

**Act 93 Agreement for 2015 -2018  
Administrator Compensation Plan**

**Addendum to  
Policy No. 2200**

The Board of Directors of Greencastle-Antrim School District adopts the following Administrator Compensation Plan pursuant to the “Public School Code of 1949”, as amended, Section 1164 and Board Policy 2200—“Administrator’s Compensation Schedule.” The Board recognizes the importance of maintaining an effective management team to strengthen the administration and educational program of the District, and to establish and improve communication, decision-making, conflict resolution, and other relationships among the members of the team.

**A. TERM OF COMPENSATION PLAN**

This plan is effective July 1, 2015 and shall continue until June 30, 2018.

**B. DEFINITION**

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

--Director of Special Education (235 days)

--High School Principal (235 days)

--High School Assistant Principal (235 days)

--High School Assistant Principal (235 days)

--Middle School Principal (235 days)

--Middle School Assistant Principal (235 days)

--Elementary Building Principal (235 days)

--Elementary Assistant Principal (235 days)

--Primary Building Principal (235 days)

--Primary Assistant Principal (235 days)

**C. COMPENSATION PLAN**

Salaries and related compensation for Professional Administrators have been determined following “meet and discuss” between a committee of the School Board and representative administrators.

**D. SALARY AND OTHER COMPENSATION**

Please see the attached chart for the pay scale for the year 2015-2018. Health, vision and dental insurance will be provided equal to or better than the current GASD teacher contract.

**E. FRINGE BENEFITS**

The district shall provide the following benefits to each Professional Administrator:

1. 12 annual sick days with unlimited accumulation. Upon retirement from the district, the administrator will receive payment for 50% of his/her accumulated sick leave (up to 100 days) at a rate of \$60.00 per day. The payment shall be deposited into an existing 403(b) Tax Sheltered Annuity (TSA) account. If the Administrator does not have an existing 403 (b) TSA account, they shall open a District approved 403 (b) TSA account within thirty days upon leaving employment in order for this payment to be deposited. If a District approved 403 (b) TSA account is not opened within thirty days upon leaving employment, the payout is forfeited.

2. Life insurance coverage of \$100,000 or equal to the current year's salary rounded up to the next nearest thousand, if higher, will be provided by the District. Option to purchase additional life insurance with a death benefit amount above what you receive from the district up to maximum of \$125,000.
3. Two local, regional or state and one national professional association membership.
4. Professional Administrators shall be permitted to attend, with superintendent approval, one PA state administrative leadership conference every other year and one national administrative leadership conference every three years. Registration fees, travel and accommodation costs prepaid by the district not to exceed an amount of \$500.00 for state conferences and an amount of \$1,000.00 for national conferences.
5. Professional Administrators shall be permitted to enroll in a Doctoral program. This program shall be preapproved by the Superintendent Actual credit cost shall be prepaid by the District not to exceed an annual amount of IRS guidelines (currently \$5,250). The Administrator, upon acceptance of payment, agrees to remain with the District for a period of time, in years, that equals the received payment but does not exceed three years. Should the Administrator choose to leave the District a re-payment schedule may be imposed as follows:
  - leave in the first year after receiving payment -- repay all monies not to exceed three years of payment.
  - leave in the second year after receiving payment -- repay all monies not to exceed two years of payment.
  - leave in the third year after receiving payment -- repay all monies not to exceed one year of payment.
6. A group disability policy for all professional administrators.