

SOUTHEAST DELCO SCHOOL DISTRICT

**PLAN FOR SCHOOL POLICE AND
SECURITY EMPLOYEES**

**GENERAL CONDITIONS OF EMPLOYMENT WITH
COMPENSATION AND BENEFIT PLAN**

JULY 1, 2023 TO JUNE 30, 2027

Approved: August 24, 2023

- d. Working hours may be adjusted during the summer months. Employees will be notified annually of the summer schedule by the Superintendent or his/her designee.

III. **Overtime**

After forty (40) hours worked in any one week, the individual shall be paid time and a half for all overtime based upon the individual's hourly rate (1½ times hourly rate). All overtime must be pre-approved by the administrative supervisor.

IV. **Job Performance**

If the performance of the employee is rated unsatisfactory but employment is continued, any part, or all of any increase in salary may be withheld. Two unsatisfactory ratings will be grounds for dismissal. **Two written reprimands (within a calendar year) will also be considered grounds for dismissal.**

V. **Job Vacancy**

Any new job or any vacancy in an existing job shall be posted on all bulletin boards for not less than ten (10) work days. The School District, at its option and in its sole discretion, may provide that the vacancy be filled permanently after an employee selected for such vacancy has completed a ninety (90) calendar day trial period in the position to be filled.

VI. **Involuntary Transfer**

An involuntary permanent transfer can be made only after a fourteen (14) calendar days' written notice to the employee. Prior to any transfer, the affected employee(s) will be consulted and apprised of the need for such transfer. Whenever possible, a qualified volunteer transfer will be used.

VII. **Trial Period of Employment**

At time of hire as a new employee or as a transfer, the employee's performance will be evaluated within ninety (90) calendar days of hire or placement in a school police or security position by the immediate supervisor and/or administrator. At the end of the ninety (90) calendar day trial period, upon receipt of a satisfactory evaluation, provisional employment has been satisfied and the employee's status is regular part-time or regular full-time employee. If the supervisor fails to evaluate the employee at the end of the ninety (90) calendar day trial period, the employee is considered to be a satisfactory employee. If an employee's performance is rated unsatisfactory at the end of the trial period, he/she will be dismissed from employment. Board paid insurance benefits, if applicable, shall commence on the first of the month following the successful completion of the ninety (90) calendar day trial period of employment. Board paid time benefits, if applicable, shall commence on the ninety-first day of employment following the successful completion of the ninety (90) calendar day trial period of employment.

VIII. Compliance with Rules and Regulations

An employee may receive warnings verbally or in writing concerning his/her compliance with Southeast Delco School District's work rules and regulations. If a warning is made in writing, the employee shall receive a copy and will have the opportunity to appeal or respond to the warning. The written warning and response shall be made part of the employee's official personnel file.

IX. Insurance Eligibility

A new School Police or Security employee must successful complete a ninety (90) calendar day trial period before he/she are eligible for insurance benefits. The insurance shall commence on the ninety-first (91) day after they complete the ninety (90) calendar day trial period.

X. Health Insurance

The base medical plan shall be the HDHP-HD3-HC1 with prescription with police/security employees paying six and one half (6.5%) of the premium annually. The District will contribute a portion of the required deductible indicated below into a Health Savings Account (HSA) annually on July 1. Police/security employees shall access the individual's HSA through the use of a benefit "benny" card. Police/security employees have the option to "buy up" to the C3-F2-O2 medical plan by paying the same employee contribution rates required of the subscribers to the HDHP-HD3-HC1 or equivalent plan, plus the difference between the HDHP-HD3-HC1 and the C3-F2-O2 plans.

A rollover Health Reimbursement Account (HRA) with terms that mirror the terms of the HSA shall be established for any police/security employees who are eligible for Medicare. The District will contribute a portion of the required deductible indicated below into the HRA annually on July 1. Police/security employees shall access the individual's HRA through the use of a benefit "benny" card.

