

PENNRIDGE SCHOOL DISTRICT

Administrator Compensation and Benefits ("Act 93") Plan for the 2022/2023-2026/2027 Fiscal Years

I. PREFACE

This Act 93 Plan has been established in compliance with Section 1164 of the Public School Code of 1949, as amended, 24 P.S. 11-1164 ("Act 93"), and has been adopted by resolution of the Board of School Directors on the 25th day of April, 2022 following completion of the "meet-and-discuss" process required by Act 93. The purpose of this Act 93 Plan is to set forth the Board's operating policies for administrative compensation and benefits for the 2022/2023-2026/2027 fiscal years. Notably, this Act 93 Plan *is not* an exclusive statement of District policies, rules, regulations and/or laws affecting administrators and the terms and conditions of their employment with the District.

For purposes of this document only, the term "administrator" shall refer to the following positions:

High School Principal	Director of Nutritional Services
High School House Principal	Director of Operations
Middle School Principal	Director of Finance
Middle School Assistant Principal	Director of Transportation
Elementary Principal	Director of Safety & Security
Supervisor	Director of Communications & Community Relations
Director of Technology	Director of Athletics & Student Activities

II. COMPENSATION

A. Purpose

The Board is committed to effectuating a compensation and benefits plan which ensures that District administrators are fairly compensated for their leadership and managerial responsibilities, which promotes individual professional growth and improvement, and which is designed to provide its administrators with incentives and reward exemplary performance.

B. Target Salaries

1. Salaries

The Board and the Act 93 Group have agreed to the salary targets attached to this Agreement labeled Appendix A.

a. Progression to Target Salary

It is the intent of the Board of Directors that an administrator/supervisor who is performing at a satisfactory level should reach the Target Salary no later than year six (6) in the Pennridge School District. It is possible for an administrator or supervisor to reach the Target Salary sooner depending on the initial placement salary. Initial salary placement range for new hires shall be 90-104% of target dependent upon experience. The chart below outlines the progression by year for satisfactory performance:

Schedule to move to 100% of Target Salary:

Year one - No less than 90% of new target

Year two -

1. No less than 92% of new target.
2. If beginning salary is between 92.01% and 93.99% of new target, salary will be 94% of new target.
3. If beginning salary is between 94.01% and 95.99% of new target, salary will be 96% of new target.
4. If beginning salary is between 96.01% and 97.99% of new target, salary will be 98% of new target.
5. If beginning salary is between 98.01% and 99.99% of new target, salary will be 100% of new target.

Year three -

1. No less than 94% of new target.
2. If beginning salary is between 94.01% and 95.99% of new target, salary will be 96% of new target.
3. If beginning salary is between 96.01% and 97.99% of new target, salary will be 98% of new target.
4. If beginning salary is between 98.01% and 99.99% of new target, salary will be 100% of new target.

Year four -

1. No less than 96% of new target.
2. If beginning salary is between 96.01% and 97.99% of new target, salary will be 98% of new target.
3. If beginning salary is between 98.01% and 99.99% of new target, salary will be 100% of new target.

Year five -

1. No less than 98% of new target.
2. If beginning salary is between 98.01% and 99.99% of new target, salary will be 100% of new target.

Year six- 100% of new target.

b. IRS §457(b) Deferred Compensation Program

The district shall adopt an IRS §457 Plan and permit all Act 93 employees to contribute to the plan up to the maximum amount allowed by law.

For each year of this agreement, the school district shall increase the administrator's formal annual salary by the amount provided below. The employee shall salary defer this amount directly into a 457(b) account established by the employee with a provider approved under the district's IRS §457(b) Non- Qualified Deferred Compensation Plan.

- Years 1 - 3 of administrative service in the Pennridge School District: No contribution
- Year 4 of administrative service in the Pennridge School District: \$1,200
- Years 5 – 22 of administrative service in the Pennridge School District: \$1,200 + \$100 for each completed year beyond year 4
 - a. Examples: 5 years of administrative service in the Pennridge School District

$$\$1,200 + \$100 = \$1,300$$

- b. 9 years of administrative service in the Pennridge School District

$$\$1,200 + \$500 = \$1,700$$

- c. 18 years of administrative service in the Pennridge School District

$$\$1,200 + \$1,400 = \$2,600$$

- There will be a maximum contribution of \$3,000

- c. During the life of this agreement select categories of administrators may receive additional corridor increases beyond the increase granted by the formula in order to maintain regional competitiveness. Any additional salary increases must be approved by the Board of School Directors.

C. IRS §457(b) Deferred Compensation Program

The District shall adopt an IRS §457(b) Plan and permit all Act 93 employees to contribute to the plan up to the maximum amount allowed by law.

D. Earned Doctorate Increment

Those administrators with an earned doctorate shall have on an annual basis Fifteen Hundred Dollars (\$1,500.00) added to their gross salary which *will not* become part of the administrator's base salary.

III. WORK YEAR/CALENDAR

A. Twelve (12)-Month Administrators

The work year for twelve (12)-month administrators will consist of *260 days*, which includes twenty (20) days of paid vacation and all paid holidays.

It is the intent of the Board of School Directors to continue to "meet-and-discuss" with the Act 93 administrators regarding any additional workdays that may be scheduled. In general, such work days will either coincide with additional days negotiated into the teachers' or secretaries' work year or will replace days, which have been traditionally regarded as "holidays" within the school calendar.

B. Middle School Assistant Principals

The work year for Middle School Assistant Principals, traditionally recognized as 10 ½-month employees, will consist of *215 workdays*, which does not include any holidays, which may be scheduled as part of the school calendar. The schedule for these 215 workdays will be developed by the Middle School Principal and forwarded to the Department of Human Resources and the Payroll Department no later than August 1 of each year. It is acknowledged,

however, that extenuating circumstances may necessitate a change in such schedule during the school year. Such changes will be permissible provided that the administrator works the required 215 days.

IV. FRINGE BENEFITS

A. Group Medical Insurance Hospitalization -Major Medical

The Pennridge School Board will provide hospitalization/Major Medical coverage for all full-time employees and their families, (Family is defined as spouse and children.)

The group medical insurance will be consistent with that provided pursuant to the Collective Bargaining Agreement between the Board of School Directors and the Pennridge Education Association, as negotiated from time to time.

The Board shall be permitted to change the carrier for the medical insurance plan provided that the coverage is substantially similar to that coverage provided as of the date of execution of this Agreement.

B. Vision Coverage

Vision Coverage will be consistent with that provided pursuant to the Collective Bargaining Agreement between the Board of School Directors and the Pennridge Education Association.

The Board shall be permitted to change the carrier for the vision insurance plan provided that the coverage is substantially similar to that coverage provided as of the date of execution of this Agreement.

C. Prescription Drug Coverage

Prescription Drug Coverage will be consistent with that provided pursuant to the Collective Bargaining Agreement between the Board of School Directors and the Pennridge Education Association, as negotiated from time to time.

The Board shall be permitted to change the current carrier provided that the coverage is substantially similar to that coverage provided as of the date of execution of this Agreement.

D. Dental Coverage

Dental Coverage consistent with that provided pursuant to the Collective Bargaining Agreement between the Board of School Directors and the Pennridge Education Association, as negotiated from time to time.

The Board shall be permitted to change the current carrier provided that the coverage is substantially similar to that coverage provided as of the date of execution of this Agreement.

E. Insurance Co-Payment

Insurance co-payment will be consistent with that provided pursuant to the Collective Bargaining Agreement between the Board of School Directors and the Pennridge Education Association, as negotiated from time to time.

F. Life Insurance

Each administrator shall receive a Term Life Insurance Policy equal to two times the salary of the administrator up to a maximum of \$250,000 at District expense. Such insurance shall allow for the continuation of benefits in an individual policy at the administrator's own expense after leaving the District's employ.

G. Insurance Coverage During Leave

Should an administrator be granted an authorized unpaid leave, he/she shall be allowed to remain a member of all District health and insurance plans on the condition that he/she pre-pay [three (3) months] to the District the entire premium for such participation. The terms of pre-payment may be considered in a case of hardship.

H. Sick Leave

In any school year whenever an administrator is prevented by illness or accidental injury from following his/her occupation, the District shall pay to said administrator for each day of absence the full salary to which he/she may be entitled as if he/she were actually engaged in the performance of his/her duty for a period of twelve (12) days, which includes the benefit provided to professional employees under 11-1154 of the School Code. Any such unused leave shall be cumulative from year to year in the District without limitation. All or any part of such accumulated or unused leave may be taken with full pay in any or all school years.

An Administrator is entitled to transfer twenty-five (25) sick days from their former public-school district in accordance with the School Code. In addition, an administrator may transfer the balance of their sick days from their former public school district into a separate account to remain in abeyance, and utilized only in the event of an illness or injury that exceeds the number of days in their sick leave bank. The days held in abeyance shall not be utilized for the purpose of retirement payment, as listed under Section V Retirement Benefits.

