

SHARPSVILLE AREA SCHOOL DISTRICT

Special Meeting

June 17, 2024

The special meeting of the Sharpsville Area School Board was held in the Cafeteria at the Sharpsville Area Elementary School on Monday, June 17, 2024 at 7:00 p.m. with President Darla Grandy presiding. The following members were present: Rosemary Ferguson, Michael Garcia, Darla Grandy, John Heutsche, Kevin Setterberg, and Jerry Trontel. The following members were absent: Brian Foltz, Margaret Hurl, and Michael Lenzi

Also present were Superintendent John Vannoy, Business Manager/Board Secretary Ashley Mocker, Elementary School Principal Jon Fry, High School Principal Carol Houck, Director of Student Services Annessa Steele, Director of Facilities Wade Hoagland, Director of Technology Brad Hoagland, Solicitor Robert Tesone, and guests.

ADOPTION OF THE AGENDA

There was a motion by Mr. Heutsche, seconded by Mrs. Ferguson, to approve the meeting agenda.

Approved: Ferguson, Garcia, Grandy, Heutsche, Setterberg and Trontel

Opposed: None

Motion Carried.

SECRETARY REPORT

Board Secretary Ashley Mocker had no official action to report.

CONSENT AGENDA

There was a motion by Mr. Trontel, seconded by Mr. Heutsche, to approve the following consent agenda items:

1. Board Minutes for the following meetings:
 - a. May 20, 2024 Regular Meeting
 - b. June 10, 2024 Worksession Meeting

Approved: Ferguson, Garcia, Grandy, Heutsche, Setterberg and Trontel

Opposed: None

Motion Carried.

UNFINISHED BUSINESS

There was no board action on the following unfinished business agenda item:

West Central Job Partnership

FINANCE REPORT

Mrs. Grandy recommended the following action:

MOTIONS TABLED

There was a motion by Mr. Heutsche, seconded by Mr. Garcia, to table the following agenda items:

Real Estate Tax

- Board approval is requested for the adoption of the District's Real Estate Taxing Structure at 86 mills for the 2024-2025 fiscal year.

Homestead/Farmstead Exemption

- Board approval is requested for Resolution #9 of 2024 to set the 2024 Homestead Farmstead Exemption at \$4,056 per qualified property.

Per Capita Tax

- Board approval is requested for the Per Capita Tax Section 679 of PA School Code of \$5.00.

Act #511 of the Tax Enabling Act of 1965

- Board approval is requested for the Act #511 of the Tax Enabling Act of 1965:
 - a. 1% Earned Income Tax (shared with three municipalities)
 - b. 1% Real Estate Transfer Tax (shared with three municipalities)
 - c. \$5.00 Per Capita Tax
 - d. \$10.00 Flat Rate Occupation Tax

Approved: Ferguson, Garcia, Grandy, Heutsche, Setterberg and Trontel

Opposed: None

Motion Carried.

POLICY REPORT

The policy committee had no official action to report.

CURRICULUM/TECHNOLOGY REPORT

Mr. Setterberg had no official action to report.

PERSONNEL REPORT

Mrs. Ferguson recommended the following action:

NEW HIRE AFSCME

There was a motion by Mrs. Ferguson, seconded by Mr. Trontel, to hire Milan Kay as an 8 hour per day cleaning person with salary and benefits as per the AFSCME Agreement effective June 18, 2024.

Approved: Ferguson, Garcia, Grandy, Heutsche, Setterberg and Trontel

Opposed: None

Motion Carried.

SAEA RESIGNATION

There was a motion by Mrs. Ferguson, seconded by Mr. Heutsche, to approve the resignation of Tiffani Phillian as an Elementary School Teacher effective June 10, 2024.

Approved: Ferguson, Garcia, Grandy, Heutsche, Setterberg and Trontel

Opposed: None

Motion Carried.

RESCINDMENT OF MOTION

There was a motion by Mrs. Ferguson, seconded by Mr. Trontel, to approve the rescindment of the motion from May 20, 2024 approving the Memorandum of Understanding for Aide Seniority Retention for Kristin Banas and Chandli Robertson.

Approved: Ferguson, Garcia, Grandy, Heutsche, Setterberg and Trontel

Opposed: None

Motion Carried.

RESCINDMENT OF MOTION

There was a motion by Mrs. Ferguson, seconded by Mr. Heutsche, to approve the rescindment of the motion from May 20, 2024 approving the Memorandum of Understanding regarding the second grade Long Term Substitute for the 2024-2025 school year.

Approved: Ferguson, Garcia, Grandy, Heutsche, Setterberg and Trontel

Opposed: None

Motion Carried.

RESCINDMENT OF MOTION

There was a motion by Mrs. Ferguson, seconded by Garcia, to approve the rescindment of the motion from May 20, 2024 approving the Memorandum of Understanding with SAEA regarding the ELA Instructional Coach for the 2024-2025 school year.

Approved: Ferguson, Garcia, Grandy, Heutsche, Setterberg and Trontel

Opposed: None

Motion Carried.

CREATION OF ELEMENTARY SECOND GRADE TEACHING POSITION

There was a motion by Mrs. Ferguson, seconded by Mr. Heutsche, to approve the creation of a one-year Elementary Second Grade Teaching position for the 2024-2025 school year.

Approved: Ferguson, Garcia, Grandy, Heutsche, Setterberg and Trontel

Opposed: None

Motion Carried.

