



October 11, 2023

520 BIDEN (SPRUCE) STREET
P.O. BOX 826
SCRANTON, PA 18501

William A. Lydick, Esquire
1188 Highway 315
Wilkes-Barre, PA 18702
Via email wlydick@psea.org and U.S. Mail

RAYMOND C. RINALDI

RE: Riverside School District - REA

CARL J. POVEROMO

Dear Mr. Lydick:

RAYMOND C. RINALDI II

FRED P. RINALDI

At a meeting last night before the Riverside School District Board of Education, the District approved the Addendum to the Collective Bargaining Agreement between the Riverside School District and the Riverside Educational Association from September 1, 2020 to August 30, 2025, extending the same until August 30, 2027 and providing for other changes to the professional and extracurricular salaries.

TELEPHONE: 570-346-7441

FACSIMILE: 570-346-8170

INTERNET: www.LawInPA.com

Accordingly, enclosed please find two (2) original signed Addendums. Thank you for your cooperation in this matter. If you have any questions, please do not hesitate to contact me.

Sincerely yours,

RINALDI & POVEROMO, P.C.

Raymond C. Rinaldi, II, Esquire

RCRII/acj
Enclosures
cc: Paul Brennan, Superintendent

**ADDENDUM NO. 1 TO
COLLECTIVE BARGAINING AGREEMENT BETWEEN
THE RIVERSIDE SCHOOL DISTRICT AND THE
RIVERSIDE EDUCATION ASSOCIATION WITH A TERM
OF SEPTEMBER 1, 2020 THROUGH AUGUST 31, 2025**

THIS ADDENDUM NO. 1 COLLECTIVE BARGAINING AGREEMENT BETWEEN THE RIVERSIDE SCHOOL DISTRICT AND THE RIVERSIDE EDUCATION ASSOCIATION WITH A TERM OF SEPTEMBER 1, 2020 THROUGH AUGUST 31, 2025 is made this 10th day of October 2023, by and between The **RIVERSIDE SCHOOL DISTRICT** (hereinafter referred to as "District") and **RIVERSIDE EDUCATIONAL ASSOCIATION** (hereinafter referred to as "REA") (collectively the "Parties").

WITNESSETH:

WHEREAS, the District and the REA are parties to a Collective Bargaining Agreement with a term of September 1, 2020 through August 31, 2025 (herein "REA CBA"); and

WHEREAS, the REA is the exclusive representative of a bargaining unit of the professional employees of the District; and

WHEREAS, the Board has met and discussed the certain changes to the REA CBA; and

NOW, THEREFORE, the parties intending to be legally bound, based upon the mutual considerations and covenants herein, agree as follows:

WHEREAS, the District and the REA have met, discussed, agreed and set forth certain terms and conditions for Teachers and other District professional employees; and

NOW THEREFORE, in consideration of the mutual understanding of the parties, and of the mutual benefits and obligations set forth in this Memorandum of Understanding, the parties agree as follows:

1. **Addendum No. 1.** The term of the REA CBA shall be extended to August 31, 2027. The salary schedule for the 2025-2026 shall be appended to the REA CBA as Exhibit "A-5" and the salary schedule shall be appended to the REA CBA as Exhibit "A-6", copies of which are attached hereto and made a part hereof.

2. **Addendum No. 2.** The following language shall be added to Article IX:

New hires shall be hired on Step 1 of the salary schedule unless the new hire has prior satisfactory teaching experience in a Pennsylvania Public School Entity. In this case, step placement shall be commensurate with prior satisfactory teaching. Step placement in this case shall be determined by adding the number of school terms satisfactorily taught prior as a Professional or Temporary Professional at either the Riverside School District or other Pennsylvania Public School Entity. The sum of these two numbers shall be the total credited number to be applied to the Riverside School District's salary schedule.

This language shall only apply to any newly hired teachers after the ratification of this Addendum.

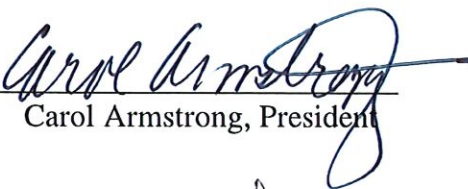
3. **Addendum No. 3.** EXHIBIT "B" 2020-2025 EXTRACURRICULAR ACTIVITY shall be deleted in its entirety and replaced with EXHIBIT "B" 2020-2027 EXTRACURRICULAR ACTIVITY which is attached hereto and made a part hereof.

