

State College Area School District

Administrative Compensation Plan for Administrators

2017/18 through 2023/24

**Assistant Business Administrator
Assistant Director of Athletics
Assistant Director of Special Education
Assistant Principals
Associate High School Principal
Director of Athletics
Director of the Career and Technical Center
Director of Curriculum
Director of Educational Alternatives
Director of Equity and Inclusivity
Director of Federal Programs and Gifted Services
Director of Food Service
Director of Physical Plant
Director of Special Education
Director of Student Services
Director of Transportation
Director of Technology
Principals**

PLAN FOR EVALUATION, COMPENSATION, AND BENEFITS

INTRODUCTION

Act 93 of 1984 enacted a new school code provision which has been added to the Code's Article XI on professional employees at section 1164 and has been titled Compensation Plans for School Administrators. The purpose of the statute is stated at 1164(b): "...to provide a means by which compensation matters affecting school administrators can be resolved within the framework of a management team philosophy."

This document is the framework for use by the administrators named in the section "Agreement and Terms" to accomplish the purpose of Act 93.

AGREEMENT AND TERMS

This agreement shall be between the State College Area Board of School Directors and the administrators as determined by Act 93 of 1984. Administrators covered by this document are:

Assistant Business Administrator
Assistant Director of Athletics
Assistant Director of Special Education
Assistant Principals
Associate High School Principal
Director of Athletics
Director of the Career and Technical Center
Director of Curriculum
Director of Educational Alternatives
Director of Equity and Inclusivity
Director of Federal Programs and Gifted Services
Director of Food Service
Director of Physical Plant
Director of Special Education
Director of Student Services
Director of Transportation
Director of Technology
Principals

The original term of this agreement began on July 1, 2017 and continued through June 30, 2022. The parties have agreed to extend the ending date through June 30, 2024.

MEET & DISCUSS

If a majority of the eligible school administrators provide a written request to the Board, then the Board shall “meet and discuss in good faith” with the administrators on such matters as salaries, fringe benefits, and performance evaluation. Both groups may select a representative group to attend the “meet and discuss.”

An informal Meet & Discuss procedure will be used to identify and research longer-term issues preceding the final year of this agreement.

EVALUATION

Evaluation is a process whereby the effectiveness of the professional staff member is appraised in relation to predetermined goals, the member’s own personal competencies, and the ability to carry out established administrative procedures.

This evaluation shall recognize the worth and unique role of the individual in education and must serve to support and lend positive direction toward individual and group effectiveness.

This evaluation must serve to foster self-improvement and be a vital part of the total school plan to improve the goals of education, the instructional process and the educational growth of the student.

A. Purposes

1. Evaluation should be used to promote and assist professional growth.
2. Evaluation should be used to fulfill, in a uniform manner, the legal requirements of state and local authorities.
3. Evaluation should be used to determine the quality of the administrative performance.

B. Appraisal Procedure

All Act 93 administrators covered under the PDE evaluation process will be evaluated based upon the PDE Framework for Leadership evaluation tool and their District goals.

All other administrative staff will be evaluated based upon the District evaluation tool and their District goals.

The signature of the administrator on the “Summary of Performance Sheet” does not indicate acceptance, but is an indication that the performance evaluation has been received. It is possible that an administrator will not agree with the performance evaluation given by the appraiser. In this event, the administrator may explain in writing and have it attached to the appraisal form. Normally, this is done within one week following the appraisal meeting.

If the administrator disagrees with the appraisal to the extent that it is desirable to have a special review made of the case, the following procedure should be used:

1. A request for such a review should be made in writing by the administrator to the Superintendent within a week following the appraisal meeting. The letter should set forth the reasons why the administrator believes the appeal is necessary.
2. The Superintendent will then convene a Special Advisory Panel for an Administrator Appraisal Review within one week following the receipt of such a request. The Special Advisory Panel will be composed of the Superintendent, the Assistant Superintendent, the Business Administrator, and the Director of Human Resources. The administrator has the option of requesting that one other member of the Administrative Team be appointed to the panel.
3. Within one week following this meeting the Special Advisory Panel will render its opinion in writing to the administrator.
4. If the opinion is agreed to by the Superintendent and the administrator, the matter is ended. If the administrator wishes to appeal the opinion, or the Superintendent's final decision, this may be done by appealing in writing to the President of the Board of School Directors to request a hearing. Normally, this is done within one week following receipt of the opinion.

