

Northern York County School
District

Administrative Compensation Plan

2015-2018

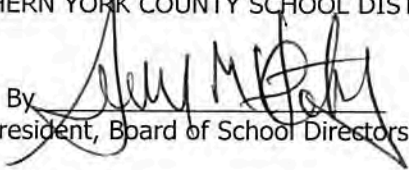


Final Plan approved by the Board of School Directors on June 18, 2015

Effective July 1, 2015

Adopted this 23rd day of June, 2015

BOARD OF SCHOOL DIRECTORS
NORTHERN YORK COUNTY SCHOOL DISTRICT

By 
President, Board of School Directors

Administrative Compensation Plan
2015-2018

I. Leadership Team

- A. Purpose - The Northern York County Board of School Directors recognizes the importance of maintaining an effective Leadership Team to strengthen the administration and educational programs of the District, and to establish and improve communications, decision-making, conflict resolution, and other relationships among the members of the Team.
- B. Authority - While the Leadership Team concept places emphasis upon shared responsibility and authority, nothing in this policy is intended to limit the responsibility and authority of the Board to ultimately make decisions as prescribed by law.
- C. Definitions - For the purposes of this policy, the terms herein shall have the following definitions:
 - 1. *Leadership Team Concept*- is a means whereby educational policies and administrative procedures that define the District's programs and operations are arrived at through shared responsibility and authority.
 - 2. *Leadership Team*- is composed of the Superintendent and administrative, supervisory, and administrative support personnel who have significant responsibilities for formulating District policies or administering District programs and:
 - a. Recommend employment, transfer, suspension, discharge, layoff, recall, promotion, assignment, compensation or discipline of employees;
 - b. Direct and supervise other employees;
 - c. Evaluate employees;
 - d. Address complaints.
- D. Guidelines- The objectives of the District's Leadership Team are:
 - 1. To provide input into all policies which directly affect leadership employees in the administration of the School District by:
 - a. Assisting in the development of the educational goals and objectives

- of the District;
 - b. Applying all available knowledge to improve District services;
 - c. Providing input into the development of District and department financial plans and budgets;
 - d. Providing input into the labor relations policies and practices of the District;
 - e. Evaluating proposals made by other employees and making recommendations based on the District's response;
 - f. Providing open and frequent communication among members of the Team.
2. To provide a means of addressing the economic and welfare concerns of leadership employees including:
- a. Position description;
 - b. Evaluation
 - c. Salaries and fringe benefits
 - d. Promotion
 - e. Assignment and transfer
- E. Delegation of Responsibility - The Superintendent or his designee shall prepare administrative guidelines for the operation of the Leadership Team. Such guidelines shall provide that the:
- 1. Leadership Team meetings will include all Leadership employees;
 - 2. Leadership team shall address itself to:
 - a. Appropriate concerns identified by the Superintendent
 - b. Appropriate concerns identified by any member of the Team
 - c. Appropriate concerns mutually identified by a consensus of the members of the Team.
 - 3. Concerns of the Leadership Team will include but are not limited to:
 - a. The District budget;
 - b. The District curriculum;
 - c. Personnel management;
 - d. Welfare of management employees;
 - e. District policies
 - 4. Leadership Team will meet at least monthly and are on call for the various Committees of the School Board.

II. Wage and Salary

- A. Purpose - The Northern York County Board of Education believes that a thorough and effective school system is vital to providing the best educational program for the students of the District and the taxpaying citizens who support the public schools.

The Northern York County Board of Education strongly supports the concept that a thorough and effective school system can only exist if the day-to-day management of the schools is entrusted to dedicated and competent persons. Good leadership relies on the abilities of persons to perform the responsibilities of the positions for which they were hired.

- B. Authority – It is therefore incumbent upon the Northern York County Board of Directors to pursue a plan of compensation, based upon responsibility and performance, which will provide fair and adequate financial incentive for all leadership personnel.
- C. Delegation of Responsibility- To accomplish this commitment, the Board of Directors of the Northern York County School District directs that such a compensation plan shall be implemented. This implementation shall be the responsibility of the Superintendent or his designee.
- D. Definition - For purposes of this policy, school administrators shall be defined as any employee of the School District below the rank of Superintendent or Assistant 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 Act 195 (Public Employee Relations Act). This definition shall not apply to anyone who has the duties and responsibilities of a business manager or personnel director.