For all years:

Employee contribution Year 1: 6.5%

Employee contribution Year 2: 6.5%

Employee contribution Year 3: 6.5%

Employee contribution Year 4: 6.5%

HSA or HRA:

\$3,500 Year 1 (Family); \$1,750 Year 1 (Single)

\$3,500 Year 2 (Family); \$1,750 Year 2 (Single)

\$3,500 Year 3 (Family); \$1,750 Year 3 (Single)

\$3,500 Year 4 (Family); \$1,750 Year 4 (Single)

Methods for Payment of Co-Pay Available to Eligible Employees: Effective with the start of this agreement and continuing during the term of this agreement, as long as permitted under the Internal Revenue Code of 1986, as amended, the District agrees to sponsor a plan pursuant to Internal Revenue Code Section 125, and the regulations promulgated thereunder, to permit Eligible Employees to elect any of the following:

- a. To participate in the Core Medical Plan or the Buy-up Medical Plan and to pay for his/her share of the premium determined above on a pre- Federal income and FICA tax basis.
- b. To decline coverage:

Any changes of an Eligible Employee's election will be subject to the requirements of the vendor of the Health Plan and applicable law, including, but not limited to, the Internal Revenue Code Section 125.

The District will continue to provide Section 125 for health care and dependent care spending accounts at no cost to the District as provided under federal law.

XI. Waiver of Insurance

Employees, excluding those with spouses employed by the District, electing not to be covered under the health care insurance provided by this Agreement shall be eligible to receive the following:

- a. Any eligible employee who discontinues all coverage in the district paid medical plan for a period of at least one year shall receive an incentive payment of \$3,500.00 at the end of each year in which coverage is discontinued.
- b. If an eligible employee, having discontinued coverage in the school district's medical plan, wishes to enroll in a current district paid medical plan, he/she may do so upon giving appropriate notice, the employee can opt into the medical coverage and will receive a prorated amount of the \$3,500.00 based on the number of months they opted out of medical coverage.

XII. Prescription Insurance

The Board shall pay the cost of CVS Caremark or equivalent prescription plan from another carrier for each eligible police/security employee, including family coverage. A rollover Health Reimbursement Account (HRA) with terms that mirror the terms of the HSA shall be established for any police/security employee who is eligible for Medicare. The prescription drug plan will include a \$15.00 appropriate co-pays for generic prescriptions, \$30.00 appropriate co-pays for preferred

brand prescriptions and \$45.00 appropriate co-pays for non-preferred brand prescriptions and \$75.00 appropriate co-pays for injectables after an annual deductible of \$50.00 individual or \$150.00 family, is met. The prescription drug plan may include a mandatory mail order requirement for maintenance drugs if required by the carrier. The mail order service will permit employees to order up to a 90-day supply, and pay two copays at the appropriate rate. If the individual's doctor wants the individual to start the drug immediately, the initial 30-day supply may be obtained at a retail pharmacy for the appropriate retail copayment. All subsequent refills must be purchased through any required mail order service.

This prescription drug plan will be the only plan offered with either the core medical plan or the buy-up medical plan.

XIII. Dental Insurance

The core dental plan:

The Board shall pay the cost of United Concordia or equivalent dental plan from another carrier for each eligible police/security employee, including family coverage. The coverage includes Basic and Supplemental Services, Oral Surgery, Crowns, Inlays, Onlay Restorative Services, and Periodontic Services for a dental plan with a \$1,000.00 annual maximum allowance.

The buy-up dental plan:

Employees will have the opportunity to purchase a dental plan with a \$2,000.00 annual maximum allowance through payroll deduction, here by known as the "buy-up dental plan". The employee will pay the difference between the core dental plan provided by the Board and the buy-up dental plan. The employee will be permitted to make their selection during the open enrollment period each year.

XIV. Vision Insurance

The Board shall pay the full cost of National Vision Administrators or equivalent vision plan from another carrier for each eligible police/security employee, including family coverage for Eye Examination and Refraction program.

XV. Section 125 Flexible Benefits Plan

The District will maintain a Section 125 Flexible Spending Account Plan to allow participants to use tax laws to their advantage in funding medical insurance premium contributions, waiver options, medical/dental co-payments, unreimbursed medical expenses, and dependent care expenses as permitted by law.

XVI. Life Insurance

The Board will pay the premium for a term life insurance policy in the amount of 1½ times the approved salary for each full time employee in this classification.

