

ADMINISTRATOR'S COMPENSATION PLAN

ARTICLE I TERMS OF COMPENSATION PLAN

This plan is effective **July 1, 2015** and shall continue until **June 30, 2017**. This plan was adopted following meetings and discussions with HASD administrators pursuant to Act 93 of 1984.

ARTICLE II DEFINITIONS

A – “Administrator” shall mean any employee of the school entity below the rank of district superintendent, executive director or assistant district superintendent but including the rank of first level supervisor who by virtue of assigned duties is not in a bargaining unit of public employees as created under the act of July 23, 1970 (P.L. 563, No. 195), known as the “Public Employee Relations Act”. However, this definition shall not apply to anyone who has the duties and responsibilities of the position of business manager, assistant business manager, personnel director, payroll supervisor and newly hired school psychologists.

B – The term “school year” shall mean July 1, through June 30 for each year of the plan.

C – The term “10 month administrator” means Coordinator of Alternative Education and Coordinator of the Hazleton Area Virtual Academy.

The term “12 month administrator” means Directors, Assistant Directors, Supervisors, Coordinators, Principals and Assistant Principals.

D – The term “base salary” means the salary for a given year which an Administrator would be entitled as a teacher considering his/her qualifications, years of service and degree including number of credits beyond Master’s degree as per present agreement between the Board and the Hazleton Area Education Association.

ARTICLE III COMPENSATION PLAN

A – The salary of administrators will be established according to the following:

Base salary as defined in Article II, Section D plus the differential for the administrative position as follows:

Differentials:

<u>School Building Positions</u>	<u>Principal 12 Month</u>	<u>Assistant Principal 12 Month</u>
HAHS	\$27,000	\$18,000
HACC	\$27,000	\$18,000
Hazleton Area Academy of Sciences (also extension of HAHS)		\$19,000
Elementary/ Middle School	\$23,000	\$14,000

District-Wide Positions

Director (12 month)	\$34,000
Assistant Director (12 month)	\$23,000
Supervisor (12 month)	\$20,000
Coordinator (12 month)	\$17,000

Differentials will be phased in over two years. Anyone receiving a higher differential at the time of signing of this agreement will maintain that differential throughout the agreement. Anyone transferred voluntarily or involuntarily to a position after the signing of this agreement with a lower differential will receive the lower differential.

The School Board has the exclusive right to fix the base salary of newly hired administrators based on years of experience in the public school system.

ARTICLE IV FRINGE BENEFITS

A – The School Board will pay for membership dues for each administrator in one professional organization not to exceed \$300.00.

B – Vacation Days

For Each School Year:

12 month administrators will receive 25 vacation days
10 month administrators will work 25 days beyond the school year and
receive 5 vacation days

Twelve (12) month employees will receive an additional vacation day for every five (5) years of service as an administrator in the district, up to five (5) days. At the option of the administrator, unused vacation days may be converted to sick days. No vacation days may be taken the week before school and the last week of school, unless approved by the Superintendent of Schools.

C – Sick Days

Each administrator shall receive eleven (11) sick days for each year of the contract three (3) personal days. Personal days not used will be added to sick days or purchased as per the present agreement between the School Board and the Hazleton Area Education Association.

D – Credit Reimbursement

Administrators covered by this compensation plan will receive the same credit reimbursement as provided for in the current agreement between the Hazleton Area School District and the Hazleton Area Education Association.

E – Severance Pay

Administrators covered by this compensation plan will receive the same severance pay as provided for in the current agreement between the Hazleton Area School District and the Hazleton Area Education Association.

F – Attendance at Conferences and Conventions

Each school year on a rotating basis, one principal (Secondary, Middle or Elementary) shall be allowed to attend a National Convention at the expense of the school district. Each year based on seniority and on a rotating basis,

assistant principals at the secondary level shall be allowed to attend conferences at the expense of the school district.

Permission to attend conferences will be at the discretion of the school board.