All principals shall be included under the Administrative Compensation Plan.

- E. Guidelines - The Plan shall include a description of the program for determining administrative salary increases relating to performance based upon evaluations and a list of fringe benefits to be provided to administrators. The compensation may be determined through a good faith meet and discuss procedure upon request with appropriate supervisors and administrators.
- F. Administrator Compensation Plan - The Board of School Directors of the Northern York County School District adopts the following Administrator Compensation Plan pursuant to the "Public School Code of 1949", as amended, Section 1164. The Board recognizes the importance of maintaining an effective Leadership Team to strengthen the administration and educational programs of the District, and to establish and improve communications, decision-making, conflict resolution and other relationships among the members of the Team.

- G. Term of Compensation Plan- This Plan is effective July 1, 2015 and shall continue until June 30, 2018. Thereafter there will be an annual automatic renewal of this agreement unless either party notifies the other party at least ninety (90) days in advance.
- H. Definitions - The term "Administrator" shall include the following positions for the purpose of this Plan:
1. Professional Administrative Positions:
 - a. Building Principals
 - b. Building Assistant Principals
 - c. Athletic Director
 - d. Supervisor of Special Services
 - e. Technology Coordinator
 2. Support Services Administrative Positions:
 - a. Supervisor of Buildings and Grounds
 - b. Food Service Coordinator
- I. Compensation Plan - Salaries and related compensation for professional administrators have been determined by the application of an evaluation plan to the existing salary levels for each position.
- J. Salary and Other Compensation - Salary ranges would be fixed for the term of the contract as shown in Appendix A. Any change would require the approval at the June Board Meeting by a majority vote. The recommended percentage change for raises would be equal to 60% of the CPI-U Northeast U.S.A. as published for the twelve-months ending December 31st of each year- Individual salary may not exceed the established range (after annual modifications). No position's salary shall be below the beginning range except for those individuals with a "needs improvement" or failing" rating on their annual evaluation. Individuals will have their annual salary adjusted based upon their annual evaluation. The evaluation conducted in December of each year will then be applied to the salary adjustment, which would take effect on July 1 of the following year.
- K. Fringe Benefits:
1. *Vacation* -According to Board Policy No. 337 attached hereto as "Appendix C".
 2. *Medical* - Full Hospital/Medical, Dental, and Vision as determined by the Board of Education to include dependents during the period of employment with the School District. Administrators will have the option to elect one of two medical plans as outlined in Appendix B. All current administrators

must select one of these plans prior to November 1, 2015 for the three years of this Plan. The employee can not switch plans over the course of this agreement. New employees will be given the option of either plan upon hire. Administrators will share the cost of the premium for the Hospital/ Medical insurance according to the schedule printed in Appendix B.

After 30 years in the Pennsylvania School Retirement Program and after 15 continuous years in the School District immediately prior to retirement, the Board of Education will pay 50% of the Hospital/Medical/ and Dental program for a maximum two party coverage. This payment will continue until the retiree is eligible for Medicare benefits. In case of the death of the retiree, the spouse shall receive the same benefits until such a time that Medicare becomes available to her/him.

Current retirees that are on the District Medical insurance will be grandfathered into Option B if they turn 65 over the course of this agreement. If the retiree does not turn 65 by June 30, 2018, they have the choice of Option A or B as outlined in Appendix B.

3. *Life Insurance* - Twice the amount of the individual's salary.
4. *Education* – Full-time Act 93 employees shall be eligible for tuition reimbursement in accordance with the provisions of this agreement.
 - a. Administrators must submit a plan of study that is reasonably related to their work at Northern and this plan must be submitted to the Superintendent for approval.
 - b. Reimbursement does not include travel.
 - c. Only credits earned with a “B” or better will be reimbursed. If the course is non-graded, a “pass” will be considered equivalent to a “B”.
 - d. Employees will be reimbursed 100% of the cost per graduate credit charged by the Pennsylvania State University or 100% of the actual credit cost, whichever is less.
 - e. If the administrator receives payment for credits and thereafter discontinues employment at Northern within two calendar years, the administrator will reimburse the School District as follows: 100% repayment of tuition reimbursement is required if the administrator leaves within one (1) year of coursework. and 50% repayment of tuition reimbursement is required if the administrator leaves within two (2) calendar years.
5. *Sick Leave*– One sick day will be provided for each month worked annually. Sick leave will be allowed to accumulate with no maximum. Payment for unused sick leave will be made after ten (10) complete years of service within the School District. Reimbursement will be made at the following rate:

- After 10 years, \$50 per day for a maximum amount of \$7,500 for 150 days
 - After 15 years, \$60 per day for a maximum amount of \$10,500 for 175 days
 - After 20 years, \$70 per day for a maximum amount of \$14,000 for 200 days
6. *Personal Leave* – Three (3) personal leave days per year cumulative to six (6). Unused personal leave days will be added to sick leave.
 7. *Estate Clause* - Employee's estate will receive all death/survival benefits for unused sick leave (maximum of \$7,500), personal leave and unused vacation, at the above stated rates as indicated above under item #5.
 8. *Professional Dues* - Payment for professional organization memberships in an amount not to exceed \$600 per year.
 9. *Mileage Rate* - Mileage for use of personal vehicles for school related activities to be paid at the I.R.S. rate.

L. Other Policies:

1. *Sabbatical Leave* - For all employees who qualify under the Public School Code.
2. *Bereavement* - For all employees who qualify under the Public School Code.
3. *Holidays* - Each 12 -month administrator will be entitled to fifteen holidays each year, as designated by the Superintendent. The Superintendent will determine the holidays and will notify the Leadership Team by the first of July each year.
4. *Other Benefits:* Each administrator covered by this agreement will be entitled to appropriate benefits extended to the professional staff through subsequent Collective Bargaining Agreements, unless specifically excluded.
5. *Administrative Cell Phone Allowance:* For each member of this group that does not have a school district supplied cell phone, a reimbursement of \$75 per month will be provided toward a personal cell phone that is also used for district purposes. This reimbursement will be paid twice during the year, once in December and once in June of the school year. This reimbursement is to be recorded on an employee request for reimbursement form in each of these months with the appropriate supporting documentation attached. It will be the responsibility of the individual employee to request this reimbursement and no follow up will be given by the District

III. Administrator's Evaluation System

- A. Purpose - This evaluation form is designed to provide an analysis of the Administrator's job performance.

Effective district and school leadership has an impact on developing a culture focused on our ultimate goal: student achievement. Thus, effective administrators at all levels and in all facets of the organization:

- Share a vision of academic success for all students
- Share a common understanding of the District's Strategic Plan and a common aspiration of decision-making aligned with that plan
- Create a climate hospitable to education and respect in their schools/departments
- Cultivate leadership in others
- Manage people, data, and processes to foster improvement in their schools/departments and in the District

- B. Procedure -

The immediate supervisor and the superintendent will evaluate each administrator in the Northern York County School District annually. This evaluation will result in a numerical score and rating for each administrator, which will then be used to determine the administrator's annual salary.

The evaluation of administrators in Northern York County School District will comply, when appropriate, with the state-mandated Act 82 of 2012, the Educator Effectiveness System. Any changes to the state-mandated system will result in a change to the evaluation system associated with this agreement.

Evaluation Model	Administrator Evaluated	Evaluated by (Supervisors)	Observation (goals)	Elective Data/ SLOs	Building Level Data	Correlation Data	Form Issued
<u>Model #1</u> Principal Effectiveness	Principal	<ul style="list-style-type: none"> • Superintendent • Assistant Supt. 	50%	20%	15%	15%	PDE 82-2
	Assistant Principal	<ul style="list-style-type: none"> • Superintendent • Assistant Supt. • Principal 	50%	20%	15%	15%	PDE 82-2
<u>Model #2</u> Educational Supervisor	Director of Special Services	<ul style="list-style-type: none"> • Superintendent 	80%		20%		PDE 82-3
	Director of Technology	<ul style="list-style-type: none"> • Superintendent • Assistant Supt. 	80%		20%		PDE 82-3
<u>Model #3</u> Non-Instructional Supervisor	Athletic Director	<ul style="list-style-type: none"> • Superintendent • Assistant Supt. • NHS Principal 	100%				NYCSD 93-1
	Director of Food Service	<ul style="list-style-type: none"> • Superintendent • Business Manager 	100%				NYCSD 93-2
	Director of Buildings & Grounds	<ul style="list-style-type: none"> • Superintendent • Business Manager 	100%				NYCSD 93-3

