

COMPENSATION PLAN

for the

DANIEL BOONE AREA SCHOOL DISTRICT ADMINISTRATORS

for the period

July 1, 2006 through June 30, 2011

ADMINISTRATIVE COMPENSATION PLAN

I. PHILOSOPHY:

The Daniel Boone Area Board of School Directors in partnership with parents and community members, is committed to providing quality educational opportunities for all students to insure that they become responsible, productive, and versatile members of society.

The Daniel Boone Area Board of School Directors strongly supports the concept that a thorough and effective school system can only exist if the day-to-day instructional leadership of the schools is entrusted to dedicated and competent persons. Good administration relies on the abilities of persons to perform the responsibilities of the positions for which they were hired. Good leadership will provide the vehicle to allow student learning to be the most important priority of the School District.

It is, therefore, incumbent on the Daniel Boone Area Board of School Directors to pursue a plan of compensation, based upon responsibility and performance, which will provide fair and adequate financial incentive for all administrative personnel.

The Board of School Directors of the Daniel Boone Area School District adopts the following Administrative Compensation Plan pursuant to the "Public School Code of 1949" as amended, Section 1164. The Board recognizes the importance of maintaining an effective Management Team concept. The School Directors accept the provisions of Act 93 of 1984 and look to strengthen the administration and educational programs of the District, and to establish and improve communications, decision-making, conflict resolution, and other relationships among the members of the team.

II. SCOPE OF PLAN:

The term "Employer or District" shall refer to the Board of School Directors.

The term "Administrator or Education Administrator" shall include the following positions for the purpose of this plan:

- Assistant to the Superintendent
- Senior High Principal
- Middle School Principal
- Elementary Principal
- Director of Special Education
- Coordinator of Instructional Services
- Language Arts Coordinator
- Senior High Assistant Principal
- Middle School Assistant Principal
- Director of Educational Technology
- Assistant Director of Educational Technology
- Athletic Director

The term "Supervisor or Working Supervisor" shall include the following positions for the purpose of this plan:

Business Office Manager
Supervisor of Buildings and Grounds
Clerk of the Works
Athletic Trainer

Administrators or supervisors hired by the Board to work full time as recommended by the Superintendent, whether for 10, 11, or 12 months shall be defined as full-time employees.

III. PURPOSE:

This Plan sets forth the compensation system, benefits and evaluation system for the administrators as listed herein.

IV. TERM OF AGREEMENT:

The term of this Plan shall begin on July 1, 2006 and shall continue in full force and effect until June 30, 2011, or until such later date as the two parties may hereinafter agree is to be the extended ending date. Any such extended date shall be evidenced by an amendment to this Plan, to which amendment both parties shall signify their approval by affixing their signatures thereto.

V. WAIVER:

The parties hereto agree that, during the term of this Plan, no additional discussions on this Plan shall be conducted on any item referred to in this Plan, unless agreed to by both parties. Any changes subsequently implemented would be accurately reflected in an addendum to this Plan, following a meet and discuss between the parties.

VI. MEET AND DISCUSS:

A committee of representatives of the Administrators and/or Supervisors may request meetings with the Superintendent of Schools and/or the Superintendent of Schools and the Board of School Directors and/or the Board of School Directors to "meet and discuss" such matters as agreed upon. Such meetings shall be held at times mutually agreeable to the two groups but not during regular hours of employment unless agreed to by the Employer. Participants of a meeting may mutually agree to hold continued meetings on matters on the agenda of the meeting.

VII. COMPENSATION PLAN:

Salaries and related compensation for Administrators/Supervisors will be determined by the application of:

1. Administrative Compensation Plan (Appendix A)

2.Fringe Benefits (Appendix-B)

3.Administrative Evaluation Tool (Appendix C)—Supplemental Form to P.D.E. form

VIII. OTHER EMPLOYEE BENEFITS:

The other employee benefits to be provided under this Plan are accurately reflected in Appendix B attached to and made part of this Plan.

Any changes in other employee benefits are conditioned upon a revised Appendix B, which shall be attached hereto and made part of this Plan, subject to a meet and discuss with the impacted Administrators/Supervisors.


IX. WORKING CONDITIONS:

All Administrative/Supervisory personnel shall devote his/her time, skill, labor and attention during working hours to his/her duties as an employee of the Daniel Boone Area School District and to perform faithfully and competently all the duties assigned to him/her by the Board of School Directors and/or the Superintendent of Schools.

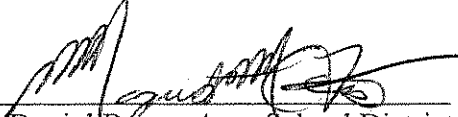
1. Work Hours - Work hours shall be determined by the Superintendent according to needs and function of the organization. All Administrative/Supervisory personnel are required to attend monthly Board Meetings and other meetings as assigned by the Superintendent in accordance with the direction of the Board.
2. Work Year - The work year for all Administrative Personnel shall be 260 days unless otherwise stipulated by action of the Board.
3. Pay Periods - All Administrative Personnel annual salaries shall be paid in 26 installments with each installment paid in accordance with a yearly schedule as provided by the Business Office.


X. ACKNOWLEDGEMENT

The DANIEL BOONE AREA ADMINISTRATORS/SUPERVISORS acknowledge receipt of this Plan, which was approved by the Daniel Boone Area Board of School Directors on 26th day of June, 2006.

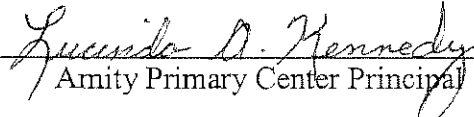
BY 
Daniel Boone Area School District
Board President

BY 
Assistant to the Superintendent

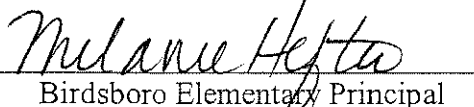
BY 
Daniel Boone Area School District
Board Secretary

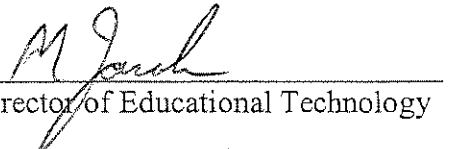
BY 
Senior High School Principal

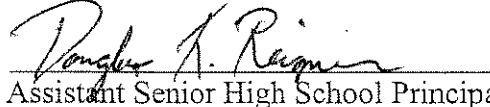
BY 
Middle School Principal

BY 
Amity Primary Center Principal

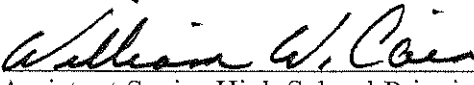
BY 
Amity Intermediate Center Principal


BY 
Birdsboro Elementary Principal

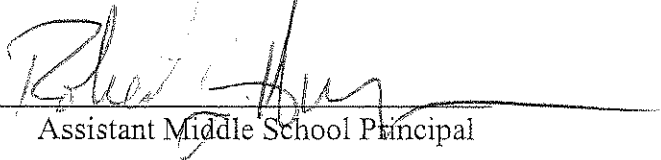
BY 
Director of Educational Technology

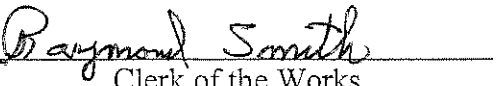
BY 
Assistant Senior High School Principal