MOU AIDE SENIORITY RETENTION

There was a motion by Mrs. Ferguson, seconded by Mr. Trontel, to approve the Memorandum of Understanding with AFSCME regarding Aide Seniority Retention for the 2024-2025 school year, with a final form of the MOU subject to review and approval of the District's Labor counsel, the same being attached to and a part of these minutes.

Approved: Ferguson, Garcia, Grandy, Heutsche, Setterberg and Trontel

Opposed: None

Motion Carried.

MOU SAEA SECOND GRADE LONG TERM SUBSTITUTE

There was a motion by Mrs. Ferguson, seconded by Mr. Setterberg, to approve the Memorandum of Understanding with SAEA regarding a second grade Long Term Substitute for the 2024-2025 school year, with final form of the MOU subject to review and approval of the District's labor counsel, the same being attached to and a part of these minutes.

Approved: Ferguson, Garcia, Grandy, Heutsche, Setterberg and Trontel

Opposed: None

Motion Carried.

NEW HIRE LONG TERM SUBSTITUTE

There was a motion by Mrs. Ferguson, seconded by Mr. Setterberg, to hire Chandli Robertson as an Elementary Teacher for the 2024-2025 school year in a long term substitute capacity, with salary and benefits to follow the SAEA agreement.

Approved: Ferguson, Garcia, Grandy, Heutsche, Setterberg and Trontel

Opposed: None

Motion Carried.

NEW HIRE SAEA

There was a motion by Mrs. Ferguson, seconded by Mr. Trontel, to hire Kristin Banas as an Elementary Teacher effective with the 2024-2025 school year with a salary (Step B2) and benefits as per the SAEA Agreement.

Approved: Ferguson, Garcia, Grandy, Heutsche, Setterberg and Trontel

Opposed: None

Motion Carried.

SUMMER READ PROGRAM

There was a motion by Mrs. Ferguson, seconded by Mr. Heutsche, to approve the following teachers to be paid at a rate of \$50.00 per hour (\$25 District Paid, \$25 Paid by United Way) for the Summer Read Program:

Kaitlyn Grandy – Teacher

Jesse Weaver - Teacher

Approved: Ferguson, Garcia, Heutsche, Setterberg and Trontel

Opposed: None

Abstained: Grandy

Motion Carried.

RESIGNATION

There was a motion by Mrs. Ferguson, seconded by Mr. Setterberg, to approve the resignation of Madison Smigel, a 2.5 hour per day General Cafeteria worker effective May 31, 2024.

Approved: Ferguson, Garcia, Grandy, Heutsche, Setterberg and Trontel

Opposed: None

Motion Carried.

NEW HIRE SAEA

There was a motion by Mrs. Ferguson, seconded by Mr. Trontel, to hire Levi Plassmeyer as a Secondary Music Instructor effective with the 2024-2025 school year with salary (Step B1) and benefits as per the SAEA Agreement.

Approved: Ferguson, Garcia, Grandy, Heutsche, Setterberg and Trontel

Opposed: None

Motion Carried.

STATEMENT OF CHARGES

There was a motion by Mrs. Ferguson, seconded by Mr. Setterberg, to approve the following: Resolved that the Board of School Directors, having reviewed the Statement of Charges prepared for Employee #34, and having determined that the Charges, if proven, constitute sufficient grounds to justify termination of employment, hereby approves and adopts the Statement of Charges, as presented, and directs that the Administration deliver them to the Employee and if the Employee elects a Board hearing, that the same be scheduled.

Approved: Ferguson, Garcia, Grandy, Heutsche, Setterberg and Trontel

Opposed: None

Motion Carried.

BUILDINGS/GROUNDS REPORT

Mr. Garcia had no official action to report.

NEGOTIATIONS REPORT

Mr. Setterberg recommended the following action:

AMENDED ACT 93 COMPENSATION PLAN

There was a motion by Mr. Setterberg, seconded by Mr. Heutsche, to approve the Act 93 Compensation Plan to be amended, as presented, the same as attached to and a part of these minutes.

Approved: Ferguson, Garcia, Grandy, Heutsche, Setterberg and Trontel

Opposed: None

Motion Carried.

PUBLIC RELATIONS REPORT

There was no official action to report.

CAFETERIA REPORT

Mr. Heutsche recommended the following action:

COMMUNITY ELIGIBILITY PROVISION PROGRAM

There was a motion by Mr. Heutsche, seconded by Mrs. Ferguson, to approve to apply for the Community Eligibility Provision program for the 2024-2025 school year.

Approved: Ferguson, Garcia, Grandy, Heutsche, Setterberg and Trontel

Opposed: None

Motion Carried.

REVISED FOOD SERVICE BUDGET

There was a motion by Mr. Heutsche, seconded by Mr. Trontel, to approve the revised 2024-2025 Food Service budget under the Community Eligibility Provision program, as presented, the same being attached to and a part of these minutes.

Approved: Ferguson, Garcia, Grandy, Heutsche, Setterberg and Trontel

Opposed: None

Motion Carried.

ATHLETIC REPORT

Mr. Heutsche had no official action to report.

MERCER COUNTY CAREER CENTER REPORT

Mr. Garcia had no official action to report.

MIDWESTERN INTERMEDIATE UNIT IV REPORT

There was no official action to report.

SUPERINTENDENT'S REPORT

Mr. Vannoy recommended the following action:

RESOLUTION #10 OF 2024

There was a motion by Mr. Garcia, seconded by Mr. Heutsche, to approve the Public School Facilities Grant Resolution #10 of 2024, as presented, the same being attached to and a part of these minutes.

