

**ERIE COUNTY TECHNICAL SCHOOL
ADMINISTRATIVE STAFF
BENEFIT AND COMPENSATION PLAN
EFFECTIVE JULY 1, 2006**

A. POSITIONS COVERED

1. High School Principal
2. Information & Technology Manager
3. Facilities Manager
4. Coordinator for Quality and Human Resources
5. Supervisor of Instructional Support Services
6. Regional Career and Technical Center –RCTC Manager
7. New Choices/New Options Manager
8. New Choices/New Options Supervisor
9. Food Service Manager

B. ON-DUTY COMPENSABLE WORK DAYS PER YEAR

1. Maximum on-duty work days per year will be according to the appropriate position job description.
2. Compensation for up to an additional five days may be approved by the Director.

C. BENEFITS

1. Holidays- scheduled non-duty days

The Committee grants the Administrators twelve holidays during each year: Independence Day, Labor Day, Thanksgiving, Day after Thanksgiving, Christmas Eve, Christmas Day, New Year's Eve, New Year's Day, Martin Luther King's Birthday, Good Friday, Day after Easter, and Memorial Day.

2. Sick Leave

Administrators will receive twelve (12) sick days per fiscal year to use when the Administrator is unable to be on-duty due to illness and/or injury. Unused sick days will accumulate from year to year. Each administrator can use five (5) of the sick days each year for absences caused by an illness or injury of a spouse, child, or parent of the administrator.

3. Personal Days

The Committee grants each administrator four (4) personal leave days each year to attend to personal matters. Up to three (3) unused days will convert into unused sick leave days after July 1 of the following year and will accumulate from year to year.

4. Life Insurance

Administrators shall receive a group term life insurance policy containing accidental death and dismemberment benefits, in an amount equal to two-times the administrator's annual salary, rounded up to the nearest thousand.

5. Long-Term Disability Insurance

Administrators shall receive a group, long-term disability insurance policy equal to two-thirds (2/3) of their salary to a maximum benefit of \$6,000 per month until the disabled person reaches the Social Security normal retirement age as stated in the current Social Security Act and as stated in the insurance provider certificate.

6. Medical and Health Benefits

The Committee will provide to all administrators a group plan for hospitalization, surgical, major medical, dental, vision, prescription, including family and eligible dependents coverage equal to that provided to other professional employees.

7. Wellness Program

The Operating Committee will provide a \$350 allowance annually to promote health and wellness. Requests for the allowance will be subject to the Director's approval.

8. Professional Development

Administrators are eligible to receive full tuition reimbursement for satisfactory completion of up to nine (9) credits per year for graduate or undergraduate courses of study directly related to the administrator's duties and pre-approved by the Director. Reimbursement rates will be equal to the current tuition rates at Edinboro University of Pennsylvania for undergraduate and graduate courses.

9. Other Benefits

Administrators shall receive all other fringe benefits granted to professional employees, or any other employee group, including, but not limited to: travel allowance, special clothing, bereavement leave, family leave, parental/child-rearing leave, disability leave, benefits available to employees reduced from full-time to half-time employment, and the opportunity to participate in group insurance plans beyond employment.

10. Retirement Compensation

An administrator is eligible for this benefit when they are approved for retirement by the Pennsylvania School Employees' Retirement System and attain at least five (5) years of service in the Erie County Technical School system. The administrator shall notify the AVTS Operating Committee by December 1 if they intend to retire at the end of the school year (unless PSERS offers an "early-bird" retirement, which is usually announced in February or March).

The benefit will be calculated at the current substitute teacher daily rate per unused accumulated sick day at date of retirement to a maximum of 250 days. The retiree may elect to receive the total benefit at retirement but no later than one year after retirement. The retiree may choose to have the total amount or partial amount withheld to be applied toward benefit plan monthly payments. The retirement compensation is taxable income to the retiree and appropriate taxes will be withheld.

The retiree may elect to purchase medical, prescription, dental, and vision plan coverage for themselves and dependents until becoming eligible for Medicare.

D. COMPENSATION

Each administrator will receive a salary increase effective July 1 of each succeeding year equal to the CPI wage index averaged for the previous three years as of May 1. Administrators will not receive a decrease in the event the average is a negative percent. The CPI index used is CPI-W: urban wage earners as published by the US Department of Labor and is available at <http://stats.bls.gov>.

