

**BERMUDIAN SPRINGS SCHOOL DISTRICT
York Springs, Pennsylvania 17372-8807**

ACT 93 Agreement

(ADMINISTRATOR COMPENSATION PLAN)

Statute

Act 93 of 1984 provides an opportunity for a group of administrators in a school district, upon request of a majority of the administrators, to meet and discuss in good faith, the components of an administrator compensation plan, and prior to the adoption of such plan.

Reference: Section 1164 of Pennsylvania School Laws

Personnel Covered

The following instructional administrators are included in this plan:

H.S. Principal, H.S. Assistant Principal, M.S. Principal, M.S. Assistant Principal, E.S. Principal, E.S. Assistant Principal, Supervisor of Sp. Ed., Athletic Director

The following non-instructional administrators are also included in this plan:

Director of Food Service, Director of Maintenance, Director of Data and Transportation, Maintenance Assistant and Supervisor of Custodians

Terms of Agreement

This agreement shall be effective July 1, 2015, and shall continue in effect until June 30, 2017, or until changes upon mutual consent of the administrator group and the School Board.

SUMMARY OF BENEFITS

Fringe Benefits

The following benefits provided in the negotiated Teacher Contract shall be applied to administrators in the same manner as they are for other professional employees. Instructional and non-instructional administrators are entitled to all of the same benefits in this agreement with the exception of hospitalization and dental, noted below.

- Long Term Disability Insurance Coverage
- Hospitalization*
- Dental Insurance*
- Vision Insurance
- Sick Bank
- Retirement Incentive
- Death Leave
- Jury Duty Leave
- Sabbatical Leave
- Personal Leave
- Childrearing Leave
- Adoptive and/or Childrearing Leave
- Family Medical Leave

*Non-instructional administrators (listed above) will fall under the non-certificated support staff agreement for hospitalization and dental only.

In addition to the above, administrators will be granted the following benefits:

Term Life Insurance- coverage shall be provided at a rate calculated of 2X times the administrator's annual salary.

Sick Leave - Administrators shall receive (15) sick days per year.

Unused Sick Leave - Payment for unused sick leave at retirement shall be based on the maximum number of days allowed in the current Teacher Contract and a daily rate of 1.25 times the amount provided for teachers. Payment for unused sick leave will be made in July immediately following the fiscal year of retirement.

Vacation Days – Twenty days of vacation shall be provided annually. Administrators may accumulate up to 40 days of vacation.

Unused Vacation Days – At retirement, administrators will reimbursed for unused vacation up to a maximum of 25 days based on the administrator's daily rate of pay or his/her last year of employment. Payment for unused vacation leave will be made in July immediately following the fiscal year of retirement.

Medical Insurance after Retirement – Administrators retiring from the Bermudian Springs School District and accepting annuity from the Public School Employees Retirement Board, and at least 50 years old shall be eligible to receive paid health benefits according to the following:

<u>Cumulative Years of Administrative Service to BSSD</u>	<u>Percentage of Benefit Costs Paid by the District</u>
5 to fewer than 10	50%
10 to less than 15	56.25%
15 to less than 20	62.50%
20 to less than 25	68.50%
25 and more	75%

403 (b) Retirement Program - The school district shall make a non-elective employer contribution to the administrator's 403(b) retirement program (the employee shall receive no cash option) in any areas identified below where the administrator qualifies as specified in the Teacher Contract:

- Unused sick leave as per this agreement
- Unused vacation days as per this agreement
- Retirement Incentive

Sabbatical Leave - Administrators shall have an option of selecting a sabbatical leave of one semester at full pay in place of a full-year sabbatical at half pay. Such sabbatical, if selected, shall be for the final semester of service in the District for that administrator. As a provision to being granted a fully-paid sabbatical leave, the administrator will agree to assist the superintendent with the orientation of his/her successor and/or to perform other special tasks requested by the superintendent. In order to be granted any sabbatical leave, the administrator must be eligible for such according to provisions of the Pennsylvania School Laws.

