

ADMINISTRATOR COMPENSATION PLAN

ACT 93

CAMBRIA HEIGHTS SCHOOL DISTRICT

2016-2020

ADMINISTRATOR COMPENSATION PLAN

Principals, Special Education Supervisor, Special Programs Coordinator

The Board of School Directors of the Cambria Heights School District adopts the following Administrator compensation Plan pursuant to the "Public School Code of 1949", as amended in Section 1164 of Act 93. 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 members of the Team.

I. Terms of Compensation Plan.

The terms and conditions of this "Compensation Plan" shall be in effect beginning July 1, 2016, and shall remain in effect until June 30, 2020.

II. Definitions.

The term "Administrator" shall include the following supervisory and non-supervisory positions for the purpose of this plan:

Supervisory Positions:

- A-I. High School Principal Based on a 261-day work year.
- B-I. Middle School Principal Based on a 261-day work year.
- C-I. Elementary School Principal Based on a 261-day work year.
- D-I. Supervisor of Special Education Based on a 261-day work year.

Non-Supervisory Positions:

- A-II School Psychologist based on a 261-day work year.
- B-II Special Programs Coordinator based on a 261-day work year

III. Compensation Plan

Salaries and related compensation for the above listed administrators have been developed following a "meet and discuss" meeting between committees of the School Board and representative administrators.

IV. Salary and other compensation is an effort to provide a fair and equitable salary structure for the administrative staff.

The following salaries shall be effective for the term of this plan only based on the annual evaluation of the Superintendent. New salary levels will be established upon entry into any of the above positions:

<u>Position</u>	<u>2015-2016</u>	<u>2016-2017</u>	<u>2017-2018</u>	<u>2018-2019</u>	<u>2019-2020</u>
CHHS Principal	\$72,465.85	\$75,767.63	\$79,069.41	\$82,371.19	\$85,672.97
CHMS Principal*	\$95,579.62	\$98,881.40			
CHES Principal	\$86,624.62	\$89,926.40	\$93,228.18	\$96,529.96	\$99,831.74
Supervisor of Sp. Ed.	\$83,973.62	\$87,275.40	\$90,577.18	\$93,878.96	\$97,180.74
School Psychologist	\$67,341.30	\$69,775.71	\$72,210.12	\$74,644.53	\$77,078.94
Special Programs	\$57,500.00	\$59,934.41	\$62,368.82	\$64,803.23	\$67,237.64

Annual salary increases are contingent on satisfactory job evaluations by the Superintendent

* CHMS Principal will be retiring at the conclusion of the 2016-2017 school year. The starting salary, as well as any salary increases for the person in this position will be determined by the Board at the time of hire.

- V. Fringe Benefits
Same as professional employees. (Teaching Staff)
- VI. Exclusions
Any new entry level administrative salary and benefits schedule will be established by the Board.
- VII. All members of the Act 93 group must attend all school board meetings.
- VIII. All building Principals must be at school before the first bus arrives and, when school is in session, may not leave until 30 minutes after dismissal time plus whatever time is necessary to complete assigned duties.

FRINGE BENEFITS

Administrative Staff
(Twelve Month Employees)

Sick Leave	Twelve (12) days per fiscal year. Unused sick leave shall be cumulative from year to year.
Death Leave	Same as other professional employees. (Teaching staff)
Personal Leave	Currently three (3) days per year, cumulative to five days. Any unused accumulated personal leave days beyond said maximum shall be added to the following years' unused accumulated sick leave entitlement.
Holidays	July 4 th , Labor Day, Veteran's Day, Thanksgiving Day, Day after Thanksgiving, First day of Buck Season, Christmas Eve Day, Christmas Day, New Year's Eve Day, New Year's Day, Presidents' Day, Good Friday, and Memorial Day.
Vacation	Twenty (25) vacation days beginning July 1, of each year. Five (5) days may accumulate to a maximum of 30 vacation days.
Medical Coverage	The same coverage as presently provided for teaching staff at Cambria Heights.
Dental Coverage	The same coverage that is provided as presently provided for the teaching staff at Cambria Heights.
Life Insurance	To the value of 2.5 times the annual salary.
Payment of Prof. Dues	The same coverage as presently provided for administrators at Cambria Heights School District.
Hospitalization	To be negotiated individually at the time of retirement. There is no retirement incentive for full family medical coverage at the time of retirement.
All Other Benefits	The same coverage as provided for teachers at Cambria Heights.

ACKNOWLEDGEMENT

In witness whereof, the representatives of the Administrators described in this Compensation Plan have signed this Plan, and the Board of School Directors has caused this Plan to be signed by its President, attested by its Secretary, and its Corporate Seal to be placed hereon, as an acknowledgement by the parties that this Plan has been adopted by the Board after the Board and Administrators met to discuss the terms hereof.

By: *Kenneth J. Keschinski*
Primary Representative

By: *Robert J. Duml*
Alternate Representative

By: *D. J. Cahill*

By: _____

CAMBRIA HEIGHTS SCHOOL DISTRICT
BOARD OF SCHOOL DIRECTORS

By: *George Halusha*
President

By: *James P. Shahan*
Secretary

Board approved May 24, 2016
Date