

**2018 - 2021 SCHOOL YEAR
ADMINISTRATOR COMPENSATION PLAN
(Supervisory and non-supervisory)**

10/10/18
Revised 12/11/18

Part I – Base Salary

A.	<u>Levels</u>	<u>2018-19</u>	<u>2019-20</u>	<u>2020-21</u>
	Level 1	57,778	58,934	60,113
	Level 2	59,567	60,759	61,975
	Level 3	61,414	62,643	63,896
	Level 4	63,319	64,586	65,878
	Level 5	65,246	66,551	67,883
	Level 6	67,303	68,650	70,023
	Level 7	69,391	70,779	72,195
	Level 8	71,545	72,976	74,436
	Level 9	73,758	75,234	76,739

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 .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.

The District will offer to the employees covered by this agreement the plans offered by the Mercer-Auglaize Benefit Trust (“MABT”). The current PPO Plan will be in effect until discontinued by the MABT at a cost of 15% in 2018-19; 20% in 2019-20 and 20% in 2020-21. The District will also offer the option of an HDHP/HSA Plan offered by MABT at a cost of 7.5% (for all three years).

For the HDHP plan, the Board will contribute \$1225 for a single plan and \$2450 for a family plan to each employee’s HSA from January 1, 2019 to December 31, 2019; and from January 1, 2020 to December 31, 2020; and from January 1, 2021 to December 31, 2021, 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. ~~This is an annual calendar year election.~~ **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 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