

CENTRAL CAMBRIA SCHOOL DISTRICT
ADMINISTRATOR COMPENSATION PLAN - ACT 93
July 1, 2014 to June 30, 2018

The Board of School Directors of the Central Cambria School District adopt the following Administrator Compensation Plan pursuant to Section 1164 of the Public School Code of 1949, as amended (24 P.S. §11-1164). 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. Terms of Compensation Plan

The terms of and conditions of this "Compensation Plan" shall be in effect beginning July 1, 2014, and shall remain in effect until June 30, 2018.

II. Definitions

The term "Administrator" shall include the following positions for the purposes of this Plan.

- A. High School Principal
- B. Middle School Principal
- C. Elementary Principal(s)
- D. High School Assistant Principal
- E. Curriculum Director K-12
- F. Director of Special Education
- G. School Psychologist
- H. ~~Transportation Coordinator~~ Eff. 6/30/2016 Position no longer Act 93.
- H. Director of Technology

III. Evaluation of Performance

The Board/District and the Administrative Team recognize that evaluation is a positive process intended to promote professional growth and to ensure the attainment of individual and District goals. It is intended to serve as an effective means of communicating not only personal but District/building goals.

The Superintendent shall evaluate each administrator utilizing the Annual Performance Growth Plan for each administrator or other process/plan approved by the Board.

IV. Salaries

In order to receive the salary increases outlined below, the administrator must be rated "satisfactory" during the last year's evaluation period.

Based upon a "satisfactory" evaluation, salary increases for the above listed administrators under this Compensation Plan shall be as follows:

Year 1	2014-2015	2.5% increase to base salary from prior year
Year 2	2015-2016	2.5% increase to base salary from prior year
Year 3	2016-2017	2.5% increase to base salary from prior year
Year 4	2017-2018	2.5% increase to base salary from prior year

During the term of the Act 93 Agreement, the Board of School Directors reserves the right to establish the entry rate for any new administrators who may be covered by this Act 93 Agreement.

V. Benefits

- A. Medical coverage. Administrators will be afforded medical coverage offered to under the collective bargaining agreement between the District and the Central Cambria Education Association. During the years of this agreement, each administrator will be required to co-pay \$20 for single coverage and \$40 for two party or greater of the total premium for selected medical coverage, and deductibles as per the bargaining unit.

- Deductible –

1. Year 1 - No change
2. Year 2 - \$350/\$700 In network, \$700/\$1400 Out of Network
3. Year 3 - \$400/\$800 In network, \$800/\$1600 Out of Network
4. Year 4 - \$500/\$1000 In network, \$1000/\$2000 Out of Network

- B. Spousal Coverage. The District will make coverage available to spouses in limited circumstances:

- Spouses who work for, and receive coverage, from any of the following entities will not be covered:
 1. Federal government, Military
 2. Commonwealth of PA
 3. Public School District, Charter School, Cyber School, IU
 4. Court System
 5. State System of Higher Education and Universities

- The spouse may enroll under the District's plan as a dependent if at any time they lose coverage under their employer's plan due to an employment termination, reduction in hours with loss of coverage, or employer's plan termination.
 - Active employees whose spouses are eligible for coverage under another employer's plan will have the option to purchase spousal coverage under the District's health plan and shall contribute the same additional dollars as the bargaining unit.
- C. Dental coverage. Administrators will be afforded dental coverage offered under the Collective Bargaining Agreement between the District and the Central Cambria Education Association, subject to the operating guidelines and procedures of the insurance provider.
- D. Vision coverage. Administrators will be afforded vision coverage offered under the Collective Bargaining Agreement between the District and the Central Cambria Education Association, subject to the operating guidelines and procedures of the insurance provider.
- E. Life Insurance. The District shall pay the full premium to provide term life insurance policy for the Administrator who so selects, subject to the operating guidelines and procedures of the insurance provider, until said Administrator, active or retired, reaches the age of seventy (70). The amount of this policy shall be twice the Administrator's salary of the last active year of duty to the nearest thousand dollars. In addition, an accidental death/dismemberment provision will be added.

Upon reaching the age of seventy (70), life insurance will be reduced to \$10,000.00.

To be eligible for any life insurance benefit after retirement, the Administrator must have a minimum of ten (10) years of service at Central Cambria School District.

