

ALTOONA AREA SCHOOL DISTRICT

PROFESSIONAL MIDDLE MANAGEMENT

ACT 93 MEET AND DISCUSS COMPENSATION PLAN

JULY 1, 2015 THROUGH JUNE 30, 2016

PERSONNEL COVERED BY PLAN
(Number of Personnel in the Classification)

Elementary Principal (8)

Junior High School Principal (1)

Assistant Junior High School Principal (3)

High School Principal (1)

Assistant High School Principal (4)

Director of Special Education (1)

Special Education Supervisor (4)

School Psychologist (4)

Athletic Director/Assistant High School Principal (1)

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I. MANAGEMENT TEAM STATEMENT

A. Introduction

Act 93 of 1984 became a new School Code provision, which has been added to the Code's Article XI on professional employees at Section 1164 and has been titled, "Compensation Plans for School Administrators." The purpose of this statute is stated at 1164 (b): "...to provide a means by which compensation affecting school Administrators can be resolved within the framework of a management team philosophy." The purpose of this document is to achieve that end.

Purpose

The Board of Education recognizes the importance of maintaining an effective Management Team to strengthen the administrative and educational programs of the District, and to establish and improve communications, decision-making, conflict resolution, and other relationships among the members of the Team.

Authority

While the Management Team concept places emphasis upon shared responsibility and authority, nothing in this plan is intended to limit the responsibility and authority of the Board of School Directors, ultimately, to make decisions as prescribed by law.

B. Definitions

1. Management Team Concept - is a means whereby educational policies and administrative procedures that define the District's programs and operations are arrived at through shared responsibility and authority.
2. Management Team - is composed of the Superintendent and professional administrative personnel who have significant responsibilities for formulating District policies or administering District programs; and in addition may be involved in recommending employment, transfer, suspension, discharge, layoff, recall, promotion, assignment, compensation or discipline of employees, as well as directing, supervising and evaluating professional and nonprofessional employees.
3. Professional Middle Management - refers to those employees who meet the Pennsylvania Department of Education certification requirements for administrative positions. For the purpose of this Plan, this refers to:
 - a. Principal
 - b. Assistant Principal
 - c. Director of Special Education
 - d. Special Education Supervisor
 - e. School Psychologist
 - f. Athletic Director (does not require PDE Certification)

C. Guidelines

1. The objectives are:
 - a. to provide input into all policies which directly affect Professional Middle Management in the administration of the School District by:
 - (1) assisting in the development of the educational goals and objectives of the District;
 - (2) applying all available knowledge to the improvement of District services;
 - (3) providing input into the development of District and department financial plans and budgets;
 - (4) providing input into the labor relations policies and practices of the District;
 - (5) evaluating proposals and requests made by professional and nonprofessional staff and making recommendations as to the District's response; and
 - (6) providing open and frequent communication among members of the Professional Middle Management.
 - b. to provide a means of addressing the economic and welfare concerns of Professional Middle Management including evaluation, salaries, fringe benefits, and promotion.
 - c. that the Management Team shall address itself to:
 - (1) appropriate concerns as identified by the Superintendent;
 - (2) appropriate concerns as identified by the Professional Middle Management;
 - (3) appropriate concerns mutually identified by a consensus of the Professional Middle Management; and
 - (4) appropriate concerns as identified by the Board of School Directors.

II. BOARD OF SCHOOL DIRECTORS' STATEMENT

A. Purpose

1. The Altoona Area School District Board of School Directors believes that a thorough and effective school system is vital in providing the best educational program for the pupils of the District and the taxpaying citizens who support the public schools.
2. The Altoona Area School District Board of School Directors strongly supports the concept that a thorough and effective school system can only exist if the day-to-day management of the schools is entrusted to dedicated and competent persons. Good management relies on the abilities of persons to perform the responsibilities of the positions for which they were hired.

B. Guidelines

1. The plan shall include:
 - a. a description of the program for determining Professional Middle Management salaries, based upon responsibility and evaluation of employee performance; and
 - b. a list of fringe benefits to be provided to the Professional Middle Management.
2. The compensation plan will be determined through a good faith Meet and Discuss procedure as created by Act 93, Section 1164.