4. This Addendum contains the entire understanding of the parties hereto with respect to the subject matter hereof and supersedes all prior and contemporaneous agreements and understandings, inducements or conditions, express or implied, oral or written, except as herein contained. This Addendum may not be modified or amended other than by an agreement in writing, signed by the parties hereto.


IN WITNESS WHEREOF and intending to be legally bound hereby, the parties have caused this Agreement to be duly executed.

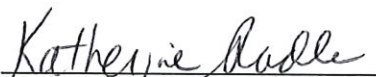
Riverside School District

Riverside Education Association

By: 
Carol Armstrong, President

By: 
President

Attest: 
Barbara Fedor, Secretary

Attest: 
Secretary

SALARY SCHEDULE -- EXHIBIT "A-5" - 2025-2026

2025-2026	**							
Step	B	M	M+15	M+24	M+30	M+45	M+60	M+75
1	47,470.00	49,566.00	54,622.00	56,920.00	59,218.00	61,516.00	63,814.00	66,112.00
2	47,967.00	50,063.00	55,119.00	57,417.00	59,715.00	62,013.00	64,311.00	66,609.00
3	48,464.00	50,560.00	55,616.00	57,914.00	60,212.00	62,510.00	64,808.00	67,106.00
4	48,961.00	51,057.00	56,113.00	58,411.00	60,709.00	63,007.00	65,305.00	67,603.00
5	49,458.00	51,554.00	56,610.00	58,908.00	61,206.00	63,504.00	65,802.00	68,100.00
6	49,955.00	52,051.00	57,107.00	59,405.00	61,703.00	64,001.00	66,299.00	68,597.00
7	50,955.00	53,051.00	58,107.00	60,405.00	62,703.00	65,001.00	67,299.00	69,597.00
8	51,955.00	54,051.00	59,107.00	61,405.00	63,703.00	66,001.00	68,299.00	70,597.00
9	52,955.00	55,051.00	60,107.00	62,405.00	64,703.00	67,001.00	69,299.00	71,597.00
10	53,955.00	56,051.00	61,107.00	63,405.00	65,703.00	68,001.00	70,299.00	72,597.00
11	54,955.00	57,051.00	62,107.00	64,405.00	66,703.00	69,001.00	71,299.00	73,597.00
12	56,268.00	58,364.00	63,420.00	65,718.00	68,016.00	70,314.00	72,612.00	74,910.00
13	57,594.00	59,690.00	64,746.00	67,044.00	69,342.00	71,640.00	73,938.00	76,236.00
14	58,920.00	61,016.00	66,072.00	68,370.00	70,668.00	72,966.00	75,264.00	77,562.00
15	60,246.00	62,342.00	67,398.00	69,696.00	71,994.00	74,292.00	76,590.00	78,888.00
16	61,572.00	63,668.00	68,724.00	71,022.00	73,320.00	75,618.00	77,916.00	80,214.00
17	62,898.00	64,994.00	70,050.00	72,348.00	74,646.00	76,944.00	79,242.00	81,540.00
18	64,224.00	66,320.00	71,376.00	73,674.00	75,972.00	78,270.00	80,568.00	82,866.00

* Salary credit for the following Degrees shall take effect at the beginning of the school term following verification of the new status: MASTER'S DEGREE; MASTER'S DEGREE + 15; MASTER'S + 24; MASTER'S + 30; MASTER'S + 45; MASTER'S +60 and MASTER'S +75.

** At least eight of which are in the field in which the teacher is certified.

*** In-service course credits that are not college credits, and not in the area of teacher's certification, shall require approval of the Superintendent of Schools to be recognized for placement on the MASTER'S + 45, MASTER'S + 60 and MASTER'S +75 column(s).

**** Column Movement can only occur every two (2) years;

Master's Equivalence

Members of the bargaining unit who presently possess a Master's Equivalency and are presently afforded placement on the salary schedule in a Master's or a Master's + column will continue to enjoy that placement and the benefits thereafter. Present members of the professional staff who do not possess a Master's Equivalency may obtain same and be placed on the Master's column and enjoy the benefits thereafter.

