

PETERS TOWNSHIP SCHOOL DISTRICT

ACT 93 COMPENSATION PLAN

EFFECTIVE
JULY 1, 2014
TO
JUNE 30, 2017

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PETERS TOWNSHIP SCHOOL DISTRICT

COMPENSATION PLAN FOR ACT 93 EMPLOYEES

I. PURPOSE

To provide an education of substance and quality for the students of the Peters Township School District, it is essential that the District attract, motivate and retain imaginative, competent Act 93 employees who can fashion and implement such an educational program. To that end this plan is directed. The School Directors, the Superintendent and those Act 93 employees affected by this plan together created its outline, body and exhibits. Together we will work to see that it serves the needs of all concerned by keeping in mind several principles.

II. PRINCIPLES

1. The Compensation Plan, here in after, “the Plan”, shall strive to reward outstanding individual and group performance with economic conditions as compared with comparable districts throughout the Commonwealth of Pennsylvania.
2. Individual performance ratings shall be based on the Pennsylvania Department of Education’s Framework for Leadership and all requirements mandated under Act 82. Compensation and Merit pay shall be based exclusively on performance as measured against the requirements of the job as outlined in a current job description and applicable responsibilities established annually using a five level rating system of: 1=Far below expectations, 2=Below expectations, 3=Meets expectations, 4=Exceeds expectations, 5=Far exceeds expectations.
3. The Plan shall be reviewed annually by the Board and representatives of the Act 93 Group for the purpose of updating pertinent legal issues or to address any changes in the Plan.
4. Job descriptions set forth the duties and responsibilities for each job assignment and constitute the basis for evaluating job performance, along with expected achievement of goals and objectives. Annual ratings will be calculated and issued in compliance with Act 82.
5. An Organizational Chart will show the inter-relationships of administrative and supervisory positions.
6. Evaluation of the overall job performance will be made according to the JOB PERFORMANCE EVALUATION GUIDELINES (Exhibit A). This process will include reviews during the beginning of the school year for the purpose of setting yearly goals, a mid-year review, and the final yearly evaluation.

III. PROCEDURES

1. Reduction in Force

In the event there is a reduction of administrative and/or supervisory staff the District will follow current law as outlined in the Pennsylvania Public School Code.

2. Conflict with Statutes and Law

In the event any provision within this compensation plan is in conflict with law or any statute now or hereafter in effect, the law or statute shall prevail, but the balance of the plan shall remain in effect.

IV. COMPENSATION

1. Adjustments may be made in salaries reflecting changes in job content, factors of internal and external equity, or any other reasons (see Exhibit B, Note 1) as discussed in the annual review of this Plan and approved by the Board.

2. Any newly hired administrator beginning service before October 1 will be included within the performance cycle for that fiscal year.

Any administrator beginning service between September 30 and March 1 will be placed on a performance cycle that will terminate June 30 of that year, with a prorated salary adjustment for part of the fiscal year. Subsequent performance cycles will then coincide with the normal fiscal year. Act 93 employees beginning service after March 1 will be placed on a performance cycle the following year.

3. Consideration of changes in individual salaries within current job assignments will be made no more than once each year, usually in June except as indicated above (IV 2) for newly hired employees.

4. Individual salary increases and Merit pay will be awarded by the Board upon recommendation of the Superintendent and shall reflect the ratings awarded in the evaluation of overall job performance.

See Exhibits A and B.

EXHIBIT A

JOB PERFORMANCE EVALUATION GUIDELINES

1. As set forth in the Plan, the Pennsylvania Department of Education's Framework for Leadership, the requirements of Act 82, and goals established annually will constitute the basis for performance evaluation and the individual salary increase recommended to the Board by the Superintendent.
2. Performance evaluation is a matter of factual evidence and judgment. An adequate number of observations of the school and programs and of the Act 93 employee's performance are to be made by the evaluator in order to obtain sufficient data upon which to base the evaluation.
3. A minimum of three conferences are to be held each year between the immediate supervisor and the Act 93 employee.

During the commencement of the school year a conference will be scheduled to establish special objectives, goals, and assignments for the coming school year within 30 calendar days of the first day of class for the students.

