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Rochester Area School District  
Dr. Jane Bovalino, Superintendent of Schools  
540 Reno Street, Rochester, PA 15074  
Phone: 724-775-7500 Fax: 724-775-4077

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July 7, 2014

Mrs. Barbara Reddick-Glover  
Middle School/High School Assistant Principal

Dear Mrs. Glover:

By action of the Board of Education at the meeting held Monday, June 23, 2014, the Rochester Area School Board approved the Act 93 Administrators' Compensation Plan for July 1, 2014 to June 30, 2017.

Enclosed is a copy of your three (3) year contract.

Sincerely,

Jane W. Bovalino, Ed.D.  
Superintendent of Schools

JWB/lak

cc: Business Office  
Personnel File

**ADMINISTRATOR COMPENSATION PLAN**

**A POLICY OF THE ROCHESTER AREA SCHOOL DISTRICT SETTING FORTH  
A COMPENSATION PLAN FOR SCHOOL ADMINISTRATORS FOR THE  
SCHOOL YEAR 2014-2015, 2015-2016 & 2016-2017 AS REQUIRED BY  
SECTION 1164 OF THE PENNSYLVANIA SCHOOL CODE**

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BE IT RESOLVED by the Board of School Directors of the Rochester Area School District pursuant to the direction contained in the Public School Code and the School Laws of the Commonwealth of Pennsylvania; and

IT IS HEREBY RESOLVED by the authority of the same as follows:

WHEREAS, Act 93, Section 4 (P.L. 438), effective November 26, 1984, was adopted by the Pennsylvania Legislature which said statute requires school employers as defined in the Act to adopt a written Administrator Compensation Plan which shall apply to eligible school administrators also as defined in said statute; and

WHEREAS, The Administrators of the Rochester Area School District pursuant to said Act did request a "good faith meet and discuss session" with the school employer regarding the adoption of the required compensation plan; and

WHEREAS, the Board of School Directors of the Rochester Area School District does hereby acknowledge that it did meet and discuss in good faith with the School Administrators regarding administrator compensation prior to the adoption of this Administrator compensation Plan; and

WHEREAS, the Board of School Directors of the Rochester Area School District does hereby adopt and memorialize an Administrator compensation Plan, the terms of which are set forth hereinafter as follows:

1. The term of this Compensation Plan shall be for a period of three (3) years from July 1, 2014 to June 30, 2017.

2. The employment positions of the Rochester Area School District covered by this policy and included in this Plan are identified as follows:

- a. Principal
- b. Assistant Principal
- c. Special Education Director

3. Determination of salaries and benefits for new employees will be subject to negotiation and agreement between the Board of School Directors and the new employee. While the terms and conditions of this policy are presently applicable only to the School Administrators identified above who are employees of the District at the effective date of this policy, all employees subsequently hired who qualify as "School Administrators" as defined by School Code Section 11-1164 will be subject to this policy.

4. For the purpose of computing salary increases corresponding to the length of work year, the work year for each of the positions covered by this Plan shall consist of the twelve-month work year corresponding with the school calendar adopted by the District unless the duties of the position require the Administrator to be present even though the date would normally be a day off, or is a day off for students and/or teaching staff.

5. *Salary Determination:* Individual Administrators' salaries will be determined by the Employer according to the following criteria:

The 2014-2015 salary is determined by the satisfactory completion of individual administrative goals from the 2013-2014 school year as determined by the Superintendent. Three goals satisfactorily completed have a value of three and one-quarter percent (3.25%), two goals two and one-quarter percent (2.25%), one goal one and one-quarter percent (1.25%), and zero goals zero percent (0%).

The salary increase for 2015-2016 is \$1,200 for a rating of satisfactory.

The salary increase for 2016-2017 is \$1,200 for a rating of satisfactory.