G – Life Restructuring Incentive

The District will provide a Life Restructuring to administrators who qualify as follows:

- a. Requirements – Those members who wish to avail themselves of the Life Restructuring Incentive must meet the following requirement:
 1. Minimum of fifty-five (55) years of age or thirty (30) years of service.
 2. Minimum of fifteen (15) years of service or by the transfer of entity in the Hazleton Area School District (years need not be consecutive).
- b. The benefit will be available:

This incentive will be available beginning in the 2012-2013 school year and will expire on June 30, 2016.

- c. A letter of resignation must be submitted prior to February 15th and will be effective at the conclusion of that same school year. The Superintendent may waive the deadline requirements at his/her discretion after discussions with the Hazleton Area Administrators and Supervisors Association.
- d. This amount will be transferred to a tax deferred 403 B Special Pay Plan upon retirement. If death occurs during the administrator's term of service, this amount will be paid to the dependents.

Payment is based on the number of unused sick days at retirement as follows:

Employees who have accumulated between 1 and 99 sick days at the end of the school year in which he/she retires shall be paid \$100 per day.

Employees who have accumulated a minimum of 100-124 sick days at the end of the school year in which he/she retires shall be paid \$25,000.

Employees who have accumulated a minimum of 125-149 sick days at the end of the school year in which he/she retires shall be paid \$27,500.

Employees who have accumulated a minimum of 150-174 sick days at the end of the school year in which he/she retires shall be paid \$30,000.

Employees who have accumulated a minimum of 175-199 sick days at the end of the school year in which he/she retires shall be paid \$32,500.

Employees who have accumulated a minimum of 200-224 sick days at the end of the school year in which he/she retires shall be paid \$35,000.

Employees who have accumulated a minimum of 225-249 sick days at the end of the school year in which he/she retires shall be paid \$40,000.

Employees who have accumulated a minimum of 250-274 sick days at the end of the school year in which he/she retires shall be paid \$45,000.

Employees who have accumulated a minimum of 275-299 sick days at the end of the school year in which he/she retires shall be paid \$50,000.

Employees who have accumulated a minimum of 300+ sick days at the end of the school year in which he/she retires shall be paid \$55,000.

Life Restructuring payments under this section along with the severance payments will be made in combined maximum annual installments of twenty thousand dollars (\$20,000). Payments must conclude after five (5) years. Employees retiring under the age of fifty five (55) cannot participate in this installment plan and will be paid by district check.

H – Retirees will be entitled to purchase employee’s current medical coverage as per PS 5-511.

I – Administrators covered by this agreement will observe the following holidays:

1. New Year’s Day
2. Martin Luther King’s Birthday
3. President’s Day
4. Good Friday
5. Easter Monday
6. Memorial Day
7. Independence Day
8. Labor Day
9. Columbus Day
10. Veteran’s Day
11. Thanksgiving Day
12. Friday after Thanksgiving
13. Monday after Thanksgiving
14. The day before Christmas
15. Christmas Day
16. The day after Christmas

J – Other Benefits

In addition to the fringe benefits listed in A to I the Board shall provide fringe benefits, meaning the identical insurances and other benefits, to each Administrator as it provides to its teachers and other professional employees under the terms of the present agreement between the Board and the Hazleton Area Educational Association. It is understood that the benefits shall be provided to the Administrators until the expiration of this plan. Should benefits under any successor teacher’s agreement be increased or decreased, the Administrators shall be entitled to or suffer, as the case may be, any increase or decrease in said fringe benefits.

ARTICLE V – OTHER POLICIES

It is agreed that the Association and the Board will meet and discuss on all matters pertaining to the expression or communication of grievances, complaints, opinions or other matters related to the conditions of employment of the Administrators. The parties further agree that this written compensation plan is entered into following compliance with the provisions of Act 93 of 1984 and a good faith meet and discuss procedure.

IN WITNESS WHEREOF, the parties have caused and authorized officers to add their hands and seals this 19th day of October, 2015.

HAZLETON AREA ADMINISTRATORS
& SUPERVISORS ASSOCIATION

HAZLETON AREA SCHOOL
DISTRICT

BY Joy J. Bonetto

BY Jane Ch

BY [Signature]

BY [Signature]

BY Craig J. [Signature]