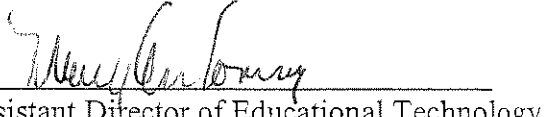
BY 
Supervisor of Buildings & Grounds

BY 
Assistant Senior High School Principal

BY 
Business Office Manager

BY 
Assistant Middle School Principal


BY 
Clerk of the Works

BY 
Assistant Director of Educational Technology

BY 
Athletic Trainer

BY 
Athletic Director

BY 
Director of Special Education

BY 
Language Arts Coordinator

APPENDIX A

DANIEL BOONE AREA SCHOOL DISTRICT

ADMINISTRATIVE COMPENSATION PLAN

FOR THE PERIOD JULY 1, 2006 TO JUNE 30, 2011

For the period of July 1, 2006 to June 30, 2011 each Administrator/Supervisor covered under this Plan will receive compensation based upon his/her performance evaluation by the Superintendent of Schools and the criteria/formulas listed below. To determine Administrator/Supervisor salaries, the Administrator/ Supervisor's evaluation will be based on each Administrators/Supervisors successfully achieving identified goals and criteria by which achievement shall be identified and measured. The assessment will be developed through a collaborative approach consisting of the Superintendent and representatives of the ACT 93 team. Once completed, the Superintendent will determine the level of individual performance with input from the immediate supervisor, if applicable to the position.

The Superintendent of Schools will evaluate act 93 Administrators/Supervisors yearly utilizing an instrument developed mutually by the Superintendent and Act 93 Personnel. The Superintendent will complete the evaluation process, including individual conferences, no later then-June 30.

Salary changes will become effective on July 1.

The salary increase for each Administrator/Supervisor will be based on the rating of this evaluation instrument. The categories and percentages will be:

<u>Performance Level</u>	<u>Sept 1 Increase</u>
Unsatisfactory	0%
Needs Improvement	2%
Proficient	3%
Outstanding	5%

Performance Evaluation Salary Increases for Administrators/Supervisors shall be determined annually using the following:

Major Components

Recommended Procedures

Evaluation Responsibilities

Evaluation of the Superintendent is the Board's responsibility; evaluation of all other administrators and supervisors is the Superintendent's responsibility.

Annual Evaluations	Are to be completed by the Superintendent, using the evaluation form included in the Act 93 Plan, as a supplement to the PDE form.
Annual Raises	Annual performance increases will be given for each Administrator/Supervisor based upon his/her performance evaluation.
Unsatisfactory Rating	There will be no performance salary adjustment recommended for that Administrator/Supervisor. An improvement plan will be put into place and monthly evaluations will be conducted for up to a maximum of twelve months. Two consecutive unsatisfactory ratings in a row are grounds for dismissal. A formal mid-year evaluation will be conducted using the Administrator/Supervisor evaluation form to determine if improvement is taking place.
Needs Improvement	The Administrator/Supervisor will be placed on probation. An improvement plan will be put in place and monthly evaluations will be conducted for up to a maximum of six months. A formal mid-year evaluation will be conducted using the Administrator/Supervisor evaluation form to determine if improvement is taking place. If performance reaches a satisfactory level at the mid-year evaluation, probationary status will end and the appropriate salary increase will become effective and will not be retroactive.
Proficient	Consistently meets the requirements of the position and is entitled to a performance increase as stated in the Plan.
Outstanding	Consistently exceeds/excels in the requirements of the position in most all of the evaluation categories (does more than is required) and is entitled to receive a performance increase as stated in the Plan.
Board Awareness	Consistent with Policy #309, the Superintendent shall inform the Board annually of summary results of Administrator/Supervisor evaluations (lists of names, positions, evaluation rating levels, total dollar amount of salary increases and new salary for the year.)

Equity Raises

In April of each year covered by this Plan, the District may review the salary information for-school districts in Berks County, as provided by the Berks County Intermediate Unit.-Any salary-deemed to be below the average for that position may be increased by a maximum of \$2,000 on July 1 of that year. The adjustment will become a part of the Administrator/Supervisor base pay.

Determination of Raise

- a. The Superintendent will provide a summary sheet with information on each Administrator/ Supervisor's performance to the Board.
- b. The Superintendent will recommend and justify the amount of the increase to be awarded each Administrator/Supervisor to the board in Executive Session using the above guidelines.
- c. The Board will confirm the amount of the increase to be awarded based upon the Superintendent's evaluation of the Administrator/Supervisors and the Superintendent's recommended merit increase in Executive Session.
- d. The Board will approve the increase to be awarded to each Administrator/Supervisor at a regular Public Voting Meeting.

Entry-level salaries for first year Administrators/Supervisors shall be determined by the Superintendent and Board of School Directors. The Board and the Superintendent may recommend additional equity adjustment salary increases.

APPENDIX B

DANIEL BOONE AREA SCHOOL DISTRICT

JULY 1, 2006 TO JUNE 30, 2011

FRINGE BENEFITS

Administrators/Supervisors shall receive all benefits, not inconsistent with the provisions of this Plan as contained in the collective bargaining agreement between the Daniel Boone Board of Education and the Daniel Boone Education Association. Ten-Month Administrators/Supervisors will have benefits listed in Appendix C pro-rated by the superintendent.

A. Leaves of Absence

1. Sabbatical or Professional Development Leave - Shall be granted in accordance with the terms and conditions of the Pennsylvania School Code and Board policy.
2. Maternity/Paternity Leaves of Absence - Shall be provided in accordance with Board policy.
3. Sick Leave - Annual allowance of twelve (12) days unlimited accumulation of unused leave. Entire accumulated entitlement may be used in any one school year.
4. Death in the Family - Five (5) days leave in the event of a death in the immediate family. Near relative, one (1) day will be granted. The Employer may extend the period of absence with pay at its discretion as the exigencies of the case may warrant.
5. Court Duty - Subpoenaed as a witness or serving jury duty will receive difference between salary and compensation received.
6. Professional Leave - Shall be granted two (2) paid professional leave days to be used for visitation to other schools and/or districts for the purpose of observing techniques or programs.
7. Personal-Emergency Leave - Shall have available three (3) days of excused absence with pay per year. Leave requests must be submitted to the Superintendent two (2) days in advance, except in cases of extreme emergency. If unused one (1) personal emergency leave day may be carried over to the next school year. Maximum use in one school year is four (4) days. Additional days may be granted at the discretion of the superintendent. Any unused Personal/Emergency days will be converted to sick days.
8. Religious Holidays or Extreme Emergencies - If all personal/emergency days have been used, the two (2) unused professional days may be used for religious holidays or for extreme emergency purposes. Superintendent pre-approval is required.
9. Assault Leave - Any employee who is assaulted during the performance of duties while employed by the District shall not lose sick days or salary because of lost time due to the injury for the duration of the school year in which the assault occurred.
10. Vacation - Shall be granted as of July 1 of each year based upon service to the District during the preceding fiscal year. Vacation days are earned at the rate of one (1) day for every

thirteen (13) days worked during the previous year of service for a maximum of twenty (20) days per year. All newly hired administrators will be awarded vacation days at the conclusion of their first year of service or June 30th of the school year, whichever occurs first. Newly hired administrators may 'borrow' up to a maximum of ten vacation days during their first year of service at the approval of the Superintendent.

