

***Belle Vernon Area School District***  
***And***  
***Administrative Personnel***



***Act 93 Agreement***  
***July 1, 2014 – June 30, 2017***

## ***Article I – Recognition***

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The Administrative Team of the Belle Vernon Area School District possesses a unique set of attitudes, leadership skills, managerial qualities, and abilities to put theory into practice. They are continuously committed to developing each student’s full academic and social potential by providing high quality educational opportunities in a caring, safe, and positive environment. They are dedicated to the continuous improvement of the education of the children and to better meet the needs of the community. All administrative positions require a commitment of time, effort, and enthusiasm. These administrators make up our Leadership Team, which provides leadership and direction in our schools and facilities. The compensation agreement will serve in encouraging high expectations and promote drive and growth towards excellence.

Pursuant to the Pennsylvania School Code, P.S. §11-1164, “School Administrator” shall mean:

Any employee of the school entity below the rank of district superintendent, executive director, director of vocational technical school, assistant district superintendent or assistant executive but including the rank of first level supervisor, who by virtue of the assigned duties is not in a bargaining unit of public employees as created under the Act of July 23, 1970 (P.L. 563, No. 195), known as the “Public Employee Relations Act.” However, the definition shall not apply to anyone who has the duties and responsibilities of the position of business manager or personnel director but not to include principals.

The District recognizes the following as School Administrators: Elementary School Principals, Middle School Principals, High School Assistant Principal, High School Principal, Director of Counseling Services, School Psychologist, Supervisor of Transportation, Supervisor of Maintenance, Supervisor of Food Services, Technology Coordinator, Athletic Director/Security Director/Facilities Usage Coordinator, Director of Curriculum and Instruction, and Computer Technician.

## ***Article II – Term of the Agreement***

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This agreement shall be effective as of July 1, 2014 and shall remain in full force and effect until June 30, 2017

## **Article III – Fringe Benefits**

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The District shall provide the following benefits to Administrators and Supervisors in accordance with the Administrative Personnel Agreement in effect unless otherwise noted above:

**1. Health Insurance and Prescription Drug Coverage PPO E**

The premium share of the following per pay period is payable by the employees as per the proportion of the following percentages:

2014-2015 - \$50.00

2015-2016 - \$55.00

2016-2017 - \$60.00

- a. Family Plan – 100%
- b. Husband & Wife – 97%
- c. Parent & Child – 88%
- d. Single – 35%

**2. Dental**

As per negotiated Professional Employee Contract in effect.

**3. Insurance**

**a. Disability Income Protection**

As per negotiated Professional Employee Contract in effect.

**b. Life Insurance**

Coverage - \$150,000

**c. Liability Insurance**

The District will pay the full cost of public liability insurance.

**4. Tuition Reimbursement**

The District will provide 100% cost of tuition for graduate study. The Administrator's graduate program must be approved by the Superintendent and the Board of School Directors and show that it is beneficial to the District as well as to the Administrator. If the Administrator leaves the District, he/she will be required to pay back the amount of reimbursement according to the following conditions:

- a. If the administrator leaves prior to a year from the reimbursement date, the administrator will pay back 100% of the tuition costs.
- b. If the administrator leaves one year to two years from the reimbursement date, the administrator will pay back 50% of the tuition costs.

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- c. If the administrator leaves three years or more from the reimbursement date, there will be no reimbursement of the tuition costs.

### **5. Sick Days**

Each Administrator shall be entitled to ten (10) sick days per year. Unused sick days will be accumulated year to year.

### **6. Bereavement Leave**

As per negotiated Professional Employee Contract in effect.

### **7. Personal Emergency Days**

Three (3) personal / emergency days shall be granted each year. Unused personal / emergency days shall accumulate as sick days at the end of each contract year, not to exceed a total of one hundred thirty (130) days.

### **8. Vacation Days**

Twenty (20) vacation days shall be granted each year. A maximum of five (5) unused vacation days may be accumulated year to year.

### **9. Mileage Reimbursement**

A travel allowance of \$750 shall be paid to the Supervisor of Transportation and the Supervisor of Food Services each year.

### **10. Professional Membership**

Each Administrator is entitled to payment of two (2) professional membership dues and fees per year.

### **11. Holidays**

New Year's Eve, New Year's Day, Good Friday, Memorial Day, Fourth of July, Labor Day, Veteran's Day, Thanksgiving Day, Friday and Monday after Thanksgiving, Christmas Eve, and Christmas Day.

## ***Article IV – Amendment***

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Sections of this Agreement may be augmented by mutual consent of Administrators and the District and set forth in writing.

**Article V – Work Year**

The following employees shall work a 12-month work year: Principals, Assistant Principal, School Based Administrators, School Psychologist, Director of Counseling Services, Supervisor of Transportation, Supervisor of Maintenance, Technology Coordinator, Athletic Director/Security Director/Facilities Usage Coordinator, Supervisor of Food Services, Director of Curriculum and Instruction, and Computer Technician.

