

WILSON SCHOOL DISTRICT

WEST LAWN, PA

ACT 93

ADMINISTRATOR

COMPENSATION

PLAN

Final Draft Revisions

ACT 93 ADMINISTRATIVE COMPENSATION PLAN
WILSON SCHOOL DISTRICT

This Act 93 Administrative Compensation Plan ("Plan"), adopted on _____ by the Board of School Directors ("Board") of the Wilson School District ("District") effective as of the first day of July 2015, establishes compensation and benefits for eligible Administrators ("Administrators") employed by the District. References to yearly pay or benefits reflect a school year, i.e., July 1 to June 30.

I. Compensation

Act 93 member salaries will be adjusted upward based on findings from the the 2014-2015 PSBA study. Act 93 member salaries will be adjusted to the mid level amounts from the PSBA study of 2014 - 2015 comparing districts that are similar to the Wilson School District in size, demographics, and socioeconomics. salary increases will occur over a three year period starting July 1, 2015.

*See salary adjustment addendum

- a. Salary Increases for Professional Development – Certificated Administrators who meet the requirements for salary credit for courses as set forth in Article 23 of the 2012-2015 Collective Bargaining Agreement ("CBA") between the District and the Wilson Education Association, will receive an addition to their base salary of \$1,500 upon the completion of the requisite coursework that would entitle a teacher to horizontal step movement pursuant to the CBA. Non-certificated Administrators who obtain an advanced post-secondary degree will receive an addition to their base salary of \$1,500 upon the completion of the requisite, pre-approved coursework which leads to the additional degree. All such base salary increases will become effective at the beginning of the next semester following the completion of the required coursework.

II. Benefits

The District awards to the Administrators all fringe benefits that are given to the teachers pursuant to the current CBA, except as set forth below unless the negotiated language in the CBA is better.

A. Term Life Insurance

Each member of the Act 93 group will have term life insurance of \$600,000.00.

B. Vacation

- a. Each Administrator will receive 20 paid vacation days each year.
- b. Days will be prorated during the first and final year of employment (if employment begins other than July 1st/ends other than on June 30th).
- c. There is no paid vacation benefit for 10-month (*) positions.
- d. Vacation days that are unused in one year may be carried over to a subsequent year. Effective July 1, 2013, the maximum authorized accrued amount of vacation leave is thirty (30) days.
- e. No more than twenty-five (25) vacation days may be used in any one calendar year without prior approval of the Superintendent.
- f. Building Administrators who are eligible for vacation will be able to schedule one full week of vacation during the school year with prior approval by the Superintendent as long as the week requested does not fall within the PSSA or Keystone testing weeks.
- g. Administrators called into work on a paid holiday(s) will be given a flex day(s)/floating holiday(s) to be used at another time during the year.

C. Personal Leave Schedule

All Administrators will be entitled to two (2) personal leave days each year. Personal days must be used within the year they are earned with the exception of 10-month Administrators (may accumulate up to 3 personal leave days).

D. Income Protection Plan (Long Term Disability Plan)

The District will provide a long-term disability plan for Administrators in the amount of two-thirds (2/3) of the Administrator's salary in effect at the time of the disability. Approved disability payments will be paid by the disability insurance provider.

E. Conference Participation, Professional Organization Dues and Post-Doctoral Scholarships

- a. \$1,250 per Administrator may be allocated each year for his/her discretionary use for conferences or professional membership dues or both (subject to the Superintendent's approval). By mutual agreement, Administrators may share up to \$500 of their allocation with a peer in any given year.
- b. Administrators will be reimbursed 100% of the tuition for graduate courses, provided courses are approved in writing in advance by the Superintendent, and provided further that such reimbursement shall be reimbursed by the Administrator to the District if such Administrator is not an employee of the

District for at least one year after such course is completed. As a condition of receiving this benefit, each Administrator will authorize the District to withhold any such reimbursement from any salary or other amounts otherwise owed to the Administrator.

F. Health Plan

The District will provide the same contribution for Administrators' medical insurance, dental, and prescription coverage as it provides for employees covered in the CBA.

G. Medical Insurance Benefit Waiver

Administrators, except husbands and wives who are both eligible for health insurance coverage through the District, who waive medical coverage (defined as medical and prescription drug coverage only), will receive the following reimbursement:

- Currently covered with Single benefits - \$1,200 annually
- Currently covered with 2-Party benefits - \$2,400 annually
- Currently covered with Family benefits - \$3,600 annually

- a. The benefit waiver period begins July 1 of each school year and terminates June 30th of the following year. The request for such waiver must be submitted by June 10th of each year for a July 1st effective date.
- b. Payment to the employee for waiver of health benefits will be disbursed in the last pay of the month from September through June.
- c. Waived health coverage may be reinstated during the year due to a valid life-status change. A written request for reinstatement must be submitted to the HR Office. Reinstatement of the affected benefits will occur on the first day of the month following the date of approval.
- d. If employment ceases during the waiver period, the fringe benefit payments will be pro-rated and treated in the same manner that medical insurance benefits would have been handled if the employee had not waived coverage.

H. Medical Reimbursement for Health Care Act 125

Each Act 93 member will receive an annual deposit to their district-sponsored Act 125 account in the amount of \$1,200.00 each year of the agreement. No matching funds are required by the Act 93 members. It is understood that if the funds go unused during each year of the agreement they do not carry over to the next year.

I. Tax Sheltered Annuity

The District will contribute matching funds to a TSA for each Act 93 member. Members will choose the providers from the District's 403(b) providers. All Act 93 group members will have funds matched up to \$1,200.00

I. Retirement Benefits

Administrators who retire with at least ten (10) years of administrative service in the District and a total of twenty (20) years in education, and who retire under the rules of the Pennsylvania School Employees Retirement System, will be entitled to the following retirement benefits:

- a. Medical Coverage - The District will pay the premium for the medical, dental and prescription drug coverage for the employee only for each Administrator. Retired Administrators will contribute toward these benefits at the same single rate as covered in the CBA. Premiums will be paid until Medicare-eligible or death, whichever occurs first.
- b. Retirement Payment - Administrators who retire with all of the Retirement Plan criteria (listed above), will be entitled to a one-time retirement payment of \$1,500.
- c. Severance Payment - Administrators who retire with all of the Retirement Plan criteria (listed above), and who have at least seventeen (15) years of employment by the District will be entitled to a payment of \$340 per year for all full years of service beyond seventeen (fifteen) years of employment by the District.
- d. Sick Leave Reimbursement - Administrators who retire with all of the Retirement Plan criteria (listed above), will be entitled to a sick leave reimbursement per unused sick day, up to one hundred (150) days. The amount of daily reimbursement will be either the negotiated language in the CBA or \$65.00 per day, whichever is higher.

K. Sick Leave

Each Administrator will earn sick days at the rate of one (1) day for each calendar month the Administrator earns compensation in at least ten (10) working days for that calendar month. A sick day may not be taken until the calendar month following the month in which it is earned. Sick leave accumulates from year-to-year.

Act 93 members have the option to donate one sick day per year to any employee in the district if they so choose.

III. Work/Life Issues

A committee comprised of Administrators and Board Members will meet two times per year during the life of this Agreement to discuss work/life issues, future salary adjustments based on a merit pay system, benefits and to maintain an open ongoing dialog.

IV. This Agreement will expire on June 30, 2018.

Jay Nigrini, President

Steve Ehrlich Vice President