

**AGREEMENT BETWEEN
HUNTINGDON AREA SCHOOL DISTRICT
&
CONFIDENTIAL EMPLOYEES
For Fiscal Years:
July 1, 2019 - June 30, 2023**

HEALTH CARE INSURANCE

The District will pay 90% of the monthly premium and the employee will pay 10% of the monthly premium of the plan agreed upon by the support staff.

VISION INSURANCE

The Board shall provide vision care insurance for employees only. The vision premium will be paid in full by the Employee.

SICK LEAVE

All full-time confidential employees are entitled to twelve (12) sick days per year. These days are credited on July 1 of each year. The District shall pay to any retiring confidential employee with ten (10) years of service as a confidential employee with the Huntingdon Area School District **\$80** per day for any unused sick leave. Notification of retirement must be made in writing 90 days prior to the employee's retirement date.

PERSONAL DAYS

All employees shall be entitled to the following temporary leaves of absence with full pay each year. Unused personal leave days shall accumulate to a bank of ten (10) days. Personal days over ten (10) as of August 31 of each year will roll over to sick days.

- **Each employee shall be entitled to two (2) personal days per year beginning with the first year of employment.**
- **After five (5) years of consecutive service with the District, employees, shall be entitled to three (3) personal leave days per year.**

DENTAL INSURANCE

The district shall pay 50% of the cost of family group dental insurance of the same type in effect, which is provided under the current professional contract.

EMERGENCY DAYS

The Superintendent may approve emergency days for confidential employees.

LIFE INSURANCE

The District shall pay for the cost of one (1) \$35,000 term life insurance policy insuring the life of each confidential employee with the same life insurance company providing term life coverage in the

current professional contract.

VACATION

All full-time confidential employees are eligible to accumulate paid vacation based on the number of years of continuous service with the Huntingdon Area School District.

Years of Service

0-5	12 days/year earned 1 day/month
6-10	15 days/year earned 1.25 days/month
11-15	18 days/year earned 1.5 days/month
16-20	21 days/year earned 1.75 days/month
21+	24 days/year earned 2 days/month

- All vacation days will be credited on the 16th day of the month.
- All employees who resign between the first and fifteenth day of the month are not eligible to earn vacation for the month in which they resign; all employees who resign on or after the sixteenth day of the month are eligible to earn vacation time for the month in which they resign.
- Vacation days may be divided and used in 1/2 day increments.
- Employees may accumulate up to 24 vacation days at any time.
- Each August 31, vacation days in excess of **fifteen** days will be deposited into the employee **403(b) or** HSA account at the rate of unused sick leave.

HOLIDAYS

All confidential employees shall be permitted thirteen (13) paid holidays per year. They are the following:

Labor Day	New Year's Day
Thanksgiving Day	Good Friday
Day after Thanksgiving	Memorial Day
December 24, 25, 26, 31	July 4

*Plus two (2) additional floating holidays that may be used by the employee anytime during the fiscal year.

BEREAVEMENT

Up to three (3) days at any one time in the event of death or serious illness of the employee's spouse, child, grandchild, son-in-law, daughter-in-law, parent, father-in-law, mother-in-law, brother, sister, brother-in-law, sister-in-law, grandparent, great-grandparent and any other member of the immediate household living under the same roof. Employees shall be granted one (1) day in the event of death of employee's friend or close relative outside the employee's immediate family as defined above.

SALARY

Fiscal year	Raise
2019-20	3%
2020-21	3%
2021-22	3%
2022-23	3%

IN WITNESS THEREOF:

HUNTINGDON AREA BOARD OF EDUCATION

By _____
President

By _____
Vice-President

CONFIDENTIAL EMPLOYEE REPRESENTATIVE

By _____
Representative

By _____
Representative