



Memorandum of Understanding

Administrative Benefit and Compensation Plan Business Manager Benefit and Compensation Plan

- A. **Termination** - The Administrative Benefit and Compensation Plan and Business Manager Benefit and Compensation Plan that became effective July 1, 2006 will terminate June 30, 2012.
- B. **Compensation** - There will be no salary increase effective July 1, 2012 based on the CPI index or the merit pay based on the Proficiency Assessment as stated in the current plans.
- C. **Merit Pay** - Per the existing Act 93 Agreement, a proficiency payment will be paid to each Administrator and the Business Manager as a lump sum payroll payment on June 29, 2012 in an amount up to 2% of each 2011-2012 base salary based on the 2011-2012 Administrative Proficiency Assessment as completed by the Director.
- D. **Approval** - This memorandum of understanding was approved at the April 26, 2012 meeting of the Joint Operating Committee.

E. Signatures

- Chairperson- Joint Operating Committee:

○ James H. Bucksbee

A handwritten signature in blue ink, appearing to read 'James H. Bucksbee', written over a horizontal line.

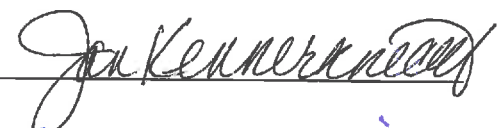
- Secretary – Joint Operating Committee:

○ Paul D. Fritz

A handwritten signature in blue ink, appearing to read 'Paul D. Fritz', written over a horizontal line.

Memorandum of Understanding

Administrative Benefit and Compensation Plan Business Manager Benefit and Compensation Plan

<u>Administrator</u>	<u>Signature</u>	<u>Position</u>
Paul Fritz		Business Manager
Joe Tarasovitch		Principal
Steven Sceiford		Facilities Manager
Jeff Smith		Technology Manager
Patrick Holland		Supervisor of Instructional Support Services
Jan Kennerknecht		Supervisor of Instructional Support Services
Natalie Fatica		Supervisor of Human and Quality Resources