

Appendix A: Act 93 Agreement July 1, 2024- June 30, 2030

Benefit	Paid By	Description
Health Insurance Premium Contribution (Medical, Dental, and Vision subject to change annually).	The District and the Employee	<p>The administrative contributions to premium expense will mirror those established through the collective bargaining process with the Chartiers Valley Federation of Teachers.</p> <p>The administrative contribution to the premium expense will be as the following: 2024-25- 9% of premium 2025-26-10% of premium 2026-27-11% of premium 2027-28-12% of premium 2028-2029 12% of premium 2029-2030 13% of premium</p> <p>*The health insurance premium contribution may be re-evaluated annually based on District costs and contributions and plan type.</p>
Health Insurance Buy-Out	District	Any employee who is eligible for health care insurance coverage on a spouse's/parent's/partner's group insurance plan that is provided by an employer other than the District, shall provide proof of such coverage and chooses not to utilize the District's health insurance coverage, will be eligible for compensation totaling: \$450 per month
Medical Insurance	The District and the Employee	All Act 93 employees will be eligible for health care insurance provided by the Allegheny County Schools Health Consortium (ACSHIC).
Voluntary Physical	The District	<p>The District will pay up to \$100.00 in costs associated with a physical examination that exceed the coverages provided by the prevailing health care insurance. This is for examination of the administrators only according to the following frequency schedule:</p> <p>Age 39 and under - every three years Age 40-49 - every two years Age 50 and over - each year</p>
Dental Insurance	The District and the Employee	<p>The Board shall provide to all Act 93 employees a Dental Care Insurance plan as offered by the ACSHIC to include Basic Riders A, B, C and D for all Act 93 employees and their dependents for the term of the agreement. The employer and employee annual contributions will be the same as the percentages agreed upon for health insurance. Any changes either made within the standard plan or in the standard plan being offered by the ACSHIC trustees shall become the standard plan coverage defined by this section.</p> <p>2024-25- 9% of premium</p> <p>2025-26-10% of premium</p>

		<p>2026-27-11% of premium</p> <p>2027-28-11% of premium</p> <p>2028-2029 12% of premium</p> <p>2029-2030 13% of premium</p>
Vision Insurance	The District and the Employee	<p>the Board shall provide to all Act 93 employees a Vision Plan for all active Act 93 employees and their dependents. The employer and employee annual contributions will be the same as the percentages agreed upon for health insurance. Any changes either made within the standard plan or in the standard plan being offered by the ACSHIC trustees shall become the standard plan coverage defined by this section.</p> <p>2024-25- 9% of premium</p> <p>2025-26-10% of premium</p> <p>2026-27-11% of premium</p> <p>2027-28-11% of premium</p> <p>2028-2029 12% of premium</p> <p>2029-2030 13% of premium</p>
COBRA	The Employee	Under COBRA (Consolidated Budget Reconciliation Act of 1985), enacted by the federal Government in 1986, you and your covered dependents have the option of extending group health insurance coverage under certain conditions, in accordance with federal law.
Life Insurance	The District/Employee	The District will provide 50,000 for life insurance, at the employee's option and at the employee's cost, employee's life insurance at three (3) times the base salary.
Workers' Compensation	The District	If injury is incurred during the course of employment, the employee may apply for Workers Comp and the panel of physicians will decide eligibility.
Liability Insurance	The District	Act 93 employees shall receive, at no cost to the employee, \$2,000,000 in public liability insurance for district-related legal expenses.
Employee Assistance Program (EAP)	The District	<ul style="list-style-type: none"> • EAP services are available at no cost to the employee or dependents. • Coaching and Counseling (up to six) per concern, in person, by telephone or by video • 24/7 Phone Support • Referrals to Community Resources

