

**UPPER ST. CLAIR SCHOOL DISTRICT  
CURRICULUM LEADERS FRINGE BENEFITS  
Act 93 Compensation Plan**

**Effective January 1, 2022 through June 30, 2027**

1. For the term of this Agreement, Curriculum Leaders will be provided the benefits set forth in the current Agreement between the Upper St. Clair School District (District) and the Upper St. Clair Education Association (USCEA), except as modified by this agreement or by the terms of any successor agreement between the District and the USCEA.
2. Curriculum Leaders will work twenty days beyond the number of days in the teacher work year and will also prepare for, attend and/or conduct after-school meetings.
3. A Supervisory Certificate is currently not required for the position of Curriculum Leader. The Superintendent reserves the right to require such a certificate for future positions and if such a certificate is required, administrators currently in the position will be given a designated time period and specific tuition assistance to secure additional certification, as allowed by law.
4. The sum of \$900 will be available for each Curriculum Leader each year to attend conferences. All budget categories are subject to fiscal constraints, but the intent is to make this allotment each year. In addition, the Superintendent may approve, on a case by case basis, other activities proposed by a Curriculum Leader related to professional development. The Superintendent's approval would apply to both other uses of the Curriculum Leader's budgeted amount (such as professional memberships or professional development programs) and to activities that would incur costs in excess of the budgeted amount.
5. Curriculum Leader graduate credits will be reimbursed at the rate of 100% of the tuition cost. The Curriculum Leader must provide the Superintendent, or his designee, with a copy of his/her individual program of studies and course selections for approval prior to each semester. To receive payment, the Curriculum Leader must participate in an approved program of study and provide the Superintendent, or his designee, with a copy of the fee statement and a copy of the grade report. A grade of B or its equivalent is required. The Superintendent, or his designee, approves the payment. No duplicate reimbursement will be made. An official transcript from the office of the registrar must also be on file in the Superintendent's office.
6. Curriculum Leaders shall be allotted eleven (11) days of sick leave per year, which may be used for the serious illness of the Curriculum Leader or their child, spouse, or parent.
7. Curriculum Leaders shall have three (3) personal days. Curriculum Leaders shall be granted an additional two (2) personal days that can only be used in the summer, or alternatively, may be sold back at the Curriculum Leader's per diem rate. Additional days shall be granted at the discretion of the Superintendent. Any remaining unused

personal days can either be converted or paid as provided for in the collective bargaining agreement between the District and the USCEA.

8. Disability insurance will be provided for each Curriculum Leader, which will pay a monthly benefit of \$10,000 or 66-2/3% of the Curriculum Leader's total salary, whichever is less. The monthly benefit will become payable only after 60 days or at the end of the accumulated sick leave, whichever is greater.
9. The District will provide life insurance in the amount of the Curriculum Leader's salary rounded down to the nearest \$1,000, with a minimum of \$50,000. Supplemental life insurance may be purchased by the Curriculum Leader in the amount of one or two times the annual salary rounded down to the nearest \$1,000.
10. Effective January 1, 2022, Curriculum Leader salaries will be determined by adding the following appropriate add-on to their salary as a professional employee:

<b><u>January 2022 - June 2027</u></b>		
<b>Experience Level</b>	<b>Standard Rate</b>	<b>Supervisory/Principal Certification, PhD or EdD</b>
Year 1	\$9,000	\$9,500
Year 2	\$11,000	\$11,500
Year 3 +	\$15,000	\$15,600

It is recognized that the School District has sole discretion to determine which professional employees will be offered the Curriculum Leader assignments and sole discretion to remove employees from such assignments as it deems appropriate.

11. Curriculum Leaders are eligible to participate in the same medical insurance programs, under the same terms and conditions as provided to professional staff in the collective bargaining agreement between the District and the USCEA. Dental and vision insurance shall be provided to Curriculum Leaders at no cost to the employee.

## 12. RETIREMENT ALLOWANCES

- A. Curriculum Leaders who retire under the provisions of the Pennsylvania School Employees Retirement System are eligible to participate in the Retirement Allowance programs provided in the professional employees collective bargaining agreement between the District and the USCEA.
- B. Additional credit for years of service as a Curriculum Leader shall be paid at the rate of \$325 per year.

- C. A Curriculum Leader who retires during the term of this plan, but after June 30, 2023, shall be eligible for credit for up to 205 sick days at a rate of \$100 per day. A Curriculum Leader retiring before June 30, 2023 shall be eligible for credit for sick days at the rate of \$90 per day for all accumulated days or at a rate of \$100 per day capped at 205 sick days, whichever has a greater value.
  - D. Curriculum Leaders retiring with fifteen (15) years of service in the District will be eligible to participate, for one-quarter year for each year of credited service as a professional employee of the District in the Pennsylvania Public School Employee's System (PSERS) or until the retiree becomes eligible for Medicare (whichever is earlier), in the health insurance programs applicable to active Curriculum Leaders. Such retired Curriculum Leaders will be responsible for deductibles and co-pays and will make the same monthly dollar contribution for health insurance benefits as is applicable to professional employees covered by the Agreement between the District and the USCEA at the time the Curriculum Leader retires. For retirees living outside of the geographic area, the District may make managed care options provided by the Allegheny County Schools Health Insurance Consortium available to such retirees as is applicable by the Agreement between the District and the USCEA at the time the Curriculum Leader retires.
  - E. Retired Curriculum Leaders will be provided a term life insurance policy in the amount of \$60,000 with the premium paid by the district. This insurance policy will remain in effect for a one-quarter year for each year of credited service in the Pennsylvania Public School Employee's Retirement System (PSERS) or until the retiree becomes eligible for Medicare, whichever is earlier.
13. The District will provide liability insurance coverage to Curriculum Leaders in the same amount as the coverage provided to members of the professional teaching staff represented by the USCEA

# ATTACHMENT A

## Personal Day Sell-Back Form

*To be submitted no earlier than July 1 and  
no later than June 1 of each fiscal year*

**Fiscal Year:** \_\_\_\_\_

**Name:** \_\_\_\_\_

**Date:** \_\_\_\_\_

**Number of personal days  
to be sold back to the  
District:** \_\_\_\_\_

**Approved by:** \_\_\_\_\_  
(Superintendent or Assistant Superintendent)

*Two personal days can only be used in the summer or sold back at the Curriculum  
Leader's per diem rate.*

*Payment for the personal days (at your per diem rate\*) will be included in your paycheck  
within 30 days following receipt and processing of this request.*

*\*Your per diem rate, for purposes of personal day sell-back, shall be calculated using your  
annual teacher salary divided by regular teacher work days.*