

# CAMERON COUNTY SCHOOL DISTRICT

## -Administrative Compensation Plan-

July 1, 2014-June 30, 2015

### I. Introductory Material

- A. The Board of Directors of the Cameron County School District adopts the following Administrative Compensation Plan pursuant to the Public School code of 1949, as amended, with the addition of §1164 Compensation Plan for School Administrators.
- B. This Agreement adopted on October 16, 2014, shall be effective July 1, 2014 and shall continue in full force and effect through June 30, 2015.
- C. By action of the Board of Education of the Cameron County School District, the following position titles and the individuals currently holding those positions are covered by the terms and conditions of Act 93 and the provisions of this Agreement.

- Acting Principal -205 days
- Assistant Principal and Curriculum Coordinator -205 days\*
- Network Specialist-260 days
- (Acting) Maintenance Supervisor-260 days
- Custodial Supervisor-260 days
- Cafeteria Supervisor-195 days
- Alternative Education for Disruptive Youth Program Assistant-195 days

### II. Compensation Plan

-Acting Principal-	\$72,000
-Assistant Principal and Curriculum Coordinator	\$72,686*
-Network Specialist	\$55,007
-(Acting) Maintenance Supervisor	\$33,662
-Custodial Supervisor	\$37,237
-Cafeteria Supervisor	\$29,873
-Alternative Education for Disruptive Youth Program Assistant	\$35,298

\*For record-keeping only

### III. Fringe Benefits

#### A. All Employees covered under this plan

During the term of this Agreement, all employees covered by this Plan shall be afforded the following fringe benefits:

##### 1. Health and Dental Insurance

The health and dental insurance plans shall be the same plans and co-payments that cover the Professional Staff in the negotiated agreement with the CCEA. This includes family coverage.

##### 2. Vision Insurance

For all employees covered by this plan, the Board shall pay the full cost of the premium for vision insurance employees and their families.

##### 3. IRC 125 Plan

The District will make available an Internal Revenue Code §125 Plan as afforded to the other professional employees of the Cameron County School District.

#### B. Waiver of Insurance

The employee covered by this Agreement may elect to not be covered under the Cameron County School District Insurance Plan if the employee is a dependent on a non-Cameron County School District health insurance plan. If the employee elects not to be covered for the entire school year July-June, the District shall pay the employee the sum of \$2,500, ½ paid in December and ½ paid in June during that school year. All amounts required by law will be deducted. Employees must make the election not to be covered by May 1<sup>st</sup> for the following school year's coverage.

#### C. Employee Leave

##### 1. Personal Leave

Regular, full time employees shall receive two (2) paid personal leave days each year. Unused personal leave days may accumulate to a maximum of five (5) during the terms of this agreement.

Unused personal leave in excess of the five (5) days shall be added to the employee's sick leave.

##### 2. Emergency Leave

Upon the approval of the Superintendent, each regular, full-time employee shall be eligible for up to three (3) paid emergency leave days each year. Unused emergency days may accumulate to a maximum of five (5) during the terms of this agreement.

Unused emergency leave in excess of the five (5) days shall be lost.

3. Funeral Leave

Regular, full-time employees shall be eligible for paid funeral leave in accordance with the CCEA negotiated agreement and PA Public School Code of 1949.

4. Childbearing/Childrearing Leave

Regular, full-time employees shall be eligible for Childbearing/Childrearing Leave in accordance with the CCEA negotiated agreement and by the eligibility requirements and regulations of the Family and Medical Leave Act of 1993.

5. Family and Medical Leave (FMLA)

An employee shall be eligible for Family and Medical leave who has been an employee:

- a. For at least twelve (12) months by the employer,
- b. For at least 1,251 hours of service with the employer during the previous twelve (12) month period.

The employer shall comply with all requirements of the Family and Medical Leave Act of 1993 (FMLA) and its corresponding regulations.

Eligibility for an FMLA leave shall be based entirely on the eligibility criteria established by the FMLA.

Medical certification forms shall be required whenever allowed or authorized by provision of the FMLA.

An Employee who is entitled to leave under FMLA shall give the employer thirty (30) days advance notice prior to the leave if the need is foreseeable. When thirty (30) days is not foreseeable, the employee shall give notice as soon as practical.