XVII. Income Protection (Long Term Disability)

School Police and Security employees will be provided the opportunity to purchase group disability income protection through payroll deduction. There will be an enrollment period beginning each September with an effective date of November 1st. New employees will be given the opportunity to select coverage during the first thirty (30) calendar days from the time they become eligible for insurance. If the new employee fails to elect coverage within thirty (30) calendar days of initial eligibility he/she will have to wait until the next enrollment period. For any employee who does not enroll during his/her initial eligibility period, a health questionnaire must first be completed in order to be considered for coverage. In order for this disability plan to be implemented, a minimum of 40% of eligible employees must participate. If the plan cannot be implemented due to insufficient participation, an alternate voluntary coverage will be made available to eligible employees.

XVIII. Sick Leave

- a. Full-time twelve month employees shall earn sick leave at the rate of one day per month to a maximum of twelve (12) days per year.
- b. Full-time ten month employees shall earn sick leave at the rate of one day per month to a maximum of ten (10) days per year.
- c. Part-time twelve month employee shall be credited with one (1) sick day for each two months worked, not to exceed six (6) days per year.
- d. Part time ten month employee shall be credited with one (1) sick day for each two months worked, not to exceed five (5) days per year.
- e. Sick leave is accumulative.
- f. Any day a staff member calls out without accrued time to utilize will be classified as unpaid. All unpaid days will initially require supervisor approval and then final approval will be provided by the Superintendent or designee. If an unapproved day is taken without Supervisor and/ or Superintendent approval, it will fall within the unapproved leave parameters.

XIX. Family Illness

- a. Employees may be absent from work for up to four (4) days, singularly or consecutively to attend to the illness of their dependent child, spouse or their parent. Such absences shall be deducted from the employee's accumulated sick leave. Any day a staff member calls

out without accrued time to utilize will be classified as unpaid. All unpaid days will initially require supervisor approval and then final approval will be provided by the Superintendent or designee. If an unapproved day is taken without Supervisor and/ or Superintendent approval, it will fall within the unapproved leave parameters.

XX. Personal Leave Employees in this category shall be entitled to two personal days a year. Employees who do not use the two (2) personal days during the year may accumulate up to four (4) days leave for personal reasons, including the days for the current year.

a. Request for personal days must be in writing, and, except for emergencies, given to the employee's immediate Supervisor at least one (1) week before the leave is to be taken.

b. The reasons for the leave are not required, however, the request requires the approval of the employee's Principal or other immediate Supervisor.

c. Such leave taken under this section cannot be taken during the week before the school year starts for students, the week school starts for students or during the last week of the student school year, or immediately before or immediately after scheduled school vacations and holidays, except when an employee is observing a religious holiday, or except when, in the judgment of the employee's Principal or other immediate Supervisor, an emergency exists or a matter that cannot be rescheduled exists.

d. Up to two (2) personal days may be taken consecutively, if approved by the employee's Principal or immediate Supervisor.

e. Any day a staff member calls out without accrued time to utilize will be classified as unpaid. All unpaid days will initially require supervisor approval and then final approval will be provided by the Superintendent or designee. If an unapproved day is taken without Supervisor and/ or Superintendent approval, it will fall within the unapproved leave parameters.

f. By May 1st of each year the employee may notify the Business Manager of his/her desire to be compensated at the rate of \$50.00 for each accumulated unused personal leave day to which he/she is entitled.

XX. Vacation

A full-time twelve month employee, with a start date of July 1, will receive fifteen (15) days of vacation after one full year of employment. For an employee hired after July 1, vacation days will be prorated to a maximum of fifteen (15) days. After completing five (5) years of service, a full-time twelve month employee will earn one additional day for each additional year of service to a maximum twenty-five (25) days per year. At least half of the vacation days in each year must be taken during the days that students are not in school during the regular school term.

The position of Truancy Officer will receive ten (10) vacation days. After completing five years of service, the Truancy Officer will earn one additional day for each additional year of service to a maximum twenty (20) days per year. At least half of the vacation days in each year must be taken during the days that students are not in school during the regular school term.

Full-time ten month employees and part-time employees do not receive any vacation days.

Vacation earned in a year, is taken in the subsequent year, from July 1 through June 30th. Vacation leave should be planned in order not to interfere with job responsibilities and the orderly operation of the school district.