In addition each administrator is eligible for a salary increase based on the Administrative Proficiency Assessment as completed by the Director.

Administrators receiving an unsatisfactory proficiency assessment will not be eligible for a salary increase based on CPI or proficiency.

E. EFFECTIVE DATE AND TERM OF AGREEMENT

This plan is effective July 1, 2006 and will continue from year to year unless either party gives notice of change by May 1 of any subsequent year.

Rating Scale with Percentage Salary Increase for

Administrator annual salary increases effective July 1, 2007

Rating	Score Range	% increase
Outstanding	37.01 – 50.00	2.00%
Very Good	24.01 – 37.00	1.50%
Good	11.01 - 24.00	1.00%
Un-Satisfactory	00.00 - 11.00	.00% & no CPI increase

Erie County Technical School Administrators' Assessment Guidelines

Rating Scale

The proficiency assessment incorporates essential managerial responsibilities. The assessment corresponds with each position's job description. The proficiencies are rated on a scale of zero (0.00) to five (5.00) (with fractions). The maximum score possible for the assessment is 50 points.

Time Frame

Each administrator will receive three performance review check-ups during each year which will allow for corrective action where deficiencies may be noted. A final annual assessment will occur in June. The Director will use this assessment to provide feedback on the administrator's performance over the year and to calculate the administrator's compensation.

Process

The administrator will conduct a self-assessment using their evaluation instrument. After reviewing the administrator's performance, the Director will meet with the administrator to discuss the self-assessment along with the Director's assessment.

**ERIE COUNTY TECHNICAL SCHOOL
ADMINISTRATIVE STAFF
BENEFIT AND COMPENSATION PLAN**

BUSINESS MANAGER AND BOARD SECRETARY

EFFECTIVE JULY 1, 2006

A. POSITION COVERED

Business Manager and Board Secretary

B. ON-DUTY COMPENSABLE WORK DAYS PER YEAR

1. Maximum on-duty work days per year will be according to the position job description.
2. Compensation for up to an additional five days may be approved by the Director.

C. BENEFITS

1. Holidays- scheduled non-duty days

The Committee grants the Business Manager twelve holidays during each year: Independence Day, Labor Day, Thanksgiving, Day after Thanksgiving, Christmas Eve, Christmas Day, New Year's Eve, New Year's Day, Martin Luther King's Birthday, Good Friday, Day after Easter, and Memorial Day.

2. Sick Leave

Business Manager will receive twelve (12) sick days per fiscal year to use when the unable to be on-duty due to illness and/or injury. Unused sick days will accumulate from year to year. The Business Manager can use five (5) of the sick days each year for absences caused by an illness or injury of a spouse, child, or parent of the Business Manager.

3. Personal Days

The Committee grants the Business Manager four (4) personal leave days each year to attend to personal matters. Up to three (3) unused days will convert into unused sick leave days after July 1 of the following year and will accumulate from year to year.

4. Life Insurance

The Business Manager shall receive a group term life insurance policy containing accidental death and dismemberment benefits, in an amount equal to two-times the Business Manager's annual salary, rounded up to the nearest thousand.

5. Long-Term Disability Insurance

The Business Manager shall receive a group, long-term disability insurance policy equal to two-thirds (2/3) of their salary to a maximum benefit of \$6,000 per month until the disabled person reaches the Social Security normal retirement age as stated in the current Social Security Act and as stated in the insurance provider certificate.

6. Medical and Health Benefits

The Committee will provide to the Business Manager a group plan for hospitalization, surgical, major medical, dental, vision, prescription, including family and eligible dependents coverage equal to that provided to other professional employees.

7. Wellness Program

The Operating Committee will provide a \$350 allowance annually to promote health and wellness. Requests for the allowance will be subject to the Director's approval.

8. Professional Development

Business Manager is eligible for full tuition reimbursement for satisfactory completion of up to nine (9) credits per year for graduate or undergraduate courses of study directly related to the Business Manager's duties and pre-approved by the Director. Reimbursement rates will be equal to the current tuition rates at Edinboro University of Pennsylvania for undergraduate and graduate courses.

9. Other Benefits

Business Manager shall receive all other fringe benefits granted to professional employees, or any other employee group, including, but not limited to: travel allowance, special clothing, bereavement leave, family leave, parental/child-rearing leave, disability leave, benefits available to employees reduced from full-time to half-time employment, and the opportunity to participate in group insurance plans beyond employment.