III. PROFESSIONAL MIDDLE MANAGEMENT COMPENSATION PLAN

The Board of School Directors of the Altoona Area School District adopts the following Professional Middle Management Act 93 Meet and Discuss Compensation Plan pursuant to the "Public School Code of 1949," as amended, Section 1164 and local Board Policies. The Board recognizes the importance of maintaining an effective Professional Middle Management to strengthen the educational programs of the District, and to establish and improve communications, decision-making, and conflict resolution.

- A. The contract year for Professional Middle Management shall be July 1 to June 30; this plan is effective July 1, 2015 and shall remain in effect until June 30, 2016. Any employee voluntarily terminating employment must do so in accordance with the PA Public School Code, Section 1121, and provide the required notice.
- B. Professional Middle Management entry-level salaries will be approved by the Superintendent and Board of School Directors.

IV. COMPENSATION PLAN

A. Salaries and Pay Cycle

For the 2015-2016 fiscal year, members of Professional Middle Management shall receive a 2% salary increase on their 2014-2015 base year salary, up to maximum increase of \$1,200; 2015-2016 fiscal year salaries are reflected within Attachment A of this Plan. Employees shall be paid bi-weekly and all employees are required to sign up for Direct Deposit.

B. Ratings

1. Any Professional Middle Management member receiving a final rating of "Needs Improvement" in any one of the four categories, or a final rating of "Unsatisfactory" will not receive a salary increase for the following fiscal year.
2. Professional Middle Management will be rated in four levels:
D – Distinguished; P – Proficient; NI – Needs Improvement; and
F – Failing.

3. Professional Middle Management personnel will annually receive reviews of his/her job performance based on information available. Middle Management personnel being judged as "Needs Improvement" or "Failing", in any of the four (4) areas, will receive a Professional Improvement Plan written by the Assistant Superintendent. The Professional Improvement Plan will state:
 - a. the reason for being judged as "Needs Improvement" or "Failing";
 - b. an outline of the corrective action steps to be taken by the Professional Middle Management Member;
 - c. a time frame to accomplish the corrective action steps; and
 - d. a reasonable follow-up by which the Assistant Superintendent will determine if the appropriate actions have been taken by the Middle Management member to address the areas that are rated "Needs Improvement" or "Failing".

V. FRINGE BENEFITS AND PROFESSIONAL RESPONSIBILITIES

A. Sick Leave

Each member of the Professional Middle Management shall receive thirteen (13) sick leave days per year. Up to five (5) sick leave days per fiscal year may be used for the sudden illness of dependent or when an immediate family member needs medical attention. Immediate family is defined as parent, spouse, child, or legal dependent.

Accumulation of sick leave shall be in accordance with the Public School Code and local policy of the Board of School Directors.

In the second year of employment and each year thereafter, the Professional Middle Management shall be eligible for accumulative sick leave as provided by law and, in addition, shall be paid for up to eighty-five (85) days at one-half (1/2) their per diem rate for any extended illness. The number of sick leave days at full and half pay may not exceed 186.5, except in the case where the individual has accumulated more than said number at full pay. Once an employee has used all of his accumulated days at full pay, a five (5) day continuous absence shall be necessary before one-half (1/2) salary payment begins. In case of extended illness, payment will be retroactive to the first day of absence. Once the employee has used eighty-five (85) days at half pay during a two (2) year period, he/she will not be entitled to this provision of the Compensation Plan until having completed an additional full year of service.

B. Severance

Members of this Plan will be entitled to severance pay when they resign or retire from employment with the District if said member has had a minimum of five (5) years' service in the District.

Severance pay shall be an amount equal to \$75.00 per accumulated but unused sick days and accumulated but unused personal days to an amount not to exceed \$7,500.00, except in cases where the bargaining unit member has reached age 55

or completed 25 years of service with the District. After reaching 55 years of age or having completed 25 years of service with the District, there shall be no limit to the amount of severance pay for which the bargaining unit member is eligible.