C. Filing Of Form

The original of the appraisal form will become a part of the administrator's record and a copy of it will be provided to the administrator.

SALARY RANGES AND ANNUAL INCREASE PROCESS

A. Salary Increase Formula

Increases will be granted following a satisfactory evaluation.

The salary ranges for 2017/18 are as follows:

RANGE	MINIMUM	MIDPOINT	MAXIMUM
I	\$114,000	\$137,000	\$160,000
II	\$106,000	\$127,000	\$148,000
III	\$102,000	\$122,500	\$143,000
IV	\$93,000	\$111,500	\$130,000
V	\$84,500	\$98,250	\$112,000
VI	\$72,000	\$86,000	\$100,000

Salary midpoint is the point exactly midway between the minimum and maximum of each range.

The salary ranges will be adjusted each year based on the overall market movement as determined by PSBA in September of the preceding year.

B. Placement Within Salary Range

The Superintendent will determine placement within the salary ranges of the agreement. This decision will include consideration of credit for previous service.

C. Annual Salary Adjustments

Annual salary increases will be as follows:

2017/18	3.0% is the value of x on the schedule in Appendix A
2018/19	2.9% is the value of x on the schedule in Appendix A
2019/20	2.9% is the value of x on the schedule in Appendix A
2020/21	2.9% is the value of x on the schedule in Appendix A
2021/22	2.9% is the value of x on the schedule in Appendix A
2022/23	2.9% is the value of x on the schedule in Appendix A
2023/24	2.9% is the value of x on the schedule in Appendix A

Salary increases for a capped administrator whose salary exceeds the maximum established range will be based on the 12-month average COLA of the previous calendar year (January – December). The COLA increase will not exceed 1% less than the annual percentage increase for all other administrators. This salary limit will be waived for an administrator who gives written notice of intent to retire from service by May 1 of the fiscal year prior to retirement.

D. Doctoral Incentive Salary Adjustment

\$1,000.00 will be added to the base salary of an administrator who attains a doctoral degree. The incentive will be added to the base salary in the year following attainment of the degree.

E. Classification

Range I	Director of Special Education Director of Technology High School Principal
Range II	Assistant Business Administrator Director of Curriculum Director of Equity and Inclusivity Director of Student Services Middle School Principal
Range III	Assistant Director of Special Education Associate High School Principal

Director of the Career and Technical Center
Director of Educational Alternatives
Director of Federal Programs and Gifted Services
Director of Physical Plant
Elementary Principal

Range IV Assistant Principal
 Athletic Director

Range V Director of Food Services
 Director of Transportation

Range VI Assistant Director of Athletics

F. Salary Concerns

The Board and the administrators agree to use the meet and discuss process whenever individual salary inequities are perceived. All administrators retain the individual right to bring such perceived inequities to the attention of the Board through administrative channels.

BENEFITS

A. Health Insurance

Covered administrators are eligible to receive health insurance coverage under the same terms and conditions as that offered to members of the State College Area Education Association.

The premium co-share will be made through monthly payroll deduction, through a Section 125 Premium Conversion Plan, with pre-tax dollars.

An employee may opt-out of having health insurance coverage and will be entitled to a \$2,000 payment (one payment of \$1,000 in December, one in June) – this amount to be prorated if employment begins mid-year.

Employees whose spouse or domestic partner is also a District employee who is eligible for health insurance will be provided health insurance in the most economical way for the District. When spouses/domestic partners are members of two different bargaining units, the employees will pay monthly co-premiums which are the lesser of the co-premiums between the two contracts. Additionally, if monthly co-premiums for two-party coverage are less than monthly co-premiums for two individual coverages, the employees will pay only monthly co-premiums equal to the two-party coverage amount.

B. Dental Insurance

The dental plan will be the same as that provided to members of the State College Area Education Association.

C. Vision Insurance

Employees have the option to participate in the vision plan administered by the District.

