

POTTSVILLE AREA SCHOOL DISTRICT

ACT 93 AGREEMENT

SCHOOL ADMINISTRATOR

- A. Term of Agreement - Twelve (12) months - July 1, 2018 through June 30, 2019.
- B. Salary - The salary of each member of the agreement will be multiplied by one and a half (1.5%) percent with a minimum increase of One Thousand (\$1,000) and added to the current year salary to calculate the next fiscal year salary. In addition, at the discretion of the Superintendent and Board, and assuming available budgetary resources, individual members may be eligible for a mid-year adjustment of \$1,500.00 for each year of the agreement.

C. Fringe Benefits - The School Administrator shall receive the following fringe benefits:

- 1 Health and Prescription Insurance with Capital Blue Cross, QHDHP plan \$1,500 Single / \$3,000 Two-party or Family deductible (attachment A) effective January 1, 2019, presently administered through the Multi-County Consortium. Employees with PPO coverage will be covered until December 31, 2018. The district will make an employer contribution into a qualified employee's HSA account an amount equal to 40% of the deductible beginning on January 1, 2019.

The current optical and dental coverage will remain the same throughout the agreement.

Effective July 1, 2018 each employee is subject to a premium share of \$32.00 per pay for single coverage, \$49.00 per pay for two party coverage and \$54.00 per pay for family coverage via the district's section 125 plan.

For the retiree's, the Board will provide each retiree with eight (8) years of coverage after the date of their retirement or until they are Medicare eligible, whichever occurs first, of individual medical coverage subject to the following limitations. The Board will pay the premium, less the amount reimbursed to the retiree by PSERS to a maximum of \$3,200.00 per year. Should the premium exceed the PSERS reimbursement plus the \$3,200.00 paid by the Board, the retiree would be required to pay the difference to continue coverage. A retiree who otherwise would qualify under this addendum for post-retirement health care, and whose spouse is employed by the Pottsville Area School District, will be covered under the terms of the working spouse's contract. Upon

the working spouse's retirement, if no lifetime coverage is provided under the contract in effect at that time for retirees, coverage will then revert to the original retiree's benefit for that original retiree under the terms of this agreement. If the retiree should die prior to the retirement of the working spouse's retirement the working spouse would be entitled to the original retiree's benefit under the terms of the agreement.

- 2 **Retirement Incentive/Unused Sick Days:** A mandatory 403 (b) plan will be provided to shelter any compensation received for unused sick leave and retirement incentive. A retirement incentive of \$20,000 will be granted at the end of the school year to the school administrator retiring and having served twenty-five (25) years in the educational profession. There shall be a deduction of \$1,000.00 per year for every year of service in the profession over twenty-seven (27) years. Any unused sick leave shall be cumulative from year to year. Payment at retirement for unused sick leave days shall be at the same rate as specified by the contract with the Pottsville Area Education Association. It will be the retiree's responsibility to complete all paperwork with an approved 403(b) plan vendor and submit it to the school district payroll office. The school district shall make a non-elective employer contribution to the employee's 403(b) retirement plan for all unused sick leave and retirement severance. The employee shall receive no cash option.
- 3 **Vacation:** Each school administrator is entitled to twenty (20) vacation days assigned on July 1st of each year of which ten (10) unused vacation days may be carried over to the following year. Any unused vacation days in excess of ten (10) that are carried over to the next fiscal year may be used up to and including August 15th of that fiscal year. (for example, an administrator has twenty unused vacation days on June 30th, on July 1st, the administrator receives the new allocation of 20 days to equal a total of 40, ten of those forty days must be used by August 15th of that year and thirty may be carried until June 30th of the following calendar year.)
- 4 **Sick Days:** In any school year whenever an administrator is prevented by illness or accidental injury from following his occupation, the Board shall pay to said administrator for each day of absence, the full salary to which the administrator is entitled as if said administrator were actually engaged in the performance of duty, for a period of twelve (12) days. Any unused sick leave shall be cumulative from year to year.
- 5 **Life Insurance:** The Board shall provide term life insurance coverage in the amount of \$100,000.00 during the period when the administrator is employed by the District.

- 6 Personal Days: School Administrators shall be afforded four (4) personal days of absence during the school year provided that no personal days shall be permitted for the purpose of engaging in services or activities for which compensation in any form will be paid. Personal leave days not used during any school year shall be added to the administrator's unused sick leave at the end of the school year.**

- 7 Health Care Opt-Out Provision - Employees who are eligible to receive health care benefits through this agreement who decline coverage shall receive an annual payment of \$5,000. In cases where both spouses who are employed by the Pottsville Area School District, the family shall be entitled to one 2-person or family health care plan and are not eligible for the opt-out payment. Employees will be eligible to opt out at any point with proof of alternate coverage at any point during the plan year. In situations where an employee does not opt out for the full year, the employee will be eligible for a partial opt out payment equal to the percentage of the year remaining. For example and employee that opts out effective October 1st would receive 75% of the opt-out provision. The payment shall be paid out as follows: \$2,500 on the first payroll date in December and \$2,500 on the second payroll date in June.**

- 8 Professional Dues – The Board shall pay 100% of the Principal Association Dues.**

- 9 Tuition Reimbursement – Any administrator who fails to return for one (1) full school year will reimburse the District one hundred percent (100%) for payment of educational credits and, and who fails to return for two (2) school years will reimburse the District for fifty percent (50%) for such educational credits and, an administrator who fails to return for three (3) full school years will reimburse the District twenty-five percent (25%) of such educational credits. The former employee is required to make payment in full within thirty (30) days of demand from the District or otherwise face legal action.**