

December 18, 1972

WHEREAS, The Commonwealth, in accordance with the Pennsylvania Public Employe Relations Act of 1970 (Act 195), entered into a collective bargaining agreement with the Pennsylvania State Education Association, National Education Association, Local Associations at the Scotland School for Veterans' Children, Thaddeus Stevens Trade School, and the Pennsylvania State Oral School for the Deaf on September 27, 1972, encompassing the non-supervisory Instructional - Tenured unit; and

WHEREAS, This agreement stipulates a 5% general pay increase effective August 19, 1972, for all employes in an active payroll status; and

WHEREAS, The aforementioned general pay increase is within the Federal Pay Board guidelines; and

WHEREAS, It is conceivable that an employe could receive more than the Federal Pay Board approved general pay increase for fiscal year 1972-73, or no increase, as a result of a transfer from one employe unit to another; therefore, be it

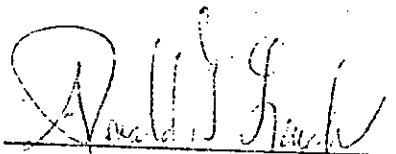
RESOLVED, That in accordance with Section 709 (a) of the Administrative Code of April 9, 1929, as amended, the action of this Board taken July 13, 1956, approving the Compensation Plan for the Commonwealth effective August 1, 1956, be amended to provide for the revisions, shown on Amendment 277N, and the pay schedule for the State Oral School which are attached hereto and made part of this resolution; and be it further

RESOLVED, That the additions, shown on Amendment 277N, and the salary schedules and supplementary salary schedules for the Scotland School for Veterans' Children and Thaddeus Stevens Trade School, which are attached hereto and made part of this resolution, be approved to provide for the general pay increase as stated in the aforementioned labor agreement; and be it further

RESOLVED, That a pay increase of 5% is hereby authorized for the employes included under the aforementioned agreement effective August 19, 1972, except as provided below, without a change in their anniversary dates; and be it further

RESOLVED, That an employe whose present pay rate exceeds the maximum step of the present and proposed pay rate of his class as prescribed in the Commonwealth's Compensation Plan shall receive a pay increase of 1/2 pay step, approximately 2 1/2%, or a pay increase which will raise his pay rate to one pay step, approximately 5%, above the new maximum, whichever is greater; and be it further

RESOLVED, That an employe on educational leave or leave without pay shall receive the general pay increase upon return to active status, but shall not be entitled to annual service increments in accordance with the agreement; and be it further



Secretary

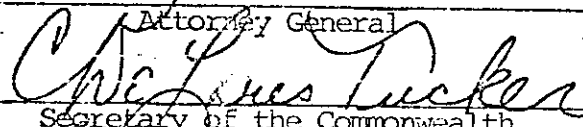
December 18, 1972

RESOLVED, That an employe who transfers from one employe unit to another shall not receive more than the Federal Pay Board approved general pay increase in fiscal year 1972-73; an employe who transfers from an employe unit in which the Federal Pay Board approved general pay increase for 1972-73 has not been granted shall receive the pay increase on the effective date of the employe's transfer to an employe unit in which the Federal Pay Board approved increase has been granted, subject to the other terms of this resolution; and be it further

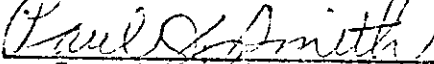
RESOLVED, That this resolution shall be effective, August 19, 1972; and be it further

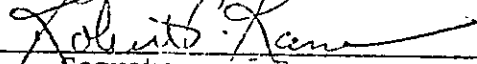
RESOLVED, That notice of proposed rule making pursuant to Sections 201 and 202 of the Commonwealth Documents Law (45 P.S. Sections 1201 and 1202) is omitted in accordance with Section 204 of CDL (45 P.S. Section 1204) as this resolution relates only to Commonwealth organization, management or personnel matters.


Chairman

Attorney General

Secretary of the Commonwealth

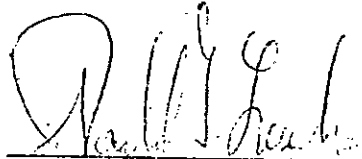

Secretary of Property and Supplies


Secretary of Labor and Industry


Secretary of Revenue

Secretary of Community Affairs

Executive Board Minutes -
Compensation Plan -
Amendment No. 277N
Page 2 of 2 Pages


Secretary

EXECUTIVE BOARD AMENDMENT 277N

Contracted Pay Increases
 Non-Supervisory
 Instructional-Tenured Unit

<u>Class Code</u>	<u>Class Title</u>	<u>Pay Range</u>
<u>Additions:</u>		
2801	Instructor, School for Veterans' Children	
2811	Instructor, Vocational School	
<u>Revisions in Class Codes and Pay Ranges:</u>		
From:		
2017	State Oral School Teacher I	Current - 33
To:		
2821	State Oral School Teacher I	New - D33
From:		
2018	State Oral School Teacher II	Current - 37
To:		
2822	State Oral School Teacher II	New - D37
From:		
2019	State Oral School Master Teacher	Current - 39
To:		
2824	State Oral School Master Teacher	New - D39