Flexible Spending Accounts (Health Care and Dependent Care)	The Employee	The District shall provide, as permitted by the Internal Revenue Code, an IRS Section 125 Plan to protect employee premium contributions, unreimbursed medical expenditures, child care appending accounts and other expenditures to the extent possible consistent with and subject to all applicable statutes and regulations as the same may be amended from time to time. The cost of the 125 Plan shall be divided evenly between the participating employee and the District.
WORK YEAR,VACATION DAYS, HOLIDAYS		DESCRIPTION
Work Year	District	<p>Work Year: For those Act 93 Administrative employees whose work year is 12 months/260 workdays, the work year is defined as July 1 to June 30. Act 93 employees whose work year is less than 12 months/ 260 days, he/she shall follow the school calendar and schedule their additional workdays with their supervisor.</p> <p>All Act 93 Curriculum leader employees shall have a work year of 190 days and follow the Chartiers Valley Federation of Teachers (CVFT) work calendar of 190 days.</p> <p>Summer Hours - Employees may schedule their summer work weeks that incorporate 1 workday remotely (a.k.a. work from home) as long as the work week equals 40 hours per week during the months of June, July, and August and as long as the remote day does not conflict with student days or teacher workdays. Employees may also schedule to work four 10-hour days in the summer. A schedule must be established prior to June 1 of each year and must have the approval of the Superintendent. Remote days may be approved by the Superintendent as long as they do not interfere with requested and required in-person meetings; Parameters: remote work and 4/10's will be determined by the Superintendent based upon the school calendars.</p>
Vacation Days (260-day employees only)	The District	<p>Employees will earn twenty (20) vacation days per year within 1-5 years of service to the district to use after July 1 of the succeeding year. Vacation time shall be prorated for new employees who have not completed a full year of service on July 31.</p> <p>20 days =1-5 YOS (Years of Service) 21 days = 6 YOS 22 days=7 YOS 23 days= 8 YOS 24 days=9 YOS 25 days=10 YOS</p> <p>In the event vacation days are not used by June 30, the employee may choose to be paid \$125 per unused vacation day up to a</p>

maximum of five (5) days. All other unused vacation days will be converted to sick leave.

Vacation days may be taken at any time with the approval of the immediate supervisor and the Superintendent or designee. Upon retirement, all unused and earned vacation days shall be compensated at the employee's per diem rate (annual salary/260 = per diem rate) up to a maximum of 20 days.

Holidays	The District	<p>Act 93 will receive, and be paid for, all recognized and scheduled holidays, including days surrounding such holidays to create holiday “breaks” (Ex: Winter – New Year’s Break), as scheduled annually by the Board and noted on the District calendar.</p> <p>If the District School Calendar only allocates 12 days, then a flex day will be offered. If 13 paid holidays are in the school calendar a flex day is not offered.</p> <p>The following paid holidays are:</p> <table><tr><td>Independence Day (260 only)</td><td>New Year’s Eve Day</td></tr><tr><td>Labor Day</td><td>New Year’s Day</td></tr><tr><td>Thanksgiving Day</td><td>Good Friday</td></tr><tr><td>Day after Thanksgiving</td><td>Flexible</td></tr><tr><td>Christmas Eve Day</td><td>Memorial Day</td></tr><tr><td>Christmas Day</td><td></td></tr><tr><td>Day after Christmas</td><td></td></tr></table> <p>Employees scheduled to work an approved holiday may, with the approval of the Superintendent, use that as a paid day off to be scheduled and taken by the employee at another time during the work year.</p>	Independence Day (260 only)	New Year’s Eve Day	Labor Day	New Year’s Day	Thanksgiving Day	Good Friday	Day after Thanksgiving	Flexible	Christmas Eve Day	Memorial Day	Christmas Day		Day after Christmas	
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PAID LEAVE	PAID BY	DESCRIPTION
Personal Days	The District	<p>Each Act 93 employee shall be entitled to three (3) personal days per fiscal year (July 1 – June 30) at no loss of pay. All personal days not used shall be converted to sick days effective July 1st of the succeeding fiscal year. To receive the full allotment of personal days, employees must be on the payroll by July 1st. Employees who begin work after July 1st will have their personal days prorated for the year in which they are hired.</p>

Sick Days	The District	All Act 93 employees shall be allotted twelve (12) days of annual sick leave with pay. All unused sick days shall be accumulated. Sick day allotments renew each fiscal year on July 1 st . To receive the full allotment of sick days, employees must be on the payroll by July 1 st . Employees who begin work after July 1 st will have their sick days prorated for the year in which they are hired.
Family Medical Leave Act (FMLA) and Use of Sick Days	The District and the Employee	<p>An employee who takes a bonafide Family and Medical Leave, in accordance with the federal Family and Medical Leave Act of 1993, as amended and provided that such leave is qualified by the District is eligible to use his/her accrued but unused sick days for the length or the Family and Medical Leave, not to exceed 12 weeks (counted in work days) – taken consecutive or intermittently in a rolling calendar year.</p> <p>The District will at all times maintain a policy pertaining to and consistent with all federal and state requirements pertaining to the Family Leave Act of 1993.</p>
Bereavement	The District	<p>In case of death in the immediate family, Act 93 employees may be allowed up to nine (9) days leave with full pay. These days must be consecutive, and a non-working day shall count against the nine (9) days herein mentioned. In such a case, no pay shall be allowed for such non-working day(s). Members of the immediate family shall be defined as father, mother, brother, sister, son, son-in-law, daughter, daughter-in-law, husband, wife, parent-in-law, grandchild, near relative who resides in the same household, or any person with whom the employee has made his/her home.</p> <p>In case of death of a near relative, a leave of absence with pay for the day of the funeral is authorized. A near relative shall be defined as first cousin, grandfather, grandmother, aunt, uncle, niece, nephew, brother-in-law or sister-in-law</p>
Military Leave (Temporary and Permanent)	The District	The District will at all times maintain a policy pertaining to and consistent with all federal and state requirements pertaining to military service.
Leaves of Absence	The District	Curriculum Leaders shall be entitled to the same Leaves of Absence, under the same terms and conditions, as are provided to the District teachers who are members of the CVFT under the applicable Collective Bargaining Agreement between the District and the CVFT, as the same may be amended from time to time.
RETIREMENT BENEFITS	PAID BY	DESCRIPTION

