

BOARD POLICIES

ADMINISTRATOR COMPENSATION PLAN

The Board of School Directors of the **Elk Lake School District** adopts the following Administrative Compensation Plan pursuant to the "Public School Code of 1949", as amended, Section 1164 and Board Policy Titled - Administrator Compensation Plan. The Board recognizes the importance of maintaining an effective management team to strengthen the administration and educational programs of the district, and to establish and improve communications, decision making, conflict resolution, and other relationships among the members of the team.

I. TERM OF COMPENSATION PLAN

This plan is effective **July 1, 2014** and shall continue until **June 30, 2019** with the understanding that the Board of Education reserves the right to modify the Compensation Formula set forth herein and to establish the compensation for those administrators covered by the plan on a yearly basis, after meetings and discussions between the Board of Education and Administrators.

II. DEFINITIONS

The term "Administrator" shall include the following position for the purpose of this plan:

**"Elementary Principal"
(12 month)**

III. COMPENSATION PLAN

Salaries and related compensation for administrators have been determined by meetings and discussions between the Board of Educators and Administrators. The following compensation plan has been determined by application of a formula prorated by percentage against the existing salary level for each position. Its basic design is to equally and fairly compensate existing and future members of the administrative staff within the Elk Lake School District.

IV. SALARY COMPENSATION

Each administrator's salary level shall be increased by multiplying the maximum salary increase of the previous year's contract by a percentage ratio that takes into account (A) the additional months per year the administrator is employed; (B) the increased responsibilities the administrator has because of the nature of his/her job; (C) the additional amount of time per day/month/year the administrator must spend to carry out those responsibility/duties that are incidental to the administrator's position.

The percentage ratio of increase arrived at through meet and discusses conferences with the Board of Education is as follows:

Elementary Principal.....1.4

The maximum salary increase shall be that awarded other employees in the previous year's negotiated contract multiplied by the percentage ratio.

The Administrator must attain a satisfactory rating in order to qualify for their yearly salary increase. All salary increases shall be calculated once a final evaluation is determined to be satisfactory. It shall be added to the yearly salary in July of each year.

Elementary Principal (Mr. Marc Weisgold) Salary:

2013-2014	2014-2015	2015- 2016	2016-2017	2017-2018	2018-2019
\$70,370	\$85,000	\$86,848	\$88,577	\$90,495	\$93,043

V. BENEFITS: Benefits and required contribution are as detailed below, if enrolled in the District Medical Plan:

Administrator's Medical Contribution:

2014 - 2015	2015 - 2016	2016- 2017	2017- 2018	2018- 2019		
Med. Plan Contrib. Monthly \$ 200.00	Med. Plan Contrib. Monthly \$200.00	Med. Plan Contrib. Monthly \$ 200.00	Med. Plan Contrib. Monthly \$200.00	Med. Plan Contrib. Monthly \$200.00		

The school district shall also provide the following benefits to the Administrator as are currently found in the negotiated agreement (2014-2019) with the Professional Teaching Staff. These benefits will change with each new negotiated contract and will be the same as provided to the Professional Teaching Staff:

a) **THE ELK LAKE HEALTH CARE PLAN.**

The Board of Education shall select a carrier and assume the responsibility for the cost of medical insurance for employees of the Elk Lake School District and their dependents.

The District shall offer to all professional employees the Medical PPO - "Preferred Provider Organization" Program. The benefit level and out-of-pocket expenses, deductibles shall remain the same except for any changes made by the carrier during the life of the contract. The deductibles and out-of-pocket expense shall be the following:

Year	Preferred Network	Non-Preferred Network
	Per Person/Per Family (Aggregate)	Per Person/Per Family (Aggregate)
2014-2015 (2014)	\$500/\$1500	\$1000/\$3000

2015-2016 (2015)	\$500/\$1500	\$1000/\$3000
2016-2017 (2016)	\$500/\$1500	\$1000/\$3000
2017-2018 (2017)	\$500/\$1500	\$1000/\$3000
2018-2019 (2018)	\$600/\$1800	\$1200/\$3600

Under the Non-preferred PPO Program benefits shall be limited to a lifetime per person maximum of \$1,000,000. Under the PPO Plan within the Preferred Provider Network there shall be no lifetime maximum limit.