D. Continuation of Health, Dental, and Vision Insurance at time of Retirement

The Board will provide, on an optional basis, health, dental, and vision coverage to all eligible retirees who have retired with the following conditions and prerequisites:

1. Benefits to continue until employee's 65th birthday;
2. To continue these benefits upon retirement, the employee will pay the actual District cost plus 2% administrative costs;
3. The employee is retiring and receiving benefits through the Public School Employees' Retirement System (PSERS), and meets one of the following:
 - a) 10 years of continuous employment with the State College Area School District, including at least 5 years as an administrator
 - b) Superannuation (normal retirement)
 - c) 30 years of service in PSERS
 - d) Disability retirement

E. Income Protection Insurance

Administrators who are disabled according to the plan and who are covered by this document will have coverage equal to 60% of their normal monthly salary without maximum limit per the policy provisions.

F. Life Insurance

All eligible administrators receive a basic insurance policy, including accidental death and dismemberment, based on 2 times the current base salary at no cost. In addition, they may purchase, through payroll deduction, an additional \$40,000 of optional life insurance at a monthly premium according to age.

G. Liability Insurance

Liability coverage will be provided by the Board of School Directors.

H. Professional Memberships

The Board will allow for payment of membership in one professional organization, or a combination of membership dues not to exceed the annual cost of the NAESP or the NASSP as approved by the Superintendent or his designee.

I. Tuition Reimbursement

The administrators covered by this document shall be eligible to be reimbursed for the payment of tuition at the same level as found in the State College Area Education Association (SCAEA) contract. In no case may this exceed the SCAEA rate, provided, however, that:

1. The course to be taken is one offered by a recognized institution of higher learning and has prior approval of the administrator's supervisor. The condition for approval by the administrator's supervisor shall be met by one of the following:
 - a. The course is approved by the individual's graduate advisor as part of a graduate program in education, or
 - b. The course is in one of the member's areas of certification, or
 - c. The course is in the general field of education including the areas of school administration and educational methods.
2. Tuition reimbursement will be paid for in-service courses approved by the Pennsylvania Department of Education at a rate of 85% of the tuition not to exceed \$100.00 per credit.
3. The course shall be satisfactorily completed.
4. An administrator receiving benefits under this provision shall remain with the School District at least six months after the completion of the course; otherwise, the reimbursement will be forfeited to the District.

Payment for completed courses will be made at the conclusion of each course upon presentation of course grade card or transcript and paid receipt from the college or university where the credits were taken or official letter verifying satisfactory completion of the in-service course.

For those administrators registering at The Pennsylvania State University, the District will accept direct billing from the university.

J. Tax Sheltered Annuity

Administrators will be able to participate in Internal Revenue Service approved tax sheltered annuities through the District's payroll deduction.

K. Mileage Reimbursement

Where the administrator uses a personal car in excess of 1,500 miles annually on District business, an additional 5 cents per mile increment will be added to the normal per mile reimbursement for those miles exceeding 1,500 per year.

L. Cell Phone Reimbursement

Those identified as requiring a District-owned Smartphone, may choose one of the following options:

1. Maintain or procure a District-owned Smartphone.
2. Maintain or procure a personal Smartphone used for business with a District reimbursement. Reimbursement will not exceed \$50 per month.

Terms and Conditions:

1. The Smartphone for which you are receiving the stipend should be with you for the same times and on the same days currently required for your position.
2. You must be able to receive emails sent to your District email account using the Smartphone. Once you make the choice to use your personal Smartphone in lieu of a District-owned Smartphone, you must configure it to receive emails sent to your District account.
3. The Smartphone for which you receive the stipend must be functional and in service for the time period covered by the stipend. If it is out of service for a period of one month or more, an amount equal to that time period will be deducted from the stipend.
4. You must provide to the IT Services Department a phone number for your Smartphone.
5. Stipends will be paid monthly in an amount equal to the cost of District-provided Smartphones. In order to be eligible for the stipend, you must submit a copy of a detailed invoice to the Accounting office. Procedures for the reimbursement process will be provided to the applicable staff members.
6. This agreement is subject to change based on IRS tax treatment of employer-provided cell phones.