Retiree Benefits	The District and the Employee	<p>Retirement Severance - Act 93 Employees</p> <p>Administrators who retire from education after twenty-five (25) years of service and who are at least 55 years of age and retire under the Pennsylvania School Employees Retirement System (PSERS) shall be entitled to the following benefit provisions:</p> <p>A rate of \$150.00 per day times the number of accumulated CVSD only, unused sick days; A rate of \$400.00 per year of service with the District The combination of pay for accumulated, unused sick days and years of service with the District may not exceed a maximum of \$20,000.</p> <p>The Act 93 employee shall be paid a per diem rate for all accrued but unused vacation and personal days remaining in the vacation year in which retirement commences. The per diem rate shall be calculated as the individual’s annual salary divided by the individual’s specified workdays in the work year.</p> <p>All of the above retirement severance payments must be made through a 403(b) Plan.</p> <p>An employee eligible to retire under the Pennsylvania School Employees Retirement System (PSERS), or any employee who voluntarily resigns after fifteen (15) years continuous service in the Chartiers Valley School District, shall be entitled to the following benefit provisions:</p> <p>A rate of \$50.00 per day times the number of accumulated, unused sick days; A rate of \$100.00 per year of service with the District. The above combination of pay for accumulated, unused sick days and years of service with the District may not exceed a maximum of \$10,000; and the per diem rate for all accrued but unused vacation and personal days remaining in the vacation year in which retirement commences. The per diem rate shall be calculated as the individual’s annual salary divided by the individual’s specified work days in the work year. All the above retirement severance payments must be made through an employer contribution 403(b) Plan.</p> <p>Retirement Healthcare Benefits - Act 93 Administrators who retire from education after twenty-five (25) years of service and who are at least 55 years of age, or who retire under a Pennsylvania School Employees Retirement System (PSER) shall be entitled to the following benefit provisions:</p> <p>The retiree will receive an annual amount to be used for the purchase of retirement healthcare calculated based on the number of PSERS years of service the retiree had at the time of his or her retirement and the type of coverage needed.</p> <table><tr><td>Family</td><td>\$500 per year of PSERS services</td></tr><tr><td>Employee/Spouse</td><td>\$500 per year of PSERS services</td></tr></table>	Family	\$500 per year of PSERS services	Employee/Spouse	\$500 per year of PSERS services
Family	\$500 per year of PSERS services					
Employee/Spouse	\$500 per year of PSERS services					

Employee Children	\$500 per year of PSERS services
Employee Child	\$500 per year of PSERS services
Individual	\$250 per year of PSERS services

Any health care premium costs above the District's annual contribution amounts at the time of retirement shall be the responsibility of the retiree or his/her surviving dependent(s).

These benefits shall continue until the earlier of the following:

The retiree turns age 65 (which is the age Medicare eligibility),
or

The retiree becomes employed in a position which offers employer-paid health insurance benefits to the retiree. Retirees shall be obligated to report to the District the attainment of a post-retirement employment which affords the ability to receive employer paid health insurance benefits.

Spouses age 65 or older are not eligible for the healthcare offering.

Spouses of retirees eligible for either a state or federally funded medical care program at the time of the employee's retirement are not eligible for medical coverage under this plan.

Should a future plan permit a different carrier for medical coverage, the retiree or his/her surviving dependents will be enrolled in the new plan at a comparable level of coverage as applicable to the active Act 93 employees with similar coverage.

Failure on the part of the retiree to make his/her monthly payments by the 10th of each month shall be sufficient cause to terminate the medical coverage; an exception will be made when extenuating circumstances intervene.

Coverage for the retiree shall cease if the retiree becomes 1) gainfully employed and employer-paid benefits are available to the employee or 2) eligible for employer-paid coverage by way of spousal employment. Should the retiree lose coverage obtained under either condition specified herein, the retiree shall once again be eligible for the District provided benefits subject to approval and condition of the providers.