Further compensation may be awarded based on Board of Education and Superintendent review of the successful completion of the established individual administrative goals and/or demonstrated leadership above and beyond satisfactory as deemed by the Board of Education, not to exceed 3.25%.

6. *Reduction in Administrative Staff:* In the event of any reduction of administrative staff, any reduction shall be determined in accordance with the School Laws of the Commonwealth of Pennsylvania, subject to the District's policies and/or existing contracts.

7. *Job Security:* Administrators are professional employees and are subject to discipline and termination pursuant to the Pennsylvania School Code. Termination for cause may take place only following a hearing before the Board in private session.

8. The Board will meet at reasonable times and intervals with the Administrative team for the purpose of good faith discussion of subjects such as review of job descriptions; to ensure that compensation plans and grievance processes are provided and followed; and in order to collaborate as educational leaders. Meetings shall be scheduled at the discretion of the Board.

9. *Fringe Benefits:* All Administrators shall be entitled to the following fringe benefits as provided by the Pennsylvania School Code or as otherwise provided by the District:

a. Each Administrator shall have liability insurance coverage paid by the District.

b. Each school year each Administrator shall be credited with ten (10) sick days which may be accumulated without limitation as set forth in the Pennsylvania School Code.

c. Travel expense for school-related trips recommended by the Superintendent and approved by the Board in advance of the trip shall be reimbursed by the District at the rate set by the District in accordance with Section 5-517 of the School Code.

d. Administrators shall be entitled to twenty (20) paid vacation days each school year, beginning July 1<sup>st</sup>. Up to five (5) vacation days may be carried over to the following school year but must be used before August 15<sup>th</sup> of that following year and/or the employee may give back up to five (5) unused vacation days and be compensated at a rate of \$100 per day. Notification must be made in writing to the Superintendent prior to the final pay in June of the administrator's desire to carry over days and/or be paid for unused vacation days.

e. The Board shall pay the cost of membership in job-related professional organizations as recommended by the Superintendent and approved by the Board not to exceed three (3) per Administrator.

f. Administrators shall be reimbursed for their necessary costs in attendance at conventions and workshops recommended by the Superintendent and approved by the Board in advance of the event in conformity with Section 5-517 of the School Code.

g. Administrators shall be provided Income Protection Insurance.

h. Administrators shall be provided Disability Insurance for long and short-term disability.

i. Administrators shall be entitled to one hundred percent (100%) reimbursement for two (2) college courses per year.

j. Newly hired administrators subject to this Plan may carry over to their employment with the Rochester Area School District no more than twenty-five (25) accumulated sick days from their previous employment position.


k. Group Term Life Insurance in the amount of two (2) times each Administrator's salary. The Administrator shall have the option to purchase additional insurance at the individual Administrator's expense so long as the option is provided by the current carrier at no cost to the District.

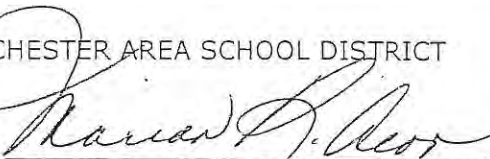
10. Administrators shall receive the following listed fringe benefits as described in the current teachers contract:

- a. Three (3) personal leave days
- b. Jury duty
- c. Bereavement Leave
- d. Hospitalization and Medical coverage
- e. Dental coverage
- f. Maternity Leave/Paternity Leave
- g. Payroll Deduction for Tax-Sheltered Annuities
- h. Payroll Deduction for Credit Union Deposits
- i. Early retirement incentive as provided by the District to the teaching staff from time to time
- j. Retirement/Severance Pay for accumulated unused sick leave as provided in the teacher's contract
- k. Child Rearing Leave
- l. Sick Leave

RESOLVED this 23<sup>rd</sup> day of June, 2014.

ATTEST:

  
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Secretary, Board of School Directors  
(SEAL)

ROCHESTER AREA SCHOOL DISTRICT  
BY:   
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President, Board of School Directors