

## Perkiomen Valley School District Administrator's Compensation Agreement

Includes all building level and district office Administrators **excluding the Superintendent**

Includes: Building Principals, Assistant Principals, Assistant to the Superintendents, Director of Special Education, Director of Operations, Director of Technology, Director of Finance, Director of Food Service, Athletic Director, Mental Health Coordinator, Supervisor of Payroll/Benefits, and any other positions subsequently created by the Board of Directors. ***This agreement does not cover the Superintendent.***

***Contract Effective: July 1, 2010***

***Term of Contract: 2 Years: July 1, 2010 to June 30, 2012 (Negotiated)***

Contract Benefit	Details	Explanation	Comments
<b>Health Benefits</b>	Core Plan BCBS Personal Choice 215	<ul style="list-style-type: none"> <li>• Rx - \$10.00 generic, \$20 name brand</li> <li>• \$200 annual deductible for single, \$400 annual deductible for employee &amp; spouse, \$400 deductible for family coverage.</li> <li>• 100% coverage for in network care after the deductible is met</li> <li>• \$15 office visit</li> <li>• Each administrator shall pay 10% of the monthly premium for the package they select</li> </ul>	This is a negotiated item.
<b>Health Care Waiver</b>	<p>Should an Administrator not take the health care package, the district will pay the employee a waiver payment.</p> <p>The waiver payment will be paid in the second pay of the month.</p>	<ul style="list-style-type: none"> <li>• Administrator only - 30% of monthly premium will be paid out to the administrator</li> <li>• Administrator and children - 25% of the monthly premium will be paid out to the administrator</li> <li>• Administrator and spouse - 25% of the monthly premium will be paid out to the administrator</li> <li>• Administrator and family -20% of the monthly premium will be paid out to the administrator</li> </ul>	This is a negotiated item.
<b>Dental Insurance</b>	United Concordia will be the base plan	Administrator will pay 10% of the monthly premium	This is a negotiated item.
<b>Life Insurance</b>	The district will cover each Administrator to 2.25 times their annual salary rounded to the closest \$1,000	At no cost to the Administrator	This is a negotiated item and this level of coverage is not extended to other employee groups in the district.
<b>Sick Days</b>	12 days per year	Can accumulate from year to year	

<b>Contract Benefit</b>	<b>Details</b>	<b>Explanation</b>	<b>Comments</b>
<b>Disability Leave</b>	90 days of full salary if hired after September 1, 1998. If hired after Sept. 1998, the Administrator will get 6 months of full salary	At no cost to the Administrator	This is a negotiated item.
<b>Long Term Disability</b>	The Board shall provide long term disability insurance with benefits to begin on the 90 <sup>th</sup> day of a disability. The insurance shall provide 70% of the last full monthly salary up to the age of 65.	At no cost to the Administrator	This is a negotiated item and is not extended to other employee groups in the district.
<b>Retirement Benefits</b>	<i>The Board shall contribute to the employees 403b (tax sheltered account) a sum equal to 3% of his/her base salary</i>	At no cost to the Administrator	This is a negotiated item and is not extended to other employee groups in the district.
	Each Administrator is also eligible to retire under the Pennsylvania State Employees Retirement System.		<i>This is covered by PA State Law.</i>
	The Board shall contribute \$50 a month for seven years following a retirement to be put towards health insurance.	At no cost to the Administrator	This is a negotiated item.
<b>Professional Affiliation</b>	The Board shall pay up to \$800 for the purpose of having an administrator belong to national, state, and local professional organizations.	At no cost to the Administrator	This is a negotiated item and is not extended to other employee groups in the district.
<b>Vacation and Holidays</b>	1 year of service – 20 days 2 years of service – 21 days 3 years of service – 22 days 4 years of service – 23 days 5 years of service – 24 days 6 or more years – 25 days  A minimum of 15 paid holidays will be scheduled annually.	Unused vacation time can accumulate up to 45 days.  <i>Payment will be made for accumulated unused sick days into the Administrator's 403b (tax sheltered) investments</i>	This is a negotiated item.
<b>Personal Leave</b>	3 days per year – any unused personal days will be converted to unused sick days	At no cost to the Administrator	This is a negotiated item.
<b>Jury Duty and Subpoenas</b>	Administrator's absent due to Jury duty or Subpoena will paid the difference between their daily salary and any juror or witness pay.	At no cost to the Administrator	This is a negotiated item.