**Article VI – Evaluation and Compensation**

Each fall the administrator will meet with the Superintendent to set mutually agreed upon goals for the new school year. The goals will be for personal growth and development of the administrator, as well as for the improvement of his/her building or department. Each month, a review of job performance and goal progress will take place between the Superintendent and Act 93 administrator. In May of each year, the administrator will be evaluated for his/her performance during the prior school year based on performance in the job and level of achievement in predetermined goals.

Individual increases will be set based on Superintendent’s appraisal for each employee. ***Increases may range from 2.5% to 4.25% based on the outcome of the evaluation. Increase levels will be determined from the tables below.***

<b>Schedule A Administrators</b>	
<b>Unsatisfactory Performance</b>	<b>0% Increase</b>
<b>Satisfactory Performance</b>	<b>2.5% Increase</b>
<b>Satisfactory Performance + Met Building Level/District Goals</b>	<b>3% Increase</b>
<b>Satisfactory Performance + Met Building Level/District Goals + Met Goals With Distinction</b>	<b>3.25% Increase</b>
<b>Satisfactory Performance + Met Building Level/District Goals + Met Goals With Distinction</b>	<b>3.75% Increase</b>

<b>Schedule B Administrators</b>	
<b>Unsatisfactory Performance</b>	<b>0% Increase</b>
<b>Satisfactory Performance</b>	<b>2.5% Increase</b>
<b>Satisfactory Performance + Met Department Level/District Goals</b>	<b>3% Increase</b>
<b>Satisfactory Performance + Met Department Level/District Goals + Met Goals With Distinction</b>	<b>3.25% Increase</b>
<b>Satisfactory Performance + Met Department Level/District Goals + Met Goals With Distinction + Advanced Goal Setting With Superintendent/Successfully Accomplished</b>	<b>3.75% Increase</b>



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<p><b><i>Satisfactory Performance + Met Building Level/District Goals + Met Goals With Distinction + All Students in Respective Building Achieved 85% Proficiency or Above</i></b></p>	<p><b><i>4.25% Increase</i></b></p>	<p><b><i>Satisfactory Performance + Met Department Level/District Goals + Met Goals With Distinction + Advanced Goal Setting With Superintendent/Successfully Accomplished + Individually Developed Advanced Goal Setting/Successfully Accomplished</i></b></p>	<p><b><i>4.25% Increase</i></b></p>
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Compensation is set forth on Addendum A for Schedule A and Schedule B administrators.

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Board President

\_\_\_\_\_  
Act 93 Representative  
Mr. David Bashada

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Board Vice President

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Act 93 Representative  
Mr. Jason Boone

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Board Secretary

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Act 93 Representative  
Mrs. Michele Dowell



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**Addendum A – Base increase of 3%**

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<b>Administrator's Name</b>	<b>Administrative Title</b>	<b>Year / Salary</b>
David Auria	Computer Technician	2014-15 \$ 45,030 2015-16 \$ 47,378 2016-17 \$ 48,800
Jason Boone	High School Principal	2014-15 \$ 91,673 2015-16 \$ 95,423 2016-17 \$ 98,286
Michele Dowell	Elementary Principal	2014-15 \$ 91,676 2015-16 \$ 95,426 2016-17 \$ 98,289
Jennifer Godzak	Elementary Principal	2014-15 \$ 98,760 2015-16 \$ 100,242 2016-17 \$ 101,745
John Grice	High School Principal	2014-15 \$91,676 2015-16 \$ 95,426 2016-17 \$ 98,289
Dayna Sikora	School Psychologist	2014-15 \$ 87,729 2015-16 \$ 91,360 2016-17 \$ 94,101
Greg Steeber	Technology Coordinator	2014-15 \$ 84,341 2015-16 \$ 86,871 2016-17 \$89,477
Gregory Zborovancik	Middle School Principal	2014-15 \$ 106,090 2015-16 \$ 108,742 2016-17 \$ 111,460
John Folmar	Administrator / Principal	2014-15 \$ 106,090
Stephanie McHugh	Director of Counseling Services	2014-15 \$ 84,750.00 2015-16 \$ 86,445.00 2016-17 \$ 88,173.00
David Bashada	Supervisor of Transportation	2014-15 \$ 64,335.00 2015-16 \$ 67,265.00 2016-17 \$69,300.00
Jason Zadrozny	Supervisor of Maintenance	2014-15 \$ 64,335.00 2015-16 \$ 67,265.00 2016-17 \$69,300.00
Jesse Cramer	Athletic Director/ Security Director/ Facilities Usage Coordinator	2014-15 \$ 40,314.00 2015-16 \$ 41,523.00 2016-17 \$ 42,770.00
Monte Mangle	Supervisor of Food Services	2014-15 \$ 54,787.00 2015-16 \$ 57,430.00 2016-17 \$ 59,154.00