Professional employees hired on or after September 1, 1993, in order to be afforded placement on the salary schedule in the Master's column, must obtain an earned Master's Degree from an officially accredited college or university recognized by the Department of Education or obtain same at a satellite center or other location established by the college or university.

SALARY SCHEDULE -- EXHIBIT "A-6" - 2026-2027

2026-2027	**							
Step	B	M	M+15	M+24	M+30	M+45	M+60	M+75
1	48,270.00	50,366.00	55,422.00	57,720.00	60,018.00	62,316.00	64,614.00	66,912.00
2	48,767.00	50,863.00	55,919.00	58,217.00	60,515.00	62,813.00	65,111.00	67,409.00
3	49,264.00	51,360.00	56,416.00	58,714.00	61,012.00	63,310.00	65,608.00	67,906.00
4	49,761.00	51,857.00	56,913.00	59,211.00	61,509.00	63,807.00	66,105.00	68,403.00
5	50,258.00	52,354.00	57,410.00	59,708.00	62,006.00	64,304.00	66,602.00	68,900.00
6	50,755.00	52,851.00	57,907.00	60,205.00	62,503.00	64,801.00	67,099.00	69,397.00
7	51,755.00	53,851.00	58,907.00	61,205.00	63,503.00	65,801.00	68,099.00	70,397.00
8	52,755.00	54,851.00	59,907.00	62,205.00	64,503.00	66,801.00	69,099.00	71,397.00
9	53,755.00	55,851.00	60,907.00	63,205.00	65,503.00	67,801.00	70,099.00	72,397.00
10	54,755.00	56,851.00	61,907.00	64,205.00	66,503.00	68,801.00	71,099.00	73,397.00
11	55,755.00	57,851.00	62,907.00	65,205.00	67,503.00	69,801.00	72,099.00	74,397.00
12	57,068.00	59,164.00	64,220.00	66,518.00	68,816.00	71,114.00	73,412.00	75,710.00
13	58,394.00	60,490.00	65,546.00	67,844.00	70,142.00	72,440.00	74,738.00	77,036.00
14	59,720.00	61,816.00	66,872.00	69,170.00	71,468.00	73,766.00	76,064.00	78,362.00
15	61,046.00	63,142.00	68,198.00	70,496.00	72,794.00	75,092.00	77,390.00	79,688.00
16	62,372.00	64,468.00	69,524.00	71,822.00	74,120.00	76,418.00	78,716.00	81,014.00
17	63,698.00	65,794.00	70,850.00	73,148.00	75,446.00	77,744.00	80,042.00	82,340.00
18	65,024.00	67,120.00	72,176.00	74,474.00	76,772.00	79,070.00	81,368.00	83,666.00

* Salary credit for the following Degrees shall take effect at the beginning of the school term following verification of the new status: MASTER'S DEGREE; MASTER'S DEGREE + 15; MASTER'S + 24; MASTER'S + 30; MASTER'S + 45; MASTER'S +60 and MASTER'S +75.

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Exhibit "B"
2020-2027
Extracurricular Activity