PENNSYLVANIA STATE ORAL SCHOOL FOR THE DEAF

1972-73

Pay Schedule

TITLE	PAY RANGE	STEPS
State Oral School Teacher I	D33	A B C D E F G
	\$7138 \$7601 \$7975 \$8371 \$8800 \$9240 \$9702	
State Oral School Teacher II	D37	A B C D E F G
	\$8800 \$9240 \$9702 \$10186 \$10692 \$11220 \$11792	
State Oral School Master Teacher	D39	A B C D E F G
	\$9702 \$10186 \$10692 \$11220 \$11792 \$12364 \$12960	

EXTRA-CURRICULAR ACTIVITIES

MAXIMUM ANNUAL COMPENSATION

Advisor to Year Book

\$420

SCOTLAND SCHOOL FOR VETERANS' CHILDREN

1972-73

SALARY SCHEDULE

PART I

Steps	Standard Certification	Bachelor's Degree	Bachelor's Plus 15 Credit Hours	Master's Degree	Master's Plus 15 Credit Hours	Master's Plus 30 Credit Hours	Master's Plus 45 Credit Hours	Doctoral Degree
Start	--	\$7245.00	\$7455.00	\$7665.00	\$7927.50	\$8190.00	\$8452.50	
2	--	7560.00	7770.00	7980.00	8242.50	8505.00	8767.50	
3	--	7875.00	8085.00	8295.00	8557.50	8820.00	9082.50	
4	--	8190.00	8400.00	8610.00	8872.50	9135.00	9397.50	
5	--	8505.00	8715.00	8925.00	9187.50	9450.00	9712.50	
6	--	8820.00	9030.00	9240.00	9502.50	9765.00	10027.50	
7	\$9135.00	9135.00	9345.00	9555.00	9817.50	10080.00	10342.50	
8	9450.00	9450.00	9660.00	9870.00	10132.50	10395.00	10657.50	
9	9765.00	9765.00	9975.00	10185.00	10477.50	10710.00	10972.50	
10	10080.00	10080.00	10290.00	10500.00	10762.50	11025.00	11287.50	
11	10395.00	10395.00	10605.00	10815.00	11077.50	11340.00	11602.50	
12	10710.00	10710.00	10920.00	11130.00	11392.50	11655.00	11917.50	
13	--	11025.00	11235.00	11445.00	11707.50	11970.00	12232.50	
14	--	--	--	11760.00	12022.50	12285.00	12547.50	
15	--	--	--	--	12337.50	12600.00	12862.50	

SCOTLAND SCHOOL FOR VETERANS' CHILDREN

1972-73

SALARY SCHEDULE

PART II

Activity	Base Salary	Increment	Maximum
Ass't Athletic Director	\$315	5 @ 84	\$735
Head Football Coach	630	5 @ 84	1050
Ass't Varsity Football Coach	420	5 @ 84	840
Junior High Football Coach	315	5 @ 84	735
Head Basketball Coach	525	5 @ 84	945
Junior Varsity Basketball Coach	315	5 @ 84	735
Junior High Basketball Coach	262.50	5 @ 84	682.50
Head Wrestling Coach	525	5 @ 84	945
Ass't Varsity Wrestling Coach	315	5 @ 84	735
Junior High Wrestling Coach	262.50	5 @ 84	682.50
Swimming Coach	315	5 @ 84	735
Head Track Coach	420	5 @ 84	840
Ass't Track Coach	262.50	5 @ 84	682.50
Head Baseball Coach	367.50	5 @ 84	787.50
Ass't Baseball Coach	210	5 @ 84	630
Tennis Coach	210	5 @ 84	630
Rifle Coach	210	5 @ 84	630
Cross Country Coach	210	5 @ 84	630
Equipment Manager & Trainer	420	5 @ 84	840
Head Girls' Hockey Coach	315	5 @ 84	735
Head Girls' Basketball Coach	210	5 @ 84	630
Ass't Girls Basketball Coach	157.50	5 @ 84	577.50
Girls' Cheerleading Coach	157.50	3 @ 84	409.50
<u>Extra-Curricular Activities</u>			
Yearbook Advisor	157.50	5 @ 73.50	525
Newspaper Editor	105	2 @ 73.50	252
Audio-Visual Aids Coordinator	210	4 @ 73.50	504
Instrumental Music (Football Games, Parades, etc.)	315	6 @ 73.50	756
Vocal Music (Church Choir, Concerts, etc.)	210	6 @ 73.50	651
Scoutmasters and Assistants	105	2 @ 73.50	252
Class Play Director	105	2 @ 73.50	252

Notes:

1. Each teacher will be placed on the salary schedule in accordance with his years of service in public or private schools and educational level.
2. The years of experience for teachers entering Scotland School for Veterans' Children for the first time shall be determined by service in public or private schools.
3. Salary determinations for teachers with in-service gaps:

<u>Gaps in Service</u>	<u>Loss in Increments on Salary Schedule</u>
1 to 3 years	No loss
4 to 9 years	Loss $\frac{1}{4}$ of previous service
10 to 14 years	Loss $\frac{1}{2}$ of previous service
15 to 19 years	Loss $\frac{3}{4}$ of previous service
20 years or more	Receive no service credit

4. Credits earned toward advancement on the schedule may be any credits earned for certification or advanced degrees. If a teacher qualifies for the next category in the salary schedule during the year or during the summer, the increase will be effective at the beginning of the next school term. It will be the responsibility of the teacher to notify the superintendent previous to the beginning of school concerning his credits and degree qualifications.
5. Salaries paid for coaching and extracurricular activities will be paid over and above the salaries specified in the regular salary schedule.
6. If an employe ceases to function in a particular activity, the entire remaining amount allocated for the function will no longer be included in the employe's salary.
7. Coaches may be hired within the minimum-maximum range of the supplementary salary schedule at the discretion of the superintendent. Yearly increments will be as prescribed.
8. Time spent in coaching is not chargeable against any time which a person is required to spend on his regular school position. In other words, the coach is not entitled to extra time because his coaching position requires him to be working when he is on duty from his regular position.

THADDEUS STIVENS TRADE SCHOOL
 Salary Schedule 1972-73
 Part I

Steps	Bachelor's Degree	Bachelor's Plus 15 Credit Hours	Master's Degree	Master's Plus 15 Credit Hours
Start	\$ 7392.00	\$ 7623.00	\$ 8001.00	\$ 8232.00
1	7738.50	7969.50	8347.50	8578.50
2	8085.00	8316.00	8694.00	8925.00
3	8431.50	8662.50	9040.50	9271.50
4	8778.00	9009.00	9387.00	9618.00
5	9124.50	9355.50	9733.50	9964.50
6	9471.00	9702.00	10080.00	10311.00
7	9817.50	10048.50	10426.50	10657.50
8	10164.00	10395.00	10773.00	11004.00
9	10510.50	10741.50	11119.50	11350.50
10	10857.00	11088.00	11466.00	11697.00
11	11203.50	11434.50	11812.50	12043.50
12	11550.00	11781.00	12159.00	12390.00
*A	11896.50	12127.50	12505.50	12736.50
**B	12243.00	12474.00	12852.00	13083.00

* Requires fifteen (15) years of any combination of regular or adjusted teaching experience.
 ** Requires twenty (20) years of any combination of regular or adjusted teaching experience.

THADDEUS STEVENS TRADE SCHOOL

1972-73 *

SALARY SCHEDULE

PART II

	Maximum Annual Compensation <u>\$760.00</u>
Head Basketball Coach	760.00
Head Football Coach	508.00
Assistant Football Coach	760.00
Head Track Coach and Cross Country	378.00
Assistant Track Coach	760.00
Head Wrestling Coach	420.00
Advisor to Newspaper	420.00
Advisor to Year Book	315.00
Canteen Supervisor	714.00
Supervisor of Intramural Activities	315.00
Student Senate Advisors	760.00
Faculty Manager of Athletics	200.00
Fire Marshall	200.00
Varsity Club Advisor	200.00

*Salaries paid for coaching and extra curricular activities will be paid over and above the salaries specified in the regular salary schedule. Time spent in coaching and extra curricular activities is not chargeable against any time which a person is required to spend on his regular school position; in other words, a coach is not entitled to extra time because his coaching position required him to be working when he is off duty from his regular position.

THADDEUS STEVENS TRADE SCHOOL
 Salary Schedule 1972-73
 Part I - Continued.

Each Shop Instructor will be placed at that step in the salary schedule which corresponds to his educational level and the number of years he has served in public or private schools. Trade experience shall be adjusted to teaching experience as follows:

<u>TRADE EXPERIENCE</u>	<u>TEACHING EXPERIENCE</u>
5 to 7 years	3 years (Placed in the Bachelor's Degree column on the Salary Schedule)
8 to 9 years	4 years (Placed in the Bachelor's Degree column on the Salary Schedule)
10 to 11 years	5 years (Placed in the Bachelor's Degree column on the Salary Schedule)
12 to 13 years	6 years (Placed in the Bachelor's Degree column on the Salary Schedule)
14 to 15 years	7 years (Placed in the Bachelor's Degree column on the Salary Schedule)
16 to 17 years	8 years (Placed in the Bachelor's Degree column on the Salary Schedule)
18 to 19 years	9 years (Placed in the Bachelor's Degree column on the Salary Schedule)
20 or over	10 years (Placed in the Bachelor's Degree column on the Salary Schedule)

A Shop Instructor will be placed in the Bachelor's Degree column if he possesses a permanent vocational certification; will be placed in the Bachelor's Degree Plus 15 Credit Hour column if he possesses a permanent vocational certification and 15 vocational credit hours; will be placed in the Master's Degree column if he possesses a permanent vocational certification and 30 vocational credit hours; will be placed in the Master's Degree Plus 15 Credit Hour column if he possesses a permanent vocational certificate and 45 vocational credit hours.