Model #1:

1. In December of each year, each administrator will present to the Cabinet a review of the data analysis conducted by a school-based team. This presentation, termed a Principal's Briefing will be the culmination of work completed throughout the year to create a building continuous improvement plan. This data will evaluate strengths, weaknesses and building goals.
2. Each administrator will meet with his/her supervisors prior to January 31 of each year to review the Framework for Leadership and identify components as the focus for the year. No more than two components per domain will be identified for focus. No less than one component per domain will be identified for focus. These components may tie directly to the results of the Principal's Briefing.
3. From the Principal's Briefing conducted in the previous December, each administrator will identify one Student Learning Objective (SLO). The SLO should be tied to Strategic Planning Goals and School Improvement Goals (as identified in the Principal's Briefing). The SLO is designed to serve several purposes:
 - To provide administrators with an opportunity to actively participate in their own evaluation
 - To increase student achievement
 - To improve educator effectiveness
 - To foster collaboration among colleagues
 - To align the work of the administrator with District and school goals.
4. Each administrator will meet with his/her supervisors by June 30 for a mid-year progress report on progress of the agreed upon Framework for Leadership components and the SLO. Administrators will present evidence collected to date towards achievement of these areas.
5. Upon receiving student performance data each fall, but prior to December 31, the administrator will meet with his/her supervisors to discuss results after the presentation of the Principal's Briefing. The administrator will present data/evidence related to the SLO and discuss outcomes, lessons learned and next steps. This meeting will result in a rating (0,1,2,or 3) as it pertains to the expectations of performance levels agreed to at the initial conference.
6. The PDE 82-2 form will be completed, accounting for the administrator's performance including observation data, SLOs, building level data, and correlation data as applicable. A final score will be calculated on the following basis:
 - 0.00 – 0.49 = Failing
 - 0.50 – 1.49 = Needs Improvement
 - 1.49 – 2.49 = Proficient
 - 2.50 – 3.00 = Distinguished

Model #2:

1. Each administrator will meet with his/her supervisors prior to January 31 of each year to:
 - a. Review the Framework for Leadership and identify components as the focus for the year. No more than two components per domain will be identified for focus. No less than one component per domain will be identified for focus.
 - b. Develop two administrative goals for the year. Goals should align to Strategic Plan goals and/or support building level goals. At least one goal shall be focused directly on student achievement.
2. Each administrator will meet with his/her supervisors by June 30 for a mid-year progress report on progress of the agreed upon Framework for Leadership components and administrative goals. Administrators will present evidence collected to date towards achievement of these areas.
3. Upon receiving student performance data each fall, but prior to December 31, the administrator will meet with his/her supervisors to discuss progress of the agreed upon Framework for Leadership components and administrative goals. The administrator will present data/evidence of progress on the components and goals. This meeting will result in a rating (0,1,2,or 3) as it pertains to the expectations of performance levels agreed to at the initial conference.
4. The PDE 82-3 form will be completed, accounting for the administrator's performance including observation data (i.e. components and goals) and building level data. A final score will be calculated on the following basis:

0.00 – 0.49 = Failing

0.50 – 1.49 = Needs Improvement

1.49 – 2.49 = Proficient

2.50 – 3.00 = Distinguished

Model #3:

1. Each administrator will meet with his/her supervisors prior to January 31 of each year to develop two administrative goals for the year. Goals may align to Strategic Plan goals and/or support building level goals. Goals may also align to other initiatives identified by the superintendent, the supervisor, or the school board.
2. Each administrator will meet with his/her supervisors by June 30 for a mid-year progress report on progress of the agreed upon administrative goals. Administrators will present evidence collected to date towards achievement of these goals.
3. By December 31, the administrator will meet with his/her supervisors to discuss progress on the administrative goals. At that time, the superintendent will administer an evaluation based upon job standards and expectations of performance. The administrator will be assessed on job standards Common to All Administrators (30 possible points); Position Specific job standards (40 points); and the two administrative goals (30 possible points).

