RIVERSIDE ADMINISTRATOR COMPENSATION PLAN

The Board of School Directors of the Riverside School District adopts the following Administrator Compensation Plan pursuant to the "Public School Code of 1949", as amended, Section 1164 and Board Policy No. 328, "Wage and Salary". The Board recognizes the importance of maintaining an effective Management 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.

I. TERM OF COMPENSATION PLAN
   This plan is effective July 1, 2014 and shall continue until June 30, 2017.

II. DEFINITIONS
   A. The term "Administrator" shall include the following positions for the purpose of this Plan:

   Professional Administrative Positions
   1. Principal, Riverside High School
   2. Vice Principal, Riverside High School
   3. Principal, Riverside Elementary West School
   4. Principal, Riverside Elementary East School
   5. Director of Special Education
   6. Technology Coordinator

III. COMPENSATION PLAN
   The Compensation Plan shall consist of salary and other forms of compensation, Fringe Benefits, and other policies, which affect the management team.

IV. SALARY AND OTHER COMPENSATION
   In recognition of the complexity of the various positions of the Administration and the Board's desire to compensate its Administrators fairly, the Board agrees to compensate the aforementioned Administrators. The Administrator can receive a bonus up to a maximum of two (2%) percent in each of the remaining two (2) years of this Agreement, if, after evaluation, it is determined by the Superintendent and approved by the Board of School Directors that the Administrator has met the goals and duties required of this Agreement, as set forth by the Code, and as legally set forth by the Board of Education. The salary for each subsequent year of this Agreement shall be established by the Board of Education no later than June 30 of each subsequent year.

   For 2014, the following applies:

   A. The starting salary for an employee newly hired for a position under this policy shall be mutually agreed upon by the candidate and the Board at the time of hiring.

B.

Position	2014-2015
Joseph Moceyunas, Principal, Riverside High School	98,015.29
David Walsh, Vice Principal, Riverside High School	71,718.24
Scott Pentasuglio, Principal, Riverside Elementary West School	84,571.26
Nicole Vanluvender, Principal, Riverside Elementary East School	73,950.00
_____, Director of Special Education	
Barbara Chisdock, Technology Coordinator	73,448.16

V. FRINGE BENEFITS

A.   Notwithstanding anything to the contrary stated in this addendum, the members of the Management Team shall be eligible for all benefits negotiated contract between the Riverside School Board of Education and the Riverside Education Association.

B.   The District agrees to pay the premium for a group Hospital and Medical Service Plan which will have unlimited coverage for In-Network (Preferred) and a maximum coverage of One Million ($1,000,000) Dollars for Out of Network (Non-Preferred). The plan summary for such services is attached hereto and made a part hereof. This plan will provide coverage up to age 26 for dependent children. The health insurance plan shall also include a Five Hundred ($500.00) Dollar annual first dollar deductible, maximum of two (2) per Family ($1,000.00). Deductible would apply to all claims other than Doctor visits, prescriptions filled through Mail Order or Pharmacy Network, Emergency Room visits and other benefits with Co-pay identified specific to benefit. Maximum two (2) deductible per family; no one person pays more than the individual Five Hundred ($500.00) Dollar amount. One family member must satisfy the first Five Hundred ($500.00) Dollar deductible. No family pays more than the aggregate family amount. The second Five Hundred ($500.00) Dollar deductible may be met by multiple family members contributing to second deductible.

Enrollment in the plan is voluntary. A Twenty ($20.00) Dollar co-pay per doctor office visit and a Forty($40.00)dollar co-pay per Specialist office visit as well as a Fifty ($50.00) dollar co-pay for out-patient emergency room visits are included components of the plan. Enrollment in the Health Insurance Plans will be for a minimum one (1) year term. Change in enrollment may only take place during the open enrollment period after notice. The District will pay the premium for each member of the bargaining unit on the active payroll, including eligible dependents, during any period of enrollment.

Employees covered by a spouse's plan may disenroll and will receive Three Thousand Dollars ($3000.00) payable in two (2) installments, one being by separate check the last pay in December and the second being by separate check the last pay in June.

Employees who choose to disenroll from the insurance plans must disenroll from all. Disenrollment from the Prescription Drug program will be subject to approval by the carrier.

C.   Dental Insurance and Vision Insurance

I. Dental Insurance

The District agrees to pay 100% of the premium, for the Administrator and his/her eligible dependents, for a Dental Insurance Program equal to the benefits of the Guardian Dental Program, which includes the following coverage: Oral surgery, prosthetics and crown, inlay and onlay restorations, periodontics and orthodontic coverage for adult and dependent children. Coverage for dependent children up to age 26 is also included.

II. Vision Insurance

The District agrees to pay on behalf of Administrator on the active payroll and their eligible dependents 100% of the premium for a Vision Insurance Program which provides benefits described in Vision Benefits of America Program. Coverage for dependent children up to age 26 is included.

D.   Prescription Drugs

I.   The District agrees to pay 100% of the premium of a Prescription Drug Program for each eligible employee on the active payroll and their eligible dependents. The prescription drug plan shall include oral contraceptives and coverage for dependent children up to age 26.

II.   The prescription drug benefit shall include a tiered Co-pay of $10.00/$25.00 /$40.00; there shall be no copay for prescription drugs ordered though the approved Mail Order vendor for a ninety (90) day supply.

E.   The District will provide each member of the Management Team with a paid-up life insurance policy in the amount of twenty five thousand ($25,000.00) dollars for each administrator upon retirement.

F.   In addition to declared holidays, each member of the Management Team shall be entitled to a vacation approved by the Superintendent of Schools, and which shall be determined as follows:

Up to and including fifteen (15) years of service with the Riverside School District – fifteen (15) days.

After fifteen (15) years of service with the Riverside School District – twenty (20) days.

All unused vacation days will be credited to sick days at the end of the school year.

G.   Sick Days: Members of the Management Team shall receive fifteen (15) days annual sick leave. Unused sick leave shall be cumulative from year to year for purposes of sick leave only.

H.   Lunch: Each member of the Management Team shall be entitled to a forty five (45) minute lunch period.

I.   Severance Pay: Upon termination of service, except for dismissal and provided that there has been ten (10) years of service to the Riverside School District, an Administrator shall receive severance pay in an amount equal to Seventy Dollars ($70.00) per day for a maximum of one hundred twenty five (125) unused sick days.

J.   Professional Organizations: Membership dues for professional organizations in which administrators are actually involved will be paid the Riverside School District. Membership must relate to the Administrator's job responsibilities.

K.   Primary Evaluation Responsibilities
High School Principal - Superintendent
Elementary Principal - Superintendent
High School Vice Principal - High School Principal/Superintendent
Director of Special Education - Superintendent
Technology Coordinator - Superintendent