A mid-year conference will be scheduled within 2 calendar weeks preceding the end of the first semester of school until 2 calendar weeks after the end of the first semester to discuss the progress in the achievement of objectives, goals, necessary modifications of priorities, and a general evaluation of performance of the duties outlined in the job description and the Framework for Leadership. If it is foreseeable that an administrator is in danger of receiving a "Failing" performance rating for the year, a mid-year conference will be scheduled by the end of February.

An end of the year conference will be held for the final evaluation after which the formal evaluation of both overall performance and the achievement of annual goals will be completed. Any input by persons with a staff relationship to the evaluatee, which the evaluator is using as a basis for criticism, must be shared with the evaluatee. This shall be completed no later than two calendar weeks after the last teacher day.

4. The formal evaluations will be made in accordance with the requirements of Act 82.
5. The formal evaluations that are the outcome of the mid-year and end-of-year conferences shall be given to the evaluatee in written form within ten days after that conference. Performance criteria for improvement must accompany a performance rating of "Needs Improvement" or "Failing."
6. Compensation for the ensuing school year will be based upon the results of the final evaluation and the results of the final budget adoption.

7. Should a member of the administrative team feel there is a need to appeal the results of the Annual Performance Evaluation in the event of a rating of “Failing,” the Act 93 employee may request an additional meeting with his/her supervisor and provide documentation to support a change in the rating. The supervisor will then make a final determination regarding the Act 93 employee’s rating. Any Act 93 employee who does not report directly to the Superintendent may appeal a rating of “Failing” to the Superintendent or his/her designee.

EXHIBIT B
COMPENSATION

The proposed compensation plan uses the following five (5) level rating system:

CATEGORY	RESULTS
1. Far below expectations	No salary increase
2. Below expectations	No salary increase
3. Meets expectations	Salary Increase (See Note 1)
4. Exceeds expectations	Salary Increase (See Note 1), Plus receipt of Merit Bonus (See Note 2)
5. Far exceeds expectations	Salary Increase (See Note 1), Plus receipt of Merit Bonus (See Note 2)

For school-based administrators category placement will be calculated using the performance rating achieved on the Pennsylvania Department of Education’s Principal Effectiveness Rubric Rating Form (Failing, Needs Improvement, Proficient, or Distinguished) and the evaluation year’s School Performance Profile Score (SPP). Since the SPP is a new and evolving data point, category placement will be reviewed and set annually by the Superintendent based on the School Performance Profile scores of comparable districts. For Central Office administrators in the Act 93 group, category placement will be determined based on the District School Performance Profile score (if not available, the average SPP will be used.) Salary increases will be calculated and awarded based on the release of the SPP. Increases will be retroactive to the first day of the new rating period (July 1.) For all other administrators covered under Act 93, salary increases and merit pay will be based on job performance and established goal attainment.

Note 1 Salary increase midpoint is the amount calculated by multiplying the negotiated teacher salary increase by 150% (see attached Performance Salary Increase and Salary Range Tables) for subsequent school years. Subsequent salary increases will be dependent upon the next year’s budget and set annually by the budget adoption date. Salary increases may range from 100% to 150% of the negotiated teacher salary increase. In the event that there is no negotiated teacher salary increase, the District and representatives from the Act 93 group will meet to discuss and determine administrative salary increases.

Example: A teacher salary increase of \$2,000 could result in a salary increase anywhere between \$3,000 (150%) and a salary increase of \$2,000 (100%).

Note 2

The “Exceeds expectations” Merit Bonus is calculated by multiplying 50% times the negotiated teacher increase. This is not part of the salary and is paid only for the rated year’s performance. The “Far exceeds expectations” Merit Bonus is calculated by multiplying 100% times the negotiated teacher increase and is paid only as a one-time payment. It is not and does not become part of the employee’s salary. In the event that there is no negotiated teacher salary increase, the District and representatives from the Act 93 group will meet to discuss and determine administrative Merit pay.

Example: Teacher salary increase of \$2,000 would result in \$1,000 payment for Act 93 employees receiving an Exceeds expectations rating. “Far exceeds expectations” Merit Bonus would be equal to \$2,000.