All types of separation pay will be distributed in accordance with the District's Special Pay Plan and/or Healthcare Savings Plan, as per eligibility stated in the Special Pay Plan Document.

In the event of the death of an active bargaining unit member, all accrued severance pay shall be paid to the beneficiary as listed on group life insurance benefit form.

A. Emergency Days

Each employee may take up to two (2) emergency leave days per school year for a bona fide emergency; rationale must be provided and the request will be considered in accordance with the provisions afforded by the AAEA Collective Bargaining Agreement.

D. Personal Days

Each employee shall be granted two (2) personal days each school year in addition to any accrued personal days or perfect attendance day.

Any employee who demonstrates perfect attendance (no use of sick leave or leave without pay) in any given school year shall receive one (1) additional personal day. Each employee may accrue five (5) personal days, six (6) with perfect attendance, but may not use more than five (5) in any given school year.

Any unused personal days, beyond the maximum accrued allowance, will be rolled over into sick leave at the conclusion of the fiscal year.

E. Vacation Days

All Professional Middle Management members will receive twenty (20) vacation days per year, on an accrued basis.

Each year, unused vacation days may be "banked" in accordance with Board Policy, #337. Employees may draw from their personal bank with the Superintendent's approval. Effective January 1, 2013, a maximum of thirty (30) days may accumulate in the employee's "bank". The year in which the employee resigns or retires, the amount in the "bank" (not to exceed 30 days) will be paid out at the employee's current per diem rate. An Administrator, who has more than thirty (30) days of vacation "banked" as of January 1, 2013, will not lose any accrued vacation days and will be permitted to maintain his/her "bank" up until he/she resigns/retires; however, no Administrator hired prior to January 1, 2013, may have a "bank" balance that exceeds forty-five (45) days the year in which the employee resigns/retires.

F. Holidays

All 12-month Professional Middle Management members will receive ten (10) legal holidays:

- | | |
|---------------------|-------------------------------|
| 1. Labor Day | 6. Martin Luther King Jr. Day |
| 2. Veterans' Day | 7. President's Day |
| 3. Thanksgiving Day | 8. Good Friday |
| 4. Christmas Day | 9. Memorial Day |
| 5. New Year's Day | 10. Independence Day |

Two (2) additional days will also be provided during the Christmas vacation, excluding Christmas Day and New Year's Day, and one (1) additional day during the Thanksgiving vacation, excluding Thanksgiving Day, scheduled in preservation of efficiency of operation.

G. Leave of Absence

It shall be the policy of the Board of School Directors to grant leaves of absence to the Professional Middle Management for reasons they deem appropriate.

H. Bereavement Leave

For death of a spouse, child, or parent, five (5) days of leave will be provided for full-time employees. Three (3) days of leave will be provided for full-time employees for death of brother, sister, grandparent, grandchild, daughter-in-law, son-in-law, parent-in-law, a near relative who resides with the employee, or any person with whom the employee resides.

For death of a first cousin, great-grandparent, aunt, uncle, niece, nephew, brother-in-law, or sister-in-law, one (1) day of leave will be provided for full-time employees.

I. Maternity Leave

Maternity leave will be the same as that provided in the AAEA Collective Bargaining Agreement.

J. Sabbatical Leave

Sabbatical Leave shall be granted in accordance with the AAEA Collective Bargaining Agreement and PA Public School Code.

K. Legal Duty

Members who are subpoenaed to appear in Court shall receive full payment of their salaries, plus expenses incurred; e.g., meals and mileage, if pertaining to school business. Any remuneration received as a result of Court subpoena shall be surrendered to the Business Manager along with a voucher listing all expenses.

L. Jury Duty

An employee shall submit to the District the monies received for jury duty service, and the employee will be compensated his/her regular wage for the time involved.

M. Income Disability Insurance

Income Disability Insurance will be provided to each member of Professional Middle Management at the maximum amount allowable beginning on the 31st day following the disability for a benefit period of twelve (12) months. Insurance will be issued by Teachers Protective Mutual or its equivalent.

