

**NEW BRIGHTON AREA SCHOOL DISTRICT
ADMINISTRATIVE COMPENSATION AGREEMENT**

This agreement is entered into July 1, 2013, by and between the New Brighton Area School District and the Administrative staff to include the following positions for the purpose of this agreement: Principals, Assistant Principal, and Administrator for Instructional Technology and Online Learning all of whom hold PDE Certification in their respective areas. Any additional member(s) to this group must hold PDE Certification and be recommended by the Superintendent of Schools to the Board of Directors.

I. This agreement shall be effective as of July 1, 2013 and shall continue through June 30, 2018 (five school years).

II. Salaries:

INDIVIDUAL	2013-14	2014-15	2015-16	2016-17	2017-18
Gabriel Engel	88,000 Prorated	90,500	93,000	95,500	98,000
Edward Kasparek	98,933	101,433	103,933	106,433	108,933
Julian Underwood	79,415	81,915	84,415	86,915	89,415
Robert Budacki, Jr	75,659	78,159	80,659	83,159	85,659
Jason Hall	81,723	84,223	86,723	89,223	91,723
Rob Lee	66,643	69,143	71,643	74,143	76,643

During the life of this contract Administrative Employees will receive an increase of two thousand five hundred dollars (\$2,500) a year on July 1 of each year, unless otherwise noted within the salary schedule. Additional increases will be determined on an individual basis as recommended by the Superintendent to the Personnel Committee for approval by the Board of School Directors.

III. Terms of Agreement

A. Health Insurance – Administrative employees shall be covered under the PPO Blue Qualified High Deductible Health Plan as available through the

Beaver Valley Intermediate Unit Health Care Consortium. Each member will contribute to the plan as outlined in the current regulations governed by the Internal Revenue Service (IRS). The District will contribute two thousand five hundred dollars (\$2,500) to the Health Savings Account of each member on July 1, 2013. Thereafter, all contributions to the Health Savings Account of each member will be at his/her expense.

- B. Sick Leave - Ten (10) days per year. Each member shall be entitled to convert two (2) sick days as needed per year to two (2) personal days due to family illnesses. Family for this purpose is defined as those living in the same house, children, mother or father.
- C. Personal Leave - Three (3) Personal Days per year which may be carried over year to year with a maximum accumulation of six (6).
- D. Vacation - Administrative employees shall be allotted twenty (20) vacation days per year. Employees resigning during the fiscal year (July 1 to June 30) will receive a pro-rata vacation payment at the time of termination. Pro-rata will be computed on a two hundred sixty (260)-day work year. Employees shall be entitled to accumulate and carry over or receive payment for up to five (5) vacation days per year. Employees will not be allowed to accumulate more than twenty-five (25) vacation days in any one contract year. Employees may elect compensation at the amount of one hundred twenty-five dollars (\$125) per day provided to the employee in the last payroll cycle of the year. The sum of carry over days and paid days may be used in a combination, but shall not exceed a total of five (5) days in any year.

- E. Liability Insurance - Administrative employees shall be provided liability insurance coverage under the District School Leaders Errors and Omissions Policy. The current limit of liability is one million dollars (\$1,000,000) inclusive of defense costs, charges and expenses.
- F. Life insurance in the amount of three (3) times the Administrator's salary will be provided to each Administrator.
- G. Work Year shall be two hundred sixty (260) days and shall include all Administrative personnel.
- H. Professional Memberships - Annual paid membership to one state and one national professional organization. The Superintendent shall approve the payment.
- I. Tuition Reimbursement - Reimbursement at an annual rate not to exceed ten thousand dollars (\$10,000) annually. In consideration thereof, the Administrator will agree to remain employed with the New Brighton Area School District for no less than three years from the completion of the last class taken. Should the administrator leave the district in less than the aforementioned three years (excluding retirement) the credit reimbursement will be repaid as follows: If it is less than one (1) year from the conclusion date of the class, it shall be repaid in full (100%); more than one year but less than two years shall be repaid at sixty-six percent (66%); and if more than two years but less than three years shall be repaid at thirty-three percent (33%). The repayment is due to the New Brighton Area School District within thirty (30) days of separation. All classes will be pre-approved by the Superintendent. Application for reimbursement,

which will include an official transcript showing at least a “B” or “P” for a Pass/Fail course, will be submitted to the Superintendent within three (3) months following the completion of each course. An official transcript from the office of the registrar must also be on file in the Superintendent’s Office.

- J. The Act 93 shall be eligible for fringe benefits bargained with the New Brighton Education Association (NBEA) which are not covered, or are in excess, of what is offered this agreement, excluding health care.

IV. Retirement

- A: Longevity Payment: All Administrative personnel with fifteen (15) years or more of service with the New Brighton Area School District who intend to retire shall file notice thereof with the Superintendent by March 1st of that school year in order to receive upon retirement a sum determined at the rate of two hundred fifty dollars (\$250) for each year of service with the District. Employees notifying the Superintendent after March 1st of that school year shall upon retirement be paid a sum determined at the rate of eighty-five dollars (\$85) for each year of service with the District.
- B. Sick Day Payment: Employees notifying the Superintendent of retirement before March 1st will be paid a sum of hundred twenty-five dollars (\$125) per unused sick day; after March 1st the rate decreases to eighty five dollars (\$85) per unused sick day.

V. Act 93 Positions

This Agreement shall cover and be applicable to only those employees meeting the definition of “school administrator” as set forth in Act 93 (24 P.S. § 11-1164)

In the event an employee no longer qualifies for coverage under this Agreement, the District shall prepare an appropriate contract.

VI. Travel and mileage expenses for seminars/conferences shall be approved by the Superintendent.

A. Each Administrator shall be permitted to attend at least one (1) state conference per year, as approved by the Superintendent and Board.

B. Each Administrator shall be permitted to attend one (1) national conference every two (2) years, as approved, by the Superintendent and Board.

V. Holidays

Easter – Teacher Scheduled Days Off

Memorial Day

Fourth of July

Veterans Day

Thanksgiving - Teacher Scheduled Days Off

Christmas - Teacher Scheduled Days Off

New Year's Day

Labor Day

Edward Kasperek, Jr.

Date

Robert Budacki, Jr.

Date

Jason Hall

Date

Julian Underwood

Date

Robert Lee

Date

David C. Pietro, Superintendent

Date

Mitchell Yanyanin, Board President

Date

Linda M. Emert, Board Secretary

Date