For purposes of determining whether an eligible employee under FMLA has exhausted the twelve (12) weeks of leave in any twelve-month period, the District shall utilize a rolling twelve-month period measuring backwards from the date the leave issued, to avoid stacking of leave entitlements. The twelve-month time frame for use of FMLA time will be computed from the first day the FMLA leave is granted.

6. Sick Leave

The Board agrees to credit employees in this plan according to the sick leave afforded yearly to teachers in the CCEA negotiated agreement plus one (1) additional day.

D. Mileage Reimbursement

Approved mileage expenses will be reimbursed at the maximum allowable IRS rate per mile for travel.

E. Holidays

Full-time twelve-month employees (260 days) are eligible for twelve (12) paid holidays as set forth below:

Fourth of July	Day before Christmas
Labor Day	Christmas Day
Thanksgiving Day	New Year's Day
Day after Thanksgiving	Good Friday
Monday after Thanksgiving	Easter Monday
Tuesday after Thanksgiving	Memorial Day

F. Life Insurance

The Board agrees to purchase on behalf of each employee in this plan a term life insurance policy in the amount of \$50,000. Employees shall have the right to purchase additional life insurance at their own expense up to the limits allowed by the insurance carrier.

G. Retirement

The Board agrees to provide the employees in this plan with the same retirement benefits afforded in the professional contract with the Cameron County Education Association:

H. Terminal Leave Pay

The Board grants the employees herein the right, at retirement under the Public Employees Retirement System, resignation from the District or death to redeem up to 200 days of unused sick leave accumulated while an employee in the District at the rate of \$50.00 per day: This payment will be made at the time of retirement, resignation or death.

I. Professional Memberships

The Board will pay the cost of professional memberships in organizations of an employee's choosing to the amount of \$600.00 provided, however, that the Superintendent must approve, in advance, applications for such memberships.

J. Credit Reimbursement

Employees in this plan will be eligible for credit reimbursement as per the terms and conditions of the current CCEA contract.

K. Paid Vacation

All twelve-month employees in this plan shall receive twenty (20) days of vacation, which may accumulate to forty (40). After July 1 of each year, unused vacation days in excess of forty will be converted to sick days.

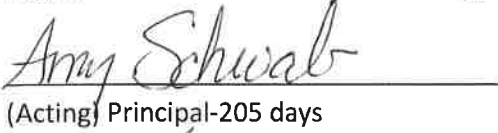
# CAMERON COUNTY SCHOOL DISTRICT

## -Administrative Compensation Plan-

July 1, 2014-June 30, 2015

  
\_\_\_\_\_

Board of Education

  
\_\_\_\_\_

(Acting) Principal-205 days

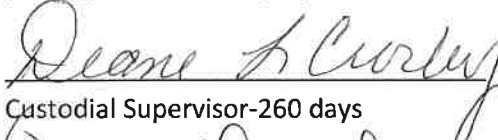
  
\_\_\_\_\_

\*Assistant Principal and Curriculum Coordinator-205 days

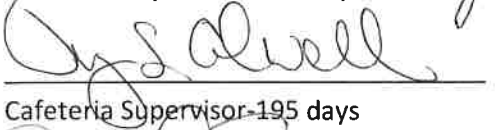
\_\_\_\_\_  
Network Specialist 260 days

  
\_\_\_\_\_

(Acting) Maintenance Supervisor-260 days

  
\_\_\_\_\_

Custodial Supervisor-260 days

  
\_\_\_\_\_

Cafeteria Supervisor-195 days

  
\_\_\_\_\_

Alternative Education for Disruptive Youth Program Assistant-195 days

# CAMERON COUNTY SCHOOL DISTRICT

## -Administrative Compensation Plan-

July 1, 2014-June 30, 2015



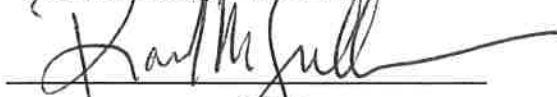
Board of Education



(Acting) Principal-205 days



\*Assistant Principal and Curriculum Coordinator-205 days



Network Specialist 260 days



(Acting) Maintenance Supervisor-260 days



Custodial Supervisor-260 days



Cafeteria Supervisor-195 days



Alternative Education for Disruptive Youth Program Assistant-195 days