Approved: Ferguson, Garcia, Grandy, Heutsche, Setterberg and Trontel

Opposed: None

Motion Carried.

EXECUTIVE SESSION


Mrs. Grandy announced that the Board will meet in Executive Session immediately following adjournment for personnel matters.

ADJOURNMENT

There was a motion by Mr. Heutsche, seconded by Mr. Garcia, to adjourn the meeting.

Motion Carried.

The meeting adjourned at 7:38 p.m.



Ashley N. Mocker, Board Secretary

SHARPSVILLE AREA SCHOOL DISTRICT

Conflict of Interest
Abstention Memorandum

TO: Board Secretary, Sharpsville Area School District

FROM: DARLA GRANDY, Board Member

DATE: 6/17/24

Pursuant to Pennsylvania's "Public Official and Employee Ethics Law" I hereby declare that I am required to abstain regarding the following issue/motion:

READ PROGRAM

My conflict/reason for abstaining is as follows:

daughter

Darla J. Grandy
Signature of Board Member

NOTE: Section 3 (J) requires the following procedure:

"Any public official or public employee, who in the discharge of his official duties, would be required to vote on a matter that would result in a conflict of interest shall abstain from voting and, prior to the vote being taken, publicly announce and disclose the nature of his interest as a public record in a written memorandum filed with the person responsible for recording the minutes for the meeting at which the vote is taken..." (emphasis added)

This memorandum does not have to be utilized when a conflict is defined "by any law, rule, regulations, order or ordinance," for example the School Code (Section 1111) prohibits voting to hire certain relatives.

MEMORANDUM OF UNDERSTANDING (MOU)

REGARDING AIDE SENIORITY RETENTION

THIS MEMORANDUM OF UNDERSTANDING is entered into and effective the 17th day of June, 2024, by and between:

SHARPSVILLE AREA SCHOOL DISTRICT (hereinafter the “District”),

**A
N
D**

**AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL
EMPLOYEES, AFL-CIO, LOCAL 633** (hereinafter the “Union”).

WITNESSETH:

WHEREAS, the District and the Union are parties to a Collective Bargaining Agreement (hereinafter the “CBA”) covering the period of July 1, 2023 to June 30, 2025, which governs the terms and conditions for the custodians employed by the District; and

WHEREAS,; Article XVI sets forth the applicable provisions regarding seniority for Union members; and

WHEREAS, Article XVI, Section 3 sets forth the circumstances in which seniority is broken, including “[q]uit or resignation” and “separation”; and

WHEREAS, Chandli Robertson is presently an aide and member of the Union who has been selected to fill a one-year long-term substitute vacancy as an elementary teacher for the 2024-2025 school year; and

WHEREAS, the parties desire that Ms. Robertson be permitted to retain her seniority during the period of time in which she is serving as an long-term substitute elementary teacher in the event she returns to her position in the Union for the 2025-2026 school year.

NOW THEREFORE, in consideration of the above premises and the following mutual covenants contained herein, the parties agree as follows:

1. The District and the Union agree and acknowledge that Chandli Robertson shall be employed by the District as a long-term substitute elementary teacher for the 2024-2025 school year, with that position covered by the terms and conditions of the District's Collective Bargaining Agreement with the Sharpsville Area Education Association, PSEA-NEA (hereinafter the "SAEA CBA"), and the position being covered by a separate MOU entered into with that group.

2. The District and the Union agree and acknowledge that upon the conclusion of the 2023-2024 school year Ms. Robertson's seniority has been frozen within the Union, but it shall not be broken unless she fails to return to her position as an aide in the Union for the 2025-2026 school year, at which time her seniority will be broken.

3. The District and the Union agree that if Ms. Robertson does return to her aide position at the beginning of the 2025-2026 school year, or any time prior to that, her seniority in the Union shall be unfrozen.

4. The District and the Union agree and acknowledge that a separate MOU is being entered into between the District and the Sharpsville Area Education Association, PSEA/NEA regarding the terms and conditions of Robertson's service as a long-term substitute elementary teacher during the 2024-2025 school year. Because Robertson will receive health insurance and paid time-off benefits as provided under the SAEA CBA for the 2024-2025 school year, the District and the Union agree that Robertson's paid time-off balances accrued while an Union employee shall be frozen and kept separate from her SAEA paid time-off balance during her long-term substitute service in the 2024-2025 school year.

5. The Union affirms that, as exclusive bargaining representative for the Union's employees, it has full authority and does enter into this Memorandum of Understanding, on behalf of all employees covered by the CBA.

6. The parties agree that this Memorandum of Understanding does not in any way impact, alter, amend or otherwise modify the CBA except as set forth herein, but rather that it addresses only the circumstances set forth herein and no other matter; and shall not set a binding past practice or precedent.

7. This Memorandum constitutes the complete, entire and integrated agreement and understanding of the parties hereto containing the subject matter hereof and will not be altered, modified, or rescinded except by writing duly executed by each of the parties hereto. No statements, promises or representations have been by any party promised, or expected other than as stated in this Memorandum. No party is relying upon any representations, promises, or covenants other than those expressly set forth in this Memorandum and no condition precedent to the effectiveness of this Memorandum exists. All prior discussions and negotiations have been and are merged and integrated into, and are superseded by this Memorandum.

