

ACT 93

MAY 02 2016

PROFESSIONAL COMPENSATION PLAN
CARBONDALE AREA SCHOOL DISTRICT
(March 19, 2014 – June 30, 2016)

1. PRINCIPALS - ADMINISTRATIVE SALARY AND OTHER COMPENSATION

- A. This plan shall be in effect from March 19, 2014 until June 30, 2016. Raises in salary will be based on an index system. Based upon a responsibility factor that is a reflection of the number of students, professional and service employees supervised, co-curricular, evening, years of experience and other responsibilities assigned to the position, an index factor of 1.0% will be applied to the raises given to full time teachers in a given year. The index will be multiplied by the average percentage raise negotiated for other staff members.
- B. The Secondary Principal and Elementary Principal shall receive the following "Additional Benefits":
1. Vacation days shall be on a scale based on years of total service in the School District: 25+ years=28 days; 15-24 years=24 days; 0-15 years=21 days. *14 days must be taken in the summer months.
 2. Payment of Professional Dues
 3. Travel expenses for school-related activities.
 4. Twelve sick and three (3) personal days per year.
 5. Attendance at one national convention per year. Expenses for travel, lodging and meals not to exceed \$2,000.00 for the 2014-2016 year.
 6. Unused vacation days will carry over to accumulated sick days, if worked will be paid as salary at the Principal's daily rate. Principals may receive payment for a maximum of seven (7) unused vacation days.
 7. Terminal Leave Payment – Upon termination of employment each Administrator shall receive one-hundred and fifteen (\$115.00) for each unused sick day.

8. An additional Life Insurance Policy of \$100,000.00. The employee shall pay costs of policy upon retirement should they wish to continue coverage.
9. The School District shall contribute as wages \$100 on a monthly basis to the approved IRS Section 457B Plan on behalf of principals who have at least 15 years of service with the School District.
10. Professional Liability Insurance up to \$2,000,000.00.

C. Principals shall receive all fringe benefits provided to other employees of the District on a proportional basis of 12 months of employment, though not otherwise enumerated in this plan. No benefit shall exceed any salary capped provision.

Addendum - ADDITIONAL POSITIONS INCLUDED IN THIS PLAN AND OTHER COMPENSATION

In addition to the positions of High School Principal and Elementary Principal this agreement shall include the following positions: School Psychologist, Special Education Supervisor, Director of Curriculum and Instruction and Athletic Director.

2. SCHOOL PSYCHOLOGIST – SALARY AND OTHER COMPENSATION

Twenty days more employment than the days of employment required by the C.A.E.A. contract (separate from administrative positions), 8 hours/day, starting salary as stated in 2005-2006 school year addendum, with 10 sick days, 3 personal days, and all of the benefits of the agreement (contract) with the Carbondale Area Education Association, and other benefits as follows:

1. This plan shall be in effect from March 19, 2014 until June 30, 2016. The multiplier for the Psychologist shall be 1.0%.
2. Payment of Professional Dues and Travel expenses for school-related activities and payment of Professional Liability Insurance up to \$2,000,000.00
3. Ten (10) sick and three personal days per year.
4. Attendance at one national convention per year. Expenses for travel, lodging and meals not to exceed \$2,000 for the 2014-2016 year.

5. Terminal Leave Payment – Upon termination of employment the School Psychologist shall receive one-hundred and fifteen dollars (\$115.00) for each unused sick day.
6. An additional Life Insurance Policy of \$100,000.00. The employee shall pay costs of policy upon retirement should they wish to continue coverage.