Requests for vacation leave must be submitted to the employee's immediate supervisor seven (7) calendar days in advance of such leave.

An employee may not borrow against their earned vacation time after the second full year of employment starting after July 1st in their second fiscal year of employment.

Any day an employee calls out without accrued time to utilize will be classified as unpaid. All unpaid days will initially require supervisor approval and then final approval will be provided by the Supervisor or designee. If an unapproved day is taken without Supervisor and/ or Superintendent approval, it will fall within the unapproved leave parameters.

XXI. Jury Duty/Witness in Court

When an employee is required to serve as a juror, or is subpoenaed as a witness for District cases, the employee will receive his or her regular pay. The employee will turn into the district any check(s) issued by the court for juror services, minus any other costs the court allows, example: mileage or meals.

XXII. Death Leave Benefits

a. Death in the immediate family

In case of death of an employee's father, mother, sister, brother, son, daughter, husband, wife, parent-in-law or any person with whom the employee has made his/her home, such employee shall be allowed not more than four (4) days leave with pay for the express purpose of attending services for the deceased.

b. Death of a near relative

Whenever an employee is absent because of the death of a near relative, the employee shall receive one (1) day leave with pay for the express purpose of

attending the funeral. A near relative shall be defined as first cousin, grandfather, grandmother, grandparent-in-law, grandchild, aunt, uncle, niece, nephew, son-in-law, daughter-in-law, brother-in-law, or sister-in-law. An employee shall be paid if any of such days(s) occurs during the employee's regularly-scheduled work- week and he/she would have had work opportunity during such days.

- c. If any such day(s) occur while the employee is unable to work because of illness or injury, the employee shall not be paid for such days or day under this leave.
- d. Request for additional days beyond the allotted timetable will be taken from the employees accumulated time. These special requests must be first approved by the supervisor of the employee and then final approval by the Superintendent and/ or designee.

XXIII. Holidays

Full-time twelve month employees will receive thirteen (13) paid holidays that include the list found in the agreement. The Board shall provide a list of all holidays for full-time twelve month employees in this category by July 1st of the school year. To be eligible for holiday pay, the employee must have completed the ninety (90) calendar day probationary period. These holidays shall be in conformance with the approved school calendar and shall include:

- Independence Day
- Labor Day
- Thanksgiving Day
- The Day after Thanksgiving
- Christmas Eve Day
- Christmas Day
- New Year's Day
- Martin Luther King Day
- Presidents' Day
- Good Friday
- Easter Monday or Thursday of Spring Recess
- Memorial Day
- Juneteenth Holiday

The position of Truancy Officer will follow the schedule of the confidential employee group for the days referred to as Winter Break and Spring Break as shown on the school calendar.

Please note that following special circumstances:

* The twelve (12) month Full time employees in this group (2 FT Officers and Truancy) will be compensated for the week of Winter Break and Spring Break as outlined in the approved school calendar.

* The School Police Officer will follow the schedule of the Grounds and Maintenance group.

Full Time/ten month employees shall be paid for eleven (11) holidays (12 holidays if scheduled shift is still active on Juneteenth) each year following the completion of the ninety (90) calendar day probationary period.

These holidays shall be in conformance with the approved school calendar and shall include:

- Labor Day
- Thanksgiving Day
- The Day after Thanksgiving
- Christmas Eve Day
- Christmas Day
- New Year's Day
- Martin Luther King Day
- Presidents' Day
- Good Friday
- Easter Monday or Thursday of Spring Recess
- Memorial Day
- Juneteenth Holiday (if applicable due to work shift being included calendar year)*

Part-time/ten month employees shall be paid for five (5) holidays each year following the completion of the ninety (90) calendar day probationary period.

These holidays shall include:

- Good Friday
- Thanksgiving Day
- The Day after Thanksgiving
- Christmas Day
- New Year's Day

In order for an employee to receive payment for an approved holiday he/she must work his/her regularly scheduled number of hours on the day before and the day after the holiday, except when the employee is on an approved leave as provided for in this Plan or when the employee's shift has been modified with the preapproval of his/her supervisor.

If an employee in this plan were required to work on a day designated as a paid holiday, the employee would receive compensation at one and a half times their normal hourly rate in place of their holiday pay.

