

Allegheny-Clarion Valley School District Administrator Compensation Plan

The Allegheny-Clarion Valley School Board believes that a thorough and effective school system is vital in providing the best educational program for the students of the district and the community citizens who support the public schools. The Board strengthens the administration and educational programs of the district, and to establish and improve communications, collaboration, cooperation, decision-making, conflict resolution, and other relationships among students, staff and community residents. Therefore, in accordance with Act 93 of 1984, the following represents the terms and conditions of the A-C Valley Administrator Compensation Plan. For the purpose of this plan, the administrative staff shall include the Elementary Principal, the Junior-Senior High Principal, School Psychologist, and the Director of Education.

1. This plan shall be effective July 1, 2014 and shall continue until June 30, 2017.
2. All benefits agreed to and awarded under the existing contract agreement between the A-C Valley School District and the A-C Valley Education Association shall be annually granted to the administrators during the life of this agreement.
3. The administrative work year shall consist of two hundred twenty (220) days each school year and the school psychologist 185 days.
4. While school is in session, administrators shall have the same calendar schedule as that adopted by the Board for student and teachers. The administrators may work on regularly scheduled school vacation days and/or non-scheduled emergency days as the need arises. These days will be included in the 220-day administrative work year and the 185-day school psychologist.
5. While school is in session, administrators are permitted a maximum of five (5) non-duty days plus the number of snow days that are made up within the normal school calendar. These days do not reduce the two hundred twenty (220/185) duty days required.
6. An administrator may annually convert a maximum of five (5) unused non-duty days to his/her accumulated sick days.
7. With the superintendent's approval, the district will pay the cost of annual professional memberships in educational organizations of the administrator's choice that are directly related to his/her assigned administrative duties.
8. Claims for graduate credit pay must be pre-approved by the superintendent. The maximum the district will reimburse for each credit for administrators is the existing graduate rate at the Pennsylvania State University. The administrator must earn a "C" or better grade in order to be granted reimbursement.

9. Life insurance coverage for each administrator shall be \$100,000, beginning with the 2004-05 school year and continuing every year thereafter, and shall include \$10,000 coverage for the spouse and \$5,000 coverage for each dependent child.
10. Sick leave shall be set at twelve (12) days per year for administrators and (10) days per year for the school psychologist included in this agreement.
11. Reimbursement for attendance at professional conferences shall be subject to Board approval.
12. An honorarium at retirement shall be given to administrators according to the following schedule:

\$40 per semester of total district employment (teacher + administrator) for an employee who has served as an administrator in A-C Valley for at least 10 years.

\$50 per semester of total district employment (teacher + administrator) for an employee who has served as an administrator in A-C Valley for at least 15 years.

\$60 per semester of total district employment (teacher + administrator) for an employee who has served as an administrator in A-C Valley for at least 20 years.

\$75 per semester of total district employment (teacher + administrator) for an employee who has served as an administrator in A-C Valley for at least 25 years.

13. The retiring employee must file a non-binding letter of intent to retire with the Secretary of the Board of Education in the year of retirement a date established by the administration that is approximately two months prior to the submittal of the preliminary budget for the following year, followed by a letter of retirement by March 1st of the year of retirement. Should there be some unusual circumstances; the administration may waive the time requirements.

The employee shall receive no cash option. The employee must establish a 403(b) account prior to separation of service and shall maintain the 403(b) account until all non-elective employer contributions have been made or the employee will forfeit this benefit. Should the employee die prior to receiving all the 403(b) payments due, the District shall make the maximum payment allowable by IRS regulations to the employee's 403(b) Account.

14. The Board shall establish salaries for new hires in administrative positions.

15. The Board recognizes that administrators have a greater number of job demands than do other district employees. These include increased program responsibilities, implementation and monitoring of accountability procedures, interactions with local, regional, state and federal agencies and departments, longer time commitments, and requirements for advanced professional training. Taking these factors into consideration, administrator compensation will be based upon position responsibilities, specific duties, and job performance. Annual salary increased, during the life of this agreement, will be determined as outlines below.

Elementary Principal, Junior-Senior High Principal and Director of Education:

The maximum possible raise equals the average teacher raise, multiplied by 1.25 (for job responsibilities), divided by the number of teacher work days, multiplied by the number of administrative work days. The actual raise equals an administrative raise of 90% of the maximum raise plus a merit raise determined by an evaluation applied to 10% of the maximum raise.

School Psychologist:

The maximum possible raise equals the average teacher raise, multiplied by 1.1 (for job responsibilities), divided by the number of teacher work days, multiplied by the number of administrative work days. The actual raise equals an administrative raise of 90% of the maximum raise plus a merit raise determined by an evaluation applied to 10% of the maximum raise.