- F. Payment of Dues. The Board will pay the dues for membership in up to two (2) professional organizations for the Administrator. Approval of the organizations will be at the discretion of the Board.
- G. Vacations. In each year of the agreement, Twelve-month administrators shall be able to take only one week (5 days) of vacation during the school term. At the discretion of the Superintendent, under extenuating circumstances or emergency circumstances, the five-day restriction may be waived. The three remaining weeks will be taken after the last day of the school term and prior to the beginning of the new school term.

All Twelve-Month Administrators shall also be subject to vacation proration, e.g., employee is granted four (4) weeks of vacation July 1st but then subsequently retires in December. The employee would be subject to having vacation prorated to entitle him/her to only two (2) weeks of vacation inasmuch as a the full year was not worked. In the event all vacation was utilized, the employee would be obligated to pay back a portion of the vacation to which he/she was not otherwise entitled to be deducted from final pay.

- H. Sick Leave. Proof of illness in the form of a medical certificate may be required if an employee's absence exceeds three (3) consecutive days. Refusal to present said certificate may result in a loss of pay for those days.

The District reserves the right to request a medical certificate in case of questionable absence or cases of an excessive number of short absences or where abuse is suspected.

An employee may be required to present a physician's certificate certifying that said employee is physically able to resume his or her job duties upon return.

The District reserves the right to require a physical or medical examination by the school physician, or physician of the District's choosing, if such examination is deemed necessary to the interests of the School District. The District shall pay for said examination.

I. Retirement Incentive

For administrators who retire from employment and meet the eligibility requirements hereinafter set forth, the School District will make retirement incentive payments as follows:

- i. \$350.00 per each year of PSERS Service.
 1. The incentive payment shall be paid in the form of a non--elective Employer contribution into a 403(b) plan within sixty (60) days of the last day of work in the year of retirement. (See attached Memorandum of Agreement from Teacher's Collective Bargaining Agreement and for greater explanation.)
 2. If the District's 403(b) contribution causes the employee's account to exceed the Section 415(c) contribution limit for the year, any excess over the limit shall be contributed for HRA. The employee shall have no cash option.
- ii. Severance pay will be granted to an Administrator in the amount of One Hundred (\$100.00) Dollars for each accumulated but unused

sick day. Any Administrator who dies during the term of this Plan will be eligible for this retirement benefit and his/her estate will be paid the amount due him/her up to the date of death regardless of whether this employee has indicated retirement.

iii. In addition to the incentive amount, the School District will provide a pay out in a Health Reimbursement Account (HRA) account in the amount of \$15,000, to be used toward health insurance coverage provided the administrator/retiree is not covered or eligible to be covered under another medical insurance plan. This coverage will be under the District Highmark BC/BS PPO Blue Plan or its replacement coverage as outlined in the Collective Bargaining Agreement between the District and the Central Cambria Education Association. Retiree individual medical insurance coverage shall be the same as active employees. Retirees, at their expense, may extend coverage at group rates beyond individual coverage for eligible family members.

1. The District's monthly payment toward the medical insurance premium for this coverage shall be the difference between the monthly premium cost to the District at the time of retirement and the maximum monthly PSERS Health Insurance Premium Assistance Program Payment that can be received by the retired employee under Act 23 of the Public School Employee's Retirement System or any successor legislation. The employee/retiree agrees to turn over any monies made available under this program to the District.

iv. **Eligibility Requirements for Administrative Employees:**

- A. The employee must retire effective at the end of the last day of employment.
- B. The employee must submit a written request for retirement no later than January 1st of the fiscal year, which is designated as the employee's final year of employment.
- C. The employee must be at least age 55 by the end of the school fiscal year, which is designated as the final year of employment.
- D. The employee must have at least ten (10) years of service in the Central Cambria School District and at least twenty (20) years of credited service in the Public School Employee's Retirement System.
- E. The employee must retire as an employee under the provisions of the Public School Employee's Retirement System.
- F. The employee must not be eligible for permanent disability retirement.

- J. Other Benefits. Administrators shall be afforded the benefits offered under the Collective Bargaining Agreement with the teacher's bargaining unit except where those benefits conflict with or are specifically addressed in this Compensation Plan. There shall be no pyramiding of benefits.