All vacation dates are subject to prior approval by the Superintendent. At least two weeks in days must be taken during the summer months. Carryover of vacation days is limited to ten (10) days, which must be approved by the Superintendent prior to July 1. At the time of retirement or if the Administrator/Supervisor leaves the District, he/she will be paid for unused vacation days at a per diem rate of salary that is in effect at the time of separation from the District.

11. Holidays - Shall be granted eleven (11) holidays as listed. Compensatory time may be granted if presence is needed on a particular holiday. Holidays falling on Saturday shall be observed on the preceding Friday. Holidays falling on Sunday shall be observed on the succeeding Monday.

July 4	New Year's Day
Labor Day	Martin Luther King Day
Thanksgiving Day	Presidents' Day
Christmas Eve	Good Friday
Christmas Day	Memorial Day
New Year's Eve	

Any time schools are closed for the holiday periods set by the Board, the Administrators/Supervisors need not attend except for school activities which are scheduled during such periods and they are subject to "on call" meetings in emergency situations.

12. Compensatory Time - Compensatory time for school-related activities for Administrators/Supervisors not within the defined administrative work hours shall be determined at the discretion of the Superintendent.

B. Economic Benefits

1. Life Insurance - The Employer shall provide term life insurance coverage equal to 2.5 times the Administrator/Supervisor annual salary.
2. Medical, Dental, and Vision Insurance - Administrators/Supervisors will receive the same medical, dental, and vision insurance coverage as provided the Daniel Boone Education Association (DBEA) with the same allocation of premium costs. The coverage and premiums will change in accordance with the valid DBEA contract at the time.
3. Death Benefits - Employer shall pay to the widow(er) or estate of the deceased Administrator/ Supervisor \$25.00 per day for any unused sick leave days up to a maximum of 200 days.
4. Retirement Benefits: Unused Sick Leave Days - Employer shall pay each Administrator/ Supervisor, at the end of the year of his/her retirement, an additional payment of \$60.00 for each day of unused sick leave up to a maximum of 200 days.

5. Travel Reimbursement - Administrators/Supervisors who are required in the course of their work to drive personal automobiles, shall be reimbursed at the IRS rate.
6. Long Term Disability - The Employer shall pay the premium for Long Term Disability Insurance for all Administrators/Supervisors as follows: 66% of salary to a maximum of \$3500 per month; benefits to begin on the 91st day of the illness or disability or the end of sick leave whichever is greater; benefits will continue until the time of separation from the District; all social security and worker's compensation payments will be subtracted from long term disability benefits.
7. Annuity - The District will allow Administrators/Supervisors to contribute their own funds with the option of before or after tax dollars. The selection will be made from the School Board list of approved annuities.
8. Retirement Savings - During years one and two of the contract, the District will match each Administrator/Supervisor's contribution to a 457 Plan up to an amount equal to 1% of the annual salary of each Act 93 employee. During years three, four and five of the contract, the District will match each Administrator/Supervisor's contribution to a 457 Plan up to an amount equal to 2% of the annual salary of each Act 93 employee.
9. Longevity Increment - All Administrators/Supervisors will receive \$200.00 per year of service to the school district, as an Administrator/Supervisor. This stipend will be payable upon the completion of their fifth (5th) year of service to the district and every 5 years thereafter. This stipend will not be added to the Administrator/Supervisor's base salary.
10. Additional Benefits - The District will provide Administrators/Supervisors with any additional benefits that are provided professional employees in the Daniel Boone Education Association (DBEA).

Professional Improvements

1. Professional Membership - Employer shall pay for membership in local, state and national professional organizations that are deemed by the Superintendent to be appropriate to the job responsibility of the Administrator/Supervisor.
2. Tuition Reimbursement: The District will reimburse Act 93 employees for all actual tuition costs incurred for those employees enrolled in graduate study for a Degree Granting Program which has been approved in advance by the Superintendent. The District will reimburse Act 93 employees for other tuition costs incurred up to a total of \$3,500 per year.

The Employer shall pre-pay tuition for courses taken by an Administrator/Supervisor. The Administrator/Supervisor must submit the invoice to the business office for prepayment of courses. Payment will be made after the next regularly scheduled Board of Directors meeting, following submission of the required documentation. In no case will reimbursement be made for credits in an amount greater than one hundred percent (100%) of their actual cost, for courses for which an Administrator/Supervisor is reimbursed from other sources or for activity, or other fees charged, in addition to the cost of credits by the sponsoring college.

Courses for reimbursement must receive written approval, from the Superintendent (or his/her designee). Courses must be relevant to the employee's area and must be at the graduate level to be reimbursable. This determination shall be made at the discretion of the Superintendent (or his/her designee) prior to the Administrator/Supervisor's course registration. The district retains sole authority to grant reimbursement for courses taken in areas other than those listed above. Such action shall not be considered precedent setting nor subject to the grievance procedure.

An Administrator/Supervisor receiving reimbursement shall repay the reimbursement amounts if he/she should fail to remain in the employ of the school district at least one full calendar year (12 months) following the completion of the course unless prevented from doing so for reason of death, illness, reduction in force, or other specific exception approved by the Superintendent and Board of Directors in the individual case

In the event that an Administrator/Supervisor earns less than a grade of "B" or "pass" in any course, the Administrator/Supervisor will reimburse the District within thirty (30) calendar days for all tuition costs.

3. Conference or Convention - Each employee shall have the reasonable expenses of conferences or conventions paid by the Employer for educational improvement, subject to approval by the Superintendent.

Approval of courses and conference requests shall rest with the Superintendent. Out of state conferences will be approved by the Board.

Appendix - C

DANIEL BOONE AREA SCHOOL DISTRICT – ADMINISTRATIVE EVALUATION TOOL
(Supplemental Form to P.D.E. form)

Name _____ Position _____

Date _____ School Year _____

Please check the items below as nearly as they represent your opinion of this administrator. Write any pertinent comment you may have in the space provided.

1 – Unsatisfactory 2 – Needs Improvement 3 – Proficient 4 – Outstanding NA – Not Applicable

1. COMMUNICATION AND WORKING RELATIONSHIPS	1	2	3	4	NA	Evaluator's Comments
2. PLANNING AND ORGANIZATION	1	2	3	4	NA	Evaluator's Comments
3. BUILDING CLIMATE	1	2	3	4	NA	Evaluator's Comments
4. PROFESSIONAL DEVELOPMENT AND CONTRIBUTIONS TO THE DISTRICT	1	2	3	4	NA	Evaluator's Comments
5. LEADERSHIP AND PROFESSIONAL EFFECTIVENESS	1	2	3	4	NA	Evaluator's Comments

Evaluator's Comments:

Evaluator's Signature _____ Rating _____

Administrator's Comments:

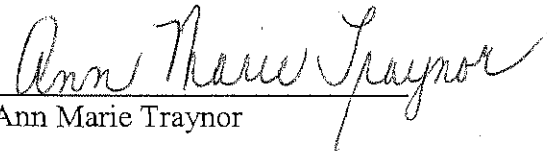
Administrator's Signature _____ Date _____

Memorandum of Understanding
Between
Daniel Boone Area School District
And
Members of the Act 93 Employees Group
For the period of July 1, 2006 to June 30, 2011

The assessment tool attached to this memorandum (Appendix C) will be used to determine the level of Administrator/Supervisor performance until that time that a new assessment tool is developed through a collaborative approach consisting of the Superintendent and representatives of the ACT 93 team as set forth in Appendix A of the Act 93 agreement. In the event that a new assessment tool is not completed and/or agreed upon by the employer and the members of Act 93 by May 1, 2007, Appendix C will become the supplemental assessment tool used to evaluate Administrator/Supervisor performance for the duration of this Act 93 agreement.