4. The Superintendent will assign a performance rating based on the administrator's achievement of administrative goals and evaluation of job standards and performance. A final score will be calculated on the following basis:

Less than 60 points = Failing

60 to 74 points = Needs Improvement

75 to 89 points = Proficient

90 to 100 points = Distinguished

C. Appeal Procedure for Administrative Evaluation

1. Any management employee not in agreement with the overall evaluation or any section of the evaluation following the review conference with the Superintendent may request a review before the Personnel Committee of the Board, and if unresolved, with the total Board to present information concerning his or her yearly evaluation prior to final placement of the evaluation as a matter of record into the management employee's file and prior to fixing of salary for the ensuing year.
2. In the event a "Failing" rating is issued on the Administrator's overall evaluation, any ultimate action of the Superintendent and/or Board will be in accordance with the due process procedure guaranteed by the School Code.

Appendix A

Fixed Salary Range 2016-2018

	Bottom	Top
Director of Building and Grounds	62,500	82,500
Food Services Director	52,500	72,500
Information Technology	74,500	99,500
High School Principal	86,500	111,500
Assistant HS Principal	67,000	87,000
Middle School Principal	78,500	103,500
Assistant Middle School Principal	62,500	82,500
Athletic Director	74,500	99,500
Elementary Principal	74,500	99,500
Director of Special Education	78,500	103,500

Examples of how annual written evaluation will determine the administrator's salary for the next fiscal year:	
Average Evaluation Score	Multiplier
Distinguished	3.00
Proficient	2.00
Needs Improvement	1.00
Failing	0.00
EXAMPLE: Administrator "A" scores Proficient	
<ul style="list-style-type: none">• CPI-U Northeast USAL = 3.9%• Board approved percentage = 60%• The CPI "index" is thus 2.34• Thus, the salary increase is 4.68% (multiplier of 2 times the CPI "index" of 2.34)	
Any administrator who is rated 'Failing' in an Domain or Goal shall not receive higher than a 'needs improvement' for the purpose of salary adjustment.	

Appendix B

Administration Compensation Schedule
Health Insurance Premium Sharing Contribution Schedule

Health Insurance – The benefit design is attached to this contract. The PPO plan continues through December 31, 2015 and the options as outlined below begin on January 1, 2016.

Should the district benefit program be such that it would become subject to the 40% Excise Tax (or Cadillac Tax) under the Patient Protection and Affordable Care Act, the district and the Leadership Team agree to meet and discuss the benefit program and/or plan design changes to fall below the Excise Tax thresholds. In no way will the district provide benefits that exceed the federally mandated Cadillac Tax thresholds, or pay for penalties associated with such coverage.

OPTION 1: Qualified High Deductible Health Plan (QHDHP) with Health Savings Account (HSA)
The attachment to this agreement details out the deductibles, copays and other details with this plan. If the IRS guidelines in regards to the deductible minimums for a QHDHP are modified above the detailed amounts in the attachment, the Board may adjust this plan accordingly.

Premium share contributions under this plan (Option 1) are as follows for all three years of this agreement:

Single: \$14 per 24 pays per employee per year

Family: \$40 per 24 pays per employee per year

A Health Savings Account (HSA) for full-time members of the Leadership Team receiving health insurance benefits will be implemented beginning January 1, 2016.

Employer Contributions

	2016	2017	2018
Single	\$1,500.00	\$1,250.00	\$1,000.00
Family	\$3,000.00	\$2,500.00	\$2,000.00

The Health Savings Account (HSAs) will be handled by a third party administrator contracted by the District.

Employee contributions toward health care costs will be placed into the employee's HSA account as it is collected by the District biweekly.

Employer contribution into the HSA shall occur as follows:

For 2016 – 100% of employer contribution for Year 1 will be contributed January 2, 2016 for all full-time employees enrolled in the District's QHDHP on January 1, 2015. Full-time employees hired after January 1, 2016 and before November 30, 2016, who choose the District's QHDHP, will be enrolled on the first day of the month of their hire. Employer contributions into the employee's HSA account will be prorated (number of months remaining in calendar year divided by 12).