If any provision of this section is ruled to be illegal or discriminatory by a Federal, State, or Local Court or Federal or a State Administrative Agency with decision or rule making authority, that section of the Agreement shall be deemed to be null and void. In the event that this section should be invalidated on ERISA, ADEA, or other grounds, the program shall be void from such date forward but without adverse impact on existing retiree beneficiaries. Further, in such an event, the parties shall attempt to implement a substitute program free of the invalidating conditions(s).

Pennsylvania Public School Employees' Retirement System "PSERS"	The District and the Employee	Retirement benefits are subject to the terms and conditions of the Pennsylvania Public School Employees' Retirement System and the % of District contribution is established by PDE annually. Example Salary: \$75,000 PSERS contribution Employee: 7.5% or \$5,625 PSERS contribution Employer/District: 34.00% or \$25,500
OTHER BENEFITS	PAID BY	DESCRIPTION
403(b) Retirement Savings Account	The District and the Employee	<p>All Act 93 Administrative employees shall receive a \$100 monthly allowance and a 403(b) tax sheltered annuity.</p> <p>The District will provide, as permitted by the Internal Revenue Code a 403(b) employee payroll deferral option to provide tax – sheltered savings options for Act 93 employees as necessary to comply with IRS provisions.</p> <p>Contribution limits, including catch-up provisions, for 403(b) plans are subject to IRS Regulations.</p>
Mileage Reimbursement	The District	Annually established by the District in accordance with applicable Internal Revenue Service (IRS) regulations.

Graduate Tuition Reimbursement	The District	<p>Reimbursement Loan</p> <p>The Board shall reimburse, in the form of a loan, up to the current program rate specified by the Point Park University Graduate Tuition Rate, for each Act 93 employee at an approved institution in a Masters or Doctorate program, credits/courses directly related to the employees' work. The tuition rate per credit in effect at the time the credits/courses are approved will be the rate used for reimbursement, forgiveness, and possible repayment.</p> <p>Pre-approval of the Superintendent is necessary before either enrollment or participation in a program is initiated; the number of credits/courses that may be scheduled per semester/year is unlimited. To be eligible for a reimbursement loan, all credits/courses for which the employee seeks a reimbursement loan must be started and completed while the individual is employed by Chartiers Valley School District. To obtain reimbursement for any credits/courses, the employee must obtain a grade of "B" or higher; credits/courses in which a grade lower than a "B" is achieved will be ineligible for reimbursement.</p> <p>Reimbursement Loan Forgiveness</p> <p>Reimbursement loans provided to Act 93 employees for the cost of credits shall be forgiven on the following schedule:</p> <ul style="list-style-type: none">● 20% forgiven after one (1) complete school year following receipt of the degree;● 60% forgiven after two (2) complete school years following receipt of the degree;● 100% forgiven after three (3) complete school years following receipt of the degree;
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“Receipt of Degree” refers to the month, day and year in which the degree was conferred. “School Year” is defined as that period beginning on July 1 and June 30 of the succeeding year. The school year in which receipt of degree occurs does not count toward loan forgiveness.

Any Act 93 employee seeking reimbursement loans for the cost of credits shall execute a Promissory/Demand Note in the amount of the cumulative reimbursement loans to date in favor of the District as a condition of receipt of such reimbursement loan. Each note shall reflect the above referenced forgiveness schedule and state that the District shall not seek to collect unless the employee leaves the employ of the District prior to completion of three (3) full school years following the school year in which receipt of the degree occurred. Should the employee voluntarily terminate his/her employment relationship with the district before the completion of the three (3) school years, he/she shall owe the balance of the loan to the district per the schedule shown above. The final amount owed will be withheld from the employee’s final paycheck(s). Any amount owed in excess of the amounts taken from the employee’s final paycheck(s) shall be the responsibility of the employee to reimburse to the District per the requirements of the Promissory/Demand Note. Employees are required to submit, at the conclusion of each course, a valid transcript/report demonstrating that they have completed the course(s) for which they have sought reimbursement loans with a grade of “B” or higher.

Any Act 93 employee who leaves the district prior to completion of the degree, does not continue in a degree program while remaining an employee, or who completes credits/courses that do not culminate in a degree, is not subject to the provisions of this section and must immediately pay back to the District the entire amount borrowed. The final amount owed will be withheld from the employee’s final paycheck(s). Any amounts owed in excess of the amounts taken from the employee’s final paycheck(s) shall be the responsibility of the employee to reimburse to the District per the requirements of the Promissory/Demand Note.

Professional Membership

The District

Act 93 employees will be entitled to up to \$600.00 per year paid to local, state, and national associations that are directly related to job responsibilities and authorized by the employee’s supervisor. Building and Department Budgets must budget for this benefit.