SPECIAL MERIT BONUS: Special Merit Bonus will be awarded to all Act 93 school-based and central office administrators in the event that all District schools score at minimum 96 on the School Performance Profile (SPP) in any given year. In the event that all schools achieve an SPP score of 96, all eligible administrators will receive \$1,000.00. In the event that all schools achieve an SPP score of 98, all eligible administrators will receive \$2,000.00.

1. Only employees rated “Exceeds expectations” or better in a given year qualify for consideration for the Special Merit Bonus for that year. The Special Merit Bonus is in addition to and separate from any other merit pay. It does not become part of the salary.
2. It would be theoretically possible for an employee to receive a salary increase, “Exceeds expectations” or “Far exceeds expectations” Merit Bonus, and Special Merit Bonus in the same year.

MERIT SALARY INCREASES:

1. Merit Salary Increase based on Consistent Commendable Performance – Act 93 employees hired after 7/1/97 will be eligible for a merit salary increase of \$2,000, in the year after receiving 5 consecutive annual performance ratings of “Exceeds expectations” or “Far exceeds expectations,” or a \$3,000 salary increase contingent upon 5 consecutive annual performance ratings of “Far exceeds expectations.”
2. Merit Salary Adjustment based on Longevity – Act 93 employees who have attained 17 years of experience in the field of education with 5 years in administration in the Peters Township School District will be eligible for a merit salary increase of \$2,000, contingent upon 5 consecutive performance ratings of commendable (Exceeds expectations) or exemplary (Far exceeds expectations), or a \$3,000 salary increase contingent upon 5 consecutive performance ratings of exemplary (Far exceeds expectations). It is understood that an employee granted a merit salary increase in number 1 above will not be eligible for the merit increase available under number 2 for 5 years following the number 1 increase.

V. BENEFITS PLAN—Exhibit C

EXHIBIT C

ACT 93 EMPLOYEES' BENEFITS PROGRAM

A. INSURANCE

1. Life Insurance and Accidental Death & Dismemberment (AD&D) (includes double indemnity)

Group term life insurance is provided equal to two and one-half times annual salary rounded to the next higher thousand. Additional insurance can be purchased by the individual upon application at a group rate up to the maximum coverage established by the carrier in accordance with normal insurance standards.

2. Long Term Disability Income Insurance While Actively Employed

- a. Sixty percent (60%) of salary to a max of \$5,000 per month
- b. Benefits begin after all accumulated sick leave days have been used or after 30 calendar days, whichever is greater
- c. Duration of benefits: to age sixty-five (65)
- d. Employee is not required to contribute to plan premium

3. HOSPITALIZATION/SURGICAL INSURANCE

Each employee will be provided with medical benefits unless he/she chooses option A-3-a.ii:

- a. Each employee may elect one of the following options:
 - i. Participate in a Highmark PPO Blue type program or equivalent as attached in appendix C.
 - ii. Receive a \$200 per month credit contributed toward a tax sheltered annuity rather than participating in a health insurance program.
 - iii. This hospitalization-surgical coverage will be provided to each employee who does not have equal or better coverage through an insurance plan provided by an employer to his/her spouse.
 - iv. All benefits shall be coordinated and not duplicated. (This means that in addition to non-duplication of benefits under this agreement, an employee's insurance coverage as set forth herein, shall be coordinated with similar coverage provided by other employers to employee's spouses, to the end that a covered occurrence shall be indemnified only once to the extent provided above with primary coverage apportioned in accordance with normal insurance standards.)