Contract Benefit	Details	Explanation	Comments
<b>Bereavement</b>	Shall be governed by PA School Code but allows for up to 5 days for immediate family members or anyone else with whom the administrator has made their home.	At no cost to the Administrator and covered under school law	
<b>Medical Expenses</b>	The Board will provide a \$500 medical expense reimbursement for each administrator for each year of this agreement. This is for out-of-pocket expenses not covered under the health insurance for the administrator and his/her dependents.	At no cost to the Administrator	<p>This is a negotiated item and is not extended to other employee groups in the district.</p> <p>This benefit can be used to offset the \$400 annual deductible for families. Thereby eliminating the annual deductible and leaves \$100 for other expenses.</p>
<b>Professional Status</b>	The administrator shall be considered a professional employee and eligible for sabbatical leave and all other professional privileges in the same manner as any other professional employee as described in the School Code. The Board shall pay cost of all administrative benefits (medical, life insurance, dental, and all other benefits as set forth in the agreement).		
<b>Professional Education Reimbursement (Course Credit Reimbursement)</b>	The Board shall reimburse the administrator for tuition up to \$800 per course credit for all graduate courses that relate in a direct way to the administrator's job assignment and approved by the Superintendent.	It is worth noting that reimbursement is not contingent upon receiving a certain letter grade in the course to be eligible for reimbursement.	This is a negotiated item.

Contract Benefit	Details	Explanation	Comments
<p><b>Longevity Incentive</b></p>	<p>Beginning July 1, 2007 the Board shall provide an incentive plan for administrators. The incentive is determined from the date the administrator was hired or appointed in the PVSD. Upon completion of each five year anniversary of service as PVSD administrator, the administrator shall receive \$5,000 to be paid in the first pay period following each five year anniversary.</p>	<p>This is a bonus and is at no cost to the administrator.</p>	<p>This is a negotiated item and is not extended to other employee groups in the district.</p>
<p><b>Appendix A - Compensation</b></p>	<p>The midpoint of the salary band for each administrator position will be the <u>average listed in the Montgomery County Intermediate Unit Salary Report</u>. Minimum for each salary band will be 80% of the midpoint, maximum will be 120% of the midpoint. Salary bands will be adjusted July 1 of each year</p>	<p>In summary, the Montgomery County Intermediate Unit located in Norristown, determines the salary levels of all administrative employees in the county and has published the average county pay for administrators in Montgomery County. The PVSD Board has determined that our administrators should be paid at the mid-county average salary for administrators and has afforded salary increases to bring the PV administrators into the mid-county average for salaries.</p>	<p>This is a negotiated item.</p>

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<b>2010-2012 Salary Matrix</b> Each administrator will be rated annually by the Superintendent and will be given a rating of: Exceeds Expectation, Meets Expectations, Meets Most Expectations, and Does Not Meet Expectations. The annual rating will determine the amount of an administrator's annual raise in salary. <i>This is a negotiated item.</i>			
Exceeds expectations & below or at midpoint 2.9% increase in salary	Exceeds expectations & above midpoint 2.5% increase in salary	Exceeds expectations & at or above the maximum 2.0% salary increase	In short – an administrator is rated/evaluated annually by the Superintendent. Based on the annual rating/evaluation an administrator can earn up to a 2.9% increase if the administrator has exceeded expectations and is below the mid-point salary average for administrators in Montgomery County.
Meets expectations & below or at midpoint 2.5% increase in salary	Meets expectations & above midpoint 2.0% increase in salary	Meets expectations & at or above maximum 1.5% increase in salary	
Meets most expectations & below or at midpoint 1.0% increase in salary	Meets most expectations & above midpoint 1.0% increase in salary	Meets most expectations & at or above maximum 1.0% salary increase	
Does not meet expectations & below or at midpoint 0% increase in salary	Does not meet expectations & above midpoint 0% increase in salary	Does not meet expectations & at or above maximum 0% increase in salary	