N. Life Insurance

An amount of Universal Life Insurance of twice the salary, calculated to the lower thousands of dollars up to \$300,000.00 maximum, shall be provided to each member of Professional Middle Management during the life of this Plan.

O. Liability Insurance

Each Professional Middle Management employee will be covered with a policy or policies that will protect them under bodily and personal injury, against legal suit for "omissions and errors" and for all duties as required of them as a result of their administrative position.

Professional Middle Management personnel shall be indemnified and held harmless by the Altoona Area School District from any and all claims, suits, or actions; and any legal proceedings or demands brought against him/her in his/her individual or official capacity as an agent and/or employee of the Altoona Area School District.

P. Dental Insurance

The Board agrees to pay full premium for individual or family coverage for a dental program for the duration of the Plan. Family coverage shall be limited to spouse and dependent children. The dental program shall have coverage for 100% of the customary charge of preventive services and 85% of the customary charge for general services.

Q. Health Insurance (Hospitalization / Prescription Drug Plan)

2015-2016 Fiscal Year

The District will make coverage available to the employee and eligible children, as specified in the following plan options.

The District will make coverage available to spouses of employees in limited circumstances:

- a. Spouses will not be eligible for coverage if they work for 1) the Commonwealth of Pennsylvania; or 2) any public school district; or 3) any of the State System of Higher Education universities or state

owned universities funded by the state of Pennsylvania; or 4) any of the state-related universities of Pennsylvania [Pennsylvania State University, University of Pittsburgh, Lincoln University, and Temple University]; or 5) the City of Altoona.

- b. Employees that wish to enroll their eligible spouse for coverage will be responsible to contribute the respective amounts identified in the selected plan for the 2015-2016 fiscal year. Said contribution will be deducted pre-tax over 24 pay periods.

Spouses may be enrolled at the time of hire, during open enrollment (held once a year), or the time of a qualifying event (as per IRS guidelines).

Eligible children shall be covered through age 26, or as determined by federal and/or state healthcare requirements.

It shall be the responsibility of the employee to notify the Benefits Office of certain qualifying events including your divorce, which would make your spouse no longer eligible for coverage, or a dependent child losing eligibility, as determined by federal healthcare requirements. Failure to notify the District within thirty (30) calendar days of the qualifying event will result in your repayment of either:

- a. Premium for the coverage (if self-funded, the developed premium equivalent rate for COBRA); or
- b. Repayment of paid claims (medical and drug) that AASD paid on behalf of your ineligible dependent, whichever is greater.

Employees can choose from the following four (4) plan options:

A. PPO Option 1 - Co-Pay Plan

2015-2016 Monthly Premiums

| | |
|---------------------|------------|
| Individual | \$624.67 |
| Parent & Child(ren) | \$1,374.28 |
| Employee & Spouse | \$1,683.25 |
| Family | \$1,901.89 |

| | | |
|--|---------------------|----------|
| Employee Participation per 24 Pay Periods: | Individual | \$69.07 |
| | Parent & Child(ren) | \$151.95 |
| | Employee & Spouse | \$233.46 |
| | Family | \$257.63 |

| | |
|--------------------|--------------------------------------|
| Annual Deductible: | \$250.00/individual; \$500.00/family |
| Dr. office visits: | \$20.00 co-pay |
| Emergency Room: | \$50.00 co-pay (waived if admitted) |
| Urgent Care: | \$35.00 co-pay (waived if admitted) |
| Prescription: | \$10.00 Tier I |
| | \$30.00 Tier II |
| | \$45.00 Tier III |
| | Mandatory Generic |
| | Formulary Requirement |
| | 30 day supply = 1 co-pay |
| | 31-90 day supply = 2 co-pays |
| | Mail Order 90 day supply = 2 co-pays |

The District will make the following monthly contributions toward an employee's healthcare coverage for the life of this agreement:

| | |
|---------------------|------------|
| Individual | \$486.54 |
| Parent & Child(ren) | \$1,070.38 |
| Employee & Spouse | \$1,216.34 |
| Family | \$1,386.63 |

Monthly premiums for coverage will be calculated on an annual basis (July-June), as determined by the COBRA equivalent rates for Option 1 participants, reflecting any changes mandated by federal/state healthcare requirements.

