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NORTHERN CAMBRIA SCHOOL DISTRICT
Northern Cambria, Pennsylvania 15714

ADMINISTRATIVE COMPENSATION PLAN
July 1, 2012

The Northern Cambria School District adopts the following Administrative Compensation Plan pursuant to the Public School Code of 1949 as amended Section 1164. The Northern Cambria School District recognizes the importance of maintaining an effective management team to strengthen the educational program of the district, and to establish and improve communications, decision-making, conflict resolution, and other relationships among the Administrators.

I. Term of Agreement:

The term of this Agreement shall begin on July 1, 2012 and shall continue in full force and effect until June 30, 2016 or until such later date as the two parties may herein after agree. Any extended date shall be evidence by an amendment to this Agreement.

II. Waivers:

The parties agree that no additional negotiations on this Agreement will be conducted on any item, whether contained herein or not, during the life of this Agreement unless agreed to mutually in writing.

All conditions of employment shall be maintained at not less than the highest minimum standards in effect at the time of this Agreement, provided that such conditions shall be improved for the benefit of Administrators as required by the express provision of this Agreement.

III. Definition:

The term "Administrator" shall include the following positions for the purpose of this plan.

- a. High School Principal/Director of Special Education (230 days)
- b. Elementary/Middle School Principal (204 days)
- c. School Psychologist (204 days)
- d. Federal Programs/Curriculum Director (204 days)
- e. Director of Technology (230 days)

The term "Employer" shall refer to the Northern Cambria School Board.

IV. Work Year

As listed beside the employee's title above

V. Compensation Plan

Effective July 1, 2012, with retroactive pay a \$2500 increase with subsequent year increases to be \$2500 per year for each administrator listed below.

- a. High School Principal/Director of Special Education
- b. Elementary/Middle School Principal
- c. Federal Programs/Curriculum Director
- d. School Psychologist
- e. Director of Technology

VI. Fringe Benefits

- A. The Administrators' Compensation Plan shall contain all benefits afforded in the teachers' contract and not written or otherwise specified in this plan.
- B. An Administrator who is required to participate in a formal grievance hearing shall suffer no loss of salary.
- C. In addition to the Administrator's salary, the Employer agrees to pay the registration fee and such reasonable expenses (mileage, food, lodging, etc.) incurred by an Administrator who attends a seminar or workshop as approved by the Employer.
- D. **Healthcare.** Effective July 1, 2013, the Employer and the Administrator shall jointly contribute toward the total cost of the hospitalization plan for any Administrator. As of this date, any/all Administrators shall contribute payment constituting a co-premium share in an amount equal to 3% of the current cost of the administrators' particular healthcare coverage (e.g., individual, family, etc.).
- E. Leave of Administrators:
 1. Vacation: A maximum of twenty-two (22) days (one month) accumulated to forty-four (44) days.
 2. Sick Leave: Ten (10) days per year with accumulation in accordance with the School Code.
 3. Personal Leave: The Administrators shall be entitled to three (3) days of absence during the fiscal year without loss of pay for personal reasons. Personal leave shall accumulate to a total of six (6) days. Unused days over the six (6) shall automatically be transferred to the Administrator's sick leave at the conclusion of the fiscal year.
- F. The Employer shall pay the dues for membership in four (4) professional organizations for each administrator. The selection of the organizations shall be at the discretion of the Superintendent.

- G. Holidays: The Employer grants, as approved holiday leave, the same days off as the teachers are off during the school year, summer excluded. Memorial Day, Fourth of July, Labor Day shall be considered paid holidays during the summer months.
- H. The Administrators shall be permitted to attend professional meetings at the local, state, and national levels at the expense of the employer. Professional meetings at the state level shall be limited to two (2) per year, and at the national level, one (1) per year.
- I. The Administrators shall be granted tuition reimbursement at the rate of eighty- five (85) percent for all courses required to be taken to earn his/her degree or certification in Education and/or Administration. Computer and/or computer related courses shall also be reimbursable. Payment shall be made upon submission of the course enrollment form from the college or university. Non-completion, withdraw or failure of any course shall result in repayment to the Board of the tuition so paid.
- J. The Board shall provide \$50,000 face amount of group term life insurance including accidental death and dismemberment from a company selected by the District, 100% of the premium cost thereof to be paid by the Board for each contract year.
- K. When required to travel by personal vehicle in the performance of District business, the employee shall be reimbursed at the Internal Revenue Service rate in effect at the time of travel, plus toll and parking fees. There shall be no reimbursement for travel between home and work.

VI. Miscellaneous.

- A. **Substance Abuse.** Effective July 1, 2013, the Administrators shall be subject to the Drug and Alcohol Policy and Program including, but not limited to, the implementation of drug testing on the basis of reasonable suspicion and in post-accident instances.

VIII. Retirement Benefits:

- A. **The Employer and the Administrator shall contribute toward the cost of individual healthcare coverage for any Administrator who qualifies for normal retirement, as further specified in the Northern Cambria teacher's contract.**

Said healthcare plan shall be provided until the Administrator is eligible for other hospitalization or for a period of seven (7) years from the administrator's effective date of retirement or until eligibility for other healthcare coverage, whichever occurs first.

The terms of the Employer's and Administrator's contributions to said plan shall be as follows:

- 1) The Employer shall contribute an amount equal to the total cost of the healthcare plan remaining after application of the Administrator's co-premium share and any PSERS premium assistance remitted to the District by the Administrator.
 - 2) The Administrator shall contribute payment constituting a co-premium share in an amount equal to 3% of the current cost of the administrator's individual healthcare coverage.
 - 3) The Administrator shall likewise remit any premium assistance offered by PSERS directly to the District.
- B. The Employer will reimburse any eligible retiring administrator for unused accumulated sick days at the rate of one hundred fifty dollars (\$150.) per day. The One Hundred Fifty dollars (\$150.) per day payment for unused sick leave and personal days shall be paid directly into a 403(b) account.
- C. An Administrator qualifying for normal retirement and retiring prior to July 1, 2013 may obtain healthcare coverage for spouse if he/she relinquishes twenty-five (25) of his/her accumulated sick leave days for each year of coverage so requested.

The Employer and Administrator shall jointly contribute to the cost of said coverage in the same manner provided in Section A above, with the Administrator contributing an amount equal to 3% of the cost of the individual and spousal coverage.

This provision C shall no longer be available effective July 1, 2013.

- D. In addition to A, B, & C above, the Employer will make a payment of Ten Thousand Dollars (\$10,000) within thirty days (30) following retirement and retiring by June 30 provided the Administrator notifies the Employer in writing of their intent to permanently retire under the terms of PSERS.
- E. In order to qualify, the administrator must submit a written resignation/notification letter on or before January 1 of the effective year of retirement.

2/6/13
Date

Thomas J. Rocco
Thomas J. Rocco, Elementary/Middle School Principal

1/29/2013
Date

Joy J. Abbott
Joy Abbott, High School Principal/Special Education Director

1/29/2013
Date

Marilyn A. Wargo
Marilyn A. Wargo, Federal Programs/Curriculum Director

1-29-13
Date

Kelley E. Goss
Kelley E. Goss, School Psychologist

01/29/13

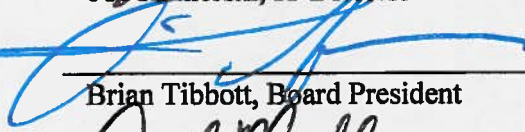
Date



Joe Homerski, IT Director

1/29/13

Date



Brian Tibbott, Board President

1/29/13

Date



April Miller, Board Secretary