

KISKI AREA SCHOOL DISTRICT  
PLAN OF COMPENSATION – ACT 93 PERSONNEL

**Term of Compensation Plan**

This plan is effective July 1, 2014 through June 30, 2017.

**Act 93 Personnel**

Administrative personnel (Act 93) for the purposes of this plan shall include the following positions:

- Director of Student Support Services
- Director of Literacy and Federal Programs
- High School Principal
- Intermediate School Principal
- Elementary School Principal
- Director of Technology Services & Instruction
- Assistant High School Principal
- Assistant Intermediate School Principal
- Assistant High School Principal – 10 Months
- Supervisor of Technology Support – 10 Months
- Supervisor of Psychological Services – 10 Months
- Athletic Director
- Food Services Director
- Maintenance Supervisor

The work year shall consist of 260 days for twelve (12) month Act 93 personnel.

The work year shall consist of 208 days for ten (10) month Act 93 personnel.

**Holidays**

Act 93 personnel who work twelve months shall be entitled to 15 holidays as listed below:

- New Year's Day
- Martin Luther King Day – Floating Holiday\*
- Presidents Day – Floating Holiday\*
- Good Friday
- Spring Break Day 1 – Easter Monday
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving Day
- Day after Thanksgiving
- Monday after Thanksgiving
- Christmas Eve
- Christmas Day
- Day after Christmas
- New Year's Eve

\*Floating holidays only apply when school is not in session except with special permission from the Superintendent. If the holiday falls on a weekend, administrators may take the holiday on the preceding or following week on a non-instructional day with the Superintendent's approval.

### Vacation

All twelve month Act 93 personnel shall be entitled to twenty (20) days of vacation. Employees leaving the District after July 1<sup>st</sup> but prior to June 30<sup>th</sup> shall receive a prorated share of vacation for that year. Upon approval of the Superintendent, up to five (5) unused vacation days may be carried over to the next school year. Annual vacation shall be limited to 25 days in total.

### Sick Leave

All twelve month Act 93 personnel shall be entitled to 13 sick days per year. All ten month Act 93 personnel shall be entitled to 10 sick days per year.

### Personal Leave

All twelve month Act 93 personnel shall be entitled to 4 personal days per year. All ten month Act 93 personnel shall be entitled to 3 personal days per year.

### Insurance Benefits

#### Health Care

Act 93 personnel shall receive PPO Plan A or equivalent as provided by the Westmoreland County Public School Healthcare Consortium. Act 93 personnel shall contribute a percentage of the annual cost of PPO Plan A as follows:

2014-2015  
8%

2015-2016  
8%

2016-2017  
8%

Premium share contributions will be deducted bi-monthly on a pre-tax basis through a Section 125 plan as established by the District. In the event the District receives any healthcare premium reimbursements or rebates from the Westmoreland County Public School Healthcare Consortium, the reimbursement or rebate amount will be used to offset the District's healthcare expense only and Act 93 members will be responsible for their established monthly premium contribution.

Act 93 members shall have the option of enrolling in PPO Plan E by making the appropriate monthly contribution as established above plus paying the difference between the premium cost of PPO Plan A and PPO Plan E.

#### Health Insurance Opt-Out

Act 93 personnel who have health insurance coverage available outside of the District and are not enrolled in a policy under the District plan will receive an annual payment of \$2,400. This payment does not apply to husband and wife couples both working within the District. This payment does not become part of the administrator's permanent salary and is covered under the District's Section 125 plan. To exercise this option, the Administrator must make written application to the Superintendent by June 1<sup>st</sup> of each year or upon another qualifying event. In the event the District offers an enhanced health insurance opt-out benefit to a District bargaining unit prior to the conclusion of this contract, Act 93 personnel shall be entitled to the enhanced benefit with the above noted restrictions still in effect.

#### Life Insurance

Act 93 personnel are provided a \$100,000 term life insurance policy as provided by the District's chosen carrier.

Act 93 personnel shall be allowed to purchase additional life insurance up to an amount equal to his/her salary at the administrator's expense contingent upon the approval of the insurance carrier.

Vision Insurance

Act 93 personnel shall receive vision care insurance as provided by the PSEA Health and Welfare Vision Plan or equivalent.

Dental Insurance

The District shall provide Act 93 personnel dental insurance coverage in the amount of an annual maximum of \$1,000 per enrolled full-time active employee or dependent. Orthodontic treatments will be provided at a maximum of \$1,000 per course of treatment. Act 93 personnel with coverage other than individual coverage shall pay \$4 per month toward the cost of the coverage.

Disability Insurance

In the event that the School District subsequently provides group disability income insurance for other School District personnel, Act 93 personnel shall also be provided the same coverage.

Other Benefits

Professional Memberships

The District will pay the annual membership fee for two (2) professional organizations subject to the approval of the Superintendent.

Graduate Credit Reimbursement

The District will reimburse Act 93 personnel for graduate credits up to a maximum of \$7,500 per year with the following conditions:

- 1) The course (s) must be pre-approved by the Superintendent
- 2) A grade of "B" or higher must be earned
- 3) The credits must be in the field related to education administration, additional administration certification, a higher degree in education administration or related job responsibilities.
- 4) Reimbursement requests for completed courses must be submitted no later than June 30<sup>th</sup>.

Administrative personnel will reimburse the District for credit reimbursements received per the following schedule if the administrator voluntarily:

Leaves the District within two years after receipt of payment for credits	100%
Leaves the District within three years after receipt of payment for credits	80%
Leaves the District within four years after receipt of payment for credits	60%

Personal Use of Cell Phone

For Act 93 personnel who are not provided a District-owned cell phone, the District will reimburse at the rate of \$30 per month for the personal use of a cell phone. This amount shall be paid annually at the end of the fiscal year (June) and subject to all applicable taxes.