8. Any disputes regarding this Memorandum shall be subject to the grievance procedure of the Collective Bargaining Agreement.

WHEREFORE, the parties hereto, by their duly authorized representatives and intending to be legally bound, have executed this Memorandum.

ATTEST:

SHARPSVILLE AREA SCHOOL DISTRICT

Ashley Mohr 6/17/2024
Board Secretary Date

By: Wanda J. Grady
Board President Date

**AMERICAN FEDERATION OF STATE,
COUNTY AND MUNICIPAL
EMPLOYEES, AFL-CIO, LOCAL 633**

Witness Date

By: _____
Union President Date

MEMORANDUM OF UNDERSTANDING (MOU)

THIS MEMORANDUM OF UNDERSTANDING is entered into and effective the 17th day of June, 2024, by and between:

SHARPSVILLE AREA SCHOOL DISTRICT (hereinafter the “District”),

**A
N
D**

SHARPSVILLE AREA EDUCATION ASSOCIATION, PSEA/NEA
(hereinafter the “Association”).

WITNESSETH:

WHEREAS, the District and the Association are parties to a Collective Bargaining Agreement (hereinafter the “CBA”) covering the period of July 1, 2021 to June 30, 2025; and

WHEREAS, the District desires to hire an additional elementary teacher for the 2024-2025 school year in a long-term substitute capacity.

NOW THEREFORE, in consideration of the above premises and the following mutual covenants contained herein, the parties agree as follows:

1. The District and the Association agree and acknowledge that the District may hire an elementary teacher for a fourth second grade section for the 2024-2025 school year as a long-term substitute, with the duration of the long-term substitute assignment lasting through the end of the 2024-2025 school year.

2. The District and the Association agree that upon the conclusion of the 2024-2025 school year the assignment of the long-term substitute shall end and the District shall have no obligation to retain the individual hired into that position and no obligation to furlough the individual or take any further action with regard to the individual hired to occupy the long-term substitute assignment.

3. The District and the Association acknowledge that the District intends to hire Chandli Robertson to fill the position, and the parties agree (a) that the position need not be

posted by the District before it is filled, and (b) upon commencement of the instructional year, Robertson shall be entitled to the benefits set forth in Article VIII, Section 3 of the CBA.

4. The Association affirms that, as exclusive bargaining representative for the Association's employees, it has full authority and does enter into this Memorandum of Understanding, on behalf of all employees covered by the CBA.

5. The parties agree that this Memorandum of Understanding does not in any way impact, alter, amend or otherwise modify the CBA except as set forth herein, but rather that it addresses only the circumstances set forth herein and no other matter; and shall not set a binding past practice or precedent.

6. This Memorandum constitutes the complete, entire and integrated agreement and understanding of the parties hereto containing the subject matter hereof and will not be altered, modified, or rescinded except by writing duly executed by each of the parties hereto. No statements, promises or representations have been by any party promised, or expected other than as stated in this Memorandum. No party is relying upon any representations, promises, or covenants other than those expressly set forth in this Memorandum and no condition precedent to the effectiveness of this Memorandum exists. All prior discussions and negotiations have been and are merged and integrated into, and are superseded by this Memorandum.

7. Any disputes regarding this Memorandum shall be subject to the grievance procedure of the Collective Bargaining Agreement.

WHEREFORE, the parties hereto, by their duly authorized representatives and intending to be legally bound, have executed this Memorandum.

ATTEST:

SHARPSVILLE AREA SCHOOL DISTRICT

Cherly Mah 6/17/2024
Board Secretary Date

By: Paul J. Grady
Board President

SHARPSVILLE AREA EDUCATION ASSOCIATION, PSEA/NEA

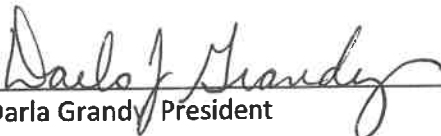
Witness Date

By: _____
Association President Date

Exhibit B

**SHARPSVILLE AREA SCHOOL DISTRICT
ADMINISTRATION COMPENSATION PLAN
JULY 1, 2023 – JUNE 30, 2026**

**Approved by the Board of Education on October 17, 2023
Amended by the Board of Education on March 18, 2024
Amended by the Board of Education on June 17, 2024**


Darla Grandy, President


Ashley Mocker, Secretary

TABLE OF CONTENTS

I.	TERM OF COMPENSATION	3
II.	DEFINITIONS	3
III.	ASSIGNMENT	3
IV.	COMPENSATION PLAN	4
V.	WORK YEAR	4
VI.	SALARY	4
VII.	TAX SHELTERED ANNUITY	5
XIII.	VACATION	5
IX.	HOLIDAYS	6
X.	PAID LEAVE	6
XI.	INSURANCE BENEFITS	7
XII.	PROFESSIONAL ASSOCIATION MEMBERSHIP	9
XIII.	NATIONAL CONFERENCE ATTENDANCE	9
XIV.	EDUCATIONAL ADVANCEMENT	9
XV.	RETIREMENT BENEFITS	10

ADMINISTRATION COMPENSATION PLAN

The Board of School Directors of the Sharpsville Area School District adopts the following Administrator Compensation Plan pursuant to the "Public School Code of 1949," as amended, Section 1164 and Board Policy No. 328, "Wage and Salary." The Board recognizes the importance of maintaining an effective Management Team to strengthen the administration and educational programs of the District, and to establish and improve communications, decision- making, conflict resolution and other relationships among the members of the Team.

