

**2015 - 2018 SCHOOL YEAR
ADMINISTRATOR COMPENSATION PLAN
(Supervisory and non-supervisory)**

2/1/2017

Part I – Base Salary

A.	<u>Levels</u>	<u>2015-16</u>	<u>2016-17</u>	<u>2017-18</u>
	Level 1	54,317	55,947	56,506
	Level 2	55,999	57,679	58,256
	Level 3	57,735	59,467	60,062
	Level 4	59,526	61,312	61,925
	Level 5	61,338	63,178	63,810
	Level 6	63,272	65,170	65,822
	Level 7	65,235	67,192	67,864
	Level 8	67,259	69,277	69,970
	Level 9	69,340	71,420	72,134

B. Teaching/Administrative Longevity Credits

15 years – 4% added to base

25 years – 5% added to base

Earned longevity credit has been resumed for the 2015-16, 2016-17 and 2017-18 school years.

C. Level Placement and Advancement

Please note! Administrators will be placed on the level deemed most appropriate by the Superintendent. Administrators will only advance levels at the Superintendent's discretion. The Superintendent will consider experience, performance, and individual accomplishments when considering level movement. At no time shall administrators be reduced in level placement while in their current cluster.

PART II – Responsibility Factors**A. Cluster I**

Assistant Athletic Director (260 days)

Maintenance Supervisor (260 days)

Transportation Supervisor (260 days)

Recruitment/Placement Coordinator (Tri Star) (215 days)

Career Education Coordinator (Tri Star) (215 days)

Food Service Director (260 days)

Factor .75

B. Cluster II

Assistant Treasurer (260 days)

Factor .95

C. Cluster III

Assistant High School Principal (260 days)
Assistant Middle School Principal (260 days)
Assistant Elementary School Principal (260 days)
Assistant Primary School Principal (260 days)
Athletic Director (260 days)
School Psychologist (225 days)
Technology Director (260 days)
Factor 1.12

D. Cluster IV

Primary Principal (260 days)
Elementary Principal (260 days)
Intermediate Principal (260 days)
Middle School Principal (260 days)
Tri Star Vocational Director (260 days)
Special Education Supervisor (260 days)
Factor 1.26

E. Cluster V

Business Manager or Assistant Superintendent for Business Administration (260 days)
High School Principal (260 days)
Curriculum Director (260 days)
Factor 1.33

PART III – Leave/Benefits

Administrators will be entitled to sick leave, personal leave, and all other leaves commonly granted to the employees of the district. Vacation leave time, which is available to 260 day employees only, is twenty five days per contract year.

Vacation leave requests must be submitted for approval to the Superintendent at least ten days in advance of the use of the leave time on a vacation request form.

Administrators will be reimbursed at their respective calculated per diem rate of day for up to 3 unused vacation days per year.

Benefits which include the Alternate PPO medical, prescription drug and dental plans will be provided if selected. The Administrator will contribute 7.5% of the monthly premium towards the cost of the any plan selected.

The Administrator will have the option annually of declining the medical benefits and receiving compensation of 15% of the annual payment for the Preferred Provider Medical Plan. This is an annual calendar year election.

Life insurance will be provided as described in the respective employee's contract.

The Board shall pay the employer's share of the State Teachers Retirement System contributions as required by law. In addition, the Board shall "pick-up" (pay directly) up to 10% of the employee's share of the administrator's retirement contribution.

Severance pay is a reward for service to the district.

Severance pay is based upon the accumulation and use of sick leave. For the purposes of severance pay, this accumulation is unlimited. Each day accumulated and each day used will affect the amount of severance pay the respective employee will receive upon retirement.

At the time of the employee's retirement through their respective retirement system, the following severance pay calculation will be made:

- a. The first 160 days of accumulated severance leave will be payable at 25% of his/her per diem rate of pay excluding any supplemental compensation and Board paid retirement.
- b. The next 160 days of accumulated severance leave will be payable at 20% of his/her per diem rate of pay excluding any supplemental compensation and Board paid retirement.
- c. The balance of any accumulated severance leave will be payable at 15% of his/her per diem rate of pay excluding any supplemental compensation and Board paid retirement.

Such payment will only be made once to an employee and shall eliminate all sick leave and severance leave accumulations

Other benefits may be included in the respective employee's contract.

PART IV – Supplemental Contracts

Local Professional Development Committee - \$500.00

Summer School Director - 7.75% of Administrative Base Salary