

OFFICIAL  
SOUTH ALLEGHENY SCHOOL DISTRICT  
ALLEGHENY COUNTY, PENNSYLVANIA  
RESOLUTION NO. 2015-021

A RESOLUTION OF THE SOUTH ALLEGHENY SCHOOL DISTRICT, ALLEGHENY COUNTY, PENNSYLVANIA, ADOPTING A WRITTEN ADMINISTRATOR COMPENSATION PLAN FOR THE 2015-2016 SCHOOL YEAR, PURSUANT TO SECTION 1164 OF THE PUBLIC SCHOOL CODE OF 1949, AS AMENDED.

WHEREAS, Section 1164 of the Public School Code of 1949, as amended, requires school districts, upon the written request of the majority of the school administrators in the district, to meet and discuss in good faith with the school administrators on administrator compensation plans, and to thereafter adopt such written administrator compensation plans; and

WHEREAS, the South Allegheny School District has heretofore received a written request of a majority of the school administrators in the South Allegheny School District to meet and discuss in good faith regarding administrator compensation plans; and

WHEREAS, the South Allegheny School District has heretofore had several meet and discuss sessions with its school administrators for the purpose of developing a written administrator compensation plan; and

WHEREAS, the South Allegheny School District intends to fully comply with Section 1164 of the Public School Code of 1949, as amended, by now adopting an administrator compensation plan after several meet and discuss sessions with its school administrators, all of which sessions were conducted in good faith with the purpose of finally adopting a written administrator compensation plan.

NOW, THEREFORE, BE IT RESOLVED AND ADOPTED By the Board of School Directors of the South Allegheny School District, Allegheny County, Pennsylvania, and IT IS HEREBY RESOLVED and ADOPTED by authority of the same, that:

Section 1. The Board of School Directors of the South Allegheny School District hereby adopts the following Administrator Compensation Plan pursuant to Section 1164 of the Public School Code of 1949, as amended, for the 2015-2016 school year:

A. Salaries - Except for those school administrators who might be terminated for cause, demoted, reduced in rank, disciplined or suspended in accordance with the provisions of the

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Public School Code of 1949, as amended, the following salaries shall be in effect for the 2015-2016 school year, but with the limitation that, to the extent such salaries reflect increases over the salaries in effect for the 2014-2015 school year, such salary increases shall not go into effect until the anniversary date of the school administrator's employment with the School District:

|     |   |  |
|-----|---|--|
| (1) | Wayne Gdovic<br>-Director of Elementary Education   | \$105,500  |
| (2) | Richard Fine<br>-Director of Secondary Education  | \$105,500  |
| (3) | Jeff Solomon<br>-High School Principal  | \$ 94,500  |
| (4) | Alisa King<br>-Supervising Elementary School<br>Principal/Curriculum Coordinator                        | \$ 92,500  |
| (5) | Hal Minford<br>-Middle School Principal<br>& Assistant High School Principal                            | \$ 72,000  |
| (6) | Dave Hoffman<br>-Elementary Principal   | \$ 72,000  |
| (7) | Marc C. Mayer<br>-Assistant Elementary School<br>Principal  | \$ 59,000  |
| (8) | Katelyn Vogel<br>-Assistant Elementary, Middle<br>School & High School Principal<br>(10 month position) | \$ 50,000<br>(pro-rated from<br>12/1/2015 which<br>is effective<br>date of hire) |
| (9) | Christy Chicklo<br>-School Psychologist   | \$ 71,800  |

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|   |           |
|---|-----------|
| (10) Pat Monroe<br>-Special Programs Coordinator        | \$ 89,500 |
| (11) Laura Thomson<br>-Director of Public Relations     | \$ 89,200 |
| (12) Maria Borkowski<br>-Director of Technology Systems | \$ 66,450 |

If, and to the extent that the above salaries for School Administrators reflect increases in salary over the 2014-2015 school year salaries for School Administrators, such salary increases are based on one (1) or more of the following considerations:

- a. Minimum salary increases;
- b. Position change, if any, for School Administrators;
- c. Merit increases, if any, based on performance evaluations;
- d. Employment with South Allegheny of at least three (3) full years;
- e. Total years of employment in education;
- f. Professional or non-professional employee as defined in the Public School Code of 1949, as amended;
- g. Permanent or acting administrative position;
- h. Twelve (12) month or ten (10) month administrative position.