For a complete listing of coverage, deductibles and out of pocket expenses refer to the Elk Lake School District Member Handbook, Your Medical Benefits and How to Use Them.

b) **INSURANCE - DENTAL** - The Board of Education shall assume the responsibility of selecting a carrier and providing a family dental plan for employees for the term of this contract. If both spouses work for the District, only one family dental plan will be available. The Board also agrees to reimburse each professional employee \$500 per cap/ per tooth (maximum \$1,000 per this contract) or 75% per crown whichever is less upon receipt of the dental bill to the Elk Lake Business Office.

Schedule of Benefits

1. Deductible per plan year - None
 2. All other covered services - 100% R&C*
 3. Individual maximum per plan year (excluding orthodontics) - \$1,000
 4. Orthodontics - Lifetime Maximum (per person) - \$1,000
- * R&C means Reasonable and Customary as defined and determined by the carrier.

c) **INSURANCE - VISION** - The Board of Education shall assume the responsibility of selecting a carrier and providing a family vision plan for employees for the term of this contract. If both spouses work for the District only one family vision plan will be available. The vision plan incorporates the Opti-Vision Discount Program benefits. The following plan summary explains the essential features of the employee benefit plan for in-network providers.

Schedule of Vision Benefits

1. **Eye Examinations** - 100% of Reasonable & Customary charges for one (1) eye examination per covered person per 12 consecutive month period.
2. **Eyeglass Frames** - \$75 per frame or 50% of the cost, whichever is less, per covered person per 24 consecutive month period.
3. **Corrective Lenses** - \$50 for single lenses, \$75 for bifocals, and \$100 for trifocal lenses for one (1) pair of eyeglass lenses or one (1) pair of contact lenses per covered person per 12 consecutive month period.

Details of the vision carrier's schedule of benefits, services and exclusions are contained in the Elk Lake School District Vision Plan # 197 Divisions 1 and 2 documents.

d) **LIFE INSURANCE POLICY.**

The Board of Education will assume the responsibility of selecting a carrier and providing a Group Life Insurance Policy twice the value of the Administrator's salary rounded to a thousand dollars not to exceed \$150,000.

e) **INSURANCE DISMEMBERMENT.**

The Board of Education shall select a carrier and provide a dismemberment plan of \$50,000.00. The loss under this insurance being incurred within ninety (90) days of the accident. This insurance will be paid for any of the losses which result from an accident occurring on or off the job in addition to other benefits.

VI. FRINGE BENEFITS

The School District shall also provide the following benefits to each administrator:

- A. Three (3) personal leave days per year (may accumulate to a maximum of 6 days.)
- B. Ten (10) sick days per year. Payment for unused sick days accumulated at the time of death or retirement at a rate of compensation equivalent to a collective bargaining agreement.
- C. Life Insurance with a face value of \$25,000 payable by the district until retirement or resignation.
- D. 20 non-accumulating vacation days per year. Unused vacation days will not be financially compensated for at the time of resignation, retirement, or termination of employment

VII. REAPPOINTMENT AND TERMINATION.

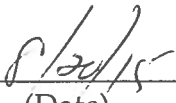
The Board and Administrator hereby agree that the following provisions shall be applicable for the term of this Agreement, or any extension or renewal of this Agreement:

a). Notwithstanding the term of this Agreement, the Administrator retains the right to voluntarily resign or retire. However, before doing so, the Administrator shall give the Employer not less than ninety (90) days prior written notice unless such notice is waived by both parties hereto. Failure to give such notice will result in the forfeiture of any severance payments and benefits that ordinarily would be paid to the Administrator. Absent extraordinary circumstances and/or by mutual agreement of both parties, such resignation or retirement would become effective only on June 30th of any year of the term hereof.

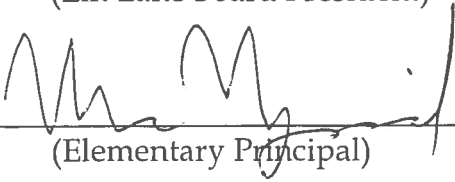
The following signatures indicate approval of the above compensation plan:



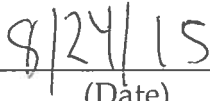
(Elk Lake Board President)



(Date)



(Elementary Principal)



(Date)

KFC - 6/26/14 - Compensation Plan (Revised 8/20/15)

CC: J. Rogers, L. Evans