All plan designs and ratings will be reflective of any federal requirements for the plan.

B. PPO Option 2 –

High Deductible Health Plan (HDHP) With Risk Reduction Participation

\$2,000 Single; \$4,000 Family Deductible

Health Reimbursement Account: \$1,500 Single; \$3,000 Family

2015-2016 Monthly Premiums

| | |
|---------------------|------------|
| Individual | \$486.54 |
| Parent & Child(ren) | \$1,070.38 |
| Employee & Spouse | \$1,320.50 |
| Family | \$1,490.79 |

The District will make coverage available to the employee and eligible children, without employee premium sharing.

| | | |
|--|---------------------|---------|
| Employee Participation per 24 Pay Periods: | Individual | \$0 |
| | Parent & Child(ren) | \$0 |
| | Employee & Spouse | \$52.08 |
| | Family | \$52.08 |

Monthly premiums for coverage will be calculated on an annual basis (July-June), as determined by the COBRA equivalent rates for Option 2 and 3 participants, reflecting any changes mandated by federal/state healthcare requirements.

Up to 50% of an employee's unused HRA bank will roll forward to the following plan year up to a maximum of \$2,000 for single and \$4,000 for family.

Health Reimbursement Account (HRA) contributions, under the PPO Option 2 Plan, are allocated based upon completion of Risk Reduction Program requirements. Participants who fail to complete the Risk Reduction Program will have adjustments made to their HRAs, and will be moved to the PPO Option 3 Plan effective the 1st of the month following determination of non-compliance.

All HRAs will be administered in accordance with federal regulations. All plan designs and ratings will be reflective of any federal requirements for the plan.

C. PPO Option 3 -

High Deductible Health Plan (HDHP)

- Without Risk Reduction Participation

\$2,000 Single; \$4,000 Family Deductible

Health Reimbursement Account: \$500 Single; \$1,000 Family

2015-2016 Monthly Premiums

| | |
|---------------------|------------|
| Individual | \$486.54 |
| Parent & Child(ren) | \$1,070.38 |
| Employee & Spouse | \$1,320.50 |
| Family | \$1,490.79 |

The District will make coverage available to the employee and eligible children, without employee premium sharing.

| | | |
|--|---------------------|---------|
| Employee Participation per 24 Pay Periods: | Individual | \$0 |
| | Parent & Child(ren) | \$0 |
| | Employee & Spouse | \$52.08 |
| | Family | \$52.08 |

Monthly premiums for coverage will be calculated on an annual basis (July-June), as determined by the COBRA equivalent rates for Option 2 and 3 participants, reflecting any changes mandated by federal healthcare requirements.

Up to 50% of an employee's unused HRA bank will roll forward to the following plan year up to a maximum of \$2,000 for single and \$4,000 for family.

Health Reimbursement Account (HRA) contributions, under the PPO Option 2 Plan, are allocated based upon completion of Risk Reduction Program requirements. Participants who fail to complete the Risk Reduction Program will have adjustments made to their HRAs, and will be moved to the PPO Option 3 Plan effective the 1st of the month following determination of non-compliance.

All HRAs will be administered in accordance with federal regulations. All plan designs and ratings will be reflective of any federal requirements for the plan.

D. HSA Option 4 -

Qualified High Deductible Health Plan (QHDHP)

The District will make coverage available to the employee and eligible children, without employee premium sharing.

Employees who wish to enroll their eligible spouse for coverage will be responsible to contribute \$1,249.50 per year (\$52.06/pay for 24 pay periods); contributions will be deducted pre-tax. Spouses may be enrolled at the time of hire, during open enrollment (held once a year), or at the time of a qualifying event (as per IRS guidelines).