XXIV. Retirement Benefit

A retirement benefit will be paid for unused sick days for anyone retiring under one of the three superannuation provisions of the Pennsylvania School Employees' Retirement

System providing that the individual retiring has ten years of full time service with the school district. The amount shall be \$40.00 for each such unused day.

An employee with ten (10) or more years of consecutive service in the district, who dies prior to retirement, shall have the benefit under this provision paid to his/her estate.

XXVI. Unpaid Leave of Absence

An employee who is unable to work because of personal illness or disability and who has exhausted all of his/her available sick, vacation, and personal leave, shall, upon written request to the Superintendent or designee at least fifteen (15) calendar days before the start of such leave, be considered for a leave of absence without pay for a period of time not to exceed twelve (12) consecutive calendar months in duration. The request must include medical documentation from the employee's treating physician. Updated medical documentation is required throughout the duration of the medical leave. Once approved, it is the responsibility of the employee to provide the updated documentation to the Human Resources Office. Failure to furnish the required documentation during the leave period will interrupt the continual leave approval window. The follow up documentation must be furnished to the Human Resources Office on the next business day after the medical visit. The submitted medical documentation is required to contain the following information: treating physician's information/ signature, accommodations, restrictions, follow visit/ recommendations, and a return to work date. If the employee makes a request to extend their original approved leave, a new approval must be received and approved. The new request must be approved prior to the staff member continuing with their leave. If the employee chooses to remain out on an extended leave without the proper approval/ communication, the employee will be terminated and risk future employment with Southeast Delco School District. Lastly, if at the conclusion of the twelve (12) consecutive calendar months, the employee is not able to return to work, the employee will be terminated from employment and the position will be posted as a vacancy. If at any time during the leave, the employee's contact information changes, the employee is required to provide the Human Resources Office with their updated contact information.

XXVII: Unapproved Leaves

An employee who is unable to work because of personal illness or disability and who has exhausted all of his/her available sick leave, and is not granted an approved leave of absence shall be terminated. The District will make attempts via phone and written communication to engage the employee. However, at the end of a two (2) week period of attempts, the employee will be terminated.

- a. Job Abandonment- Job Abandonment occurs when an employee has not notified Southeast Delco School District of their intention to return to their assigned duties. Generally, this is considered a voluntary resignation. Employees that fail to contact their immediate supervisor and does not report to work after 3 consecutive shifts may be considered to have voluntarily quit their position beginning the count on the first day that the employee did not

report to work or contact their supervisor.

- b. No Call, No Show- Failure to follow standard reporting off procedures (not reporting to work) may be subject to discipline. Standard reporting at the minimum includes calling/ emailing supervisor at least (90) ninety minutes before the start of their shift.

Disciplinary action may include the following:

- 1st offense: verbal warning with follow up documentation
- 2nd offense: written warning
- 3rd offense: written with recommendation for termination

This includes failure to return from an approved leave of absence or providing the required documentation to extend an approved leave of absence. After (3) three days of no call, no show, your status with the District will be classified as job abandonment. This means that the employee is voluntarily resigning from their position with the District and upon approval from the School Board of Directors, the employee's position with the District will be terminated.

XXVIII: Work Related Injury:

All District employees are required by OSHA to report workplace accidents, injuries, and near misses to their supervisors immediately. The district will run FMLA (Family and Medical Leave Act) concurrent with Workers' Compensation in order to provide all protections allowed under the eligibility requirements of FMLA.

XXIX: Maternity Leave:

Employees must make a written request for a maternity leave with the Superintendent or designee at least sixty (60) calendar days before the start of leave. The employee must provide the requested medical documentation when requesting a maternity leave.

Before the delivery of the baby, the employee could request their leave to begin up to one (1) week before their due date. If medically necessary as requested by her treating physician, the employee may begin her leave in advance of the one week time period before her due date. Medical documentation must be provided by the employee to justify the earlier start date.

Maternity leave shall be defined as the period of time an employee is absent from her assigned duties due to pregnancy, childbirth, and recovery thereafter. Once the baby is born, the period of time that shall be granted for recovery is six calendar weeks following the delivery of the baby. If the employee remains out of work beyond the six (6) week period of time, the employee would be on a Child Care leave and the provisions of the Child Care leave section would apply.