<u>Extracurricular Activity</u>	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	2026-2027
Student Council							
(1 Advisor/Secondary)	2,913.66	2,913.66	2,913.66	2,913.66	2,913.66	3,001.07	3,091.10
(1 Advisor/Elementary East)	1,456.84	1,456.84	1,456.84	1,456.84	1,456.84	1,500.55	1,545.56
(1 Advisor/Elementary West)	1,456.84	1,456.84	1,456.84	1,456.84	1,456.84	1,500.55	1,545.56
National Honor Society	1,334.97	1,334.97	1,334.97	1,334.97	1,334.97	1,375.02	1,416.27
Future Business Leader of America	1,334.97	1,334.97	1,334.97	1,334.97	1,334.97	1,375.02	1,416.27
ESPORTS (Fall and Spring)	4,092.34	4,092.34	4,092.34	4,092.34	4,092.34	4,215.11	4,341.56
Art Club	1,334.97	1,334.97	1,334.97	1,334.97	1,334.97	1,375.02	1,416.27
Yearbook	2,913.66	2,913.66	2,913.66	2,913.66	2,913.66	3,001.07	3,091.10
Drama	1,334.97	1,334.97	1,334.97	1,334.97	1,334.97	1,375.02	1,416.27
AV Club	1,334.97	1,334.97	1,334.97	1,334.97	1,334.97	1,375.02	1,416.27
Spring Play							
(3 Advisors/Secondary)	1,594.61	1,594.61	1,594.61	1,594.61	1,594.61	1,642.45	1,691.72
(3 Advisors/Elementary)	1,594.61	1,594.61	1,594.61	1,594.61	1,594.61	1,642.45	1,691.72
Band Director (Incl. Summer)	6,132.10	6,132.10	6,132.10	6,132.10	6,132.10	6,316.06	6,505.54
Band Director (Per Parade)	92.71	92.71	92.71	92.71	92.71	95.49	98.36
Cheerleading/Units Director	6,132.10	6,132.10	6,132.10	6,132.10	6,132.10	6,316.06	6,505.54
(Including Summer)							
Community Service Club	1,334.97	1,334.97	1,334.97	1,334.97	1,334.97	1,375.02	1,416.27
Cheerleading/Units Director	92.71	92.71	92.71	92.71	92.71	95.49	98.36
(Per parade)							

Extracurricular Activity							
Athletic Director	8,478.73	8,478.73	8,478.73	8,478.73	8,478.73	8,733.09	8,995.08
Football Head Coach	8,478.73	8,478.73	8,478.73	8,478.73	8,478.73	8,733.09	8,995.08
Varsity Assistant	4,378.42	4,378.42	4,378.42	4,378.42	4,378.42	4,509.77	4,645.07
Varsity Assistant	4,378.42	4,378.42	4,378.42	4,378.42	4,378.42	4,509.77	4,645.07
Varsity Assistant	4,378.42	4,378.42	4,378.42	4,378.42	4,378.42	4,509.77	4,645.07
Varsity Assistant	4,378.42	4,378.42	4,378.42	4,378.42	4,378.42	4,509.77	4,645.07
Jr. High/Freshman Assistant	3,526.66	3,526.66	3,526.66	3,526.66	3,526.66	3,632.46	3,741.43
Boys' Basketball Head Coach	8,478.73	8,478.73	8,478.73	8,478.73	8,478.73	8,733.09	8,995.08
Boys' Basketball J-V Asst.	5,673.68	5,673.68	5,673.68	5,673.68	5,673.68	5,843.89	6,019.21
Boys' Basketball 9th Grade	4,092.34	4,092.34	4,092.34	4,092.34	4,092.34	4,215.11	4,341.56
Girls' Basketball Head Coach	8,478.73	8,478.73	8,478.73	8,478.73	8,478.73	8,733.09	8,995.08
Girls' Basketball Assistant	5,673.68	5,673.68	5,673.68	5,673.68	5,673.68	5,843.89	6,019.21
Girls' Basketball Assistant	4,092.34	4,092.34	4,092.34	4,092.34	4,092.34	4,215.11	4,341.56
Baseball Head Coach	4,092.34	4,092.34	4,092.34	4,092.34	4,092.34	4,215.11	4,341.56
Baseball Assistant	2,881.89	2,881.89	2,881.89	2,881.89	2,881.89	2,968.35	3,057.40
Baseball Assistant	2,881.89	2,881.89	2,881.89	2,881.89	2,881.89	2,968.35	3,057.40
Baseball Assistant	2,881.89	2,881.89	2,881.89	2,881.89	2,881.89	2,968.35	3,057.40
Boys' Track and Field							
Head Coach	4,092.34	4,092.34	4,092.34	4,092.34	4,092.34	4,215.11	4,341.56
Assistant	2,881.89	2,881.89	2,881.89	2,881.89	2,881.89	2,968.35	3,057.40
Girls' Track and Field							
Head Coach	4,092.34	4,092.34	4,092.34	4,092.34	4,092.34	4,215.11	4,341.56
Assistant	2,881.89	2,881.89	2,881.89	2,881.89	2,881.89	2,968.35	3,057.40
Junior High Track & Field	2,881.89	2,881.89	2,881.89	2,881.89	2,881.89	2,968.35	3,057.40
Cross Country	4,092.34	4,092.34	4,092.34	4,092.34	4,092.34	4,215.11	4,341.56
Junior High Cross Country	2,881.89	2,881.89	2,881.89	2,881.89	2,881.89	2,968.35	3,057.40

