

WAYNE HIGHLANDS SCHOOL DISTRICT  
ADMINISTRATIVE COMPENSATION PLAN

2013 - 2017

GENERAL POLICY STATEMENT

The Wayne Highlands School Board accepts the responsibility for adopting policies through which the administration is directed to operate the school system. The School Board is responsible for providing direction in the operation of all aspects of school programs: educational, financial and physical. The School Board approves all educational programs, employs all personnel and approves all expenditures for the District.

The Superintendent, appointed by the School Board, is the Chief Executive Officer and is designated to supervise and evaluate all operations of the School District and make recommendations to the School Board. It is the Superintendent's responsibility to put into practice the policies and directions adopted by the School Board and to interpret to the public the practices, accomplishments and needs of the school system.

Although directly accountable to the Superintendent, the Principal is the responsible head and educational leader of his or her school. All auxiliary supervisory personnel, professional and support staff, work through the Principal in the performance of their duties within the school. It is the Principal's responsibility to develop requests for policies, programs and staff so that the school is adequately financed, physically maintained and staffed. These requests are reviewed and refined by other administrators and supervisors involved, in consultation with the Superintendent, who in turn presents them to the School Board for action.

## ADMINISTRATORS' SALARY SCHEDULE

A salary concept was adopted by the School Board, effective with the 1981-82 school year, and has been continued by Board action with amendments through the 2016-2017 school year. The 2013-2014 school year consists of a salary freeze, keeping salaries at the 2012-2013 salary rate. Beginning in 2014-2015, the base increase each year is \$1,400.00. Administrators will receive a merit increase of \$1,000.00 each year by accomplishing goals as described in the Evaluation Plan. Salary ranges listed reflect the total potential increase of \$2,400.00 each year.

The ranges for the four years of this plan are as follows:

	2013-2014	2014-2015	2015-2016	2016-2017
High School Principal	\$110,440- \$121,440	\$112,840 - \$123,840	\$115,240- \$126,240	\$117,640- \$128,640
Middle School Principal	\$106,940- \$117,940	\$109,340- \$120,340	\$111,740- \$122,740	\$114,140- \$125,140
Elementary Principal (2)	\$105,440- \$116,440	\$107,840- \$118,840	\$110,240- \$121,240	\$112,640- \$123,640
Damascus/Preston Principal	\$106,940- \$117,940	\$109,340- \$120,340	\$111,740- \$122,740	\$114,140- \$125,140
Asst. High School Principal	\$103,940- \$114,940	\$106,340- \$117,340	\$108,740- \$119,740	\$111,140- \$122,140
Asst. Middle School Principal	\$102,940- \$113,940	\$105,340- \$116,340	\$107,740- \$118,740	\$110,140- \$121,140
Special Ed. Director	\$102,940 \$113,940	\$105,340- \$116,340	\$107,740- \$118,740	\$110,140- \$121,140
Assistant Special Ed. Director	\$90,300- \$101,300	\$92,700- \$103,700	\$95,100 \$106,100	\$97,500- \$108,500
Technology Supervisor	\$102,940- \$113,940	\$90,300- \$101,300	\$92,700- \$103,700	\$95,100- \$106,100

Administrators who are not at the top of the range will receive an additional increment each year. This increment will be sufficient to place them at the top of the range in their twelfth (12<sup>th</sup>) year of administration in the District. The District

may increase the increment to allow an administrator to reach the top of the range in a year previous to the twelfth (12<sup>th</sup>) year.

### FRINGE BENEFITS

Administrators receive all benefits that are included in the Act 195 WHEA Agreement, with the exception of the salary schedule and the items listed below:

- Each member accrues twelve (12) sick days per year, which are cumulative.
- The amount of credit reimbursement is not limited.
- Under Retirement Benefit Option 1 and Option 2, the amount per unused sick and personal days does not reduce based on the number of years worked, and the number of sick and personal days are not limited.
- Principals' Association dues will be paid for each member while the member is employed by the District.
- Each member will accrue twenty (20) vacation days per year cumulative to a maximum of sixty (60) days. A maximum of thirty (30) days may be used in any one school year. Members will be paid for unused vacation days at their current per diem rate upon retirement, to a maximum of sixty (60) days.
- The Board shall pay the complete cost for group term life insurance in the amount of \$100,000.00 for each member while the member is employed by the District.

## EVALUATION PLAN

The Wayne Highlands School District Board of Education recognizes the importance of maintaining an effective management team to strengthen the educational programs of the District. Accordingly, the Board hereby establishes an Administrative Evaluation Plan as part of the Act 93 Agreement, effective July 1, 2013. The Board directs the Superintendent (and Assistant Superintendent\*) to be responsible for completion of an annual written evaluation of each administrator covered under the Act 93 Agreement. The written evaluation will be based on the following:

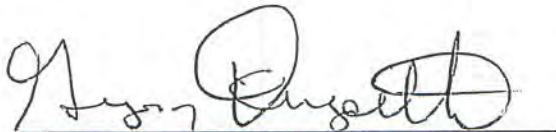
- Act 82 of 2012
- Student Achievement
- Management of Administrative Responsibilities
- Interpersonal Relationships
- Management of Budget
- Administrator Established Goals
- Superintendent or Board Established Goals
- Maintenance of Proper Certification



Lothar Holbert, School Board President  
Wayne Highlands School District

Date

3-11-14



Gregory Frigoletto  
Superintendent

Date

3-11-14