

PLEASANT VALLEY SCHOOL DISTRICT
Brodheadsville, PA 18322

CONFIDENTIAL EMPLOYEE AGREEMENT
WITH THE PLEASANT VALLEY SCHOOL DISTRICT

I. Term

July 1, 2018 through June 30, 2021. The plan will be retroactive to July 1, 2018.

II. Salary

Employee	2018-19	2019-20	2020-21
Franklin*	\$47,055	\$48,937	\$50,894+++
Gower*	\$56,002	\$58,242+	\$60,572
Snyder*	\$43,602	\$45,346++	\$47,160
Camaerei**	\$42,704+++	\$44,412	\$46,189

*Would be considered as secretarial under the Support Staff Collective Bargaining Agreement (CBA).

**Would be considered as bookkeeper under the Support Staff Collective Bargaining Agreement (CBA).

- A. The base salary of the confidential employees includes a \$1,500.00 increment from their step on the secretarial/bookkeeper salary schedule. The secretary to the Superintendent receives a \$2,500.00 increment from the appropriate placement on the secretarial schedule.
- B. At no time shall the percentage of increase from year to year for confidential employees be less than the increase plus 0.5% for Secretaries or bookkeepers. Should there be an adjustment to the levels of secretaries in the bargaining unit (e.g., a level or levels added), confidential employees shall receive an increase that is 0.5% above the increase for the highest secretarial level.
- C. If any confidential employee relinquishes confidential status, he/she will no longer be eligible for consideration under this contract, will be placed on the appropriated step on the secretarial or bookkeeper salary schedule and is subject to all the terms and conditions of the support staff collective bargaining agreement.

III. Benefits

- A. Confidential employees will receive all benefits afforded and be subject to all provisions pertaining to secretaries and/or bookkeepers in the PVESPA collective bargaining agreement. Confidential employees will be provided with a copy of the support staff collective bargaining agreement.
- B. At retirement, payment for unused sick leave will be at the agreed-upon PVESPA daily rate plus an additional \$5.00 per day, with payment being made into an enhanced Tax Sheltered Annuity (TSA). At no time shall this amount be less than \$40.00 per sick day.
- C. Confidential employees with twenty-five (25) years of service to the Pleasant Valley School District, who retire and are eligible for retirement benefits, will receive medical coverage paid for by the district, through and including age 65. Retired confidential employees shall make a monthly contribution of the benefit costs equal to the amount of premium assistance for which the retired employee is eligible from the Public School Employee Retirement System (PSERS).

Should the PSERS discontinue premium assistance, retirees will be required to pay the employee contribution rate as it existed for the year in which they retired for the period of time in which they choose to remain on district-provided coverage.

- D. Employees will receive the same vision insurance plan that is in use for Act 93 employees.
- E. The Board will pay for memberships in professional organizations subject to the approval of employee's direct supervisor, up to a maximum of \$100/per employee annually.
- F. A longevity stipend of \$1,000 will be paid the first pay in July following the 15th+, 20th++ and 30th+ year of service provided the employee has been rated satisfactory for the last three (3) years of employment and designated as a confidential employee. This provision is only valid up to June 30, 2021 and will not automatically be renewed if a new agreement is not in place once this agreement has expired.

PLEASANT VALLEY SCHOOL DISTRICT

BY: Susan Kuesge
Board President

ATTEST:

Susan A. Samularo
Board Secretary

Kathleen Franklin
Kathleen Franklin

Joyce M. Gower
Joyce Gower

Magen Snyder
Magen Snyder

Vicki Camaerei
Vicki Camaerei

Dated: 1-28-19

Approved by the Board of Education on January 24, 2019