

Amendment and Extension
to the Collective Bargaining Agreement
Between
Cumberland Valley School District
And
Cumberland Valley Education Association

AND NOW, this __9th__ day of __November_____, 2020, the Cumberland Valley School District (“Employer”) and the Cumberland Valley Education Association (“Association”), parties to the Collective Bargaining Agreement for the term of July 1, 2018 up to and including June 30, 2021, enter into this Amendment and Extension to the Collective Bargaining Agreement. Pursuant to Article XII “Scope of Agreement, the Parties desire to modify the terms of the July 1, 2018 through June 30, 2021 Agreement. The Employer and the Association shall be referred to collectively as “the Parties”.

Intending to be legally bound hereby, the Parties agree as follows:

1. One-Year Extension. Article XIII titled “Termination of Agreement” is modified to extend the Collective Bargaining Agreement for one (1) additional year, from June 30, 2021 up to and including June 30, 2022.
2. Salaries for 2021-2022. Consistent with Article VII titled “Employee Wages and Supplemental Financial Benefits” Section A “Salaries”, each member of the Bargaining Unit shall progress one (1) step on the schedule for a year’s services (as defined in Appendix A Salary Schedules, Section 3 Application). The average salary increase for the 2021-2022 year shall be 3.0%. The correlating salary schedule and step placement chart are attached to this Amendment and Extension as Addendum 1.
3. Insurance Benefits. Consistent with Article VII titled “Employee Wages and Supplemental Financial Benefits” Section B “Medical/Hospitalization Insurance”, employee benefits shall remain status quo. Employee costs associated with such benefits shall remain at the January 1 thru December 31, 2021 rate for the January 1 through December 31, 2022 year. Vision (Section C), Dental (Section D) and Life Insurance (Section E), all contained in Article

VII entitled “Employee Wages and Supplemental Financial Benefits”, shall also remain status quo for the duration of this Amendment and Extension.

4. Extra-Duty Pay. Consistent with Article VII titled “Employee Wages and Supplemental Financial Benefits” Section M “Extra-Duty Compensation”, the extra-duty compensation shall be increased by the Consumer Price Index (CPI-U) for all urban consumers (Northeast Region) as published HALF 1 respectively.

5. Alteration of Collective Bargaining Agreement. The Parties agree that, except as otherwise expressly set forth herein, this Amendment and Extension to the Collective Bargaining Agreement does not in any way impact, alter, amend, or otherwise modify the Parties’ Collective Bargaining Agreement or either party’s interpretation or application of current Collective Bargaining Agreement language. The remaining provisions of the Collective Bargaining Agreement for the term of July 1, 2018 up to and including June 30, 2021 shall remain in full force and effect until June 30, 2022, except as specifically amended by this document.

6. No Practice Established. The Parties agree that the covenants exchanged under this Amendment and Extension to the Collective Bargaining Agreement are non-precedent setting and do not constitute a policy, practice, or custom between the Parties, such that the Employer and Association may not rely upon the covenants set forth in this Amendment and Extension to the Collective Bargaining Agreement as precedent, policy, practice, or custom in any claims, hearings, arbitrations, lawsuits, actions, or complaints before any court or administrative body relating to the current Collective Bargaining Agreement or in any future negotiations.

7. Merger Clause. This Amendment and Extension to the Collective Bargaining Agreement constitutes the full agreement between the Employer and the Association relevant to modifications for the 2021-2022 school year. No addendum or supplement to this Amendment and Extension, except for the attached salary schedule and step placement chart (Addendum 1), shall be enforceable unless in writing and signed by the Parties.

IN WITNESS WHEREOF, and intending to be legally bound hereby, the parties hereby set their hands to this Amendment and Extension to the Collective Bargaining Agreement.

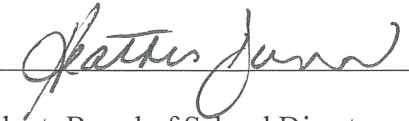
ATTEST:

Cumberland Valley School District



Secretary, Board of School Directors

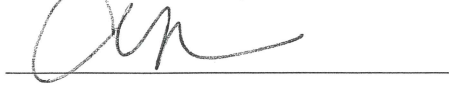
By:



President, Board of School Directors

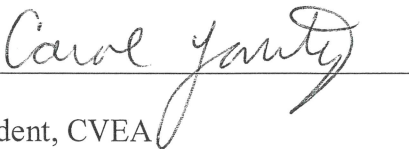
ATTEST:

Cumberland Valley Education Association



Secretary, CVEA

By:



President, CVEA

Addendum 1

CUMBERLAND VALLEY

2021-2022 Year 1

Salary Schedule

From Top	Step	RN	B	M	M+15	M+30	M+45	M+60	PhD
16	1	\$37,212	\$49,712	\$51,362	\$52,362	\$53,362	\$54,362	\$55,362	\$56,362
15	2	\$38,612	\$51,112	\$52,762	\$53,762	\$54,762	\$55,762	\$56,762	\$57,762
14	3	\$40,012	\$52,512	\$54,162	\$55,162	\$56,162	\$57,162	\$58,162	\$59,162
13	4	\$41,412	\$53,912	\$55,562	\$56,562	\$57,562	\$58,562	\$59,562	\$60,562
12	5	\$42,812	\$55,312	\$56,962	\$57,962	\$58,962	\$59,962	\$60,962	\$61,962
11	6	\$44,212	\$56,712	\$58,362	\$59,362	\$60,362	\$61,362	\$62,362	\$63,362
10	7	\$45,612	\$58,112	\$59,762	\$60,762	\$61,762	\$62,762	\$63,762	\$64,762
9	8	\$47,012	\$59,512	\$61,162	\$62,162	\$63,162	\$64,162	\$65,162	\$66,162
8	9	\$48,412	\$60,912	\$62,562	\$63,562	\$64,562	\$65,562	\$66,562	\$67,562
7	10	\$49,812	\$62,312	\$63,962	\$64,962	\$65,962	\$66,962	\$67,962	\$68,962
6	11	\$51,212	\$63,712	\$65,362	\$66,362	\$67,362	\$68,362	\$69,362	\$70,362
5	12	\$52,612	\$65,112	\$66,762	\$67,762	\$68,762	\$69,762	\$70,762	\$71,762
4	13	\$54,012	\$66,512	\$68,162	\$69,162	\$70,162	\$71,162	\$72,162	\$73,162
3	14	\$55,412	\$67,912	\$69,562	\$70,562	\$71,562	\$72,562	\$73,562	\$74,562
2	15	\$56,812	\$69,312	\$70,962	\$71,962	\$72,962	\$73,962	\$74,962	\$75,962
1	16	\$58,212	\$70,712	\$72,362	\$73,362	\$74,362	\$75,362	\$76,362	\$77,362
Top	17	\$59,612	\$72,112	\$73,762	\$74,762	\$75,762	\$76,762	\$77,762	\$78,762

Cumberland Valley Salary Schedule Step Movement Chart
From Each Step in 2020-21 (Base Year) to
Each Step in 2021-22

2020-2021 (Base Year)			2021-2022	
Steps	From the Top		Steps	From the Top
1	16		1	16
2	15		2	15
3	14		3	14
4	13		4	13
5	12		5	12
6	11		6	11
7	10		7	10
8	9		8	9
9	8		9	8
10	7		10	7
11	6		11	6
12	5		12	5
13	4		13	4
14	3		14	3
15	2		15	2
16	1		16	1
17	Top		17	Top