

AGREEMENT

This Agreement is made the 19th day of August, 2021 between the West Chester Area School District (herein after referred to as the “District”) and the West Chester Area Education Association (hereinafter referred to as the “Association”).

Whereas, the District and the Association are parties to a Collective Bargaining Agreement which expires June 30, 2022 (“CBA”).

Whereas, the parties’ CBA provides for pay/compensation for supplemental contracts in Article XI (section 11.06) and pay scales and classifications are set forth in Addendum A through H;

Whereas, the parties desire to acknowledge and update the supplemental contract positions to remain competitive and relevant with the current educational landscape;

Now, Therefore, in consideration of the covenants and conditions herein contained, are hereby acknowledged and intending to be legally bound hereby, the Parties agree to the following:

- The changes will reflect the three levels of supplemental contracts, consisting of “Elementary”, “Middle” and “High” schools. The following “removals”, and “additions” are presented below.

Elementary

<i>Removals</i>	<i>Cost Units</i>
<i>Webmaster Position (2 for District)</i>	8
<i>Computer Coordinator</i>	9
<i>CCRC</i>	7
<i>Safety Patrol Coordinator</i>	3
<i>Additions</i>	<i>Cost Units</i>
<i>Grade Level Leader (6 per school: K-5)</i>	3
<i>Technology Advocate (1 per school)</i>	9
<i>Flexible Supplemental Position (1 per school)</i>	9
<i>Proactive Support Program Coordinator (1 per school)</i>	7
<i>Changes</i>	
<i>Head Teacher</i>	<i>Change Cost Units to 16 (Increased from 14)</i>

Middle School

<i>Removals</i>	<i>Cost Units</i>
<i>Webmaster Position (1 for district)</i>	8
<i>Audio Visual Aids</i>	6

Additions (1 per school)	Cost Units
<i>Technology Advocate (2 per school)</i>	9
<i>Additional Dramatics Sponsor</i>	9
<i>Asst Dramatics Sponsor</i>	6
<i>Best Buddies Sponsor</i>	7
<i>Unified Arts Chair</i>	<i>\$3100 base pay plus pay per teacher supervised</i>
<i>Flexible Supplemental Position</i>	18
<i>Lighting and Sound Technician</i>	6
Changes	
<i>Middle School Department Chair</i>	<i>Change base pay to \$3100 from \$2100</i>
<i>Newspaper</i>	<i>Change to annual position with 8 cost units rather than pay per issue (newspaper is primarily online now anyway)</i>
<i>Intramurals</i>	<i>Change from specific to "generic" intramural cost units at 6th grade level (fall, winter, spring) and let interest decide (like elementary school).</i>

High School

Removals	Cost Units
<i>Webmaster Position (1 for district)</i>	8
<i>Robotics Competition (1 for district)</i>	7
Additions (1 per school)	
<i>Technology Advocate (3 per school)</i>	9
<i>Musical Director (Additional position)</i>	13
<i>Assistant Musical Director</i>	9
<i>Science Olympiad Assistant (if more than 10 students participating)</i>	7
<i>Mock Trial Sponsor</i>	9
<i>Flexible Supplemental Position</i>	18
<i>Unified Bocce Coach</i>	12
<i>Unified Arts Chair</i>	<i>\$3100 plus pay per teacher supervised</i>
<i>Lighting and Sound Technician</i>	6
Changes	
<i>Marching Band Assistant</i>	<i>Threshold is lower to 40 playing members for an assistant. 1 additional assistant will be added for every 25-playing member above 40</i>

New Salary Structure

Current

Step	Years	Salary per Cost Unit
1	1	\$308
2	2	\$315
3	3	\$324
4	4	\$368
5 (4 + Longevity)	7-10	\$381
6 (4 + Longevity)	11-14	\$406
7 (4 + Longevity)	15+	\$431

New

Year	Salary per Cost Unit
1-2	\$308
3-4	\$315
5-6	\$324
7-8	\$368
9-10	\$381
11-12	\$406
13-14	\$431
15+	\$460

- *Transition would happen before 2021-2022 school year. Members would NOT go to their "proper" step based on years, but rather they would transition to a step with an equivalent salary (see chart below):*

Current Step	Year on New Schedule for 21-22
No Experience	1
1	2
2	4
3	6
4	8
5	10
6	12
7	14

Flexible Supplemental Point System**

This system is based upon the following system to award flexible supplemental positions. Principals will use this system to evaluate applications for flexible supplemental positions.

Annual Hours	Points
Less than 25	1
25-49	2
50-74	3
75-99	4
100-124	5
125-149	6
150-174	7
175-199	8
200+	9

Students Supervised	Points
None	0
1-9	1
10-19	2
20-29	3
30-39	4
40+	5

Responsibility Factors	Points
Skill Development	
Continuously developing skill or special advanced training required	2
Instruct and oversee	1
Supervise	0
Major Events	
Competition/Performance/Major Event	1
4 or More Competitions/Performances/Major Events	2
Publications	
Published Product	1
4 or More Published Product	2
Other	
Required Fundraising/Budget	1
Part of Regional/Nation Organization	1
Requires Staff Coordination	1
Equipment/Facilities Responsibilities	1

Final Rating = (Students + Responsibility) x (Hours)

1. There would be no “movement” from 2020-2021 to 2021-2022, which matches with the current contract.
2. Movement would occur for the 2022-2023 school year for anyone who is currently holding a position and continues to hold that position. This also matches the current contract.
3. Anyone who previously held a position and took a hiatus, would be placed using the chart above based on their ending step on the old schedule.
4. Assistants will be added for any supplemental that involves the direct supervision of students for every 50 students involved in the supplemental (If there is not already an assistant allocated). Note, this does not apply to marching band, which will get an assistant once it reaches 40 playing members and an additional assistant for every 25 additional playing members above 40.
5. Members will be recommended for hire in concert with current language in the CBA and hiring practices of the District. All positions will be referred to as supplemental contracts, with an annual application process.
6. All supplemental contractual duties begin at the start of the 2021-2022 school year will follow the Annual Supplemental timeline for applying and hiring, as stated in the CBA, except for supplemental contracts already applied for the musical or dramatics, which would retain previous job descriptions for 2021-2022.
7. Supplemental contract holders are in no way to be considered evaluators or quasi-administrators in any way.
8. Both parties agree to revisit possible supplemental contract revisions by forming a committee during the 2025-2026 school year.
9. This Agreement will not be considered as precedent for any other incident or issue arising between and among the parties.
10. The terms and conditions of the Agreement are incorporated fully into the parties’ CBA and are fully enforceable thereunder.
11. All other terms of the parties’ CBA shall remain in full force and effect.
12. This is the whole and complete Agreement between the parties.

Wherefore, the Representative of the Parties agree on the 19th day of August, 2021.

**WEST CHESTER AREA
SCHOOL DISTRICT**

By: _____

Date: 8/19/21

**WEST CHESTER AREA
EDUCATION ASSOCIATION**

By: _____

Date: 8/19/2021