Girls' Softball Head Coach	4,092.34	4,092.34	4,092.34	4,092.34	4,092.34	4,215.11	4,341.56
Girls' Softball Assistant	2,881.89	2,881.89	2,881.89	2,881.89	2,881.89	2,968.35	3,057.40
Girls' Softball Assistant	2,881.89	2,881.89	2,881.89	2,881.89	2,881.89	2,968.35	3,057.40
Girls' Softball Assistant	2,881.89	2,881.89	2,881.89	2,881.89	2,881.89	2,968.35	3,057.40
Weightlifting Program							
3 Instructors (each @)	2,023.67	2,023.67	2,023.67	2,023.67	2,023.67	2,084.38	2,146.91
Boys Golf	4,092.34	4,092.34	4,092.34	4,092.34	4,092.34	4,215.11	4,341.56
Girls Golf	4,092.34	4,092.34	4,092.34	4,092.34	4,092.34	4,215.11	4,341.56
Boys Tennis	4,092.34	4,092.34	4,092.34	4,092.34	4,092.34	4,215.11	4,341.56
Girls Tennis	4,092.34	4,092.34	4,092.34	4,092.34	4,092.34	4,215.11	4,341.56
* Any additional programs	1,334.97	1,334.97	1,334.97	1,334.97	1,334.97	1,375.02	1,416.27
A. COACHES COMPENSATION FOR PLAYOFF ATHLETIC CONTESTS							
I. FOOTBALL							
PER GAME							
A. Head Coach	706.55	706.55	706.55	706.55	706.55	727.75	749.58
B. Varsity Assistant	364.87	364.87	364.87	364.87	364.87	375.82	387.09
C. Varsity Assistant	364.87	364.87	364.87	364.87	364.87	375.82	387.09
D. Varsity Assistant	364.87	364.87	364.87	364.87	364.87	375.82	387.09
E. Varsity Assistant	364.87	364.87	364.87	364.87	364.87	375.82	387.09
F. Freshman Assistant	281.7	281.7	281.7	281.7	281.7	290.15	298.86
G. Athletic Director	334.76	334.76	334.76	334.76	334.76	344.80	355.15
H. Cheerleader Advisor	322.76	322.76	322.76	322.76	322.76	332.44	342.42
I. Band Director	322.76	322.76	322.76	322.76	322.76	332.44	342.42
II. Basketball (BOYS' & GIRLS)							
PER WEEK							
A. Head Coaches	652.23	652.23	652.23	652.23	652.23	671.80	691.95
B. Assistant Coach	436.42	436.42	436.42	436.42	436.42	449.51	463.00
C. Freshman Assistant	314.77	314.77	314.77	314.77	314.77	324.21	333.94
D. Athletic Director	339.14	339.14	339.14	339.14	339.14	349.31	359.79
E. Cheerleader	130.41	130.41	130.41	130.41	130.41	134.32	138.35

III. GOLF							
PER MATCH	264.86	264.86	264.86	264.86	264.86	272.81	280.99
IV. TENNIS - (Beyond District II	264.86	264.86	264.86	264.86	264.86	272.81	280.99
PIAA Level)							
PER MATCH							
V. BOYS BASEBALL AND GIRLS SOFTBALL PER WEEK							
A. Head Coach	409.24	409.24	409.24	409.24	409.24	421.52	434.16
B. Assistant Coach	288.19	288.19	288.19	288.19	288.19	296.84	305.74
VI. BOYS & GIRLS TRACK (Beyond (District II PIAA Level)							
PER WEEK							
A. Head Coach	409.24	409.24	409.24	409.24	409.24	421.52	434.16
B. Assistant Coach	288.19	288.19	288.19	288.19	288.19	296.84	305.74
PER WEEK							
A. Head Coach	409.24	409.24	409.24	409.24	409.24	421.52	434.16