B. Longevity Payment - After twenty (20) years of continuous service in the South Allegheny School District, a school administrator will receive a Six Hundred (\$600) Dollar increment in the year of retirement.

C. Service Credit - Each school administrator shall receive service credit for each year of service in Pennsylvania public schools.

D. Insurance Benefits

(1) Life Insurance - Each school administrator shall be entitled to a basic policy of term life insurance in the amount of one and one-half (1-1/2) times his/her yearly salary to be paid by the School District, to a maximum life insurance amount of \$100,000. School administrators may elect to obtain additional life insurance up to \$100,000 upon payment by the school administrator of the prevailing rate per \$1,000.

(2) Health Insurance - Each school administrator shall receive medical, dental and vision health insurance, including full family coverage, as follows:

(a) Medical - Highmark Community Blue Flex EPO Health Insurance Program sponsored by Highmark-Blue Cross of Western Pennsylvania, as available through the Allegheny County Schools Health Insurance Consortium, but subject to the premium share contribution requirements set forth in subparagraph (d) hereafter.

(b) Dental - Basic individual or basic family plan, including Riders B, C and D, with the Blue Cross-Blue Shield Dental Program as available through the Allegheny County Schools Health Insurance Consortium, but subject to the premium share contribution requirements set forth in subparagraph (d) hereafter.

(c) Vision - Basic individual or basic family plan with the Standard Davis Vision Program as available through the Allegheny County Schools Health Insurance Consortium, but subject to the premium share contribution requirements set forth in subparagraph (d) hereafter.

(d) School Administrator Premium Share Contribution Requirements - For the period from July 1, 2015, through June 30, 2016, School Administrators with single, husband/wife, parent/children or family coverage for health, dental and/or vision insurance coverage shall pay premium share contributions in the same amount as paid by professional employees of the School District covered under any current or successor Collective Bargaining Agreement between the School District and South Allegheny Education Association for the period from July 1, 2015, through June 30, 2016.

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(3) Disability Insurance - Each School Administrator shall be provided with long-term disability insurance coverage in an amount equal to sixty-six and two-thirds (66-2/3%) percent of his/her current salary up to a maximum of Five Thousand (\$5,000) Dollars per month.

E. Sick Leave

(1) Each school administrator shall be provided with twelve (12) sick days per year, provided that any absence of more than two (2) days for alleged sick reasons will require certification and verification in writing from a doctor.

(2) Each school administrator may use up to five (5) of his/her allotted twelve (12) sick days per year for the illness of his/her son, daughter, spouse, parent, grandchild or grandparent living in the same household as the school administrator.

(3) Each school administrator shall be credited with and given a written accounting of state-mandated sick leave allowance and the accumulated sick leave year to year without limitations. Further, the following School Administrators, when hired by the South Allegheny School District, were hired with the agreement that they would be allowed to carry over a specified number of unused and accumulated sick days from their previous School District employer as of their date of hire, which are as follows:

| <u>Administrator</u>                                | <u>Carryover Sick Days</u> |
|---|----------------------------|
| a. Wayne Gdovic<br>Director of Elementary Education | 108                        |
| b. Richard Fine<br>Director of Secondary Education  | 57                         |

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- c. Alisa King 50<sup>1</sup>  
Supervising Elementary School Principal/  
Curriculum Coordinator
- d. Pat Monroe 29.5  
Special Programs Coordinator (20.5 sick days already  
used from original carryover  
number of 50 unused and  
accumulated sick days)

(4) Each school administrator shall be compensated at the rate of Thirty (\$30) Dollars per unused sick day to a maximum of twelve (12) such unused sick days. Payment shall be rendered during the first pay period in July.

F. Pennsylvania Retirement System - District matching funds and state contributions as per applicable retirement regulations.