The District will purchase for the employee and covered dependents an IRS Qualified High Deductible Health Plan (QHDHP), at no premium cost to the employee. The QHDHP will be subject to IRS regulations and will include an annual deductible of \$1300 for individual coverage and \$2600 for coverage above individual. Rx co-pays (\$10/\$15/\$30/\$30) shall be applicable once the deductible is met and will be paid by the employee.

The deductible will remain at IRS qualification requirements for the life of the agreement. The District will pay 50% of the deductible for the 2015-2016 plan year. This reimbursement shall be deposited upfront into the employee's Health Savings Account (HSA) once a plan year, based upon the employee's coverage election. There shall be no cash option. The employee will pay the remaining amount of any deductible incurred.

R. Conferences

An allocated amount of money will be budgeted for conferences for Professional Middle Management. Appropriate forms for conference requests will be submitted to the Superintendent as per Board Policy.

The Superintendent or his designee must give prior approval for all conferences as per District policy. Policy pertaining to conference approval and advanced payment for expenses will be followed.

S. Mileage Reimbursement

The Board of School Directors recognizes that members of the Professional Middle Management need to use their personal automobiles to perform certain duties required of his/her job. Professional Middle Management, when on authorized school business, will be reimbursed in accordance with the prevailing state rate at the time the travel occurred.

T. Payment of College Credits

Payment of credits will equal the amount paid to individuals covered under the AAEA Collective Bargaining Agreement.

U. Payment for Professional Dues and Professional Publications

Members of the Professional Middle Management will be eligible for payment of up to \$500.00 for professional dues, professional publications, or professional liability insurance coverage. These funds must be budgeted appropriately and final approval rests with the Superintendent.

V. Payment for Earned Doctorate

Members of the Professional Middle Management who earn a Doctorate Degree from an accredited college or university during the term of this Plan will be entitled to a \$2,000 increment to become a permanent part of his/her salary. The Doctorate Degree must be relevant to the professional assignment of the Professional Middle Management member as determined by the Superintendent and the Board of School Directors.

W. Assignment

The right of assignment or transfer for Professional Middle Management rests exclusively with the Superintendent of Schools.

Principals that are assigned to cover two school buildings for a full school year will be afforded a stipend, according to the following parameters:

- \$5,000 stipend will be provided to a Principal working with an assigned Lead Teacher.
- \$7,000 stipend will be provided to a Principal working without an assigned Lead Teacher.

The stipend will be pro-rated and paid out during the course of the school year, it will not be paid as a lump sum.

X. Professional Expectations

Professional Middle Management will be expected to dress and act in a professionally appropriate manner, reflective of the District's Mission Statement and adopted Board Policies, in order to serve as a model for the students.

VI. ARBITRATION OF EMPLOYMENT DISPUTES

Complaints of discrimination for sex, age, disability, national origin, race, or religion, or any disputes or controversies arising out of or relating to employment, must first attempt to be resolved by arbitration before a neutral arbitrator. By way of example only, such claims include claims under federal, state, and local statutory or common law, such as Title VII of the Civil Rights Act; Civil Rights Act of 1991; the Americans With Disabilities Act; the Age Discrimination in Employment Act; the Family and Medical Leave Act of 1993; the Pennsylvania Human Relations Act; the Pennsylvania Public School Code of 1949, as amended; the Pennsylvania Local Agency Law; Title IX of the Education Amendments of 1972; the Equal Pay Act; Sections 1981 and 1983 of the Civil Rights Act; and other Federal, State, and Local employment statutes. It is understood that charges may be filed with either the PHRC or EEOC during the time the arbitration is pending in order to preserve the applicable statute of limitations. After conclusion of the arbitration, rights are retained to bring a proceeding before any Federal and State Court.

It is understood that the District will agree to pay for all costs of the arbitration, and the arbitrator will be selected in a neutral procedure through the rules of the American Arbitration Association. It is also understood that any attorneys' fees incurred will be governed by the applicable statute that is the basis for the claim, and that prevailing party attorneys' fees will be applicable if provided under the statute that is the basis for the claim.