10. Retirement Compensation

The Business Manager is eligible for this benefit when approved for retirement by the Pennsylvania School Employees' Retirement System and has attained at least five (5) years of service in the Erie County Technical School system. The Business Manager shall notify the AVTS Operating Committee by December 1 if intending to retire at the end of the school year (unless PSERS offers an "early-bird" retirement, which is usually announced in February or March).

The benefit will be calculated at \$75 per unused accumulated sick day at date of retirement to a maximum of 250 days. The retiree may elect to receive the total benefit at retirement but no later than one year after retirement. The retiree may choose to have the total amount or partial amount withheld to be applied toward benefit plan monthly payments. The retirement compensation is taxable income to the retiree and appropriate taxes will be withheld.

The retiree may elect to purchase medical, prescription, dental, and vision plan coverage for themselves and dependents until becoming eligible for Medicare.

D. COMPENSATION

The business manager will receive a salary increase effective July 1 of each succeeding year equal to the CPI wage index averaged for the previous three years as of May 1. The business manager will not receive a decrease in the event the average is a negative percent. The CPI index used is CPI-W: urban wage earners as published by the US Department of Labor and is available at <http://stats.bls.gov>.

In addition the Business Manager will be eligible for a salary increase based on the Administrative Proficiency Assessment as completed by the Director.

A Business Manager receiving an unsatisfactory proficiency assessment will not be eligible for a salary increase based on CPI or proficiency.

E. EFFECTIVE DATE AND TERM OF AGREEMENT

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Rating Scale with Percentage Salary Increase for

Business Manager annual salary increases effective July 1, 2007

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Time Frame

The Business Manager will receive three performance review check-ups during each year which will allow for corrective action where deficiencies may be noted. A final annual assessment will occur in June. The Director will use this assessment to provide feedback on the Business Manager's performance over the year and to calculate the Business Manager's compensation.

Process

The Business Manager will conduct a self-assessment using their evaluation instrument. After reviewing the Business Manager's performance, the Director will meet with the Business Manager to discuss the self-assessment along with the Director's assessment.

Administrative and Business Manager Compensation Plans
Summary of Changes
July 2006

1. Effective date of July 1, 2006, on-going until changed – previously one-year plans
 - 60 day notice of change by either party, by May 1.
2. Removed differentiation of Tier I and Tier II that was based on work days per year.
3. Changed reference of work year to ‘on duty’ days
 - Eliminated vacation days with change to ‘on-duty’ days
 - On-duty working days will be the number in each position job description
 - ✓ Business Manager-228 days
 - ✓ High School Principal -228 days
 - ✓ Information & Technology Manager -228 day
 - ✓ Facilities Manager -228 days
 - ✓ Coordinator for Quality and Human Resources -210 days
 - ✓ Supervisor of Instructional Support Services -210 days
 - ✓ Regional Career and Technical Center –RCTC Manager-210 days
 - ✓ New Choices/New Options Manager-210 days
 - ✓ New Choices/New Options Supervisor -205 days
 - ✓ Food Service Manager-195 days
 - Up to five additional on-duty days will be available for added compensation
4. Changed long term disability insurance to a monthly benefit maximum of \$6,000.
 - This is 2/3 of a maximum annual salary of \$108,000
 - Changed from a the current maximum monthly benefit of \$4,000 (\$72,000 annual salary)
 - Changed insurance company reference from Fortis to ‘insurance provider’
 - Former Tier II administrator monthly benefit changed from \$3,000 to \$6,000
5. With elimination of tiers all administrators will receive 4 personal days per year and 12 sick days per year
6. Wellness benefit of \$350 per year, change from \$250
7. Retirement benefit based on unused sick days at the current sub teacher rate per day, change from \$55 per day.
 - Maximum benefit based on maximum of 250 unused sick days, changed from \$14,000 maximum payment
8. Salary increase at each July 1 equal to the US DOL CPI wage index averaged for the previous three years as of May 1.
 - An administrator receiving an unsatisfactory proficiency rating will not receive a CPI salary increase

9. Administrators will be eligible for an additional salary increase per the Administrative Proficiency Assessment completed by the Director.
- New rating scale of:
 - ✓ 0.00% for Unsatisfactory
 - ✓ 1.00% for Good
 - ✓ 1.50% for Very Good
 - ✓ 2.00% for Outstanding
 - Three performance check ups per year and one final annual assessment , changed from two assessments per year