M. Travel Accident Insurance

Administrators will be provided with District-paid travel accident insurance coverage in the amount of \$150,000.

ABSENCES

I. Family and Medical Leave Act

For purposes of the Family and Medical Leave Act (FMLA), an eligible employee is any employee who has worked for the District for at least 12 months, and who has worked at least 1,250 hours within the 12-month period immediately prior to the absence.

A qualifying employee is eligible during any fiscal year for a total of either 12 or 26 workweeks (depending on the reason for the absence) of unpaid FMLA leave. As outlined in this document, the District provides additional leave time in some situations. FMLA leave may be for one or more of the following:

1. the birth of an employee's child, including prenatal doctor visits as well as caring for the newborn child;
2. the placement of a child with the employee for adoption or foster care;
3. the care for a seriously ill child, spouse, or parent of the employee;
4. the employee's own serious health condition – including, but not limited to an illness, injury, impairment, or physical or mental condition involving inpatient care at a medical facility or continuing treatment by a health-care provider, or any additional conditions as described in the Act which causes the employee to be unable to perform the functions of her/his position;
5. a qualifying military exigency; or
6. the care of a covered service member injured in the line of duty.

Absences may be of an ongoing nature or, when medically necessary, may be taken as an intermittent leave or on a reduced leave schedule.

II. Paid Absences

A. Personal Illness

Administrators covered by Act 93 of 1984 accumulate days annually and the unused days each year are cumulative without limit. The rate of accrual will be 13 days/year. All or any part of such accumulated unused leave may be taken with full pay in any one or more school years.

Prolonged absences are to be discussed with the supervisor and the Human Resources Office in advance, when possible – if advance notice is not possible, then as soon as practicable.

B. Illness in the Immediate Family

Employees may use up to six (6) days per year to care for an ill/injured immediate family member. Immediate family shall be defined as: wife, husband, domestic partner, parents (including step or foster parents), sister, brother, daughter, son, parent-in-law, grandparents, grandchildren, son-in-law, daughter-in-law, brother-in-law, sister-in-law, niece, nephew, and a member of the same household.

C. Vacation

Vacation time is accrued based on years of service in the District, with accumulation limited to twice the annual accrual rate:

1st through 5th years of service	21 days annually
6th through 10th years of service	23 days annually
11th through retirement	25 days annually

Generally, vacation time is accrued before it may be used. A first-year administrator may use vacation time prospectively upon approval of the Supervisor, Director of Human Resources, and Assistant Superintendent. A first-year administrator using vacation time prospectively who then leaves District employment prior to accruing the time used shall refund the District the value of the un-accrued vacation time.

Under normal circumstances, administrators are encouraged to use their vacation days during those periods when school is not in session.

1. Because many administrators elected to work instead of taking vacation days during the pandemic, the following will be applicable:
 - a. Administrators whose vacation accumulation is above their annual accrual on June 30, 2022, may elect to be compensated at the per diem rate for up to 5 vacation days, or

- b. Administrators whose vacation accumulation is above their maximum accumulation (i.e., 2x annual accrual) on June 30, 2022, may elect to be compensated at the per diem for up to 10 vacation days.
 - c. Administrators who qualify for and wish to participate in (a) or (b) above are to notify the Human Resources Office on or before June 1, 2022. The compensation will be included in the June 30 paycheck.
2. On July 1, 2022 and July 1, 2023, excess accumulated vacation days beyond the maximum balance will transition to the employee's sick leave accumulation.

Employees who resign/retire after completing at least one continuous year immediately preceding the date of termination, shall be paid for up to one year of accrued vacation leave at their daily rate of pay. Additional accrued vacation days up to twice the annual allotment will be paid for at \$63.00 per day.

D. Personal Business

Administrators covered by this document will receive three (3) days of personal leave annually for their first five (5) years of service. Thereafter they will receive four (4) personal leave days annually. The days may be accumulated up to six (6) days; and may be taken consecutively during any one period of absence.

Written approval must be requested of and granted by the supervisor at least one week prior to the day for which the personal leave is requested. These restrictions may be waived in the case of an emergency.