3. SUPERVISOR OF SPECIAL EDUCATION – SALARY AND OTHER COMPENSATION

This is a twelve month administrative position, 8 hours/day, vacation days provided on scale in principal's section of this agreement. Other benefits as follows:

- A. The multiplier for salary increases shall be the same as for the Principals as outlined in this agreement. The Supervisor of Special Education shall receive all fringe benefits provided on a proportional basis of 12 months of employment, though not otherwise enumerated in this plan.
 1. This plan shall be in effect from March 19, 2014 until June 30, 2016. Payment of Professional Dues and Travel expenses for school-related activities and shall receive same Liability Insurance Policy as the School Psychologist.
 2. Twelve (12) sick and three personal days per year.
 3. Vacation days will be on a scale based on total years of service in the District as outlined in the principal's section of this agreement.
 4. Attendance at one national convention per year. Expenses for travel, lodging and meals not to exceed \$2,000.00 for the 2014-2016 year.
 5. Unused vacation days will carry over to accumulated sick days, if worked will be paid as salary at the Principal's daily rate. Principals may receive payment for a maximum of seven (7) unused vacation days.
 6. Terminal Leave Payment – Upon termination of employment the Supervisor of Special Education shall receive one-hundred and fifteen dollars (\$115.00) for each unused sick day.
 7. An additional Life Insurance Policy of \$100,000.00. The employee shall pay costs of policy upon retirement should they wish to continue coverage.

4. DIRECTOR OF ATHLETICS/ ATHLETIC TRAINER – SALARY AND OTHER COMPENSATION

A. This is a salaried twelve month position separate from administrative positions. The Director of Athletics shall work 212 days per year. Other benefits as follows:

1. Payment of professional dues.
2. Ten (10) sick and three personal days per year.
3. Attendance at one national convention per year. Expenses for travel, lodging and meals not to exceed \$2,000.00 for the 2014-2016 year.
4. Terminal leave payment – Upon retirement one hundred and five dollars (\$105.00) will be paid for each unused sick day.
5. This plan shall be in effect from March 19, 2014, until June 30, 2016. If a new plan is not reached before the end of this agreement, the terms of this agreement will continue.
6. Professional Liability Insurance of \$1,000,000.00 will be paid for by the District.
7. An additional Life Insurance Policy of \$100,000.00. The employee shall pay costs of policy upon retirement should they wish to continue coverage.
8. Duties involving technology shall be directed in summer months by Superintendent as needed.
9. The Athletic Director/Athletic Trainer shall receive an index at a 1.0% of the average teacher raise.

5. DIRECTOR OF CURRICULUM & INSTRUCTION – SALARY AND OTHER COMPENSATION

The Director of Curriculum and Instruction employment will follow the Carbondale Area Education Association contract for days of employment per school year. This includes 12 sick days and 3 personal days.

The position requires thirty days (30) more employment than the days of employment of the C.A.E.A. contract.

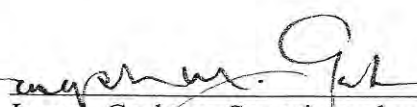
This agreement also includes a provision, that if, the School Board deems to abolish this position, it is agreed upon by the Superintendent of Schools, the Board of Education and myself, that I reserve the right to return to my former position of Director of Guidance.


In addition, this includes other benefits as outlined in the Act 93 agreement:

1. This plan shall be in effect from March 19, 2014 until June 30, 2016. The multiplier for salary increases shall be the same as for the Principals as outlined in this agreement.
2. Payment of Professional Dues and Travel expenses for school-related activities and payment of Professional Liability Insurance up to \$2,000,000.00.
3. Attendance at one national convention per year. Expenses for travel, lodging and meals not to exceed \$2,000.00.
4. Terminal Leave Payment-Upon termination of employment the Director of Curriculum and Instruction shall receive one-hundred and fifteen dollars (\$115.00) for each unused sick day.
5. An additional Life Insurance Policy of \$100,000.00. The employee shall pay costs of policy upon retirement should they wish to continue coverage.
6. The School District shall contribute as wages \$100 on a monthly basis to the approved IRS Section 457B Plan on behalf of the Director of Curriculum and Instruction.
7. The Director of Curriculum and Instruction shall receive all fringe benefits provided to other employees of the District though not otherwise enumerated in this plan. No benefit shall exceed any salary capped provision.

The following provision will apply to all members of the Act 93 plan: The Carbondale Area School District will permit the admission of non-resident students who are children of full time employees of the Carbondale Area School District as outlined in PDE child accounting regulations. Such admitted students will not be required to pay school district tuition.

This agreement is approved on the 19th day of March, 2014.


Joseph Gorham, Superintendent


Gary M. Smedley, Doctor Pharm D.
Board President