VI. Other

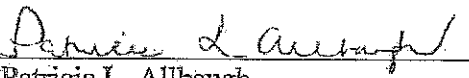
Nothing contained in this Plan is intended or shall be construed as guaranteeing any Administrator that he/she will continue in his/her current job assignment through June 30, 2018, or thereafter. The Board/District reserves all managerial rights granted by the Public School Code, including, without limitation, the right to furlough, suspend, demote, discharge or remove any of its Administrators or to otherwise establish, reassign, or abolish administrative job assignments and/or positions consistent with the Public School Code.

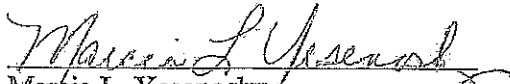
In the event that any provision of this Plan is deemed to be contrary to law by a court of competent jurisdiction, such illegal provision shall be regarded as void and all other provisions of this Plan shall continue in full force and effect.

IN WITNESS WHEREOF, the parties hereto have entered into this Agreement this 10th day of March, 2014.

ATTEST:

BY:


Patricia L. Allbaugh
Board Secretary


Marcia L. Yesenosky
Board President

CENTRAL CAMBRIA SCHOOL DISTRICT

Witness: Janet K. Gillen Amber McDunn
High School Principal

Witness: Janet K. Gillen Chris Estro
Middle School Principal

Witness: Janet K. Gillen Jenni Mesoras
Cambria Elementary School Principal

Witness: Janet K. Gillen Tricia Mues
Jackson Elementary School Principal

Witness: Janet K. Gillen Andy Tronish
High School Assistant Principal

Witness: Janet K. Gillen Jean D. Moon
Curriculum Director K-12

Witness: Janet K. Gillen Melissa A. Smith
Director of Special Education

Witness: Janet K. Gillen Kristen Steph D.Ed.
School Psychologist

Witness: Janet K. Gillen Robert Key
Transportation Coordinator

CENTRAL CAMBRIA SCHOOL DISTRICT
ADDENDUM SIGNATURE PAGE

Witness: Just J. Miller [Signature] 8/11/16
Director of Technology Date

APPENDIX B. HOSPITALIZATION AND MEDICAL INSURANCE

Hospitalization and Medical Insurance. Indemnity program compared to Select Blue PPO, effective January 1, 2006.

Benefits	Indemnity	Select Blue PPO	
		In-Network	Out-of-Network
Deductible Individual	\$100 Major Medical	\$400 (effective 1/1/2015) \$500 (effective 1/1/2016)	\$800 (effective 1/1/2015) \$1000 (effective 1/1/2016)
Family	\$300 Major Medical	\$800 (effective 1/1/2015) \$1000 (effective 1/1/2016)	\$1600 (effective 1/1/2015) \$2000 (effective 1/1/2016)
Coinsurance	100% Blue Cross 100% Blue Shield 80% Major Medical	100% after deductible	80% after deductible until out-of-pocket maximum is met; then 100%
Out-of-Pocket Maximums	\$2000 Major Medical Only	Not Applicable	\$2000 Individual; \$4000 Family
Lifetime Maximum	\$1,000,000 Major Medical	Unlimited	\$1,000,000
Office Visits	80% after deductible	100% after \$20 copayment	80% after deductible
Specialist Office Visits	80% after deductible	100% after \$20 copayment	80% after deductible
Preventive Care <i>Adult</i> Routine physical exams	Not covered	100% after \$20 copayment	Not covered
Routine gynecological exams, including a PAP test	100%	100% after \$20 copayment	80% (deductible does not apply)
Mammograms, as required	100%	100% (deductible does not apply)	80% after deductible
<i>Pediatric</i> Routine physical exams	Not covered	100% after \$20 copayment	Not covered
Pediatric immunizations	100%	100% (deductible does not apply)	80% (deductible/ lifetime maximum does not apply)
Emergency Room Services	BC – 100% Within 48 hours of onset of symptoms	100% after \$75 copayment (waived if admitted)	100% after \$75 copayment (waived if admitted)
Ambulance	80% after deductible	100% after deductible	
Hospital Expenses Inpatient	100%	100% after deductible	80% after deductible
Outpatient	100%	100% after deductible	80% after deductible
Maternity	100%	100% after deductible	80% after deductible