Reimbursement for Graduate Study – Act 93 Instructional Administrators shall be reimbursed under the same guidelines as the teacher's collective bargaining agreement with the following exception: graduate study credits will be paid at the actual cost up to the following maximum (Penn State graduate tuition rate X18) in a given school year beginning in the 2013-14 school year.

Paid Holidays - Administrators shall receive ten (10) paid holidays per year:

1. New Year's Day
2. Good Friday
3. Memorial Day
4. Independence Day
5. Labor Day
6. Thanksgiving (2 days)
7. Christmas (3 days)

When any of the holidays occur on a Saturday, the preceding Friday shall be recognized as the holiday; when it occurs on a Sunday, the following Monday shall be recognized as the holiday.

Thanksgiving holidays include Thanksgiving Day and choice of either the Friday, Monday, or Tuesday following Thanksgiving when school is not in session.

Christmas holidays include Christmas Day and choice of two other days over the Christmas break when school is not in session.

Smart Phones - Administrators will be provided with phone service supported by the district that will include phone, texting, and full data capability. Administrators will contribute monthly fees towards the cost of their phones through payroll deductions. Administrators will be responsible to request any phone upgrades through their annual budgets.

Longevity - Administrators under employment of the Bermudian Springs School District during the 2012-13 school year (as Act 93 administrators) shall be paid a one-time longevity increment, added to the base salary, for each five-year period of continuous administrative service in the Bermudian Springs School District beginning with the 6th year and ending with the 36th year, in accordance with the schedule below. The pay will begin with the first paycheck of the new fiscal year in July of the 6th, 11th, 16th, 21st, 26th, 31st, and 36th year. Pay will be retroactive for current administrators based on Act 93 experience in the district. If a given administrator received longevity pay from the district while serving as a certificated staff member under the teacher's collective bargaining agreement the administrator will not receive retroactive pay. Act 93 longevity calculations begin when an administrator begins employment under Act 93.

5 th Year of Service	10 th Year of Service	15 th Year of Service	20 th Year of Service	25 th Year of Service	30 th Year of Service	35 th Year of Service
\$500	\$750	\$1000	\$1250	\$1500	\$1750	\$2000

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employed beginning with the 2013-14 school year, or later, will be granted longevity with a one-time lump-sum payment (not added to the base salary). This payment will begin with the first paycheck of the new fiscal year of the 6th, 11th, 16th, 21st, 26th, 31st, and 36th year. These payments will granted as follows:

5 th Year of Service	10 th Year of Service	15 th Year of Service	20 th Year of Service	25 th Year of Service	30 th Year of Service	35 th Year of Service
1000	1250	1500	1750	2000	2250	2500

Salary


Salaries shall be determined annually by the School Board using the District's plan to evaluate administrators. Any changes in the administration evaluation plan or salary plan should be discussed with the Act 93 administrators in good faith prior to implementation. Salaries shall be effective for a period beginning July 1 and ending the following June 30. The following performance ratings as related to the performance bonus will apply for the duration of the Act 93 agreement.

Principal Effectiveness Model		
Rating	Points	Salary Increase
Failing	0.00 - 0.49	0%
Needs Improvement	0.50 - 1.49	1%
Proficient	1.50 - 1.99	2%
Proficient	2.00 - 2.49	2.5%
Distinguished	2.50 - 3.00	3%

Administrator Evaluation Model		
Rating	Points	Salary Increase
Unsatisfactory	0.00 - 0.8	0%
Needs Improvement	0.90 - 1.60	1%
Satisfactory	1.61 - 2.40	2%
Effective	2.41 - 3.20	2.5%
Advanced	Over 3.20	3%

OTHER PROVISIONS

Any new benefits appropriate for administrators that are granted to teachers through contract negotiations shall also be extended to administrators.



Signature of Board Secretary

SIGNATURE PAGE



Signature of Administrator Representative

Date of Board Approval: June 16, 2015