G. Social Security - As per applicable Federal Regulations.

H. Worker's Compensation - As per applicable State Regulations.

I. Unemployment Compensation - District requirements as per applicable State and Federal Regulations.

J. Travel Insurance - Each school administrator shall be provided with One Hundred Thousand (\$100,000) Dollars group accident insurance policy while traveling on school business.

K. Deduction Authorization - The South Allegheny School District agrees to make payroll deductions from the salary of each school administrator for Educator Insurance or tax sheltered plans upon the filing of a written request, and to transmit money monthly in accordance with the authorization.

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<sup>1</sup>Also, this Administrator was allowed to carry over an additional 50 days of unused and accumulated sick days to be used at South Allegheny only for actual sick leave needs, if necessary, and which shall not be compensable to the School Administrator in accordance with paragraph E(4) below or at the time of termination or retirement of the School Administrator from employment with the South Allegheny School District.

L. Personal Leave Days

(1) Each school administrator shall receive three (3) days per year for personal business with no deduction from salary. These days are not to be deducted from sick leave, nor are they to be cumulative from year to year.

(2) Unused Personal Days - The South Allegheny School District shall compensate each school administrator Fifty (\$50) Dollars for each unused personal day, or allow the School Administrator to convert unused personal days to sick days, but not both. Payment for unused personal days shall be rendered during the first pay period in July. School administrators cannot take personal days on the day before or the day after a holiday without approval of the Superintendent.

M. Court Proceedings - A school administrator required to serve on a jury or to appear as a witness on behalf of the School District will be paid the difference between regular salary and any per diem allowance for the required time off.

N. Death Leave - Each school administrator will be granted the following bereavement leave: Five (5) workdays for death of spouse, mother, father, brother, sister, son, daughter, mother-in-law, father-in-law, daughter-in-law and son-in-law; three (3) workdays for death of brother-in-law, sister-in-law, grandparent, grandchild, aunt, uncle, niece and nephew; and one (1) workday for death of cousin, great aunt, great uncle and great grandparent. The leave will be granted with no deduction in pay, and these days will not be deducted from sick leave or from personal leave days.

O. Travel Allowance - Each school administrator shall be granted a travel car allowance for use of a personal car in performance of School District business at the maximum allowable cents per mile authorized by the IRS.

P. Administrator Stipend Allowance - Each school administrator shall be granted an administrative stipend allowance in the amount of Four Hundred Seventy (\$470) per year payable by the end of May of each calendar year through payroll.

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Q. Professional Association Dues - The School District will pay membership dues for one (1) professional association for each school administrator. Also, the School District will pay membership dues for a second professional association for each school administrator if the cost of the second professional association membership does not exceed \$100.

R. Remuneration for Credits

(1) Each administrator covered under this Administrator Compensation Plan will receive the same credit reimbursement as stated for professional employees of the School District in any current or successor Collective Bargaining Agreement between the South Allegheny School District and the South Allegheny Education Association for the period from July 1, 2015, through June 30, 2016.

(2) Further, each School Administrator shall be granted the opportunity to meet and discuss with the Board of School Directors for the School District regarding additional remuneration for credits, based upon the School Administrator pursuing an accredited course of study as approved by the School District and with the permission of the School District. If the School District approves the course of study for the School Administrator, and the School District, in its sole discretion, determines that the course of study is in the best interest of the School District, the School District may grant such Administrator, again in the School District's sole discretion, additional remuneration for credits, and subject to any conditions imposed by the School District for such additional remuneration for credits. Such conditions shall include, but are not necessarily limited to, the requirement that the School Administrator continue employment with the South Allegheny School District for an additional specified number of years; otherwise, the School Administrator will pay back to the School District any additional remuneration for credits granted by the School District.

(3) Course credits obtained through scholarships, federal programs, or other means for which actual tuition payment is not made by the school administrator cannot be claimed for reimbursement under this benefit.

(4) Upon receipt of a doctoral degree from an accredited college or university, the administrator will receive a salary adjustment of Three Thousand (\$3,000) Dollars.