- b. Effective July 1, 2014 all administrators enrolled in the Highmark PPO Blue type program or equivalent at the following cost to the employees earning more than the highest paid teacher at the master's level:

	Individual	All Other
July 1, 2014 through June 30, 2015	\$200.00 per month	\$350.00 per month
July 1, 2015 through June 30, 2017	\$200.00 per month	\$350.00 per month

Administrators earning less than or equal to the highest paid teacher at master's level will pay the amount stated in the current PTFT bargaining agreement. The District and representatives from the Act 93 group agree to meet regarding benefit contributions following changes to teacher benefit contributions in any future teacher contract.

c. Hospitalization & Major Medical Withdrawal

- i. Effective July 1, 2007 an eligible employee may elect to withdraw from the health insurance (PPO) program provided for by this agreement; and in lieu thereof, receive a benefit of \$200.00 per month contributed to a tax sheltered annuity for each month that the employee does not participate in the health insurance (PPO) program in effect during the term of this Agreement. To be eligible, the employee may not be covered under the District provided policy covering any other employee of the District whether in or not in the bargaining unit or any retiree from the District whose insurance is paid for in whole or in part by the District.
- ii. The employee withdrawing from the insurance program must notify the School District in writing that he/she is withdrawing from the insurance program effective the first day of the following month and must direct the School District to cancel his/her insurance with the School District insurance carrier effective the first day of the following month. Such written notice must be submitted on a form supplied by the School District available in the Office of the School District Business Manager, and delivered to that office, signed by the employee.
- iii. The monetary benefit provided for herein shall be paid to the tax shelter carrier selected by the employee at the end of each of the months that the employee does not participate in that program as evidenced by his/her written notice of withdrawal from such insurance.

- iv. The employee may rejoin the insurance program by the 15th of the next month by written notice delivered to the Office of the Business Manager directing that the employee be enrolled in the School District insurance program, in which case coverage shall be effective the first of the month or as the plan of the carrier permits following the month that the employee delivers the written notice to rejoin the School District insurance program. Such written notice shall be on forms supplied by the School District, available in the Office of the Business Manager, and delivered to that office, signed by the employee.

4. Dental Insurance

- a. The District shall provide to each employee and his/her dependent(s) pre-paid basic dental care upon satisfactory evidence of enrollment by execution of a proper application by each eligible employee and acceptance by the carrier in accordance with normal insurance standards for a maximum of \$2,500 per family for a 24 month period.
- b. The District shall provide orthodontic coverage to each employee's dependent(s) under the age of eighteen (18) to a maximum lifetime amount of \$1,500 with 50% coverage on an annual basis.
- c. The District has the option to either maintain its current dental coverage or join the IU#1 Dental Consortium, provided by Blue Cross, provided the above conditions are maintained.

5. Vision Care

The District shall provide to each employee and his/her dependent(s) prepaid basic vision care equivalent to the (Davis Vision Plan utilized by IU #3) upon satisfactory evidence of enrollment by execution of a proper application by each eligible employee and acceptance by the carrier in accordance with normal insurance standards.

6. Limits of Coverage

- a. In the event an administrator or supervisory employee is furloughed or laid off, the District shall continue health care, dental and life insurance coverage for the remainder of the semester. If such a furlough or layoff occurs between semesters, coverage shall be continued for the following semester.
- b. In the event an administrator or supervisory employee suffers a non-job-related illness or injury and the employee is unable to work, the District shall continue health, dental and life insurance coverage for the remainder of the fiscal year or six months, whichever is less.

B. WORKERS' COMPENSATION

A job-related injury compensable under Workers' Compensation shall be treated according to the following guidelines:

1. During the first seven (7) calendar days of absence, the employee shall receive full pay with no deductions from the employee's sick leave account.
2. After the seventh (7th) day, the employee shall elect one of the following options:
 - a. Workers' Compensation only
 - b. Return the Workers' Compensation check to the District and use one-half (1/2) of a sick day in order to receive a regular paycheck (1/2 sick day is charged).
3. Option 2b is covered by PPSERS. The District will apply for PSERS coverage under the special sick leave provision if an employee selects 2a herein.
4. In the event the disability extends beyond an employee's accumulated sick leave, vacation days and personal leave, the employee shall receive only Workers' Compensation payments.
5. The Act 93 employees agree to the use of an approved physician's panel pursuant to Act 57. The District agrees to consider including in the official panel at least one doctor per category from the Act 93 employees' list of physicians.
6. Health benefits will be provided by the District for a maximum of twenty-four (24) consecutive months or until the employee becomes Medicare eligible following an approved Worker's Compensation claim that results in the employee's inability to return to work. Following the twenty-four (24) month period, the employee will be eligible for health benefits as provided under COBRA.