David H. Robbins



Ann Marie Traynor



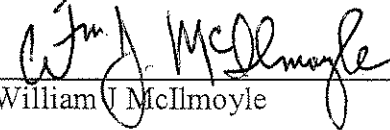
Alan D. Ross



Michael D. Jacobs



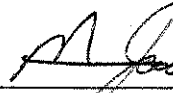
Stephanie A. Austin



William J. McIlmoyle



Kevin F. McCullough



Michael D. Sheerer

ADDENDUM TO ADMINISTRATIVE COMPENSATION PLAN

WHEREAS, the Daniel Boone Area Board of School Directors ("Board") did adopt an Administrative Compensation Plan, pursuant to Section 11-1164 of the Pennsylvania Public School Code of 1949, on June 26, 2006 (the "Plan");

WHEREAS, the Daniel Boone Area Administrators ("Administrators") did subsequently acknowledge receipt of the Plan;

WHEREAS, the Plan commenced on July 1, 2006 and shall continue in full force and effect until June 30, 2011, or until otherwise extended pursuant to the terms thereof;

WHEREAS, the Board now wishes to amend the Plan to increase the death in the family benefit and death benefits, and to clarify terms relating to the Section 457 Plan, as more fully herein set forth;

WHEREAS, the Daniel Boone Administrators have no objection to the proposed amendments.

AND, NOW, this 23rd day of October, 2006, the Board hereby amends the Plan as follows:

1. Appendix B, Fringe Benefits, paragraph A.4., Death in the Family, is hereby amended to read as follows:

"4. Death in the Family – Five (5) days leave in the event of a death in the immediate family. Near relative, three (3) days will be granted. The Employer may extend the period of absence with pay at its discretion as the exigencies of the case may warrant."

2. Appendix B, Fringe Benefits, paragraph B.3., Death Benefits, is hereby amended to read as follows:

“3. Death Benefits – Employer shall pay to the widow(er) or estate of the deceased Administrative/Supervisor Forty Dollars (\$40.00) per day for any unused sick leave days up to a maximum of two hundred (200) days.”

3. Appendix B, Fringe Benefits, paragraph B.8., Retirement Savings, is hereby

amended to read as follows:


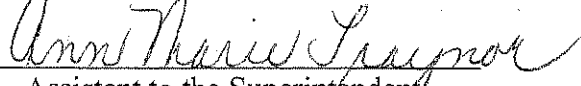
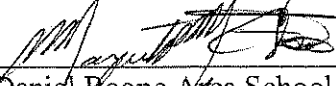
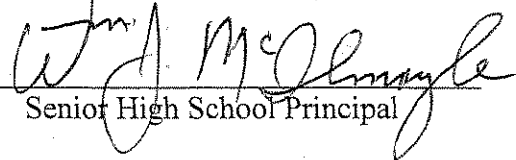
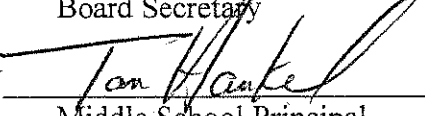
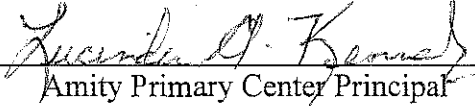




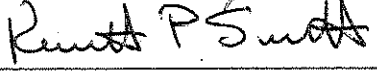
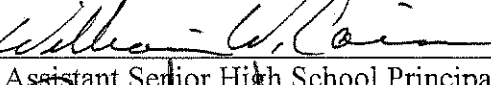
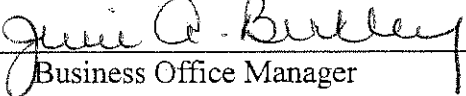
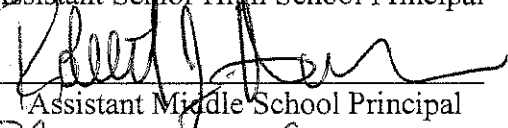
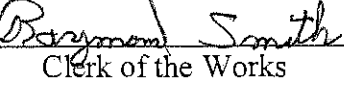
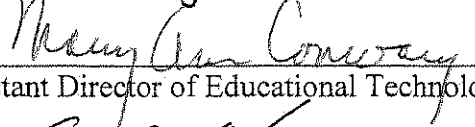

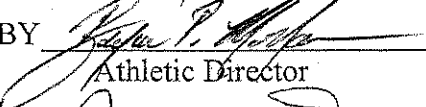

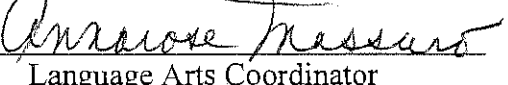
“8. Retirement Savings - The Board shall provide a deferred compensation plan under Section 457 of the Internal Revenue Code (“Section 457 Plan”) for Administrators. For the 2006-2007 and 2007-2008 school years, the Board shall contribute to each Administrator’s Section 457 account a sum equal to the amount deferred by the Administrator up to 1% of his/her base annual compensation. For the 2008-2009, 2009-2010 and 2010-2011 school years, the Board shall contribute to each Administrator’s Section 457 account a sum equal to the amount deferred by the Administrator up to 2% of his/her base annual compensation. Base compensation shall be computed as of July 1st each year. Said contribution shall be made to each Administrator’s account on a pay period basis. All contributions to the Section 457 plan pursuant to this paragraph shall be subject to the applicable limits established for said accounts under the Internal Revenue Code. In the event any contribution otherwise due pursuant to this paragraph exceeds the applicable limits established for said accounts, the Administrator’s right to said excess contributions shall be forfeited and used by the Board to fund current or future contributions. In the case of the death of the Administrator while employed by or retired from the District, the accumulated amounts in his or her 457 account shall be paid to the Administrator’s most current beneficiary as stated on the beneficiary designation form for said plan, or in the absence thereof, on the PSERS nomination of beneficiary form.”

4. All other terms and conditions of the Administrative Compensation Plan are

hereby ratified and shall remain in full force and effect.

ACKNOWLEDGEMENT

The Daniel Boone Area Administrators/Supervisors acknowledge receipt of this Amendment to Administrative Compensation Plan, which was approved by the Daniel Boone Area Board of School Directors on the 23rd day of October, 2006.