**Longevity Payment**

Act 93 administrators who have served in an administrative position for a period of five consecutive years and who have received a satisfactory annual rating for each term of administrative service, will receive a one-time longevity payment in for the form of a deposit to a district approved 403(b) plan as follows:

- After five (5) years of administrative service, \$500
- After ten (10) years of administrative service, \$1,000
- After fifteen (15) years of administrative service, \$1,500
- After twenty (20) years of administrative service, \$2,000
- After twenty five (25) years of administrative service, \$2,500
- After thirty (30) years of administrative service, \$3,000

Eligibility for the one-time longevity payment begins July 1, 2014.

**Retirement Benefits**

To be eligible for retirement benefits, Act 93 personnel must have at least fifteen (15) years of service with the School District or otherwise qualify for normal PSERS retirement.

Upon retirement, Act 93 personnel shall be provided the existing level of coverage for PPO Plan A or equivalent. The District will pay the rate in effect the final year of employment toward individual health coverage minus the PSERS reimbursement plus fifty percent (50%) of the difference between the cost for individual coverage and dependent care coverage if applicable. The Act 93 employee will continue to pay the monthly premium share in effect at the time of retirement. The coverage will be offered for up to eight (8) years or until eligible for Medicare or another state or employer provided insurance plan.

If the administrator is enrolled in PPO Plan E at the time of retirement, he/she shall have the option to continue to purchase PPO Plan E by paying the entire difference in premium costs in addition to the contributions noted above.

Upon retirement, Act 93 personnel will be eligible for sick day reimbursement in the amount of \$60 per day for each unused sick day up to a maximum of 260 days. If Act 93 personnel are subsequently covered under a group disability income insurance plan, the amount of unused sick day reimbursement will be \$60 per day for each accumulated sick day up to a maximum of 100 days.

An additional payment in the amount of \$20 for each unused sick day will be paid to any Act 93 administrator who is absent eight or less total days during each of his/her final two years of employment. Such absences include "sick" and "personal" days only. Vacation time is not considered under this provision and does not apply to this eight day limit.

Unused sick days will be paid into a 403(b) plan chosen by each Act 93 administrator within the District's approved plan of providers.

**Salary Compensation**

Salaries will be paid in accordance with the attached schedule.

Building Administrators who are hired during the term of this agreement shall be hired according to the follow schedule:

Experience Factor 0 < 2 years	87% of Act 93 salary for applicable position and school year of hire
Experience Factor 2 < 3 years	89% of Act 93 salary for applicable position and school year of hire
Experience Factor 3 < 4 years	91% of Act 93 salary for applicable position and school year of hire
Experience Factor 4 < 5 years	93% of Act 93 salary for applicable position and school year of hire
Experience Factor 5 < 6 years	95% of Act 93 salary for applicable position and school year of hire

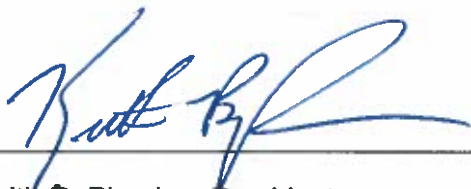
All Act 93 building administration personnel hired on this schedule will receive the applicable percentage raise as set in this Act 93 agreement for every year after the initial year of hire. With recommendations from the Superintendent, salaries will be reviewed for equity periodically and all adjustments shall be made at the discretion of the Board of School Directors.

The above referenced schedule will serve only as a guide for the hiring of all other Act 93 administrators (non-Building personnel). The District reserves the right to adjust the starting salary for all non-building personnel based on the financial conditions of the District and overall employment conditions in the area.

**Unsatisfactory Rating**

Act 93 personnel who receive an unsatisfactory rating will not receive a salary increase for that year.

This Plan of Compensation for Act 93 Personnel has been approved by the Kiski Area School District on the 18<sup>th</sup> of August, 2014.



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Keith B. Blayden, President  
Kiski Area School District

ACT 93 PERSONNEL - SALARY SCHEDULE

7/1/14 - 6/30/17

<u>POSITION</u>	<u>2014-15</u> <u>SALARY</u>	<u>2015-16</u> <u>SALARY</u>	<u>2016-17</u> <u>SALARY</u>
Supervisor of Psychological Services	\$69,300	\$70,860	\$72,455
Food Service Director	\$84,820	\$86,730	\$88,685
Athletic Director	\$84,330	\$86,230	\$88,175
Maintenance Director	\$86,480	\$88,430	\$90,420
Assistant Intermediate School Principal	\$93,527	\$95,635	\$97,790
Assistant High School Principal - 10 Months	\$90,050	\$92,080	\$94,155
Assistant High School Principal	\$95,556	\$97,710	\$99,910
K-4 Elementary School Principal	\$109,185	\$111,645	\$114,160
Upper Elementary School Principal	\$109,185	\$111,645	\$114,160
Intermediate School Principal	\$109,500	\$111,965	\$114,485
High School Principal	\$113,000	\$115,545	\$118,145
Assistant Technology Director**	\$66,491	\$69,085	\$72,055
Technology Director	\$97,375	\$99,570	\$101,810
Director of Literacy and Federal Programs	\$109,500	\$111,965	\$114,485
Student Support Services Director	\$110,985	\$113,485	\$116,040
**2014-15 SALARY INCLUDES A ONE TIME EQUITY			
ADJUSTMENT OF \$4,450 DUE TO AN EXTENDED			
WORK YEAR SCHEDULE TO 208 DAYS**			