C. FAMILY MEDICAL LEAVE ACT (FMLA)

FMLA shall be granted in accordance with applicable laws, Family and Medical Leave Act, and Public Law #103-3. School Board policy and procedures will be the determining factor regarding the implementation of FMLA. FMLA Leave shall continue to commence after the use of all sick leave and personal/emergency days when applicable with the exception of four (4) which may be retained at the employee's option.

D. TUITION REIMBURSEMENT FOR GRADUATE CREDITS

Tuition will be reimbursed by a rate determined by the per credit cost from University of Pittsburgh. However, the reimbursement will not exceed the actual cost per credit. These credits must be taken in a major field, minor field, related field of study or in a new area of certification as defined and recognized by the PA Department of Education. Courses need to be pre-approved by the superintendent in writing. Upon evidence of “satisfactory” or a minimum of a B grade average at the completion of courses tuition will be reimbursed at the following rates:

Yrs of Administrative Employment in District	% of Cost per Approved Credit
0-3	75%
3+ (completed years)	100%

Act 93 employees will be responsible for repayment the District of 100% of the tuition reimbursement if they terminate their employment within two years of the completion of the most recent course(s) and 75% within three years of the completion of the most recent course(s). It is the desire of the District that courses are taken in pursuit of the completion of advanced degrees or certifications.

E. CONVERSION OF SICK DAYS TO A TAX SHELTERED ANNUITY (TSA)

Employees will have the option to convert no more than 50 sick days per year at the appropriate reimbursable rate into TSA. All lower-value sick days must be converted first.

F. TIME OFF

1. Vacation

Act 93 employees appointed on a twelve-month per year basis are entitled to twenty-four paid vacation days. Vacation days are accrued with time served at the beginning of each fiscal year at the rate of 2 days per month, except that vacation days may be scheduled in advance. In the event of a resignation/retirement adjustments will be made in the final salary payment for any Act 93 personnel to compensate for vacation days that may have been accrued or recover salary for unaccrued vacation days that may have been advanced. Employees will have until August 15 to use earned vacation days from the previous year.

For Continuing Employees

- a. Remuneration for unused vacation days up to a maximum of five (5) days @ \$150 rate payable at the end of each fiscal year

OR

- b. Unused, unreimbursed vacation days may be carried over to next year up to a maximum of five (5) unused days.

2. Holidays

Twelve-month Act 93 employees shall be entitled to the following paid holidays provided school is not in session or teachers are not required.

In the event Act 93 employees are required to work on the following holidays, if said holiday is entered in the School District calendar referenced in this agreement, each administrator will be permitted to equivalent time off within the same fiscal year as approved by the superintendent.

- 1. Martin Luther King Day
- 2. President's Day
- 3. Easter Monday
- 4. Good Friday

No later than August 1 of each year, the School District will provide a Holiday Calendar maintaining the same approved holidays as noted in the 2014-15 Holiday Calendar.

3. Sick Leave

Receipt of one day per month assigned twelve days per year for employees who work twelve months and ten days per year for ten-month and nine-and-one-half month employees. There shall be no limit to accumulated sick leave days. The district will notify all Act 93 personnel in writing of their accumulated sick leave days by July 15 of each year.

4. Bereavement

- a. In the event of the death of the employee's spouse, child, or parent, such employee shall have the right, upon application, to not more than five (5) days leave following the death.
- b. In the event of the death of the employee's father-in-law, mother-in-law, brother, sister, grandchild, grandparent, or any member of the immediate household, such employee shall have the right, upon application, to not more than three (3) days of leave following the death.
- c. In the event of the death of a brother-in-law or sister-in-law such employee

shall have the right to not more than (2) days leave.

- d. In the event of the death of a near relative, such employee shall have the right, upon application, to not more than one (1) day of leave following the death in order to attend the funeral. Near relatives include first cousins, grandparent-in-law, aunt, uncle, niece, nephew, son-in-law, daughter-in-law.
- e. The superintendent has sole discretion to authorize other leaves (or extensions of 4-a, b, c, or d) due to death which are not covered herein.