If on July 1 of any year the accumulated unused personal days, with the new year's days added, will exceed six (6), the excess number of days will be transferred to the employee's sick leave accumulation.

E. Holidays

Twelve holidays are granted annually to 12-month administrators. These are: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Thursday and Friday, three days at the winter break and three floating holidays placed annually at the discretion of the Superintendent.

F. Bereavement

Absence from work because of death in an employee's family shall be allowed with full pay as provided below.

1. Immediate family

Up to five (5) days to be used within two months of the date of death, provided such amount of leave is required. Immediate family shall be defined as: wife, husband, domestic partner, parents (including step or foster parents), sister, brother, daughter, son, parent-in-law, grandparents, grandchildren, son-in-law, daughter-in-law, brother-in-law, sister-in-law, or other members of the same household.

2. Death of a close friend or relative

Up to one (1) day from the date of death through the date of the funeral inclusive.

G. Involuntary Jury Duty

Compensated by full salary minus jury compensation.

H. Subpoenaed Witness

If an employee is subpoenaed as a witness and is not a party to the legal action, the employee's full salary shall be paid for the time spent by the employee during his or her working hours as a witness.

I. Educational Purposes

The Board agrees that administrators may attend meetings for educational purposes subject to the following conditions:

1. Expenses will be paid by the State College Area School District to include only meals, lodging, registration fee and mileage to and from such meetings according to the applicable District travel/expenses reimbursement policy.
2. Approval of the supervisor will be necessary. Approval must be requested in writing at least one week prior to the absence.

J. Leave of Absence for Restoration of Health

Administrators may apply for a leave of absence for restoration of health as permitted under the School Code.

K. Leave of Absence for Professional Development

A leave of absence for professional development shall be directly related to the professional responsibilities as determined by the Board of School Directors and shall be restricted to activities required by regulations of the State Board of Education and by the laws of this Commonwealth for a professional certificate or commission or to improve professional competency. All requests for a leave of absence for professional development shall be subject to review and authorization by the Board of School Directors, which shall have sole authority to adopt and enforce policy establishing the conditions for approval of such leaves.

At a minimum for a half school term, a leave of absence for professional development shall consist of any of the following or a combination thereof: nine (9) graduate credits, twelve (12) undergraduate credits, one hundred eighty (180) hours of professional development activities. At a minimum for a full school term, a leave of absence for professional development shall consist of any of the following or a combination thereof: eighteen (18) graduate credits, twenty-four (24) undergraduate credits, three hundred sixty (360) hours of professional development activities.

The administrator requesting a leave of absence for professional development shall submit to the Board of School Directors a detailed plan describing the professional development activities to be undertaken. The Board shall be authorized to approve or reject the plan, consistent with its written policy.

While on a leave of absence for professional development, the administrator shall receive half-salary and be eligible to continue participation in all benefit plans in which enrolled by paying the employee share of the associated premiums.

Acceptance of a leave of absence for professional development incurs a commitment by the administrator to:

- return to active duty in this District immediately following the leave, and
- provide to the Board of School Directors satisfactory evidence that his/her approved plan for professional development was fully complied with during the leave of absence, and
- submit to the Superintendent within the first month following the conclusion of the leave an official transcript of all courses completed.

Failure to return to work or to submit the above referenced documents, unless prevented by illness or physical disability, will result in forfeiture of all compensation and benefits provided during the leave of absence.

If the administrator leaves the District before the completion of 3 years, the following will apply regarding the repayment of compensation and benefits:

- If less than one (1) year is completed, the repayment will be 100%.
- If one (1) year is completed, the repayment will be two-thirds (2/3).
- If two (2) years are completed, the repayment will be one-third (1/3).

L. Doctoral Leave of Absence

Administrators covered by the provisions of this salary/benefit plan shall be eligible for a doctoral leave of absence with full pay during the period of July 1 through December 31 of a single school year. In order to qualify for the doctoral leave of absence, an administrator:

1. must be a student in good standing in a doctoral program at an accredited university;
2. must have completed successfully all applicable requirements for the doctoral degree with the exception of residency and the dissertation;
3. must have secured approval from his/her dissertation committee for the dissertation project;

4. must have completed a minimum of three years of service as an administrator in the District;
5. will receive the doctorate within six months following the completion of the doctoral leave of absence;
6. must agree to return to service in the District for a minimum of one school term (September through June) following completion of the doctoral leave of absence.

