

**DELAWARE VALLEY SCHOOL DISTRICT
ADMINISTRATOR/SUPERVISORY EVALUATION COMPENSATION PLAN**

The Board of School Directors of the Delaware Valley School District adopts the following Administrator/Supervisory Compensation Plan for individuals not included in the group covered by School code of 1949, "as amended, Section 1164." The Board recognized the importance of maintaining an effective Management Team to strengthen the administration, supervisory and educational programs of the District and to establish and improve communication, decision-making, conflict resolution and other relationships among the members of the Team.

I. TERM OF COMPENSATION PLAN

This Compensation Plan is effective for the years 2014-2015, 2015-2016, and 2016-2017.

II. DEFINITIONS

The term "Administrator" shall include the following positions for the purposes of this plan:

- Elementary Level Principal
- Secondary Level Principal
- Secondary Level Assistant Principal
- Director of Special Education
- Director of Elementary Education/Principal of Elementary Schools
- Director of Secondary Education/Principal of Secondary Schools
- Director of Curriculum and Technology
- Strategic Plan Administrator
- Director of Support Services
- Director of Administrative Services
- Any other administrative position created by the Delaware Valley School Board of Education

The term "Supervisor" shall include the following positions for the purposes of this plan:

- Pool Supervisor
- Cafeteria Supervisor
- Chief of School Police
- Other Similar Supervisory Positions Created by the Delaware Valley School Board of Education

Administrators/Supervisors will be employed on a twelve-month or a ten-month basis as determined by the Delaware Valley School Board of Education

SALARY CALCULATION

- 2014-2015 – 2.75%
- 2015-2016 – 2.75%
- 2016-2017 – 2.75%

Except as defined by the worksheet provided to the Board of School Directors on April 10, 2014.

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If PSERS reimbursement rate increases to and/or exceeds 32% all sections of this agreement are subject to revision.

Any administrator/supervisor whose salary falls below the minimum salary in the range will receive a raise up to the minimum. However, any administrator/supervisor that receives an overall "unsatisfactory" end-of-year evaluation, will not receive a raise for the following year and the minimum range does not apply for the remainder of the contract.

III. **BENEFITS**

The District shall provide the following insurance and other benefits to each administrator/supervisor as outlined in the plan.

Benefits during Employment---Coverage of all benefits provided in the Professional Collective Bargaining Agreement and/or the following, whichever provides the greater benefit.

All administrators/supervisors will receive the following benefits: In no case will it be less than accorded other professional employees.

Income Protection Plan – The district will provide a long-term disability insurance plan which will provide 66.66% payment of an administrator's/supervisor's annual salary after 60 days of absence due to illness or disability to age 65 subject to policy provisions.

Reimbursement of Graduate Education – Administrators/Supervisors enrolled in a degree program, or those taking graduate courses relevant to present job responsibilities, will be reimbursed for tuition expenses. All courses must have prior approval of the tuition expenses. All courses must have prior approval of the Superintendent. Tuition costs shall be prepaid. If the course is not completed with a grade of B or better, the administrator will return the difference between the regular district rate and this prepaid reimbursement. The district will reimburse the cost of all required textbooks for approved graduate courses. Any reimbursement for graduate education will be subject to the administrator remaining as an employee in the district for at least five years after completion of the course for which reimbursement is paid. Any administrator voluntarily leaving the district sooner than five years after completion of the course will be required to repay the district part of the reimbursement of the amount in excess of the reimbursement for non-administrative staff as follows: Less than one year 100%; less than two years 75%; less than three years 50%; less than four years 25%.

Repayment will be made through an adjustment in the final payroll check issued to the administrator.

Sick Leave – Administrative/supervisory sick leave will be twelve days per year and will accumulate with no maximum. Payment for unused sick leave will be paid upon retirement at the following rates:

2014-2015 \$85.00
2015-2016 \$85.00

2016-2017 \$85.00

Travel Reimbursement – Reimbursement for travel for administrators/supervisors will be at the IRS approved rate. If fractional cent is allowed, the amount will be rounded down.

Health Insurance Premium Share – The provisions on Section III, paragraph 2 stating “Coverage of all benefits provided in the Professional Collective Bargaining Agreement and/or the following, whichever provides the greater benefit” shall not apply to this premium share provision.

Administrators/Supervisors will reimburse the district premium share dollars (pre-tax per Section 125 of the IRS Code) for health insurance at the annual actual net cost per employee based upon the most recent *Employee Benefit Trust of Eastern PA (EBTEP)* Annual Trustees Report received the previous October or November multiplied by the following percentages:

2014-2015	5%	2016-2017	7%
2015-2016	6%		

(For the purpose of this calculation, the number of covered employees in April within the fiscal year of the Annual Trustees Report will be utilized. These rates will remain the same for the entire fiscal year.)

Patient Protection and Affordable Care Act - “Cadillac Tax”

If taxes, penalties, or any other fees related to the so-called “Cadillac Tax” (the 40% Excise Tax on high cost health plans) are to be levied on the School District pursuant to the Patient Protection and Affordable Care Act, as may be amended from time to time, then the parties agree to reopen negotiations for the sole and limited purpose of eliminating the taxes, penalties or other fees as may be assessed.

Term Life Insurance – All administrators/supervisors will be covered by a term life insurance policy equal in value to three times their annual salary.

Vandalism – The district will reimburse the administrators/supervisors for uninsured cost of vandalism. No more than \$1,000 will be spent on this program per year. The Superintendent will establish guidelines to administer this program.

Stability Incentive – In addition to other compensation, all administrators employed by the district as administrators, regardless of total years in the Pennsylvania School Employees Retirement System, will be paid for each year of service as an administrator in Delaware Valley at the time of their retirement from Delaware Valley or if their position is eliminated at the following rates:

10 – 14 years	\$500 per year
15 – 19 years	\$1,000 per year
20 – or more	\$1,500 per year

Employees will be entitled to compensation immediately if this benefit is eliminated or changed. The stability incentive will be forfeited by an administrator if the administrator leaves for another position in a Pennsylvania school district.

Medical Payments – The district will provide an amount not to exceed \$1,000 per plan year per administrator/supervisor for family medical expenses not covered by district health insurance programs. Payment will be made to the employee upon written request accompanied by a receipt for such expenses.



Administrators/Supervisors, who retire from the Delaware Valley School District and have fifteen or more years of service to Delaware Valley School District, will be covered by one individual health insurance package paid for by the school district. The health care package includes Blue Cross/Blue Shield (Major Medical), or similar health plan offered to current employees, Dental, and Vision benefits. The individual will reimburse the district monthly the "Premium Assistance for Retiree Healthcare" issuance provided by PSERS. This coverage will be maintained until the retiree becomes eligible for the federal government health insurance program. The employee will be entitled to COBRA as per federal law.

Early retirement incentive

- a. Any administrator/supervisor employed by the Delaware Valley School District for a period of fifteen (15) years shall be eligible to receive a retirement incentive based on a percentage of the last full year's salary according to the following scale:

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<u>Years of Service</u>	<u>Incentive</u>
20 to < 24.5	75% (no medical coverage)
24.5 to <27.5	70%
27.5 to <29.5	60%
29.5 to <31	55%
31 to <32	50%
32 to school year in which the employee reaches 35 years of service	45%

Handwritten note: \$63,000 in 2020

- b. Notification of early retirement must be given to the school district three (3) months prior to effective date.
- c. Benefits based on the salary the employee would have received in June of the last year of the agreement.

IV. VACATION DAYS

Full-time (12 months) administrators/supervisors (work year 260 days) are eligible to accrue six (6) vacation days for each of the first, second, and third calendar quarters and five (5) vacation days for the fourth calendar quarter. Earned vacation days will be posted quarterly in the Administrative Offices. Accrued vacation days may be utilized by the employee as they are earned.

Full-time (10 months) administrators (work year 199 days) do not accrue vacation days.

Full-time (10 month) cafeteria supervisor (work year 204 days) does not accrue vacation days.

Each (12 month) administrator/supervisor will have twenty-three (23) vacation days per year with the right to accumulate to 60 days annually without limitations. Payment for unused vacation beyond 60 days up to a maximum of 14 days will be paid at the full daily rate per year.

Supervisors may have accumulated vacation days dating back prior to the 2011-2012 school year that are above and beyond the 60 day limit. Since these days were accumulated during years when there was no cap, these accumulated days can be carried forward and not counted against the 60 day limit.

The scheduling of vacation is subject to the approval of the immediate supervisor and by the superintendent or designee. Submitting the appropriate request form is required. Special requests for an exception to the established policy will be considered on an individual basis. Such a decision is left to the discretion of the Superintendent or designee.

Less than one year's service merits vacation in proportion to the time served, provided the employee has worked at least six months full-time.

V. WORK YEAR

Twelve-month administrators'/supervisors' work year will follow the teachers' calendar year during the school year and the secretarial schedule during the summer months.

Ten-month administrators'/supervisors' work year will follow the teachers' calendar year during the school year and will work the additional days required at the discretion of the Superintendent/designee.

VI. SEVERANCE PAYMENTS

Pre-Payment of Retirement Payments

Eligible administrators/supervisors will have their estimated severance payments prepaid in the 2 years prior to the year of retirement. Eligible employees understand:

- 1) That the payment will be made as non-elective employer contributions to the administrator's 403(b) retirement program for up to 1/2 of the amount of severance payments due the administrator;
- 2) The payment is limited by the IRS §415 limit;
- 3) The employee shall have no cash option;
- 4) The employee's related benefits (sick days, vacation days, etc.) will be reduced accordingly.

Retirement Payment

All severance payments due to eligible administrators/supervisors at the time of retirement/separation from service shall be made as follows:

At the time of retirement/separation from service and in January of the year immediately following the calendar year of retirement/separation from service, the school district shall make non-elective employer contributions to the administrator's/supervisor's 403(b) retirement program for the amount of severance payments due the administrator/supervisor, up to the IRS §415 limit in the year of retirement. For these two payments, the employee shall have no cash option. Any amounts due above the two non-elective employer contributions made in the year of retirement and the subsequent year will be paid in cash at the time of retirement.


The employee must establish a 403(b) account prior to separation of service and shall maintain the 403(b) account until all non-elective employer contributions have been made or the employee will forfeit this benefit. Should the employee die prior to receiving all the 403(b) payments due, the district shall make the maximum payment allowed by IRS regulations to the employee's 403(b) Account.

DELAWARE VALLEY SCHOOL DISTRICT



Board President

4-24-14
Date



Board Secretary

4/24/14
Date

Delaware Valley School District

JOHN BELL, SUPERINTENDENT

Administrative Offices - 236 Route 6 & 209 - Milford, PA 18337
(570) 296-1804

To: Administrators and Supervisors

From: John Bell

Re: Contract Extension

Date: September 18, 2015

Congratulations on your extension! I'm so proud to be a part of this team. Your constant desire to do a better job today than you did yesterday is outstanding. Your appreciation for what we have at DV is commendable. Thanks for all you do for our kids!

Please add the two attached pages to the back of your current Act 93 agreement.

A handwritten signature in cursive script that reads "John".


ADDENDUM AGREEMENT
ADMINISTRATIVE/SUPERVISORY EVALUATION COMPENSATION PLAN
DATED SEPTEMBER 17, 2015

The Administrative/Supervisory Evaluation Compensation Plan is amended to extend its duration through June 30, 2020.

1. Salary: ^{2 1}
2.75
2017-2018 2.75%
2018-2019 2.50%
2019-2020 2.50%
10.50
2. Health Insurance:

Effective in the 2017-2018 school year, the administrators/supervisors will receive the same health care benefits as the professional staff. (See attached)

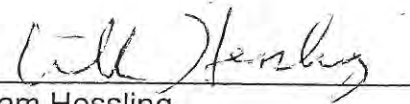
All remaining provisions of the Agreement, dated April 24, 2014, which are not changed by this Addendum Agreement remain in full force and effect.



Zachary Pearce
Board President

9/17/15

Date



William Hessling
Board Secretary

9/17/15

Date

Act 93 Proposal**2014-15 through 2016-17**

			BASE SALARY			
			<u>2013-14</u>	<u>2014-15</u>	<u>2015-16</u>	<u>2016-17</u>
Bixby	Diana	ADM10 Month Asst.	\$90,012	\$92,487	\$95,031	\$97,644
Blaum	Brian	ADM/Princ	\$89,000	\$97,500	\$100,181	\$102,936
Butaitis	Kimberly	Adm/Princ	\$87,317	\$89,718	\$92,186	\$94,721
Collins	Ronald	ADM/Princ	\$112,897	\$116,001	\$119,191	\$122,469
Cosentino	Nicole	ADM/10 Mon Asst. of Acad. Affairs	\$74,460	\$77,000	\$79,118	\$81,293
DeLauro	Louis	ADM/Princ/Asst.	\$75,480	\$83,000	\$85,283	\$87,628
Eversdyke	Marvin	ADM/SUPV/Dir of Support Services	\$93,749	\$98,000	\$100,695	\$103,464
Farrell	Maria	ADM/Director of Special Education	\$120,254	\$123,561	\$126,959	\$130,450
Ioppolo	Peter	ADM/Princ	\$117,792	\$121,031	\$124,359	\$127,779
Lordi	Christopher	ADM/SUPV/Dir of Adm Services	\$93,381	\$95,949	\$98,588	\$101,299
Mc Carthy	Brian	ADM/Princ/Asst.	\$92,186	\$94,721	\$97,325	\$100,002
Mc Elroy	Mark	ADM/Princ/Asst/Princ of Special Events	\$124,302	\$124,302	\$125,006	\$128,444
Mc Neely	Victoria	ADM/Princ	\$82,819	\$88,500	\$90,934	\$93,434
Mitchell	James	ADM/Princ	\$115,626	\$118,806	\$122,073	\$125,430
Purcell	James	ADM/Dir Secondary Education	\$130,560	\$134,150	\$137,840	\$141,630
Ross	Christopher	ADM/Princ	\$89,413	\$91,872	\$94,399	\$96,995
Schaffer	Margaret	ADM/Dir Elementary Education	\$130,560	\$134,150	\$137,840	\$141,630
Smith	Thomas	ADM/Princ/10 Month	\$92,820	\$95,373	\$97,995	\$100,690
Vives	Gina	ADM/Director Curr/Tech/Cyber.	\$130,560	\$134,150	\$137,840	\$141,630
Veston	Aaron	ADM/Princ	\$79,560	\$86,606	\$89,291	\$92,059
Kusner	Joseph	ADM/SUPV of Natatorium	\$73,585	\$75,608	\$77,688	\$79,824
Moglia	Mark	ADM/SUPV/Chief School Police Officer	\$66,124	\$67,942	\$69,810	\$71,730
Rohner	Luverne	ADM/SUPV of Cafeteria	\$78,376	\$80,531	\$82,746	\$85,021