While on maternity leave, the employee shall have the right to use any or all accumulated paid leaves. During the maternity leave, while an employee is on paid status, seniority and all other rights and benefits of employment shall continue to accrue. If while on maternity leave the employee converts to unpaid status, seniority shall be frozen until return to active employment but insurance protection may continue at the District's cost less any employee required copays, unless not covered under Board Policy #335: the Family Medical Leave Policy, then it will be at the

employee's cost.

XXX: Child Care Leave:

The employee must make a written request for a Child Care leave with the Superintendent or designee at least sixty (60) calendar days before the start of leave. Child Care leave begins immediately following the last day of the Maternity leave. For an adoptive parent, the Child Care leave begins when the child is placed with the parent by the adoption agency or adoption attorney.

Child Care leave will be granted without pay and without District benefits once the provisions of Board Policy #335: Family Medical Leave Policy are exhausted and only if the employee qualifies under Board Policy #335. Once the employee is not eligible for benefits under Board Policy #335 and only if they qualify under Board Policy #335, medical, dental, vision and prescription insurance may be continued during the Child Care leave subject to the rules and regulations of the insurance carrier and provided that the full premium shall be paid by the employee.

Written notice of return to service shall be given to the Superintendent or designee in writing, at least sixty (60) calendar days prior to the expiration of the Child Care leave. The District shall offer the employee the same assignment or an assignment similar to the position held before going on leave.

XXXI: Maximum Leave:

The maximum length of leave for an employee who is taking a Child Care leave including the time taken for Childbirth leave shall be up to one (1) year from the start of the leave, unless an exception is granted by the Superintendent or designee.

If the employee does not return to work at the conclusion of the one year period of time from a Child birth and/or a Child Care leave, the employee will be terminated from employment and the position will be posted as a vacancy. If both parents are Southeast Delco employees, the leave cannot be taken concurrently and must be staggered for use at different times with no overlap.

XXXII: Tuition Reimbursement: The Board shall approve and reimburse an employee for college or graduate course tuition fees on the following basis:

- a. The maximum reimbursement in any one year (fiscal year July 1 through June 30th) shall be \$1,500.00.
- b. Courses taken must be approved by the superintendent, on a pre-approval form which had been submitted and approved before the course has commenced.
- c. Course work must be undergraduate or graduate level in a field relevant to the police/security employee's position and responsibilities.
- d. Reimbursement shall be made upon submission of evidence of successful completion of a course, with a grade of "C" or better for undergraduate level courses, "B" or better for graduate course work. Evidence of payment for the course and amount is also required.

Any payment under tuition reimbursement is conditioned upon continuing employment in in the district for one year following the date of reimbursement to the employee. In the event the employee does not satisfy this requirement, he/she shall be liable to the District for the reimbursement payments.

XXXIII: Reimbursement for Travel Expenses

If the employee required by the District in the course of their work to drive their personal automobiles from one school building to another, or for trips or other business conducted outside of the District, shall receive a car allowance at the maximum rate allowed according to current IRS guidelines.

XXXIV: Reimbursement for Certifications

If the employee is required to complete trainings/ certifications within the scope of their work for District business, the District shall reimburse the employee for expenses. Some examples of these reimbursable expenses would include trainings/

certifications related to Act 120 certification requirements including, but not limited to: First Aid, CPR, and mpoetc certification requirements. When the employee is out of District to complete the required District trainings, the employee shall put in a Professional Development Request for approval in order to be receive compensation for the work shift.

XXXV: Wage Rate

An employee who receives an unsatisfactory rating on his/her performance evaluation in the current fiscal year will not be awarded the annual salary increase for the following fiscal year.

Employees who are classified as Probationary Employees, will have an hourly rate fifty-five cents less than the wage rate. Once they successfully complete the ninety (90) calendar day trial period of employment, the employee will be placed on the wage rate, effective their first day as a regular full-time employee or regular part-time employee.

All substitute employees will be paid fifty-five cents less than the wage rate. A substitute employee is a person who is employed by the District to work as needed or fill in for an absent employee.

If a regular part-time employee or regular full-time employee requests a change in their employment status to substitute employee status, they will have their pay rate changed to fifty-five cents less than the wage rate, effective the first day of their new status.