- | | |
|---|--|
| BY <u></u>
Daniel Boone Area School District
Board President | BY <u></u>
Assistant to the Superintendent |
| BY <u></u>
Daniel Boone Area School District
Board Secretary | BY <u></u>
Senior High School Principal |
| BY <u></u>
Middle School Principal | BY <u></u>
Amity Primary Center Principal |
| BY <u></u>
Amity Intermediate Center Principal | BY <u></u>
Birdsboro Elementary Principal |
| BY <u></u>
Director of Educational Technology | BY <u></u>
Assistant Senior High School Principal |
| BY <u></u>
Supervisor of Buildings & Grounds | BY <u></u>
Assistant Senior High School Principal |
| BY <u></u>
Business Office Manager | BY <u></u>
Assistant Middle School Principal |
| BY <u></u>
Clerk of the Works | BY <u></u>
Assistant Director of Educational Technology |
| BY <u></u>
Athletic Trainer | BY <u></u>
Athletic Director |
| BY <u></u>
Director of Special Education | BY <u></u>
Language Arts Coordinator |

SECOND ADDENDUM TO ADMINISTRATIVE COMPENSATION PLAN

WHEREAS, the Daniel Boone Area Board of School Directors ("Board") did adopt an Administrative Compensation Plan, pursuant to Section 11-1164 of the Pennsylvania Public School Code of 1949, on June 26, 2006 (the "Plan");

WHEREAS, the Daniel Boone Area Administrators ("Administrators") did subsequently acknowledge receipt of the Plan;

WHEREAS, the Plan commenced on July 1, 2006 and shall continue in full force and effect until June 30, 2011, or until otherwise extended pursuant to the terms thereof;

WHEREAS, the Plan was previously amended by an Addendum to Administration Compensation Plan, dated October 23, 2006;

WHEREAS, the Board now wishes to further amend the Plan to provide additional vacation and life insurance benefits as more fully herein set forth;

WHEREAS, the Daniel Boone Administrators have no objection to the proposed amendments.

AND, NOW, this 22nd day of October, 2007, the Board hereby amends the Plan as follows:

1. Appendix B, Fringe Benefits, Section A.10, Vacation, is hereby amended by adding the following new paragraph:

"Administrators with at least five (5) years of administrative experience in the District may sell back to the District up to five (5) vacation days per year at his or her per diem rate of salary that is in effect in such year."


2. Appendix B, Fringe Benefits, Section B.1., Life Insurance, is hereby amended to read as follows:

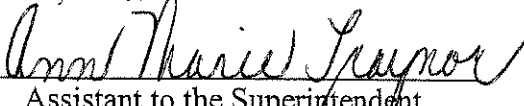
"Life Insurance – The Employer shall provide term life insurance coverage equal to 2.5 times the Administrator/Supervisor annual salary, subject to the rules and regulations of the applicable insurance carrier."

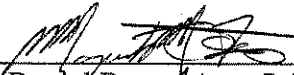
3. All other terms and conditions of the Administrative Compensation Plan are hereby ratified and shall remain in full force and effect.


ACKNOWLEDGEMENT

The Daniel Boone Area Administrators/Supervisors acknowledge receipt of this Amendment to Administrative Compensation Plan, which was approved by the Daniel Boone Area Board of School Directors on the 22nd day of October, 2006.

BY 
Daniel Boone Area School District
Board President

BY 
Assistant to the Superintendent

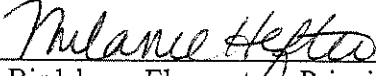
BY 
Daniel Boone Area School District
Board Secretary


BY 
Senior High School Principal

BY 
Middle School Principal

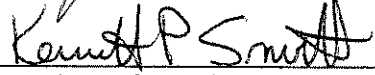
BY 
Amity Primary Center Principal

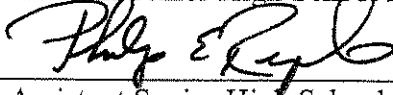
BY 
Amity Intermediate Center Principal

BY 
Birdsboro Elementary Principal

BY 
Director of Educational Technology


BY 
Assistant Senior High School Principal

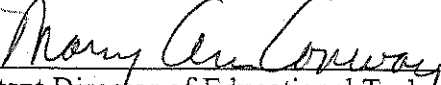
BY 
Supervisor of Buildings & Grounds


BY 
Assistant Senior High School Principal


BY 
Business Office Manager

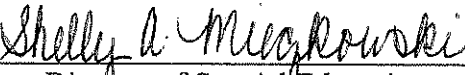
BY 
Assistant Middle School Principal


BY 
Clerk of the Works

BY 
Assistant Director of Educational Technology

BY 
Athletic Trainer

BY 
Athletic Director

BY 
Director of Special Education

BY 
Language Arts Coordinator

THIRD ADDENDUM TO ADMINISTRATIVE COMPENSATION PLAN

WHEREAS, the Daniel Boone Area Board of School Directors ("Board") did adopt an Administrative Compensation Plan, pursuant to Section 11-1164 of the Pennsylvania Public School Code of 1949, on June 26, 2006 (the "Plan");

WHEREAS, the Daniel Boone Area Administrators ("Administrators") did subsequently acknowledge receipt of the Plan;

WHEREAS, the Plan commenced on July 1, 2006 and shall continue in full force and effect until June 30, 2011, or until otherwise extended pursuant to the terms thereof;

WHEREAS, the Plan was previously amended by an Addendum to Administration Compensation Plan, dated October 23, 2006;

WHEREAS, the Plan was again amended by a Second Addendum to Administrative Compensation Plan, dated October 22, 2007;

WHEREAS, the Board now wishes to further amend the Plan to clarify the additional vacation benefit provided by the Second Addendum to Administrative Compensation Plan as more fully herein set forth;

WHEREAS, the Daniel Boone Administrators have no objection to the proposed amendment.

AND, NOW, this 26 day of January, 2009, the Board hereby amends the Plan as follows:

1. Appendix B, Fringe Benefits, Section A.10, Vacation, is hereby amended by replacing the existing third paragraph with the following new paragraph:

"Vacation days that are not used during the school year or carried over to the next school year, pursuant to the previous paragraph, will be forfeited unless the Administrator timely elects to sell back five (5) vacation days.

An Administrator with five (5) years of service with the District may elect to sell back to the District up to five (5) vacation days earned during the school year at his or her per diem rate of salary so long as the Administrator's election is made prior to the end of the calendar year in which such vacation days are earned."

2. All other terms and conditions of the Administrative Compensation Plan are hereby ratified and shall remain in full force and effect.

ACKNOWLEDGEMENT

The Daniel Boone Area Administrators/Supervisors acknowledge receipt of this Amendment to Administrative Compensation Plan, which was approved by the Daniel Boone Area Board of School Directors on the 26 day of January, 2009.

BY [Signature]
Daniel Boone Area School District
Board President

BY [Signature]
Assistant to the Superintendent

BY [Signature]
Daniel Boone Area School District
Board Secretary

BY [Signature]
Senior High School Principal

BY [Signature]
Middle School Principal

BY [Signature]
Amity Primary Center Principal

BY [Signature]
Amity Intermediate Center Principal
+ PRIMARY

BY [Signature]
Birdsboro Elementary Principal

BY [Signature]
Director of Educational Technology

BY [Signature]
Assistant Senior High School Principal

BY [Signature]
Supervisor of Buildings & Grounds

BY [Signature]
Assistant Senior High School Principal

BY [Signature]
Business Office Manager

BY [Signature]
Assistant Middle School Principal

BY [Signature]
Clerk of the Works

BY [Signature]
Assistant Director of Educational Technology

BY [Signature]
Athletic Trainer

BY [Signature]
Athletic Director

BY [Signature]
Director of Special Education

BY [Signature]
Language Arts Coordinator

BY [Signature]
Assistant Elementary Principal
Amity Primary Center

FOURTH ADDENDUM TO ADMINISTRATIVE COMPENSATION PLAN

WHEREAS, the Daniel Boone Area Board of School Directors ("Board") did adopt an Administrative Compensation Plan, pursuant to Section 11-1164 of the Pennsylvania Public School Code of 1949, on June 26, 2006 (the "Plan");

WHEREAS, the Daniel Boone Area Administrators ("Administrators") did subsequently acknowledge receipt of the Plan;

WHEREAS, the Plan commenced on July 1, 2006 and was to continue in full force and effect until June 30, 2011, or until otherwise extended pursuant to the terms thereof;

WHEREAS, the Plan was previously amended by an Addendum to Administrative Compensation Plan, dated October 23, 2006, a Second Addendum to Administrative Compensation Plan, dated October 22, 2007, and a Third Addendum to Administrative Compensation Plan, dated January 26, 2009;

WHEREAS, following discussions with the Administrators, the Board wishes to extend the Plan for one (1) additional school year, pursuant to the terms and conditions set forth herein; and

WHEREAS, the Administrators have no objection to the proposed extension pursuant to the terms and conditions set forth herein.

AND, NOW, this 12th day of April, 2010, the Board hereby amends the Plan as follows:

1. The term of the Plan is extended for one (1) school year and shall continue in full force and effect until June 30, 2012.

2. In lieu of a salary increase based upon a performance evaluation, as more fully set forth in Appendix A to the Plan, the Administrators shall be provided a flat two percent (2%) increase for the 2010-2011 school year.

3. All Administrators shall be eligible for two (2) additional vacation days for the 2010-2011 school year only. The vacation days provided for herein shall be in addition to any vacation days an individual Administrator is otherwise entitled to pursuant to Appendix B, Fringe Benefits, Section A.10, Vacation.

4. The Superintendent of Schools will develop a modified performance evaluation instrument and related criteria through a collaborative approach with the Administrators, which modified performance evaluation instrument and related criteria shall be implemented for the 2011-2012 school year.

5. The Board will meet and discuss with the Administrators regarding a revised formula for performance based salary increases, which formula shall replace the formula set forth in Appendix A to the Plan and be used to determine any salary increases for the Administrators for the 2011-2012 school year.

6. All other terms and conditions of the Administrative Compensation Plan, not modified hereby, are hereby ratified and shall remain in full force and effect.

ACKNOWLEDGEMENT

The Daniel Boone Area Administrators/Supervisors acknowledge receipt of this Amendment to Administrative Compensation Plan, which was approved by the Daniel Boone Area Board of School Directors on the 12th day of April, 2010.

BY [Signature]
Daniel Boone Area School District
Board President,

BY [Signature]
Assistant to the Superintendent

BY [Signature]
Daniel Boone Area School District
Board Secretary

BY [Signature]
Senior High School Principal

BY Tom Hankl
Middle School Principal

BY Melanie Hutto
Monocacy Elementary Principal

BY M. J.
Director of Educational Technology

BY Rebecca Smith
Supervisor of Buildings & Grounds

BY Janice Barbary
Business Office Manager

BY Mary Ann Conway
Assistant Director of Educational
Technology

BY Thomas M. Legath
Athletic Director

BY Annamarie Massaro
Language Arts Coordinator

BY Marybeth Tard
Anny Intermediate Center Principal

BY Mary Beth Keiser
Birdsboro Elementary Principal

BY H. Dana Miller
Assistant Senior High School Principal

BY Philip E. Repko
Assistant Senior High School Principal

BY [Signature]
Assistant Middle School Principal

BY Robert J. Hefert
Athletic Trainer

BY Shelly A. Muzkorski
Director of Special Education

BY [Signature]
Assistant Buildings & Grounds
Supervisor

FIFTH ADDENDUM TO ADMINISTRATIVE COMPENSATION PLAN

WHEREAS, the Daniel Boone Area Board of School Directors (“Board”) did adopt an Administrative Compensation Plan, pursuant to Section 11-1164 of the Pennsylvania Public School Code of 1949, on June 26, 2006 (the “Plan”);

WHEREAS, the Daniel Boone Area Administrators (“Administrators”) did subsequently acknowledge receipt of the Plan;

WHEREAS, the Plan commenced on July 1, 2006 and was to continue in full force and effect until June 30, 2011, or until otherwise extended pursuant to the terms thereof;

WHEREAS, the Plan was previously amended by an Addendum to Administrative Compensation Plan, dated October 23, 2006, a Second Addendum to Administrative Compensation Plan, dated October 22, 2007, a Third Addendum to Administrative Compensation Plan, dated January 26, 2009, and a Fourth Addendum to Administrative Compensation Plan, dated April 12, 2010;

WHEREAS, the Fourth Addendum extended the Plan until June 30, 2012, and, among other revisions, directed the Superintendent of Schools to develop a modified performance evaluation instrument and related criteria through a collaborative approach with the Administrators and committed the Board to meet and discuss with the Administrators regarding a revised formula for performance based salary increases, which formula was to replace the formula set forth in prior Appendix A to the Plan and be used to determine any salary increases for the Administrators for the 2011-2012 school year;

WHEREAS, the aforesaid modified performance evaluation instrument and related criteria and revised formula for performance based salary increases have been developed and the Board wishes to incorporate the same into the Plan; and

WHEREAS, the Administrators have no objection to the modified performance evaluation instrument and related criteria and revised formula for performance based salary increases.

AND, NOW, this 28th day of June, 2010, the Board hereby amends the Plan as follows:

1. The modified performance evaluation instrument and related criteria and revised formula for performance based salary increases, as developed by the Superintendent of Schools, Administrators and the Board, which are incorporated into the Daniel Boone Area School District Administrative Performance Evaluation instrument (six pages), which is attached hereto and incorporated herein and marked Exhibit "A", hereby replaces prior Appendix A and Appendix C to the Plan.

2. The Daniel Boone Area School District Administrative Performance Evaluation instrument, attached hereto as Exhibit "A", shall be implemented during the 2010-2011 school year and used to determine any salary increase for the Administrators for the 2011-2012 school year.

3. All other terms and conditions of the Administrative Compensation Plan, not modified hereby, are hereby ratified and shall remain in full force and effect.

ACKNOWLEDGEMENT

The Daniel Boone Area Administrators/Supervisors acknowledge receipt of this Amendment to Administrative Compensation Plan, which was approved by the Daniel Boone Area Board of School Directors on the 28th day of June, 2010.

BY [Signature]
Daniel Boone Area School District
Board President

BY [Signature]
Assistant to the Superintendent

BY [Signature]
Daniel Boone Area School District
Board Secretary

BY [Signature]
Senior High School Principal

BY Tom Hill
Middle School Principal

BY Melanie Heftler
Amity Intermediate Principal
~~Monocacy Elementary Center Principal~~

BY M. Jew
Director of Educational Technology

BY Ernest P. Sutt
Supervisor of Buildings & Grounds

BY Juni C. Boxley
Business Office Manager

BY Mary Ann Conway
Assistant Director of Educational
Technology

BY Thomas M. Legath
Athletic Director

BY Annarose Massaro
Amity Primary Center Principal

BY Michael Ind
Amity Intermediate Center Principal

BY Mary Beth Kiesel
Birdsboro Elementary Principal

BY H. Dana Miller
Assistant Senior High School Principal

BY Philly E. Reys
Assistant Senior High School Principal

BY Ralph [unclear]
Assistant Middle School Principal

BY Robert [unclear]
Athletic Trainer

BY Shelly A. Meehan
Director of Special Education

BY John [unclear]
Assistant Buildings & Grounds
Supervisor

SIXTH ADDENDUM TO ADMINISTRATIVE COMPENSATION PLAN

WHEREAS, the Daniel Boone Area Board of School Directors (“Board”) did adopt an Administrative Compensation Plan, pursuant to Section 11-1164 of the Pennsylvania Public School Code of 1949, on June 26, 2006 (the “Plan”);

WHEREAS, the Daniel Boone Area Administrators (“Administrators”) did subsequently acknowledge receipt of the Plan;

WHEREAS, the Plan commenced on July 1, 2006 and was to continue in full force and effect until June 30, 2011, or until otherwise extended pursuant to the terms thereof;

WHEREAS, the Plan was previously amended by an Addendum to Administrative Compensation Plan, dated October 23, 2006, a Second Addendum to Administrative Compensation Plan, dated October 22, 2007, a Third Addendum to Administrative Compensation Plan, dated January 26, 2009, and a Fourth Addendum to Administrative Compensation Plan, dated April 12, 2010;

WHEREAS, the Fourth Addendum extended the Plan until June 30, 2012, and, among other revisions, directed the Superintendent of Schools to develop a modified performance evaluation instrument and related criteria through a collaborative approach with the Administrators and committed the Board to meet and discuss with the Administrators regarding a revised formula for performance based salary increases, which formula was to replace the formula set forth in prior Appendix A to the Plan and be used to determine any salary increases for the Administrators for the 2011-2012 school year;

WHEREAS, the Fifth Addendum incorporated the modified performance evaluation instrument and related criteria and revised formula for performance based salary increases, as developed by the Superintendent of Schools, Administrators and the Board, into the Plan, replacing prior Appendix A and C thereto;

WHEREAS, the administrative performance evaluation instrument was to be implemented during the 2010-2011 school year and used to determine any salary increase for the Administrators for the 2011-2012 school year;

WHEREAS, based upon the current economic difficulties faced by the School District, the Administrators have agreed to a salary freeze for the 2011-2012 school year based upon the terms and conditions set forth herein; and

WHEREAS, the Board and Administrators wish to extend the Plan for one (1) additional year pursuant to the terms and conditions set forth herein.

AND, NOW, this 27th day of June, 2011, the Board hereby amends the Plan as follows:

1. The Administrators shall not receive any salary increase for the 2011-2012 school year.

2. All Administrators shall be eligible for three (3) additional vacation days for the 2011-2012 school year only. The vacation days provided for herein shall be in addition to any vacation days an individual Administrator is otherwise entitled to pursuant to Appendix B, Fringe Benefits, Section A.10. Vacation.

3. All Administrators shall have the option to sell back to the District up to five (5) vacation days during the 2011-2012 school year at his or her per diem rate of salary. The five year service requirement set forth in Appendix B, Fringe Benefits, Section A.10, Vacation, is suspended for the 2011-2012 school year only.

4. There shall be no further reduction of administrative positions for the 2011-2012 school year other than the athletic director and assistant director of educational technology positions. Additionally, there shall be no economic or non-disciplinary suspension or demotion (reduction in salary, position, days or hours worked, etc.) of current administrators with an effective date prior to June 30, 2012.

5. The term of the plan is extended for one (1) year and the plan shall continue in full force and effect until June 30, 2013.

6. All other terms and conditions of the Plan, not modified hereby, are hereby ratified and shall remain in full force and effect.

ACKNOWLEDGEMENT

The Daniel Boone Area Administrators/Supervisors acknowledge receipt of this Amendment to Administrative Compensation Plan, which was approved by the Daniel Boone Area Board of School Directors on the 27th day of June, 2011.

BY [Signature]
Daniel Boone Area School District
Board President

BY [Signature]
Assistant to the Superintendent

BY [Signature]
Daniel Boone Area School District
Board Secretary

BY [Signature]
Senior High School Principal

BY [Signature]
Middle School Principal

BY [Signature]
Birdsboro Elementary Principal

BY [Signature]
Amity Intermediate Center
Principal

BY [Signature]
Monocacy Elementary Principal

BY [Signature]
Amity Primary Center Principal

BY [Signature]
Assistant Senior High School Principal

BY [Signature]
Director of Educational Technology

BY [Signature]
Assistant Senior High School Principal

BY [Signature]
Supervisor of Buildings & Grounds

BY [Signature]
Assistant Middle School Principal

BY [Signature]
Assistant Business Manager

BY [Signature]
Director of Special Education

BY [Signature]
Athletic Facilitator

BY [Signature]
Assistant Buildings & Grounds
Supervisor

BY [Signature]
Athletic Trainer

SEVENTH ADDENDUM TO ADMINISTRATIVE COMPENSATION PLAN

WHEREAS, the Daniel Boone Area Board of School Directors ("Board") did adopt an Administrative Compensation Plan, pursuant to Section 11-1164 of the Pennsylvania Public School Code of 1949, on June 26, 2006 (the "Plan");

WHEREAS, the Daniel Boone Area Administrators ("Administrators") did subsequently acknowledge receipt of the Plan;

WHEREAS, the Plan commenced on July 1, 2006 and was to continue in full force and effect until June 30, 2011, or until otherwise extended pursuant to the terms thereof;

WHEREAS, the Plan was previously amended by an Addendum to Administrative Compensation Plan, dated October 23, 2006, a Second Addendum to Administrative Compensation Plan, dated October 22, 2007, a Third Addendum to Administrative Compensation Plan, dated January 26, 2009, a Fourth Addendum to Administrative Compensation Plan, dated April 12, 2010, a Fifth Addendum to Administrative Compensation Plan, dated June 28, 2010, and a Sixth Addendum to Administrative Compensation Plan, dated June 27, 2011;

WHEREAS, the Fourth Addendum extended the Plan until June 30, 2012, and, among other revisions, directed the Superintendent of Schools to develop a modified performance evaluation instrument and related criteria through a collaborative approach with the Administrators and committed the Board to meet and discuss with the Administrators regarding a revised formula for performance based salary increases, which formula was to replace the formula set forth in prior Appendix A to the Plan and be used to determine any salary increases for the Administrators for the 2011-2012 school year;

WHEREAS, the Fifth Addendum incorporated the modified performance evaluation instrument and related criteria and revised formula for performance based salary increases, as

developed by the Superintendent of Schools, Administrators and the Board, into the Plan, replacing prior Appendix A and C thereto;

WHEREAS, the administrative performance evaluation instrument was to be implemented during the 2010-2011 school year and used to determine any salary increase for the Administrators for the 2011-2012 school year;

WHEREAS, based upon then current economic difficulties faced by the School District, the Administrators agreed to a salary freeze for the 2011-2012 school year based upon the terms and conditions set forth in the Sixth Addendum;

WHEREAS, based upon continuing economic difficulties faced by the School District, the Administrators have agreed to an additional adjustment to their salary for the 2012-2013 school year based upon the terms and conditions set forth herein; and

WHEREAS, the Board and Administrators wish to extend the Plan for one (1) additional year pursuant to the terms and conditions set forth herein.

AND, NOW, this 25th day of June, 2012, the Board hereby amends the Plan as follows:

1. The Administrators' salary increase for the 2012-2013 school year shall be 1.7% above their existing base salary.

2. All Administrators shall be eligible for three (3) additional vacation days for the 2012-2013 school year only. The vacation days provided for herein shall be in addition to any vacation days an individual Administrator is otherwise entitled to pursuant to Appendix B, Fringe Benefits, Section A.10. Vacation.

3. All Administrators shall have the option to sell back to the District up to five (5) vacation days during the 2012-2013 school year at his or her per diem rate of salary. The five year service requirement set forth in Appendix B, Fringe Benefits, Section A.10, Vacation, is suspended for the 2012-2013 school year only.

4. The term of the plan is extended for one (1) year and the plan shall continue in full force and effect until June 30, 2014.

5. All other terms and conditions of the Plan, not modified hereby, are hereby ratified and shall remain in full force and effect.

ACKNOWLEDGEMENT

The Daniel Boone Area Administrators/Supervisors acknowledge receipt of this Amendment to Administrative Compensation Plan, which was approved by the Daniel Boone Area Board of School Directors on the 25th day of June, 2012.

BY [Signature]
Daniel Boone Area School District
Board President

BY [Signature]
Assistant to the Superintendent

BY [Signature]
Daniel Boone Area School District
Board Secretary

BY [Signature]
Senior High School Principal

BY [Signature]
Middle School Principal (Asst)

BY [Signature]
Birdsboro Elementary Principal

BY [Signature]
Amity Intermediate Center
Principal

BY [Signature]
Monocacy Elementary Principal

BY [Signature]
Amity Primary Center Principal

BY [Signature]
~~Assistant~~ Senior High School Principal

BY [Signature]
Director of Educational Technology

BY [Signature]
Assistant Senior High School Principal

BY [Signature]
Supervisor of Buildings & Grounds

BY [Signature]
~~Assistant~~ Middle School Principal

BY [Signature]
Assistant Business Manager

BY [Signature]
Director of Special Education

BY [Signature]
Athletic Facilitator

BY [Signature]
Assistant Buildings & Grounds
Supervisor

BY [Signature]
Athletic Trainer

EIGHTH ADDENDUM TO ADMINISTRATIVE COMPENSATION PLAN

WHEREAS, the Daniel Boone Area Board of School Directors (“Board”) did adopt an Administrative Compensation Plan, pursuant to Section 11-1164 of the Pennsylvania Public School Code of 1949, on June 26, 2006 (the “Plan”);

WHEREAS, the Daniel Boone Area Administrators (“Administrators”) did subsequently acknowledge receipt of the Plan;

WHEREAS, the Plan commenced on July 1, 2006 and was to continue in full force and effect until June 30, 2011, or until otherwise extended pursuant to the terms thereof;

WHEREAS, the Plan was previously amended by an Addendum to Administrative Compensation Plan, dated October 23, 2006, a Second Addendum to Administrative Compensation Plan, dated October 22, 2007, a Third Addendum to Administrative Compensation Plan, dated January 26, 2009, a Fourth Addendum to Administrative Compensation Plan, dated April 12, 2010, a Fifth Addendum to Administrative Compensation Plan, dated June 28, 2010, a Sixth Addendum to Administrative Compensation Plan, dated June 27, 2011, and a Seventh Addendum dated June 25, 2012;

WHEREAS, the Fourth Addendum extended the Plan until June 30, 2012, and, among other revisions, directed the Superintendent of Schools to develop a modified performance evaluation instrument and related criteria through a collaborative approach with the Administrators and committed the Board to meet and discuss with the Administrators regarding a revised formula for performance based salary increases, which formula was to replace the formula set forth in prior Appendix A to the Plan and be used to determine any salary increases for the Administrators for the 2011-2012 school year;

WHEREAS, the Fifth Addendum incorporated the modified performance evaluation instrument and related criteria and revised formula for performance based salary increases, as

developed by the Superintendent of Schools, Administrators and the Board, into the Plan, replacing prior Appendix A and C thereto;

WHEREAS, the administrative performance evaluation instrument was to be implemented during the 2010-2011 school year and used to determine any salary increase for the Administrators for the 2011-2012 school year;

WHEREAS, based upon then current economic difficulties faced by the School District, the Administrators agreed to a salary freeze for the 2011-2012 school year based upon the terms and conditions set forth in the Sixth Addendum;

WHEREAS, based upon continuing economic difficulties faced by the School District, the Administrators agreed to a 1.7% increase to their existing base salary for the 2012-2013 school year based upon the terms and conditions set forth in the Seventh Addendum;

WHEREAS, based upon continuing economic difficulties faced by the School District, the Administrators have agreed to additional adjustment to their salary for the 2013-2014 school year based upon the terms and conditions set forth herein; and

WHEREAS, the Board and Administrators wish to extend the Plan for one (1) additional year pursuant to the terms and conditions set forth herein.

AND, NOW, this 24 day of June, 2013, the Board hereby amends the Plan as follows:

1. The Administrators' salary increase for the 2013-2014 school year shall be determined using the twelve (12) month percentage change in the U.S. city average of all items CPI for the month of May, 2013, as published by the U.S. Department of Labor, Bureau of Labor Statistics. Said percentage increase shall be applied to the Administrators' base salary for the 2012-2013 school year and shall be made, less contributions required by law to be paid to the Public School Employees Retirement Fund, with proper deductions for loss of time and necessary withholdings and deductions required by law.

2. All Administrators shall be eligible for three (3) additional vacation days for the 2013-2014 school year only. The vacation days provided for herein shall be in addition to any vacation days an individual Administrator is otherwise entitled to pursuant to Appendix B, Fringe Benefits, Section A.10. Vacation.


3. All Administrators shall have the option to sell back to the District up to five (5) vacation days during the 2013-2014 school year at his or her per diem rate of salary. The five year service requirement set forth in Appendix B, Fringe Benefits, Section A.10, Vacation, is suspended for the 2013-2014 school year only.

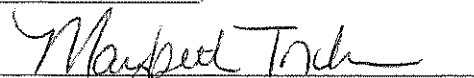
4. The term of the plan is extended for one (1) year and the plan shall continue in full force and effect until June 30, 2015.


5. All other terms and conditions of the Plan, not modified hereby, are hereby ratified and shall remain in full force and effect.

ACKNOWLEDGEMENT

The Daniel Boone Area Administrators/Supervisors acknowledge receipt of this Amendment to Administrative Compensation Plan, which was approved by the Daniel Boone Area Board of School Directors on the 24 day of June, 2013.


BY 
Daniel Boone Area School District
Board President


BY 
Assistant to the Superintendent


BY 
Daniel Boone Area School District
Board Secretary

BY 
Senior High School Principal

BY 
Middle School Principal

BY 
Birdsboro Elementary Principal

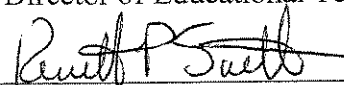
BY 
Amity Intermediate Center
Principal

BY 
Monocacy Elementary Principal

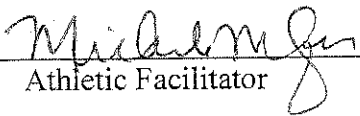
BY 
Assistant Senior High School Principal

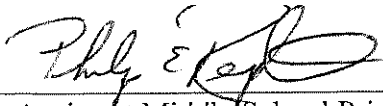
BY 
Assistant Senior High School Principal


BY 
Director of Educational Technology

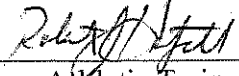
BY 
Supervisor of Buildings & Grounds

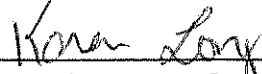
BY 
Assistant Business Manager

BY 
Athletic Facilitator

BY 
Assistant Middle School Principal

BY 
Director of Special Education

BY 
Athletic Trainer

BY 
Coordinator of Instructional Services