

BALD EAGLE AREA SCHOOL DISTRICT

ADMINISTRATOR COMPENSATION PLAN

2015 – 2018

The Board of School Directors of Bald Eagle Area School District adopts the following Administrator Compensation Plan pursuant to the “Public School Code of 1949,” as amended, Section 1164. The Board recognizes the importance of maintaining an effective Management Team to strengthen the administration 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.

I. TERM OF COMPENSATION PLAN

This Plan is effective August 16, 2015 and shall continue until August 15, 2018.

II. DEFINITIONS

The term “Administrator” shall include the following positions for the purpose of this Plan:

Assistant Principal, Middle-High School
Director of Curriculum and Instruction
Director of Elementary Education
Director of Secondary Education
Director of Special Education
Elementary Principal(s)

Evaluation will be based on assigned duties in accordance with position job descriptions and on overall commitment and contributions to organizational goals and objectives, as well as the PDE 82-2 for building leaders and the PDE 82-3 for the Director of Curriculum and Instruction and the Director of Special Education. The enclosed “Evaluation Form for Administrative and Supervisory Personnel” will be utilized as the primary evaluation instrument. A mid-year evaluation will be conducted in January and a summary evaluation completed in July.

III. COMPENSATION PLAN

The Superintendent will present a performance rating for each administrator within the Performance Range Scale. The performance rating will be utilized by the board in establishing salary increases for each administrator. Performance evaluations will be assessments of the individual's job activity and overall effectiveness according to the written job description which is part of District Policy. The scale detailed below will be utilized in determining administrator salary adjustments. Salaries of administrative personnel which appear to be lower than that of comparable positions in comparable districts within the Central Intermediate Unit (CIU#10) may be reviewed and adjusted accordingly.

<u>Performance Range Scale</u>	<u>244 Day Administrators</u>
3.8 – 4.00	\$3,200 - \$3,500
3.6 – 3.79	\$2,900 - \$3,200
3.4 – 3.59	\$2,600 - \$2,900
3.2 – 3.39	\$2,300 - \$2,600
3.0 – 3.19	\$2,000 - \$2,300
2.5 – 2.99	\$1,500 - \$2,000
2.0 – 2.49	\$1,000 - \$1,500
0.0 – 1.99	\$0.00 - \$1,000

IV. FRINGE BENEFITS

- A. All benefits and conditions of employment in effect shall continue in effect. Fringe benefits provided to professional employees shall be extended to members of the administration.
- B. Administrators who must work an inordinate number of additional hours beyond the normal expectations of the assignment may apply for compensatory time. Position activities that would merit the awarding of compensatory time must be approved by the superintendent prior to the awarding and accrual of such time.
- C. 244 Day Administrators will receive 13 sick days.
- D. Life insurance to be provided to Administrators covered by Act 93 in the amount of twice the salary.
- E. Administrators covered by Act 93 shall be reimbursed for the medical costs of physical exams not covered by our medical provider in an amount not to exceed \$300.00 within any two year period.
- G. Memberships in professional educational organizations will be provided to Act 93 administrators up to \$600.00 per year.
- H. Upon resignation/retirement from the district, the Board shall pay the employee their current per diem rate for up to 30 unused vacation

days. Employees may choose to sell back up to 10 unused vacation days per year at \$250/day. Administrators wishing to sell back unused vacation time will notify the business office of their intent (including number of days he/she wishes to sell back) by December 31 of each year. Payment will be made with the last payroll of January.

- I. Administrators will not receive additional compensation for hours/days worked, for duties associated with their primary job function, beyond those contracted unless specifically authorized by the Superintendent. The use of the contracted days before and after the school year should be scheduled to accommodate the summer workload.
- J. 244 Day Administrators earn 15 vacation days per year. Starting with the 10th year of service, as an administrator, within the Bald Eagle Area School District, 20 vacation days will be earned each year.

BALD EAGLE AREA SCHOOL DISTRICT

Administrative Evaluation Plan

Abstract

The evaluations will span two school years as the administrative year runs from August 16 of one calendar year through August 15 of the following calendar year.

The “Individual Administrative Goals” will be completed and turned in to the Superintendent by the second week of August. Mid-Year Evaluation Forms will be distributed four weeks prior to January 15. They will be collected the first working day in February. On July 15, all evaluation forms will again be distributed, completed and returned to the Superintendent on or before the last business day in July. Resulted monetary increases will be acted on at the August Meeting of the Board of Education with an effective date of September 1.

INDIVIDUAL ADMINISTRATIVE GOALS

School Year _____

FORMAT FORM

Goal Statement: _____

- A. Objectives:

- B. Major activities to be undertaken to meet objectives:

- C. Schedule of major activities:

- D. Method of evaluation:

- E. Individual Goals and action plans to address areas assessed less than satisfactory on evaluation:

Mid-Year Evaluation Comments:

End-of-Year Evaluation Comments: