

BALD EAGLE AREA SCHOOL DISTRICT

ADMINISTRATOR COMPENSATION PLAN 2024-2027

The Board of School Directors of Bald Eagle Area School District adopts the following Administrator Compensation Plan pursuant to the "Public School Code of 1949," as amended, Section 1164. The Board recognizes the importance of maintaining an effective Management Team to strengthen the administration and educational programs of the District, and to establish and improve communications, decision-making, conflict resolution, and other relationships among the members of the Team.

I. TERM OF COMPENSATION PLAN:

This Plan is effective July 1, 2024 through June 30, 2027.

II. DEFINITIONS:

The term "Administrator" will be for any of the following positions which work 244 days per school year. They shall include the following positions:

Elementary Principal(s), Principal Middle-High School, Assistant Principal Middle-High School, Director of Special Education, Director of Elementary Education, Director of Secondary Education, Director of Curriculum and Instruction

EVALUATION

The Pennsylvania Department of Education mandates a specific evaluation framework for the annual summative evaluation of school leaders. The mandated PDE school leader evaluation will be utilized as the evaluation instrument. Currently the PDE 13-2 and 13-3 (Appendix A) are the evaluation tools for evaluating building principals, Director of Curriculum and instruction, and the Director of Special Education. Evaluations will be based on the Pa Framework for Leadership (Appendix B) as well as duties in accordance with position job descriptions, completion of annual individual goal-setting, and individual commitment and contributions to organizational goals and objectives. A mid-year evaluation will be conducted no later than January 15 and a summary evaluation completed by no later than June 1 each year.

As a part of the annual evaluation, an "Individual Administrative Goal" (Appendix C) should be submitted to the Superintendent the Superintendent by the second week of July. A Mid-Year Evaluation Form will be distributed by December 15. They will be collected the first working day in February. On May 15, all evaluation forms will be distributed, completed and returned to the Superintendent on or before the last business day in May.

III. COMPENSATION PLAN:

The Superintendent will annually conduct the performance ratings for each administrator. The performance rating will be utilized to establish salary increases for each administrator. Performance evaluations will be based on the state-mandated evaluation categories that assess the individual's job performance and overall effectiveness. The scale detailed below will be utilized in determining administrator salary adjustments.

Performance Rating Scale	Administrators
Distinguished	\$3,500
Proficient	\$3,000
Needs Improvement	\$1,000
Failing	\$0

Any Act 93 member who receives an overall rating of Distinguished which includes building-level or district-level student assessment results shall receive a contribution of \$750 to the employee's 403b or 457 account.

Resulted salary increases will be acted on at the June Meeting of the Board of Education with an effective date of July 1.

Salaries of administrative personnel which appear to be lower than that of comparable positions in comparable districts within the Central Intermediate Unit (CIU#10) may be reviewed and adjusted accordingly as recommended by the Superintendent and approved by the Board of Directors.

IV. FRINGE BENEFITS

A. All benefits and conditions of employment in effect shall continue in effect. Fringe benefits provided to professional employees shall be extended to members of the administration.

B. School principals who are assigned more than one building shall receive an annual salary stipend of \$3,000 per additional building. A school principal who is formally assigned to lead and administer the district's cyber school program shall receive an annual stipend of \$1,000.

C. Administrators will receive 13 sick days. 2 sick days can be traded for 1 personal day. Total of 10 sick days can be traded per school year.

D. Life insurance to be provided to Administrators covered by Act 93 in the amount of twice the salary.

E. Administrators covered by Act 93 shall be reimbursed for the medical costs of physical exams not covered by our medical provider in an amount not to exceed \$300.00 within any two-year period.

F. Memberships in professional educational organizations will be provided to Act 93 administrators up to \$750.00 per year.

G. Vacation Days Administrators will earn 20 vacation days per year. Starting with the 10th year of service, as an administrator, within the Bald Eagle Area School District, 23 vacation days will be earned each year.

All administrators are required to use a minimum of five (5) vacation days during the summer months. Such requirement is to ensure that administrators spend important time to relax during the summer months.

On July 1 of each year, administrators may not have more than 30 days of earned vacation days. Administrators with more than 30 vacation days by the end of the fiscal year June 30 will forfeit those days if not used prior July 1 of each school year. Employees may choose to sell back up to 10 unused vacation days per year at 85% of their per diem rate. Administrators will notify the business office of their intent, including the number of days he/she wishes to sell back, by December 15 of each year. Payment will be made no later than the last payroll of January.

Upon resignation/retirement from the district, the Board shall pay the employee their current per diem rate-a maximum of 30 unused vacation days.

H. Act 93 members' workdays will follow the adopted school calendar, unless otherwise need and requested by the superintendent. Administrators will not receive additional compensation for hours or days worked, for duties associated with their primary job function, beyond those contracted unless specifically authorized by the Superintendent and approved by the Board of Directors.

I. Flexible instructional Days (FID):

- The administrators will have the option to work from home on Flexible Instructional Days unless required to work on-site as requested by the Superintendent.

J. Retirement Longevity:

- After ten years of service, as an administrator in the Bald Eagle Area School District, the District will contribute \$600 for each year of service as an administrator, retroactive back to Year 1, up to 25 years into an already established 403b account upon retirement from the district.

Approved June 12, 2024

**DEPARTMENT OF EDUCATION
COMMONWEALTH OF PENNSYLVANIA**

PDE 13-2 SUMMARY

LEA Name:	School AUN:
0	0
School Name:	School Code:
0	0

Employee Name:

Employee PPID:	Employee Type:
0	0

Rating Period:	Evaluation Type:
1/0/00 through 1/0/00	0

PRINCIPAL RATINGS (BY MEASURE)

(A) OBSERVATION & PRACTICE

Domain	Rating	Factor	Adjusted Rating
I. Strategic/Cultural Leadership	0	0%	0.00
II. Systems Leadership	0	0%	0.00
III. Leadership for Learning	0	0%	0.00
IV. Professional & Community Leadership	0	0%	0.00

(A) OBSERVATION & PRACTICE RATING

(B) STUDENT PERFORMANCE

(B) BUILDING LEVEL SCORE #VALUE!

In the absence of Building Level Data, Observation & Practice shall be substituted. **N/A**

Where a Transfer Option is exercised, Observation & Practice and/or Performance Goal shall be substituted. **N/A**

(C) PERFORMANCE GOAL(S)

(C) PERFORMANCE GOAL(S) RATING

PRINCIPAL SUMMATIVE RATING (ALL MEASURES)

Measure	Rating	Factor	Adjusted Rating
Observation & Practice		70%	#VALUE!
Building Level Score/Substitute Measure(s)	#VALUE!	10%	#VALUE!
Performance Goal(s)		20%	#VALUE!

PRINCIPAL FINAL RATING #VALUE!

FINAL RATING VALUE

FAILING

NEEDS IMPROVEMENT

PROFICIENT

DISTINGUISHED

0.00 - .49

0.50 - 1.49

1.50 - 2.49

2.50 - 3.00

I certify the afore-named employee has received a performance rating of: #VALUE!

Distinguished, Proficient, or Needs Improvement shall be considered Satisfactory. Failing shall be considered Unsatisfactory.

A second Needs Improvement issued by the same employer within 4 years of the first where the employee is in the same certification shall be considered Unsatisfactory.

The performance rating shall be deemed:

☐

SATISFACTORY

☐

UNSATISFACTORY

Date	Rater Name/Position	Date	Chief School Administrator Signature
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**I acknowledge that I have read the information contained herein
and that I have been provided an opportunity to discuss it with the rater.**

Date	Employee Signature
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Employee signature does not signify agreement with the performance rating.

PA FRAMEWORK FOR LEADERSHIP

Domain 1: Strategic/Cultural Leadership

- ♣ Creates an Organizational Vision, Mission and Strategic Goals
- ♣ Uses Data for Informed Decision Making
- ♣ Builds a Collaborative and Empowering Work Environment
- ♣ Leads Change Efforts for Continuous Improvement
- ♣ Celebrates Accomplishments and Acknowledges Failures

Domain 2: Systems Leadership

- ♣ Leverages Human and Financial Resources
- ♣ Ensures a High-Quality, High-Performing Staff
- ♣ Complies with Federal, State and LEA Mandates
- ♣ Establishes and Implements Expectations for Students and Staff
- ♣ Communicates Effectively and Strategically
- ♣ Manages Conflict Constructively
- ♣ Ensures School Safety

Domain 3: Leadership for Learning

- ♣ Leads School Improvement Initiatives
- ♣ Aligns Curricula, Instruction and Assessments
- ♣ Implements High-Quality Instruction
- ♣ Sets High Expectations for All Students
- ♣ Maximizes Instructional Time

Domain 4: Professional and Community Leadership

- ♣ Maximizes Professional Responsibilities Through Parent Involvement and Community Engagement
- ♣ Shows Professionalism
- ♣ Supports Professional Growth

Appendix B

INDIVIDUAL ADMINISTRATIVE GOAL

School Year

Goal Statement:

Objective(s):

Major activities to be undertaken to meet objectives including timeline:

Method of evaluation:

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Mid-Year Evaluation Comments:

Final Year Evaluation Comments:

Appendix C

Agreement Title: Act 93 Compensation Plan

Effective Date: July 1, 2024

In recognition and acceptance of the terms laid out in this agreement, the undersigned parties have executed this agreement as of the effective date stated above.

Signature:  Title: Administrators Representative

Print Name: James Orichovsky

Date: 7/1/2024

Signature:  Title: School Board President

Print Name: Tina LC Grene

Date: 6/24/24

Signature:  Title: School Board Secretary

Print Name: Timothy E Wilson

Date: 6/26/24

Witnessed by:

Name: Rachel Yoder

Address: 751 SEagle Valley Rd, Wingate PA 16803

Date: 7/1/2024