For 2017 and beyond – 67% of employer contribution will be contributed January 2nd, for all full-time employees enrolled in the District's QHDHP on January 1st. Full-time employees

hired after January 1st, who choose the District's QHDHP, will be enrolled on the first day of the month of their hire. Employer contributions into the employee's HSA account for employee's hired after January 1st and before July 31st will be prorated (number of months remaining until September 1st divided by 8). 33% of employer contribution will be contributed September 1st, for all full-time employees enrolled in the District's QHDHP on September 1st. Full-time employees hired after September 1st will be enrolled into the District's QHDHP on the first day of the month of their hire. Employer contributions into the employee's HSA account for employees hired after September 1st and before November 30th will be prorated (number of months remaining in calendar year divided by 4).

OPTION 2: PPO

Continuing on the current PPO plan from January 1, 2016 through the term of this plan. Premium share contributions under this plan (Option 2) per 24 pays per employee per year are as follows:

	2016	2017	2018
Single	\$23.00	\$35.00	\$ 46.00
2 Party	\$55.00	\$83.00	\$110.00
Family	\$65.00	\$98.00	\$130.00

Health Care Opt-Out – The District agrees to pay, each year, any full-time employee who voluntarily terminates healthcare coverage (medical, dental and vision) with the District one thousand dollars (\$1,000.00). This payment will be made in two (2) five hundred dollar (\$500.00) installments on the second regularly scheduled payday in December and June to all eligible employees on the payroll at that time.

- A. To be eligible for this payment, the employee must decline coverage for one (1) year from the effective date of benefit elections and must provide proof of other healthcare coverage via spouse or otherwise. Consistent with applicable eligibility criteria, an employee who elects this option and loses alternative healthcare due to a qualifying event may return to District offered coverage on the first day of the calendar month subsequent to notification to the District.
- B. The District agrees to file the necessary forms with the Internal Revenue Service (IRS) to prevent taxation of medical benefits for employees.

Appendix C

Vacation

- I. Purpose - Administrative personnel covered under the Administration Compensation and employed to work twelve months or other schedules considered full-time shall be provided paid vacation in accordance with this policy.

- II. Authority
Vacations for administrative employees are provided in accordance with these guidelines, consistent with the employee's interest and convenience, while considering the operating needs of the district.
 1. Administrators shall be eligible for vacation after six months of service as an administrator with the School District. Administrators shall earn vacation as of their date of hire, at the rate of one and one-quarter days per month. Administrators with five (5) or more continuous years of service with the district shall earn vacation at the rate of one and two-thirds days per month. An administrator shall earn vacation in any calendar month in which the administrator is in compensable status for ten or more days.
 2. Vacation pay shall be the administrator's regular rate of pay in effect for the period of the vacation.
 3. If a holiday occurs during the work week in which vacation is taken by an administrator, the holiday shall not be charged to vacation.
 4. Unused vacation shall be carried over from one academic year to the next, provided that in no case shall the amount thus carried over exceed the amount of vacation earned during the prior annual period.
 5. An administrator shall earn vacation as provided in No. 1 above only during the period the administrator is employed on a twelve-month basis.
 6. An administrator who terminates his/her employment with the district or is transferred to a position that is not a twelve-month position shall be paid for all unused vacation, subject to the limitation set forth in the Management Plan.
 7. Vacation shall be taken throughout the school year, taking into account the need to maintain efficient operations and adequate supervision. An administrator and his/her assistant should refrain from taking vacation at the same time while school is in session.
 8. *Anticipated vacation:* Annual vacation to which an employee will become entitled during the year may be granted at the discretion of the Superintendent or his designee before it is actually earned. In no case shall annual vacation be anticipated beyond the end of the year in which it is earned. If anticipated vacation is granted, an employee must either earn such vacation or reimburse the district for those days of leave taken but not earned.

9. In regards to unused vacation beyond what the employee is permitted to carry over, the said employee will be paid for the vacation days at per diem rate.