I. TERM OF COMPENSATION

This Plan is effective July 1, 2023 and shall continue until June 30, 2026.

II. DEFINITIONS

1. The term "Administrator" shall include the following positions for the purpose of this Plan:

- Director of Student Services
- High School Principal
- Middle School Principal
- Elementary Principal
- Director of Technology

2. The term "Supervisor" shall include the following positions for the purpose of this plan:

- Director of Facilities
- Assistant Director of Facilities

3. The term "Psychologist" shall include the following positions for the purpose of this plan:

- School Psychologist

III. ASSIGNMENT

The Board of Education reserves the right to assign administrator positions in accordance with appropriate State certification and in conjunction with the guideline set forth in Board Policy No. 309.

IV. COMPENSATION PLAN

Salaries and related compensation for Professional Administrators, Supervisors, and Psychologist have been determined following the "meet and discuss" process between a Committee of the School Board and the Administrative Team. Said compensation shall be based upon the salary schedule set forth in Section VI below relative to the duties specified in both the job description and additional assignments in accordance with Board Policy No. 313 by the Superintendent of Schools.

V. WORK YEAR

The work year for all Administrators and Supervisors shall be Twelve (12) months, July 1 through June 30.

The work year for the Psychologist shall be July 1 through June 30 and will work a 200 day schedule which will follow the District's instructional year with the exception of seventeen (17) additional days, the scheduling of which will be at the discretion of their supervisor and/or Superintendent.

VI. SALARY

The salary of each individual covered under this agreement will be as follows:

Administrator/Supervisor/Psychologist	<u>2023-2024</u> Salary	<u>2024-2025</u> Increase	<u>2025-2026</u> Increase
Annessa Steele	\$96,000 Prorated	2.90%	2.90%
Carol Houck	\$99,401	2.90%	2.90%
Heidi Marshall (through August 20, 2024)	\$98,281	2.90%	2.90%
Jonathan Fry	\$98,281	2.90%	2.90%
Ericka Dungee	N/A	\$93,000 (Salary)	2.90%
Bradley Hoagland	\$85,000 Prorated	2.90%	2.90%
Wade Hoagland	\$71,844	2.90%	2.90%
Andrew Kocis	\$55,043	2.90%	2.90%
Paige Wasko	N/A	\$73,000 (Salary)	2.90%

The salaries for new Administrators will be established at the time of hire, and prorated for the appropriated work days remaining in the fiscal year of hire.

VII. TAX SHELTERED ANNUITY

The District will contribute the following amounts per month for each Administrator and Psychologist, excluding Supervisors, to the District's tax sheltered annuity:

<u>2023-2024</u>	<u>2024-2025</u>	<u>2025-2026</u>
\$325.00	\$325.00	\$325.00

VIII. VACATION

1. Administrators

- a. Twenty-One (21) days per year. The Administrative Staff can carry unused vacation beyond June 30th with the Superintendent's approval but must be used by July 31.
- b. Upon written request by June 1st of each year, each Administrator shall receive their daily rate for up to five (5) unused vacation days.
- c. In the event that an Administrator's work year is shortened, it is mandated that vacation days will be prorated accordingly.

2. Supervisors

- a. Supervisor's vacation will be granted as follows:

1 year	5 days
2 years	10 days
6 years	15 days
10 years	16 days
12 years	18 days
15 years	19 days
20 years	20 days
25 years	21 days

- b. Vacation is earned in the fiscal year July 1 - June 30. There will be no accrument of vacation beyond July 31st each year.
- c. No vacation time will be granted for any work up to three months. Vacation cannot be taken during the first three months of employment.
- d. An employee will become eligible for additional vacation for years of service in the fiscal year in which the required anniversary date of initial employment occurs with at least six months of the fiscal year remaining.
- e. In the event that a Supervisor's work year is shortened, it is mandated that vacation days will be prorated accordingly.

3. Psychologist
 - a. No vacation days for the Psychologist.

IX. PAID HOLIDAYS

Note: This section (paid holidays) only applies to Administrators and Supervisors.

- New Year's Day
- Good Friday
- Memorial Day
- Fourth of July
- Labor Day
- Thanksgiving Day and the day following
- The Christmas holiday as scheduled in the yearly school calendar
- Other days off afforded the instructional staff during the school calendar

X. PAID LEAVE

- A. Sabbatical. Sabbatical leaves for eligible professional employees as provided for in the Public School Code of the Commonwealth of Pennsylvania.
- B. Personal Days. Two (2) Personal Days per year. One day may be carried over for a period of one year.
- C. Sick Days. Twelve (12) sick days per year for Administrators and Supervisors and eleven (11) sick days per year for the Psychologist, cumulative.
- D. Bereavement Leave. Five (5) school days shall be granted for the death of a child, parent, husband, wife, or grandchild. This shall not exceed seven (7) consecutive days commencing at the time of death. Three (3) days shall be granted for the death of a brother, sister, brother-in-law, sister-in-law, father-in-law, mother-in-law, son-in-law, daughter-in-law, grandparent or for a relative living in the house of the professional employee. This shall not exceed five (5) consecutive days commencing at the time of death. One (1) day shall be granted for the death of a more distant relative to enable the administrator to attend the funeral.
- E. Family Leave. Each employee shall be entitled to five (5) paid leave days per year for the purpose of attending to the illness of a member of the immediate family. Immediate family shall be defined as child, parent, husband, wife, grandparent, grandchild, or live-in relatives. If both husband and wife are employed in the District, only one (1) individual at a time will be eligible to use this leave. If more than three (3) consecutive days are taken, the District may request a doctor's excuse. This leave will be deducted from the employee's sick leave.