		Select Blue PPO	
Infertility counseling, testing and treatment	BS – 100% until infertility is diagnosed Pathology tests, x-rays MM – 80% after deductible until infertility is diagnosed	100% after deductible	80% after deductible
Medical/Surgical Expenses	100%	100% after deductible	80% after deductible
Spinal Manipulations	80% after deductible	100% after \$20 copayment	80% after deductible
Diagnostic Services (Lab, X-Ray, and other tests)	100% if hospital or 80% after deductible	100% after deductible	80% after deductible
Outpatient Physical Therapy	BC – 100% Limit: 21 treatments/ calendar year MM – 80% after deductible	100% after deductible	80% after deductible
Outpatient Speech & Occupational Therapy	80% after deductible	100% after deductible	80% after deductible
Outpatient Occupational Therapy	80% after deductible	100% after deductible	80% after deductible
Durable Medical Equipment	80% after deductible	100% after deductible	80% after deductible
Skilled Nursing Facility Care	BS – 100% MM – 80% after deductible	100% after deductible	80% after deductible
Home Healthcare	80% after deductible	100% after deductible	80% after deductible
Private Duty Nursing	80% after deductible	100% after deductible	80% after deductible
Hospice	80% after deductible	100% after deductible	80% after deductible
Mental Health Inpatient	BC – 100% Limit: 30 days/calendar year	100% after deductible	80% after deductible
Outpatient	MM – \$40 allowance per visit payable at 50%	100% after deductible	50% after deductible
Substance Abuse (PA Mandated Benefit) Inpatient Detoxification	BC – 100%	100% after deductible	80% after deductible
	Limit: 7 days/admission; 4 admissions/lifetime	Combined limit: 7 days/admission; 4 admissions/lifetime	
Rehabilitation	BC – 100%	100% after deductible	80% after deductible
	Limit: 30 days/calendar year; 90 days/lifetime	Combined limit: 30 days/calendar year; 90 days/lifetime	
Outpatient	BC – 100%	100% after deductible	50% after deductible
	Limit: 60 visits/calendar year; 120 visits/lifetime	Combined limit: 60 visits/calendar year; 120 visits/lifetime	
Precertification Requirements	None	Performed by Network Medical Management	Required for inpatient admission to non-network hospital

<p>Prescription Drug Program</p>	<p>Retail -- Acute: 80% after MM deductible Maintenance -- Retail and Mail Order: \$6 Generic/\$6 Brand 30 to 90-day supply</p>	<p>Retail: \$10 Generic/\$20 Brand/\$35 Non-formulary 34-day supply Mail order: \$20 Generic/\$40 Brand/\$70 Non-formulary; 90-day supply</p>
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*This is not intended as a contract of benefits. It is designed purely as a reference of the many benefits available under your program. Please consult Summary Plan document for specifics and details.

APPENDIX C. DENTAL INSURANCE

Benefits Plan

Preventative Services

■ Basic Services	100%
Lifetime Deductible	\$ 0
Benefit	80%
■ Major Services	
Annual Deductible	\$ 0
Benefit	60%

Orthodontic Services

Lifetime Deductible	\$ 0
Benefit	60%
Lifetime Maximum	\$1,500

Annual Maximum: During any calendar year, a participant may receive benefit payments up to a maximum of \$2,500. This maximum applies to combined benefits on account of Preventive, Basic and Major Services.

It is understood and agreed upon that during the term of this agreement, the school district reserves the right to select an alternative carrier to the extent that the District provides comparable coverage. The District will meet and discuss with the Association the switching to alternative carriers at least thirty (30) days prior to such switch in carriers taking effect. The intent of switching carriers is to find a more cost effective carrier with similar levels of benefits.

APPENDIX D. VISION CARE INSURANCE

Benefits Plan

Exam:		\$40
Frames:		\$45
Lenses, each:		
<i>Single</i>	...	\$40
<i>Bifocal</i>	...	\$45
<i>Trifocal</i>	...	\$50
<i>Lenticular</i>	...	\$55
<i>Contact</i>	...	\$45

It is understood and agreed upon that during the term of this agreement, the school district reserves the right to select an alternative carrier to the extent that the District provides comparable coverage. The District will meet and discuss with the Association the switching to alternative carriers at least thirty (30) days prior to such switch in carriers taking effect. The intent of switching carriers is to find a more cost effective carrier with similar levels of benefits.