S. Vacations

(1) Each school administrator first employed by the School District on or before December 31, 2006, and the School Administrators identified as School Administrators A(4), A(5), A(7) and A(10) in Section 1 who have been determined to be Educational Administrators, shall be granted twenty (20) days paid vacation, with the school administrator being permitted to carry over a maximum of five (5) vacation days per year. If a school administrator fails to take his/her granted vacation days by June 30th of each school year, except for the maximum allowable carryover of 5 vacation days, then such school administrator will lose his/her vacation days and receive no compensation for any unused vacation days from the School District, except further, that such unused vacation days shall be converted to unused and additional sick days for the school administrator.

(2) Each school administrator first employed by the School District on or after January 1, 2007, except for the School Administrators identified as School Administrators A(4), A(5), A(7) and A(10) in Section 1 above who have been determined to be Educational Administrators, shall be granted ten (10) days paid vacation for the first three (3) years of his/her employment with the School District. If such school administrator is employed after July 1st of any calendar year, his/her vacation shall be pro-rated from the employment start date of the school administrator after July 1st of each calendar year and June 30th of the following calendar year. Commencing with the third (3rd) year anniversary date of such school administrator's employment with the School District, such school administrator shall be granted twenty (20) days paid vacation, with the School Administrator being permitted to carry over a maximum of five (5) vacation days per year, and under the same terms and conditions set forth for vacation above in paragraph S(1).

T. Holidays - Each 12 month school administrator shall be entitled to the following paid holidays: New Year's Eve, New Year's Day, Good Friday, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, the day after Thanksgiving Day, Christmas Eve, Christmas Day, two (2) days between Christmas Day and New Years Eve as designated in advance by the Superintendent but only if such days are not scheduled teacher or student days,

and one (1) additional "Floating Holiday" as selected by the Administrator. Ten (10) month School Administrators shall not be entitled to any paid holidays.

U. Term of Work Year - Except for the allowance of sick leave days, personal leave days, death leave days and vacations and holidays as specified above, the term of the work year for each school administrator shall include all other calendar days throughout the year, Monday through Friday, and any additional Saturdays and Sundays required to fulfill the duties and obligations of the School Administrator. For example, if a High School function occurs over the weekend, the High School Principal is responsible for making certain that the function is properly supervised and monitored by School District personnel which may require the High School Principal to perform his/her job duties on a Saturday or Sunday. The term of the work year for each school administrator shall not be governed by the school work year for professional employees as stated in any current or successor Collective Bargaining Agreement between the South Allegheny School District and the South Allegheny Education Association for the period from July 1, 2015, through June 30, 2016.

V. Meet and Discuss Regarding Early Retirement

(1) Each school administrator shall be granted the opportunity to meet and discuss with the Board of School Directors regarding individual early retirement plans. Any request for meet and discuss regarding early retirement by a school administrator must be submitted to the Board of School Directors of the South Allegheny School District at least sixty (60) days prior to the intended retirement.

W. CONCLUDING STATEMENTS

(1) The Board of School Directors of the South Allegheny School District hereby declares that the salaries for administrators established in the within administrator compensation plan were determined on the basis of the information supplied by the Superintendent to the Board of School Directors and after consideration of the South Allegheny School District budget for the 2015-2016 fiscal year and anticipated future fiscal years.

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(2) The administrator compensation plan adopted herein by the Board of School Directors of the South Allegheny School District for the 2015-2016 school year shall commence on July 1, 2015, and shall continue in effect until June 30, 2016, and shall cover only those School Administrators whose names are set forth in Section 1(A) above.

(3) In the event any provision of this Administrator Compensation Plan is found to invalid, illegal or unenforceable, such provision shall not affect the validity of the remaining provisions of this Administrator Compensation Plan.

Section 2. This Resolution shall be effective as of July 1, 2015.

RESOLVED AND ADOPTED by the Board of School Directors of the South Allegheny School District, Allegheny County, Pennsylvania, meeting in special and public session, this 1st day of December, 2015.

ATTEST:

  
\_\_\_\_\_  
Rich Fine  
Secretary

SOUTH ALLEGHENY SCHOOL DISTRICT

By:   
\_\_\_\_\_  
Louis J. Borrelli, President  
Board of School Directors