XI. INSURANCE BENEFITS

- A. Health Care - From January 1, 2024 through December 31, 2026, eligible Administrators, Supervisors, and Psychologist will be offered the same third-party medical insurance plan offered to the instructional staff. The deductibles shall be \$1,500 individual and \$3,000 for all other coverage options for the calendar year 2023. Deductible amounts adjusted annually based on plans established in future years. At no time may the deductible be an amount below the IRS minimum.

The District will continue contributions to a health savings account (HSA) for each eligible Administrator, Supervisor, and Psychologist enrolled in the Qualified High-Deductible Health Plan (QHDHP) effective January 1, 2024 through December 31, 2026. The HSA will be administered in accordance with the regulations and guidelines as established/amended by the Internal Revenue Service. The SASD will make annual contributions to those employees' HSA who are enrolled in the QHDHP as soon as possible on or after January 1st each year. However, it is understood that a period of time may be necessary in order for the monies to be processed and posted to the employee's HSA. The employer's contribution will be based on each employee's QHDHP enrollment status (single or family) in accordance with the following schedule:

<u>Calendar Year</u>	<u>% of Deductible</u>
2024	60%
2025	60%
2026	60%

Administrators/Supervisors/Psychologist who enroll in the QHDHP other than on January 1 will have their employer contribution pro-rated based on the remaining months in the calendar year.

Administrators/Supervisors/Psychologist can make additional contributions to their HSA through voluntary payroll deduction. Employees are responsible for compliance with IRS regulations including annual contributions and eligibility limits.

The SASD shall be responsible for the payment of the monthly HSA administration fee. Investments are voluntary and any fees associated with investment accounts shall be the responsibility of the employee.

Premium Share – For the balance of the 2023 calendar year, Administrators receiving medical insurance will have a co-pay in the amount of \$125.00 deducted from each pay. Supervisors receiving medical insurance will have a co-pay deducted from each pay in accordance with the AFSCME Agreement in effect for those months. Beginning January 1, 2024, Administrators, Supervisors, and Psychologist receiving medical insurance will have a co-pay in the amount of five percent (5.00%) of the monthly medical insurance premium deducted from their monthly pay.

Spousal Coverage – Beginning January 1, 2024, the spouse of an Administrator, Supervisor, or Psychologist will be eligible to enroll under the District's medical plan as a dependent.

Insurance Waiver - An Administrator/Supervisor/Psychologist may decline the Group Medical coverage in exchange for an annual incentive payment of 1/2 the cost of eligible insurance. The said payment will be pro-rated as part of the regular pay periods throughout the twelve month pay period. During the open enrollment period beginning December 1 of each year, each Administrator/Supervisor/Psychologist must notify the Superintendent or Business Manager, in writing, of his/her intention to opt out of the medical insurance plan for the upcoming calendar year. Administrators, Supervisors, or Psychologist whose spouses are employed by the District and who receive the District's health care plan through spousal coverage are ineligible for the waiver while receiving health care coverage under the spouse's plan.

- B. Dental Insurance- The District will pay for individual dental coverage for each employee. The District will pay twenty dollars (\$20.00) per month towards family coverage for each eligible employee. Any additional costs for family coverage shall be shared by the District and employee at the rate of 50%/50%.
- C. Vision - The District will provide vision insurance coverage in accordance with the coverage provided instructional staff. (No Co-Pay)
- D. Life Insurance (term).
 - 1. Administrators and Psychologist - The policy will be \$75,000.00 per year with AD & D.
 - 2. Supervisors - The policy will be \$40,000.00 per year with AD & D.
- E. Disability Income Protection Plan.
 - 1. Administrators and Psychologist - The District will provide and pay the full premium for a Group Long Term Disability Insurance Plan. The plan will pay monthly benefits after a ninety (90) day elimination period and payments will continue up to five (5) years if less than age 65; to age 70, but not less than one (1) year if age 65 through 68; or one (1) year if age 69 and over. The monthly indemnity will be 66.66667% of salary up to a maximum benefit of four thousand dollars (\$4,000.00) per month and shall be fully integrated with deductible sources of income as specified in the certificate of coverage. In the event that the number of paid days eligible to the Administrator at the time of the disability is not sufficient to cover the elimination period, the District will cover the benefit amount to fulfill the elimination period. The Income Disability Insurance will begin on the 91st consecutive day at which time sick day payments will cease.
 - 2. Supervisors - Income Disability coverage as per the SAEA Contract

XII. PROFESSIONAL ASSOCIATION MEMBERSHIP

The School District will provide for each Administrator/Psychologist's membership in his/her State and National professional organization.

XIII. NATIONAL CONFERENCE ATTENDANCE

The School District will pay for each Administrator/Psychologist to attend up to one national conference of ASCD, NAEESP or other nationally recognized education organization one time during the life of the agreement with the understanding that all reasonable expenses will be covered by the building level budget of the attending principal. Conference attendance will be contingent upon Board approval.

XIV. EDUCATIONAL ADVANCEMENT

Tuition reimbursement to Administrators/Psychologist will be provided for a maximum of three (3) credits per semester at a rate not to exceed the graduate fees per credit at Westminster College. It is understood that if an Administrator leaves the District within one year of taking a class, they must repay the district 100% of the tuition reimbursement they received for courses taken in the preceding twelve-month period.