Requests for the doctoral leave of absence will be submitted to the Superintendent of Schools no later than January 31 of the year in which the doctoral leave is to be taken.

M. Sick Day Donation Program

In the event an employee is ill or injured and needs to be absent from work for a prolonged period of time, the provisions above outline procedures for the use of applicable accrued paid time off and additional time off without pay. In the event that an employee is ill or injured and exhausts all of her/his personal, sick, and vacation days, this program provides the opportunity for co-workers to donate some of their accrued sick days in order to provide additional paid time off to the absent employee.

Procedure

1. When an employee is absent and about to exhaust all applicable paid time off, the employee or the employee's supervisor will contact the Human Resources Office advising of the need for donation.
2. After consulting with the employee, if the absent employee wishes to participate in the donation program, Human Resources will send a message to all SCASD administrators.
3. All donating employees will remain anonymous.
4. The absent employee will be compensated at her/his regular rate of pay.
5. Donating employees must maintain at least 30 sick days after donation.
6. Normally, employees can donate a day at a time, up to five in each school year.
7. Employees who wish to donate will follow the instructions as outlined by Human Resources. Human Resources will notify the donor when her/his donated time has been deducted from their accrued leave.
8. Donated days will be used in the order in which they were received.
9. The absent employee may use the donated time until the disability period ends or disability insurance eligibility begins, whichever occurs first.
10. The absent employee may return with access to up to one sick day per month for the remainder of the school year from date of return, up to 10 donated sick days.

III. Unpaid Absences

All absences not covered above will be without pay. Permission in advance must be obtained for all leaves of absence except sick leave.

A. Short Term

Requests for unpaid absences of up to ten days shall be granted at the discretion of the Superintendent. Such requests should be submitted as far in advance as possible, but, at a minimum, at least one week in advance.

B. Leaves of Absence

Requests for unpaid leaves of absence may be granted at the discretion of the Board of Directors based on the needs of the District. Such requests should be submitted to the Superintendent as far in advance as possible, but, at a minimum, at least one semester in advance.

RETIREMENT BENEFITS

I. Payment for Unused Sick Leave

Administrators retiring from service with the District will be paid for accrued but unused sick leave at the rate of \$63 per day provided:

- A. The individual has terminated service by meeting requirements of School Code, and
- B. Has had a minimum of 10 years continuous service with the State College Area School District, and meets one of the following:
- C. Has completed 35 years or more of credited service in Pennsylvania Public School Employees' Retirement System (PSERS), regardless of age, or
- D. Has completed 30 years or more of credited service in the PSERS and is at least age 60, or
- E. Has completed 25 years or more of credited service in PSERS and qualified for a withdrawal (early) retirement, or
- F. Has completed 20 years of service in the State College Area School District and is at least age 55, or
- G. If disabled after 10 years of service and qualified for disability under PSERS, or
- H. Is at least 62 years of age.

The maximum number of accrued but unused days which are reimbursed shall be **300** days. This payment will be made as a lump sum payment. Upon the death of an employee, the retirement benefit payment will be made to her/his beneficiary(ies) or estate within thirty (30) days after notification of the estate representative.

II. Retirement Severance

A retirement severance payment will be made to an administrator who indicates in writing no later than December 1 that she/he will retire effective June 30 of that same school year. This payment will consist of a one-time amount and will be based on a percentage of the salary the administrator would have been entitled to in the following school year, as indicated below. To be eligible for this retirement severance, the administrator must have at least ten (10) years of administrative years of service in the District.

5%	10-20 administrative years in the District
6%	21-25 administrative years in the District
7%	26+ administrative years in the District

APPENDIX A

Percent of Midpoint					
83% - 87.5%	87.51% - 92%	92.1% - 99.9%	100% - 107.9%	108% - 112.5%	112.51%+
$X + 1.75$	$X + 1.5$	$X + .75$	X	$X - .5$	$X - 1.5$