MEMORANDUM OF AGREEMENT

403(b) Accounts

During the course of discussions on a new successor agreement, the Central Cambria School District and Central Cambria Education Association addressed the need to establish tax-sheltered vehicles and/or plans by which the employer and/or employee may reap possible tax savings.

Payment for accumulated but unused sick leave and/or payment for years of service at the time of retirement were discussed and are incorporated into the parties' collective bargaining agreement. The purpose of this Memorandum is to further expand and clarify the intention of the parties as it relates to those vehicles and/or tax plans within the appropriate provisions of the collective bargaining agreement that would include, but is not limited to, Section 11.9 and 11.10.

The payment provided for in Section 11.9 and 11.10 shall be paid in the form of a non-elective Employer contribution made by the Employer into a 403(b) plan account appropriate for such special payment for the employee, and shall be made within 60 days of the effective date of retirement or, if a shorter period is required by applicable tax laws, within such shorter period. All eligible employees must have this contribution made directly into a 403(b) plan account appropriate for this special payment. There is no cash only option or alternative available for this benefit.

In addition, the following provisions shall also apply:

- (1) Any monies paid into a 403(b) plan account for the benefit or credit of a professional employee shall be refunded to the Employer no more than thirty (30) days following any determination that the employee did not qualify for said payment, and Employer shall not be liable for the tax consequences, if any, to employee of any such refund.
- (2) The references in this Agreement to a 403(b) plan or account or plan account is a reference to a qualified plan or account established under Section 403(b) of the United States Internal Revenue Code as currently existing or as amended. The Section 403(b) account must be established prior to separation of service, and if the employee has failed to establish such account prior to the separation of service the employee will forfeit all of the severance payments provided for herein.
- (3) Unless otherwise agreed by Employer and Association, for administrative convenience, all Employer contributions into 403(b) accounts under this Agreement shall be deposited into qualified 403(b) accounts established by or for each eligible employee with a vendor approved by the District, which vendor shall be responsible for administering the 403(b) plans, accounts or payments provided for herein.
- (4) All Employer contributions to 403(b) plan accounts are subject to the applicable contribution limits provided by the Internal Revenue Code, and if those limits are exceeded, any excess amount due shall be contributed, to the extent permitted by law, into such 403(b) plan account in the year following the employee's year of retirement. The vendor approved by the District shall calculate the applicable contribution limits for each eligible professional

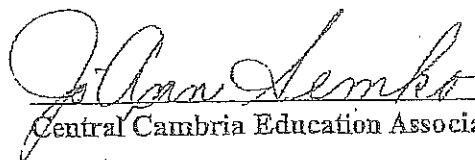
employee hereunder, and Employer shall be entitled to rely upon the calculations of such vendor, and shall not be liable for any errors in such calculations. In the event of the employee's death, the spouse or dependent beneficiary will receive through a Health Retirement Account (HRA) the remaining value of the incentive.

- (5) It is the intention of the parties that by providing for this severance payment to be made in the form of a non-elective Employer contribution that there will be tax advantages (at least at the federal level) for both the Employer and employee. It is understood and agreed, however, by the Association and the Employer that neither party is guaranteeing any tax consequences to the other, that tax laws may change, and that neither party is being assured or guaranteed by the other of getting the tax advantages that the parties contemplate and intend by the provisions outlined above and more further delineated within the four corners of the collective bargaining agreement.
- (6) As it relates to reference to the HRA in 11.9 and 11.10, it is understood and agreed that the HRA will only be used 1) in the event that a person's contribution amount exceeds the IRS limit for a 403(b) and 2) in the event that an individual dies, that the spouse/dependent beneficiary will receive the value of the incentive.

The 403(b) plan to cover the above severance and unused sick leave payments when adopted by the Employer and as changed from time to time to meet requirements of the Internal Revenue Code shall apply to the foregoing payments. If necessary to comply with the Internal Revenue Code or the plan, the provisions of this Memorandum and as referenced in Section 11.9 and/or 11.10 of the collective bargaining agreement, shall be deemed automatically changed or amended as necessary to conform with the plan and Code requirements as they may from time to time exist.



Central Cambria School District



Central Cambria Education Association

Date:

8/14/08

Date:

August 14, 2008