XV. RETIREMENT BENEFITS.

1. Administrators and Psychologist

- a. **Eligibility Criteria** - The District will provide the following retirement payments to those eligible Administrative Employees and Psychologist who meet all of the below eligibility requirements: (for Sections b., c., and d., below)
 1. The equivalent of at least twenty-five (25) years of employment in the Pennsylvania Public Schools as defined by the Pennsylvania School Employees Retirement System, and;
 2. The equivalent of at least twenty (20) years of employment in the Sharpsville Area School District, and;
 3. A minimum of fifty-two (52) years of age by the time retirement becomes effective, and;
 4. Notify the Superintendent's Office in writing at least 60 days in advance of the effective date of the retirement.
- b. **Retiree Health Care Incentive** – Subject to the Eligibility Criteria in Section 1.a. above. Eligible retirees shall receive payments in the amount of up to a maximum of \$25,000 over five (5) years, with an amount of up to a maximum of a \$5,000 payment made each year into the retiree's HRA. Monetary benefits shall be paid on an annual basis, on or shortly after July 1 of each year following the retiree's retirement. In the event that the retiree selects a retirement date part-way through the school year, the initial payment made shall be prorated for the number of months remaining in that year (July 1 through June 30), once the retiree has ended their District health insurance coverage. This initial pro-rated payment shall be paid on or shortly after the first day of the month following the District's written notification that the retiree has ended their District health insurance coverage. The parties agree that retirees shall be ineligible to receive the incentive payments upon a retiree reaching Medicare eligibility. In the event that a retiree reaches or will reach Medicare eligibility during the year in which a retirement payment is made (July 1 through June 30), the parties agree that the applicable payment made shall be prorated to cease on the date the retiree becomes eligible for Medicare, and no further payments shall be made by the District.

For any eligible retiree who has elected spousal health coverage in the 12 months prior to the retirement notification date, monetary benefits of the program will continue to be paid to the designated beneficiary according to the payment schedule of the retiree should the retiree die before he/she reaches ages sixty-five (65).

The parties agree that retirees who elect to receive benefits under this incentive shall be required to obtain health insurance from a provider other than the District's group plan. Any retiree who chooses to receive incentive payments under this section must waive his or her right to elect to purchase District-provided health insurance coverage as contemplated by the Pennsylvania School Code. This waiver shall be in effect both during and after the incentive payments are being made by the District. In the event it is determined that this right is not waivable or the relevant School Code section is changed to render this arrangement unlawful, no further incentive payments shall be made to retirees by the District, and the District will be held harmless from any liability or legal action arising from application of this provision. Under these circumstances, if retirees have unspent incentive payment amounts in their HRA, those amounts shall be returned to the District, but if the incentive payments were spent on obtaining health insurance, retirees shall not be obligated to repay those amounts and may elect to have their coverage under the District's plan reinstated at the retiree's expense. If a retiree receives benefits under this incentive and later desires to revoke that election, the retiree must pay back to the District all amounts paid to him or her under this incentive prior to the retiree's coverage being reinstated.

- c. **Years of Service Incentive** – Subject to the Eligibility Criteria in Section 1.a. above. A severance payment of \$250.00 for each full year of service in the Sharpsville Area School District. The method of receiving payment shall be a lump sum payment in the year of retirement to a 403b plan or comparable plan as specified in the District's plan document. These funds will be made as a direct contribution into the employee 403(b) tax sheltered annuity account in an amount as calculated by the Business Manager in accordance with the schedule above. This is an employer contribution, and no cash option is available. Contributions are limited to Section 415 limits. Excessive contributions will be made to the employee's account in the next subsequent year up to the 415 limits.
- d. **Unused Sick Days Incentive** – Per Diem Pay – Subject to the Eligibility Criteria in Section 1.a. above. Administrators and Psychologist shall receive a per diem amount for any unused sick days remaining, upon retirement, as calculated with the following rate schedule:
- Days 1 through 49: Thirty-six dollars (\$36.00) per day.
 - Days 50 through 99: Fifty-three dollars (\$53.00) per day.
 - Days 100 through 149: Seventy-two dollars (\$72.00) per day.
 - Days 150 and greater: Eighty-nine dollars (\$89.00) per day.

The method of receiving payment shall be a lump sum payment in the year of retirement to a 403b plan or comparable plan as specified in the District's plan document. These funds will be made as a direct contribution into the employee

403(b) tax sheltered annuity account in an amount as calculated by the Business Manager in accordance with the schedule above. This is an employer contribution, and no cash option is available. Contributions are limited to Section 415 limits. Excessive contributions will be made to the employee's account in the next subsequent year up to the 415 limits.

