

**AGREEMENT BETWEEN
SHENANGO AREA SCHOOL DISTRICT
AND
SHENANGO AREA SCHOOL DISTRICT
ADMINISTRATION TEAM**

JULY 1, 2016
TO
JUNE 30, 2020

AGREEMENT

This Agreement entered into this day, the _____ day of _____ 2016, by and between the Board of School Directors of the Shenango Area School District and the Administrators of the Shenango Area School District shall be in effect from July 1, 2016 to and including June 30, 2020.

Albert Burick, Board President

Robert Heath

Joseph McCormick

Christine Moon

Adam Vincent

Anna Beech

I. Preamble

The parties to the attached agreement and the Board of Shenango Area School District have entered into an Act 93 agreement concerning the employment relationship for the period beginning July 1, 2016 and ending June 30, 2020.

It is, and has been, the intent of both the parties including their representatives and members of the administrative team, to deal fairly with each other, bearing in mind that the welfare of the public, and particularly the children of the Shenango Area School District, is the paramount consideration of both the Board and the Administration.

The parties agree not to discriminate on the basis of race, age, color, national or ethnic origin, gender or handicap in the execution of this agreement in accordance with the applicable federal status and regulations.

II. Administrative Employees

This agreement is applicable to the following members only in their current position (listed below). Any changes in position of current employees will require a new negotiation of salary and benefits between the employee and school board. New administrative hires will also require a negotiation of salary between the board and the new employee to establish salary and benefits to be in effect until the conclusion of this agreement.

Robert Heath	Technology Coordinator
Christine Moon	Director of Special Services
<i>TBD</i>	High School Assistant Principal
Adam Vincent	Elementary Principal
Joseph McCormick	High School Principal
Anna Beech	School Psychologist

III. Act 93 Provisions in SAEA Contract

The following articles in the SAEA contract with Shenango Area School District are part of this Act 93 Agreement. The language in the Teacher contract for each of these articles applies to this Act 93 agreement.

Article 8:	Direct Deposit
Article 15:	Family and Medical Leave Act
Article 16:	Life Insurance (\$50,000)
Article 18:	Dental Plan
Article 19:	Vision Plan
Article 20:	Flexible Spending Account
Article 23:	Severance Payments
Article 25:	Child Bearing Leave

Article 26:	Child Care Leave
Article 27:	Family Illness Days
Article 28:	Emergency Days
Article 29:	Personal Days (no pay deduction for substitute)
Article 30:	Sabbatical Leave
Article 31:	Leave Because of Death
Article 32:	Military Leave
Article 33:	Unanticipated Leave of Absence
Article 34:	Jury Duty
Article 53:	Employee Protection
Article 62:	Personnel File

IV. Additional Act 93 Provisions

A. Contract Year

Administrators, excluding the School Psychologist, shall be under contract for two-hundred and forty-eight days in each of the contracted years. The School Psychologist shall be under contract for two-hundred and ten days in each of the contracted years.

B. Length of Work Day

The administrative work day shall be eight hours. The established beginning and ending times shall be at the discretion of the Superintendent.

C. Salary Schedule

See Attachment – Salary Schedule.

D. Hospitalization

The District shall have the authority to select the carrier and coverage. The District shall pay the payment of hospitalization insurance for professional employees and their dependents with coverage equal to or better than the negotiated collective bargaining agreement for teachers. The Administration will be notified of any intent by the District to change insurance carriers no less than sixty (60) days prior to such change taking place. (See Hospitalization Appendix)

Any administrator choosing not to utilize the negotiated health benefits shall be paid an amount of money equal to 50% of the premium the District would have been responsible for had the employee utilized such benefit. Such payment shall be in the last pay period of June each year for each month the employee did not utilize the benefit. Such cash payment shall require execution by the employee of a waiver of hospitalization benefit and release of claims against the District, providing that the employee shall be entitled to reinstate the applicable health benefit at any time by notifying the District in writing.

The School District shall establish the plan described in the above paragraph in a manner consistent with and to meet all requirements of Section 125 of the Internal Revenue Code, as amended.

E. Tuition Payments

The District will pay 75% of the tuition cost for approved courses leading to a Masters or Doctorate Degree. An employee may take up to fifteen (15) credits per year, but shall not exceed six (6) credits per semester of the school year. Approved courses mean courses required by the college or university for their program leading to a Masters or Doctorate Degree in the field of administration. All courses must have prior approval of the Superintendent.

Any Act 93 employee who voluntarily terminates employment with the District will not be entitled to tuition payments in their last year of employment. If a tuition payment has been made during the final year of employment with the District, the employee must reimburse the District.

F. Sick Days

Each administrator will be granted twelve (12) days sick leave plus three (3) additional non-cumulative sick days per year. Each year, the employee is entitled to use the three (3) additional days after he/she has exhausted the twelve (12) days sick leave granted for that year.

G. Vacation Days

Administrative employees working on a two hundred and forty day (240) contract shall be granted twenty (20) vacation days per year. The Shenango Area School Board recognizes the need for administrators to rest and recuperate at some time during the year. As such, administrators shall be required to take at least ten (10) days of vacation during each year. Unused vacation days will not be able to be used in any subsequent years. However, the District will keep record of unused vacation days for retirement benefit purposes.

H. Unused Vacation Days

At the end of each contracted year at the Shenango Area School District, administrative employees shall receive a per diem contribution into a 403(b) plan per unused vacation day, up to five (days) per year, during their tenure as an administrator for the district.

I. Early Retirement Benefits

Administrators retiring from the Shenango Area School District shall be eligible for the following incentive based on total years credited in the PSERS:

Years Credited in the PSERS	Incentive
30-33	\$450.00/year
34-37	\$350.00/year
38-40	\$150.00/year

All administrators who retire from the Shenango Area School District who have a minimum of 30 years of credited service in the PSERS shall be eligible for 80% of the prevailing annual hospitalization insurance rates (for the same category of coverage in effect at the time of retirement) until the employee and spouse are eligible for insurance

through the employee securing other employment that provides hospitalization coverage or other government-provided hospitalization insurance. The types of coverage and carrier shall be the same for eligible retirees as that provided for bargaining unit members.

All severance/retirement payments, whether due to resignation or retirement, shall be paid as a non-elective employer contribution into each employee's 403(b) account established through the PSEA endorsed provider. Employees shall have no cash option to this benefit. Severance/retirement incentive pay shall be deposited to the 403(b) account of individuals retiring or resigning at the end of a school year on the last pay date in June. Anyone retiring or resigning prior to the end of a school year shall have his/her severance/retirement payment deposited to his/her 403(b) account on the next scheduled pay date following the retirement/resignation date.