Employees will remain on the same wage rate line. The Above Wage Rate for the school police and security staff position will be removed once the employee leaves the District.

All employees shall be paid on a biweekly basis based upon an hourly rate of pay.

The probationary rates and wage rates during the term of this Agreement are set forth in Appendix A.

XXXVI: MEDICAL, PRESCRIPTION, DENTAL AND VISION INSURANCE AFTER RETIREMENT

Effective with the agreement year starting July 1, 2023, if a school security or school police employee retires from the District and retires under one of the three superannuation "normal retirement" provisions of the Pennsylvania School Employees' Retirement System, that person shall have the opportunity to purchase continuing coverage for medical, prescription, dental and vision insurance and remain in such plan(s) until they reach sixty-five (65) years of age or until they are covered by another insurance plan. In no such case will the coverage continue beyond the age of sixty-five (65) per the requirements of Act 110 of 1988 and Act 43 of 1989. In

addition, that person shall pay equal the cost of the program for active employees and dependents plus an additional two per centum.

Effective with the agreement year starting July 1, 2023, if a school security or school police employee retires from the District but does qualify for one of the three superannuation "normal retirement" provisions of the Pennsylvania School Employees' Retirement System, that person shall be subject to the provisions of the Consolidated Omnibus Budget Reconciliation Act if they elect to continue their insurance coverage.

EFFECTIVE DATE and TERMINATION DATE

This agreement shall become effective on the 1st day of July 2023, and shall terminate on the 30th day of June 2027.

The parties through their duly authorized officers intending to be legally bound, hereby have set their hands and seals the day and year above mentioned.

SOUTHEAST DELCO BOARD

Sheree Marie Whitett
President

8/30/23
Date

R. [Signature] 8/30/23
Board Secretary/ Date

**SOUTHEAST DELCO POLICE
AND SECURITY REPRESENTATIVE**

[Signature]
Lead Representative

8/30/2023
Date

Approved: August 25, 2011
Revised: October 22, 2015, September 26, 2019; July 27, 2023

**Appendix A Wage
Rates 2023 to 2027**

AWR = Above Wage Rate	2023-24	2.5% Increase	2024-25	2.5% Increase	2025-26	2.5% Increase	2026-27
School Police							
Sub/Prob Rate	\$29.13	\$0.73	\$29.86	\$0.75	\$30.60	\$0.77	\$31.37
Wage Rate	\$29.68	\$0.74	\$30.42	\$0.76	\$31.18	\$0.78	\$31.96
AWR1	\$30.23	\$0.76	\$30.98	\$0.77	\$31.76	\$0.79	\$32.55
AWR2	\$30.78	\$0.77	\$31.55	\$0.79	\$32.34	\$0.81	\$33.14
AWR3	\$31.33	\$0.78	\$32.11	\$0.80	\$32.91	\$0.82	\$33.74
Truancy Officer							
Sub/Prob Rate	\$27.49	\$0.69	\$28.18	\$0.70	\$28.88	\$0.72	\$29.61
Wage Rate	\$28.04	\$0.70	\$28.74	\$0.72	\$29.46	\$0.74	\$30.20
Night Security Staff							
Sub/ Prob Rate	\$20.25	\$0.51	\$20.75	\$0.52	\$21.27	\$0.53	\$21.80
Wage Rate	\$20.80	\$0.52	\$21.32	\$0.53	\$21.85	\$0.55	\$22.40
AWR1	\$21.35	\$0.53	\$21.88	\$0.55	\$22.43	\$0.56	\$22.99
Security Staff							
Sub/Prob Rate	\$20.10	\$0.50	\$20.60	\$0.51	\$21.11	\$0.53	\$21.64
Wage Rate	\$20.65	\$0.52	\$21.16	\$0.53	\$21.69	\$0.54	\$22.23
AWR1	\$21.20	\$0.53	\$21.73	\$0.54	\$22.27	\$0.56	\$22.83
AWR2	\$21.75	\$0.54	\$22.29	\$0.56	\$22.85	\$0.57	\$23.42
AWR3	\$22.30	\$0.56	\$22.85	\$0.57	\$23.43	\$0.59	\$24.01