 per playoff game beyond the regular season the she(he) attends.

2. The gameworkers' pay shall be as follows:

Position	2008-2009	2009-2010	2010-2011	2011-12	2012-13
Ticket Collector	**$27.00**	**$27.000**	**$27.00**	**$27.00**	**$27.00**
Ticket Seller	**$30.00**	**$30.00**	**$30.00**	**$30.00**	**$30.00**
Score/Time Keeper (per game)	**$27.00**	**$27.00**	**$27.00**	**$27.00**	**$27.00**

APPENDIX C

2008-2013

All economic items negotiated will begin **July 1, 2008**, and shall continue in full force and effect until **June 30, 2013**.

APPENDIX D

The Service Merit Program will have the following provisions:

1. The professional employee must have completed a minimum of **thirty** (**30**) years in the Public School Employes' Retirement System (PSERS).
2. Twenty (20) of the **thirty** (**30**) years shall have been with the Juniata Valley School District.
3. Temporary disability is not eligible until it is determined to be permanent.
4. **Service merit payments are as follows:**

   A. For 30 years of service shall be $1,750
   B. For 31 years of service shall be $1,850
   C. For 32 years of service shall be $1,950
   D. For 33 years of service shall be $2,050
   E. For 34 years of service shall be $2,150
   F. For those with 35 or more years of service shall be $2,250

IN WITNESS WHEREOF, the Association has caused this Agreement to be signed by its President and Secretary, and the Board of School Directors has caused this Agreement to be signed by its President, attested by its Secretary and its Corporate seal to be hereunto affixed, this 12th day of March, 2003.

JUNIATA VALLEY EDUCATION ASSOCIATION

by _____ _____
President Date

by _____ _____
Secretary Date

JUNIATA VALLEY BOARD OF SCHOOL DIRECTORS

by _____ _____
President Date

Attest _____ _____
Secretary Date

(SEAL)