ERIE COUNTY TECHNICAL SCHOOL
ADMINISTRATIVE STAFF
BENEFIT AND COMPENSATION PLAN

DIRECTOR

EFFECTIVE JULY 1, 2006

A. POSITION COVERED

1. Director

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 available.

C. BENEFITS

1. Holidays- scheduled non-duty days

The Committee grants the Director 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

Director 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 Director 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 Director.

3. Personal Days

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

5. Long-Term Disability Insurance

The Director shall receive a group, long-term disability insurance policy equal to two-thirds (2/3) of 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 Director 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.

8. Professional Development

Director 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 Director's duties. Reimbursement rates will be equal to the current tuition rates at Edinboro University of Pennsylvania for undergraduate and graduate courses.

9. Other Benefits

Director 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 Director 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 Director 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 Director 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 Director 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 Director will be eligible for a salary increase based on the Administrative Proficiency Assessment as completed by a review sub-committee of the Joint Operating Committee.

A Director 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

<u>Director annual salary increases effective July 1, 2007</u>

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 Director 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 Director's performance over the year and to calculate the Director's compensation.

Process

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