5. Conferences and Conventions

Release time shall be provided for attendance at conferences and conventions with pre-approval of the immediate supervisor and the Superintendent or consistent with School Board policy.

6. Sabbatical Leave/Professional Development Leave

Except as otherwise set forth herein, Sabbatical Leaves for Restoration of health, and Professional Development Leaves shall be available to Act 93 employees of the School District, and taken in accordance with the applicable provisions of the Public School Code of 1949, as amended, and Peters Township School District Policy.

7. Personal/Emergency Leave

The use of three non-cumulative personal/emergency leave days shall be granted upon request with pay per regular full-time employee during each year of the contract. Such days may be used in full or in half-day increments. To the extent possible, medical appointments shall be scheduled outside of work hours.

8. Other Leaves

Shall be granted upon recommendation by the Superintendent and approval of the Board.

9. Severance Pay

To be eligible for severance payments, an employee must have at least seven years continuous service in the Peters Township School District and participate in the Enhanced 403(b) Plan. Employees meeting these requirements who retire or die or upon expiration of contract with the District shall be compensated at a rate of \$150.00 for each accumulated unused sick leave day earned. Employees voluntarily resigning from the District shall be compensated at a rate of \$30.00 per day for ½ of total accrued sick days.

Notwithstanding any other provision herein, the Board agrees to make an employer contribution equal to the lesser of:

- a. An amount equal to at least the employees entitlement , or
- b. The applicable contribution limit under sections 403 (b), 402(g), or 415(c) in effect for the year into a tax-qualified 403(b) annuity contract or 403(b)(7) custodial account established by Act 93 employees. The Board shall make the contribution as a lump sum within thirty days of retirement. This contribution shall be an employer contribution made into a 403(b) account for Act 93 and Non-Act 93 employees and shall not be considered to be a salary reduction contribution. The Board may make additional payments for sick days, vacation days, or severance pay, as stipulated in their contract, into the 403(b) program for Act 93 employees as, in its sole discretion, it deems appropriate.

G. RETIREMENT BENEFIT

If the employee gives notice to the District by April 1 of the school year said employee is going to retire and the employee is eligible to retire without penalty pursuant to PSERS (age 62; age 60 with 30 years; or 35 years) the District agrees to provide Blue Cross Health Insurance benefits until the employee becomes Medicare eligible or reaches the age of 65 with the following stipulations:

The employee must have a minimum of ten (10) years of service at the time of retirement in the Peters Township School District.

The District will provide this benefit to a maximum dollar amount of:

2014-15	\$55,000
2015-16	\$55,000
2015-17	\$55,000

The employee must meet the requirement established by PSERS of age 62, age 60 with 30 years, or 35 years in the retirement system.

However, an employee may exercise this option in a year prior to their first year of regular eligibility (as described above) if the employee meets the following criteria: a minimum of 33 years of service and a minimum of 17 years in Peters Township School District.

The employees must exercise their options to receive equal health insurance coverage from another source, if available. Upon proper application and verification of loss of coverage the employee may reenter the District program when the alternate program is no longer available.

Co-pays equal to the PSERS reimbursement amount will be in effect if 100% of the premium is paid by the District.

Spouses or dependents are only eligible until age 65 or they become Medicare eligible.

H. EARLY NOTIFICATION OF RETIREMENT

Regular full-time professional employees may be eligible to participate in the Early Retirement Plan and to receive the following benefits provided that:

1. The applicant has submitted a letter of retirement to the District's Superintendent no later than April 1 of the school year of intended retirement, which letter may not be revoked without mutual consent of the employee and the District.
2. The applicant shall, during the fiscal year of his/her retirement, have attained the age of 51 years and have completed at least 10 years of continuous full-time employment with the School District as a regular full-time employee.
3. The applicant is not eligible or receiving permanent disability retirement benefits.
4. The applicant must be eligible for pension benefits under the Public School Employee's Retirement System and must actually retire pursuant to the Public School Employee's Retirement System.

