

**2022 - 2024 SCHOOL YEAR
ADMINISTRATOR COMPENSATION PLAN
(Supervisory and non-supervisory)**

8/10/22
Revised 5/20/24

Part I – Base Salary

| A. | <u>Levels</u> | <u>2022-23</u> | <u>2023-24</u> |
|-----------|----------------------|-----------------------|-----------------------|
| | Level 1 | 61,316 | 62,543 |
| | Level 2 | 63,215 | 64,480 |
| | Level 3 | 65,174 | 66,478 |
| | Level 4 | 67,196 | 68,540 |
| | Level 5 | 69,241 | 70,626 |
| | Level 6 | 71,424 | 72,853 |
| | Level 7 | 73,639 | 75,112 |
| | Level 8 | 75,925 | 77,444 |
| | Level 9 | 78,274 | 79,840 |

B. Teaching/Administrative Longevity Credits

15 years – 4% added to base

25 years – 5% added to base

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 .81

C. Cluster III

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

D. Cluster IV

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

E. Cluster V

Middle School Principal (260 days)
Factor 1.30

F. Cluster VI

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

All leave requests must be submitted electronically in advance of the leave date when at all possible.

Twenty-five vacation days will be granted August 1st to each 260-day employee per contract year to be used by the following July 31st.

Administrators will be reimbursed at their respective calculated per diem rate for up to 3 unused vacation days per year. Administrators may carryover up to 5 days of unused vacation days each year by emailing Payroll in the Treasurer's office by August 1st with your request.

The District will offer to the employees covered by this agreement the plans offered by the Mercer-Auglaize Benefit Trust ("MABT"). The District will also offer the option of an HDHP/HSA Plan offered by MABT at a cost of 9% (for both years).

For the HDHP plan, the Board will contribute \$1000 for a single plan and \$2000 for a family plan to each employee's HSA from January 1, 2023 to December 31, 2023; and from January 1, 2024 to December 31, 2024; with no match required by the employee.

For each year, half of the contribution will be deposited into the employee's account on the first pay in January and the other half to be provided the earlier of the first pay in July or once the employee has used all of the funds deposited by the Board.

The Administrator will have the option annually of declining the medical benefits and receiving compensation of a \$3,000 stipend. The payment will be made during the following October prior to the next open enrollment period if the employee maintains his/her employment status with the district and the employee remains without the benefit plan until October 1.

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 and School Employees 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. These contributions shall be treated as additional compensation for retirement calculation purposes.

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