NOTE: PROFESSIONAL MIDDLE MANAGEMENT WILL RECEIVE AT LEAST ALL BENEFITS THAT ARE GRANTED TO THE INSTRUCTIONAL STAFF UNLESS OTHERWISE SPECIFIED IN THIS AGREEMENT.

Attachment A

| <u>CLASSIFICATION</u> | <u>INCUMBENT</u> | <u>2014-15</u> | <u>Increase</u> | <u>2015-16</u> |
|--|---|----------------|--|---------------------------------|
| | | <u>Salary</u> | <u>2% up to Max of \$1,200</u> | <u>Salary</u> |
| Senior High School Principal | Patty Burlingame | 107,924 | 1,200 | 109,124 |
| Assistant High School Principal | Paul Hasson | 101,664 | 1,200 | 102,864 |
| Assistant High School Principal | Dave Bufalini | 98,563 | 1,200 | 99,763 |
| Assistant High School Principal | Andrew Neely, pro-rate salary increase 8/5/15 | 64,284 | 1,200 | 65,484 increase to 71,499 |
| Assistant High School Principal | Jason McGinnis, eff. 8/5/15 | -- | -- | 70,000 |
| <i>Assistant High School Principal</i> | <i>Jim Abbott, resigned 8/5/15</i> | 80,931 | 1,200 | 82,131 |
| Athletic Dir/Asst. H.S. Principal | Phil Riccio | 88,107 | 1,200 | 89,307 |
| Junior High School Principal | Lori Mangan | 113,023 | 1,200 | 114,223 |
| Asst. Jr. High School Principal | Brad Hatch | 86,486 | 1,200 | 87,686 |
| Asst. Jr. High School Principal | Jerry Koehle | 77,931 | 1,200 | 79,131 |
| Asst. Jr. High School Principal | Travis Robison, eff. --/--/15 | -- | -- | 70,000 |
| <i>Asst. Jr. High School Principal</i> | <i>David Campbell, resigned 11/6/15</i> | 72,575 | 1,200 | 73,775 |
| Elementary Principal | Susan Richardella | 96,098 | 1,200 | 97,298 |
| Elementary Principal | Richard Adams | 95,251 | 1,200 | 96,451 |
| Elementary Principal | Jill Daloisio | 95,251 | 1,200 | 96,451 |
| Elementary Principal | Cathy Keefe | 86,486 | 1,200 | 87,686 |
| Elementary Principal | Erik Dambeck | 78,777 | 1,200 | 79,977 |
| Elementary Principal | Haley Fleegle | 75,893 | 1,200 | 77,093 |
| Elementary Principal | Jonathan Klingeman, eff. 7/1/14; pro-rate salary increase 8/5/15 | 62,902 | 1,200 | 64,102 increase to 70,117 |
| Elementary Principal | Kelly Clouser | -- | -- | 78,000 |
| <i>Elementary Principal</i> | <i>Melissa Peppetti, resigned 11/16/15</i> | 77,931 | 1,200 | 79,131 |
| Director of Special Education | Donna Messner | 101,119 | 1,200 | 102,319 |
| Special Education Supervisor | Harry Gregg | 73,271 | 1,200 | 74,471 |
| Special Education Supervisor | Carol Beard | 72,575 | 1,200 | 73,775 |
| Special Education Supervisor | Michele Sanders | 72,575 | 1,200 | 73,775 |
| Special Education Supervisor | Gayle Fratangeli, eff. 11/23/15 | -- | -- | 70,000 |
| <i>Special Education Supervisor</i> | <i>Michael Chappie, resigned 9/1/15</i> | 71,305 | 1,200 | 72,505 |
| School Psychologist | Bill Shawley | 97,291 | 1,200 | 98,491 |
| School Psychologist | Sue Karp | 83,643 | 1,200 | 84,843 |
| School Psychologist | Stephanie Kello, eff. 9/9/14 | 62,412 | 1,200 | 63,612 |
| School Psychologist | Donna Murphy-Carosi, eff. 7/1/15 | n/a | n/a | 62,412 |