

**AGREEMENT BETWEEN
HUNTINGDON AREA SCHOOL DISTRICT
&
CONFIDENTIAL EMPLOYEES
For Fiscal Years:
July 1, 2023 - June 30, 2027**

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 an employee and their family. The vision premium will be paid in full by the employee through a payroll deduction.

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 \$90 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 260 day employee shall be entitled to two (2) personal leave days per year beginning with the first year of employment.
- After five (5) years of consecutive service with the District, each 260 day employee shall be entitled to three (3) personal leave days per year.
- After eight (8) years of consecutive service with the District, each 260 day employee shall be entitled to four (4) personal leave days per year
- Each 210 day employee shall be entitled to two (2) personal leave days per year beginning with the first year of employment.
- After three (3) consecutive years of service with the District, each 210 day employee shall be entitled to three (3) personal leave days per year.
- After five (5) consecutive years of service with the District, each 210 day employee shall be entitled to four (4) 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) \$40,000 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.

All Full Time 210 Day employees are not eligible for vacation. The 210 Day employees will follow the student schedule for vacation. If work is needed for their role on a student day, the schedule may be adjusted with the approval of the Superintendent to meet the job requirements and to meet the requirements of the 210 day work schedule.

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.

WORK DAY

All Full Time employees shall be entitled to a one (1) hour lunch period. All Employees' work schedule will be determined by the employee's direct supervisor.

SUMMER HOURS

During the summer months when school is not in session, the 260 Day employees will work Monday through Thursday during the approved yearly District Summer schedule. In exchange for this schedule, all employees will work an additional fifteen (15) minutes per day, to make up for the time on Fridays during the summer.

SALARY

Fiscal year	Raise
2023-24	3%
2024-25	3%
2025-26	3%
2026-27	3%

IN WITNESS THEREOF:

HUNTINGDON AREA BOARD OF EDUCATION

By Lucinda K. Delle
President

By [Signature]
Vice-President

CONFIDENTIAL EMPLOYEE REPRESENTATIVE

By Janet M. Shaffer
Representative

By Christie L. Shade
Representative