Northern York School District - Option 1

Year 1

Year 2

Year 3

2014-2015 Plan Year

2015-2016 Plan Year

2016-2017 Plan Year

2017-2018 Plan Year

Plan

Current PPO Plan	
In Network	Out of Network
None	\$250/\$500
0%	20%
n/a	\$3,000/\$6,000
\$50 - waived if admitted	
\$20/\$20	20%
\$20	20%

QHDHP w/HSA	
In Network	Out of Network
\$1,500/\$3,000	\$2,000/\$4,000
0%	20%
n/a	\$3,000/\$6,000
\$100 - waived if admitted	
\$20/\$20	20%
\$20	20%

QHDHP w/HSA	
In Network	Out of Network
\$1,500/\$3,000	\$2,000/\$4,000
\$0	20%
n/a	\$3,000/\$6,000
\$100 - waived if admitted	
\$20/\$20	20%
\$20	20%

QHDHP w/HSA	
In Network	Out of Network
\$1,500/\$3,000	\$2,000/\$4,000
\$0	20%
n/a	\$3,000/\$6,000
\$100 - waived if admitted	
\$20/\$20	20%
\$20	20%

Benefits

Deductibles
 Coinsurance
 Coins. Out of Pocket Max
 ER Copay
 OV Copay/Specialist
 Urgent Care Copay

Prescription Drugs

Deductibles
 Coinsurance/Copayments
 Minimums/Maximums

Retail	Mail Order
	n/a
\$10/\$20/\$40	\$20/\$40/\$80
	n/a
Mandatory Mail, Mandatory Generic, Specialty (Teachers also have Quantity Limits, Managed Rx, & Prior Auths)	

Retail	Mail Order
Integrated with Medical Deductible	
\$10/\$20/\$40	\$20/\$40/\$80
	n/a
Mandatory Mail, Mandatory Generic, Specialty, Quantity Limits, Managed Rx, & Prior Auths)	

Retail	Mail Order
Integrated with Medical Deductible	
\$10/\$20/\$40	\$20/\$40/\$80
	n/a
Mandatory Mail, Mandatory Generic, Specialty, Quantity Limits, Managed Rx, & Prior Auths)	

Retail	Mail Order
Integrated with Medical Deductible	
\$10/\$20/\$40	\$20/\$40/\$80
	n/a
Mandatory Mail, Mandatory Generic, Specialty, Quantity Limits, Managed Rx, & Prior Auths)	

Rx Management

Eligibility Requirements:

No Spousal Restriction

No Spousal Restriction

No Spousal Restriction

Other Items:

Employer HSA Contributions: \$1,500
 Single, \$3,000 Family

Employer HSA Contributions: \$1,250 Single,
 \$2,500 Family

Employer HSA Contributions: \$1,000
 Single, \$2,000 Family

Northern York School District - Option 2

Year 1

2015-2016 Plan Year

Current PPO Plan	
In Network	None
Out of Network	\$250/\$500
	20%
	\$3,000/\$6,000
	\$50 - waived if admitted
	20%
	20%

Year 2

2016-2017 Plan Year

PPO Plan	
In Network	None
Out of Network	\$250/\$500
	20%
	\$3,000/\$6,000
	\$100 - waived if admitted
	20%
	20%

Year 3

2017-2018 Plan Year

PPO Plan	
In Network	None
Out of Network	\$250/\$500
	0%
	n/a
	\$100 - waived if admitted
	\$20/\$20
	\$20
	20%

Plan

Benefits

Deductibles
 Coinsurance
 Coins. Out of Pocket Max
 ER Copay
 OV Copay/Specialist
 Urgent Care Copay

Prescription Drugs

Deductibles
 Coinsurance/Copayments
 Minimums/Maximums

Rx Management

Retail	Mail Order
\$10/\$20/\$40	\$20/\$40/\$80
n/a	n/a
Mandatory Mail, Mandatory Generic, Specialty (Teachers also have Quantity Limits, Managed Rx, & Prior Auths)	

Retail	Mail Order
\$10/\$20/\$40	\$20/\$40/\$80
n/a	n/a
Mandatory Mail, Mandatory Generic, Specialty (Teachers also have Quantity Limits, Managed Rx, & Prior Auths)	

Retail	Mail Order
\$10/\$20/\$40	\$20/\$40/\$80
n/a	n/a
Mandatory Mail, Mandatory Generic, Specialty (Teachers also have Quantity Limits, Managed Rx, & Prior Auths)	

Retail	Mail Order
\$10/\$20/\$40	\$20/\$40/\$80
n/a	n/a
Mandatory Mail, Mandatory Generic, Specialty (Teachers also have Quantity Limits, Managed Rx, & Prior Auths)	

Eligibility Requirements:

No Spousal Restriction

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