16. If any school administrator, while acting in a prudent manner in the discharge of his/her responsibilities, is complained against or sued, the district will provide legal counsel and render all necessary assistance to the administrator in his/her defense consistent with the district's obligation under state law. It shall be the responsibility of the administrators to bring any such complaint to the attention of the superintendent in writing as soon as possible.

Any item not addressed in this agreement is subject to Board approval.

ATTEST:

ALLEGHENY-CLARION VALLEY
SCHOOL DISTRICT

By *Robin Faragher*

By *Robert M. ...*
President

ATTEST:

By *Jenny ...*

By *Joshua ...*
Administrator

Allegheny-Clarion Valley School District (All Employees)

Overview of Current PPOBlue Medical Plan Including Benefit Changes Effective July 1, 2014

Non-Grandfathered

BENEFIT	PPOBlue Medical Plan Group Numbers: 46867-21 (Active - Teachers/Administration) 46867-21 (Inactive - Teacher/Administration); 46867-20 (Active - Support Staff) 46867-20 (Inactive - Support Staff)	
	In-Network Care ¹	Out-of-Network Care ^{1,2}
Policy Provisions		
Benefit Period	Calendar Year	
Calendar Year Deductible (Individual/Family) ³	\$200 / \$400 (through 12/31/2014) \$300 / \$600 (effective 1/1/2015)	\$400 / \$800 (through 12/31/2014) \$600 / \$1,200 (effective 1/1/2015)
Co-Insurance (The Plan Pays) ³	100% after deductible	80% after deductible
Annual Out-of-Pocket Maximum (Individual/Family) ³	Not Applicable	\$1,000 / \$2,000 (not including deductibles)
Total Maximum Out-of-Pocket (Individual/Family) ^{3,4} (Includes deductible, coinsurance, & copays)	\$6,350 / \$12,700	Not Applicable
Lifetime Maximum Per Person	Unlimited	
Dependent Eligibility	Dependents to age 26	
Precertification Requirements ⁵	Yes	
Preventive Care Services		
Routine Physical Exams (adult & pediatric)	100% (deductible does not apply)	Not Covered
Routine Gynecological Exams, including PAP Test	100% (deductible does not apply)	80% (deductible does not apply)
Adult Immunizations	100% (deductible does not apply)	80% after deductible
Childhood Immunizations	100% (deductible does not apply)	80% (deductible does not apply)
Mammograms - Routine	100% (deductible does not apply)	80% after deductible
Colorectal Cancer Screening - Routine	100% (deductible does not apply)	80% after deductible
Hospital / Physician Services		
Physician Office Visits	100% after \$15 copay per visit	80% after deductible
Specialist Office Visits	100% after \$15 copay per visit	80% after deductible
Maternity Care (facility & professional)	100% after deductible	80% after deductible
Inpatient Hospital Services	100% after deductible	80% after deductible
Outpatient Hospital Services	100% after deductible	80% after deductible
Medical/Surgical Services (except office visits)	100% after deductible	80% after deductible
Diagnostic Services		
Advanced Imaging (MRI, CAT Scan, PET Scan, etc)	100% after \$10 copay per date of service per provider	80% after deductible
Basic Diagnostic Services (Standard Imaging, Diagnostic Medical, Lab/Pathology, Allergy Testing)	100% after \$10 copay per date of service per provider	80% after deductible
Mammograms - Medically Necessary	100% (deductible does not apply)	80% after deductible
Colorectal Cancer Screening - Medically Necessary	100% (deductible does not apply)	80% after deductible
Allergy Extracts	100% after deductible	80% after deductible
Transplant Services	100% after deductible	80% after deductible
Emergency Services		
Emergency Room Services ⁶	100% after \$75 copay per visit (waived if admitted) <i>Notes: If inpatient admission occurs, deductible will apply. If outpatient observation occurs, copay will apply.</i>	
Ambulance	100% after deductible	80% after deductible
Therapy Services		
Spinal Manipulation Services	100% after \$10 copay per visit <i>Notes: 1) Specialist office visit copay may apply, if an office visit is billed. 2) If your chiropractor bills physical therapy services and spinal manipulations, copayments will apply to the physical therapy services.</i>	80% after deductible
Physical, Speech & Occupational Therapy Services	100% after \$10 copay per visit <i>Note: Specialist office visit copay may apply, if an office visit is billed.</i>	80% after deductible
Cardiac Rehabilitation, Chemotherapy, & Dialysis Treatment	100% after deductible	80% after deductible
Infusion & Radiation Therapy Services	100% after deductible	80% after deductible
Respiratory Therapy Services	100% after deductible	80% after deductible