The benefits provided to the retiring employee shall include the following:

- a. Compensation will be paid at the rate of \$75 above the appropriate rate identified in the PTFT agreement for every year of service in the School District as an administrator, and an amount equal to that provided for in the current Federation of Teachers Agreement, Section 8K, for every year of service as a full-time professional employee in the school district. Years worked prior to any break in service will not be included in this calculation.

Exceptions to the requirement of ten (10) years of continuous full-time employment immediately preceding retirement maybe made for illness or work-related injuries certified by a physician.

- b. Reimbursement for unused sick leave in the same manner as described in EXHIBIT C, Section F 9.
- c. The retiree shall have the option of continuing his/her Blue Cross/Blue Shield, Major Medical and dental coverage if they comply with the requirements above.
- d. Employees may opt to defer the payments referred to in paragraphs (a) and (b) herein to either 1, 2 or 3 equal payments during the first week of January of the following three school years.

I. OTHER BENEFITS

1. Mileage Reimbursement

Reimbursement for mileage to be paid quarterly as a result of school business will be at the maximum non-taxable federal income tax rate established by the IRS. Act 93 employees will be reimbursed for return trips to school over and above the usual once a day trip to and from work.

2. Professional Memberships

Dues for professional association memberships will be paid by the District upon approval by the employees' immediate supervisor up to a total not to exceed a yearly total of \$750.00

J. CONTINUOUS SERVICE PAYMENTS

In addition to his / her base salary, each employee will be paid for the total years of continuous service to the District in the following amounts in the last pay of each school term:

	6 th through the 10 th years	\$200.00
	11 th through the 20 th years	\$350.00
	21 st year and beyond	\$500.00
Example:	6 years of continuous service -	payment of \$200.00
	7 years of continuous service -	payment of \$200.00
	12 years of continuous service -	payment of \$350.00
	22 years of continuous service -	payment of \$500.00

K. CHANGES TO PTFT CBA

In the event that the teachers obtain additional benefits in their new collective bargaining agreement, the Act 93 agreement may be reopened to discuss whether the additional benefits will accrue to the Act 93 Group.

VI. INCLUSION—Exhibit D

EXHIBIT D

ACT 93 POSITIONS

High School Principal

Assistant High School Principal (s)

Middle School Principal

Assistant Middle School Principal (s)

Elementary Principals

Assistant Elementary Principal (s)

Assistant to the Superintendent for Performance Management

Director of Pupil Services

Athletic Director

Revised	July	1995
	June	1998
	June	2001
	November	2003
	June	2007
	January	2009
	July	2011
	May	2014

VII. POLICY

The adoption of this three-year Plan by the Peters Township School District fulfills the legal mandates of Act 93 and will expire on (June 30, 2017). This Plan may be extended if agreed by both the Board of School Directors and the Act 93 Group.

POSITION	MINIMUM 85% of MID	MID POINT* Market Rate	MAXIMUM 115% of MID
HIGH SCHOOL PRINCIPAL	\$89,799.10	\$105,646.00	\$121,492.90
ASST. H.S. PRINCIPAL	\$69,922.70	\$82,262.00	\$94,601.30
ASST. H.S. PRINCIPAL	\$69,922.70	\$82,262.00	\$94,601.30
MIDDLE SCHOOL PRINCIPAL	\$80,216.20	\$94,372.00	\$108,527.80
ASST. M.S. PRINCIPAL	\$66,576.25	\$78,325.00	\$90,073.75
K-3 PRINCIPAL	\$79,628.85	\$93,681.00	\$107,733.15
K-3 PRINCIPAL	\$79,628.85	\$93,681.00	\$107,733.15
4-6 PRINCIPAL	\$79,628.85	\$93,681.00	\$107,733.15
ASST. ELEM PRINCIPAL	\$59,964.95	\$70,547.00	\$81,129.05
ASST. ELEM PRINCIPAL	\$59,964.95	\$70,547.00	\$81,129.05
DIRECTOR OF PUPIL SERV	\$81,372.20	\$95,732.00	\$110,091.80
ASST TO THE SUPT PM	\$95,462.65	\$112,309.00	\$129,155.35
ATHLETIC DIRECTOR			

*CALCULATED ANNUALLY