2. Supervisors

- a. **Eligibility Criteria** – The District will provide the following retirement payments to those eligible Supervisory Employees who meet all of the below eligibility requirements: (for Sections b. and c., below)
 1. The equivalent of at least twenty-five (25) years of employment in the Pennsylvania Public Schools as defined by the Pennsylvania School Employees Retirement System, and;
 2. The equivalent of at least twenty (20) years of employment in the Sharpsville Area School District, and;
 3. A minimum of fifty-two (52) years of age by the time retirement becomes effective, and;
 4. Notify the Superintendent's Office in writing at least 60 days in advance of the effective date of the retirement.
- b. **Retiree Health Care Incentive** - Subject to the Eligibility Criteria in Section 2.a. above. Eligible retirees shall receive payments in the amount of up to a maximum of \$25,000 over five (5) years, with an amount of up to a maximum of a \$5,000 payment made each year into the retiree's HRA. Monetary benefits shall be paid on an annual basis, on or shortly after July 1 of each year following the retiree's retirement. In the event that the retiree selects a retirement date part-way through the school year, the initial payment made shall be prorated for the number of months remaining in that year (July 1 through June 30), once the retiree has ended their District health insurance coverage. This initial pro-rated payment shall be paid on or shortly after the first day of the month following the District's written notification that the retiree has ended their District health insurance coverage. The parties agree that retirees shall be ineligible to receive the incentive payments upon a retiree reaching Medicare eligibility. In the event that a retiree reaches or will reach Medicare eligibility during the year in which a retirement payment is made (July 1 through June 30), the parties agree that the applicable payment made shall be prorated to cease on the date the retiree becomes eligible for Medicare, and no further payments shall be made by the District.

For any eligible retiree who has elected spousal health coverage in the 12 months prior to the retirement notification date, monetary benefits of the program will continue to be paid to the designated beneficiary according to the payment schedule of the retiree should the retiree die before he/she reaches

ages sixty-five (65).

The parties agree that retirees who elect to receive benefits under this incentive shall be required to obtain health insurance from a provider other than the District's group plan. Any retiree who chooses to receive incentive payments under this section must waive his or her right to elect to purchase District-provided health insurance coverage as contemplated by the Pennsylvania School Code. This waiver shall be in effect both during and after the incentive payments are being made by the District. In the event it is determined that this right is not waivable or the relevant School Code section is changed to render this arrangement unlawful, no further incentive payments shall be made to retirees by the District, and the District will be held harmless from any liability or legal action arising from application of this provision. Under these circumstances, if retirees have unspent incentive payment amounts in their HRA, those amounts shall be returned to the District, but if the incentive payments were spent on obtaining health insurance, retirees shall not be obligated to repay those amounts and may elect to have their coverage under the District's plan reinstated at the retiree's expense. If a retiree receives benefits under this incentive and later desires to revoke that election, the retiree must pay back to the District all amounts paid to him or her under this incentive prior to the retiree's coverage being reinstated.

- c. **Unused Sick Days Incentive – Per Diem Pay – Subject to the Eligibility Criteria** in Section 2.a. above. Supervisors shall receive a per diem amount for any unused sick days remaining, upon retirement, as calculated with the following rate schedule:

- Days 1 through 49: 10% of the daily rate on the last day of employment.
- Days 50 through 99: 15% of the daily rate on the last day of employment.
- Days 100 through 149: 20% of the daily rate on the last day of employment.
- Days 150 and greater: 25% of the daily rate on the last day of employment.

The method of receiving payment shall be a lump sum payment in the year of retirement to a 403b plan or comparable plan as specified in the District's plan document. These funds will be made as a direct contribution into the employee 403(b) tax sheltered annuity account in an amount as calculated by the Business Manager in accordance with the schedule above. This is an employer contribution, and no cash option is available. Contributions are limited to Section 415 limits. Excessive contributions will be made to the employee's account in the next subsequent year up to the 415 limits.



Sharpsville Area School District
Ashley Mocker, Business Manager
1 Blue Devil Way
Sharpsville, PA 16150

June 1, 2024

We have prepared and are submitting the attached revised budget to reflect the potential financial impact of the district's desire to operate the Food Service Program for the 2024/2025 school year under the Community Eligibility Program, (CEP). The budgetary changes reflected in the revised budget may impact TNG's financial guarantee for the 24/25 school year.

The change to CEP will be potentially beneficial and we guarantee a break-even bottom line for 24/25. All other terms and conditions as outlined in the initial RFP and budget submission remain in full force and effect.

Signatures below indicate both parties' agreement to the adjusted budget and guarantee for the 2024/2025 school year.

Katie Baldwin

Name (TNG representative)

TNG signature

6/6/2024

Date

Darla Grandy

Name (District representative)

District signature

6/17/2024

Date

Authorized Official Resolution #10 of 2024

Be it RESOLVED, that the Sharpsville Area School District (Name of Applicant) of
Mercer County (Name of County) hereby request a Public School Facility Improvement grant of
\$ 4,341,987 from the Commonwealth Financing Authority to be used for a roof replacement project.

Be it FURTHER RESOLVED, that the Applicant does hereby designate John Vannoy, Superintendent
Title) and Ashley Mocker, Business Manager/Board Secretary as the official(s) to execute all documents and
agreements between the Sharpsville Area School District (Name of Applicant) and the Commonwealth Financing
Authority to facilitate and assist in obtaining the requested grant.

I, Ashley Mocker, duly qualified Secretary of the Sharpsville Area School District (Name of Applicant),
Mercer County (Name of County), PA, hereby certify that the forgoing is a true and correct copy
of a Resolution duly adopted by a majority vote of the Sharpsville Area School District Board of Education
at a regular meeting held June 17, 2024 (Date) and said Resolution has been recorded in the Minutes
of the Sharpsville Area School District (Applicant) and remains in effect as of this date.

IN WITNESS THEREOF, I affix my hand and attach the seal of the Sharpsville Area School District (Applicant),
this 17th day of June, 20 24.

Sharpsville Area School District

Name of Applicant

Mercer County

County

Ashley Mocker
Secretary

Walter J. Grandy
President