I. Sickness Income Benefit Plan

The District will offer a fully insured disability plan which the employee may purchase at his or her sole cost and expense.

J. Leave Without Pay

Each administrator shall be afforded leave without pay in accordance with District policy upon the recommendation of the Superintendent of Schools and the approval of the Board of School Directors.

K. Bereavement Leave

Whenever an administrator shall be absent from duty because of a death in his/her immediate family, there shall be no deduction in his/her salary for an absence not in excess of three (3) school days. The Superintendent of Schools may extend the period of absence with pay in his/her discretion as the exigencies of the case may warrant.

Members of the "immediate family" shall be defined as the administrator's: father, mother, brother, sister, son, daughter, grandchild, husband, wife, parent-in-law or near relative who resides in the same household or any person with whom the administrator has made his/her home.

Whenever an administrator shall be absent from duty because of the death of a near relative, there shall be no deduction in the salary of said administrator for absence on the day of the funeral. The Superintendent of Schools may extend the period of absence with pay in his/her discretion as the exigencies of the case may warrant.

A "near relative" is defined as the administrator's: first cousin, grandfather, grandmother, aunt, uncle, niece, nephew, son-in-law, daughter-in-law, brother-in-law or sister-in-law.,__

L. Jury Duty

If any administrator is called for jury duty, it will be his/her responsibility to receive a statement from a court official as to the per-diem rate paid for the time served. The District will pay the difference between the jury pay and the administrator's normal per-diem rate. While on jury duty, an administrator will not be charged with this time against any of his/her leave benefits.

M. Emergency/Personal Leave

The basic purpose of the Board's Emergency/Personal Leave Policy is to make provision for a leave of absence without loss of pay for personal obligations, which cannot be scheduled for other than a school day. Each administrator is eligible for three (3) days of emergency/personal leave per school year upon request and approval by the Superintendent of Schools. Each administrator may carry over two (2) days of unused emergency/personal leave into the next school year for a maximum of five (5) days to utilize in one (1) year. An emergency/personal leave day may not be taken either before or after a day of unpaid leave.

Leave should be requested at least three (3) weeks in advance except when the nature of the request precludes the administrator from providing such notice, in which case, notice must be provided as much in advance as possible on the form provided by the Department of Human Resources.

An administrator shall be permitted at the end of any school year to request payment in the amount of sixty-five dollars (\$65.00) for each unused personal leave day.

N. Family & Medical Leave

1. Medical Leave

Administrative employees are eligible for leaves of absence in accordance with the Family and Medical Leave Act (FMLA).

Employee requests for FMLA leave shall be processed in accordance with law, Board policy and administrative regulations.

When an employee requests and qualifies for an FMLA leave, and they are entitled to any accrued leave; the employee must utilize sick and personal paid leave during the FMLA leave before unpaid leave will be authorized. Employees may also choose to use their personal and/or vacation time during an FMLA leave, but are not required to do so.

O.

1. Childrearing Leave

Any administrator who is expecting or whose spouse is expecting the birth or adoption of a child who the administrator contemplates will reside in his/her household and who wishes

to continue employment following a period of absence taken for the period of rearing the child, shall be granted a childrearing leave of absence without pay. There will be no loss of prior accrued sick leave.

Only one (1) childrearing leave may be taken for each child. The administrator shall give sixty (60) calendar days written notice to commence the childrearing leave and shall state therein the intended duration of the leave. The administrator may be eligible for up to one (1) year of leave from the effective date of said childrearing leave. If, for some reason, the administrator wishes to return before the original time granted for the leave, he/she shall request such change in writing at least sixty (60) calendar days prior to the time he/she wishes to return.

In the event of the premature termination of the pregnancy or the death of a child, the administrator may request cancellation of the leave by giving a notice of sixty (60) calendar days. The Board shall have the option of accepting less than sixty (60) calendar days' notice if replacement of the administrator has not been secured by the time of notification.

O. Holidays

Each administrator shall be eligible for paid holidays as defined on the District's annual school calendar. Such calendar will denote all staff holidays and will be approved by the Board of School Directors on an annual basis.

P. Vacations

Each 12-month administrator will be eligible for twenty (20) paid vacation days per school fiscal year.

Employees hired on/after July 1, 2022 shall receive twenty (20) vacation days per fiscal year (ADM1). These employees are granted vacation based on their hire date to use within the fiscal year in which they are hired. Those vacation days should be taken within the fiscal year they are granted. A maximum of 10 vacation days may be carried over to the following fiscal year.

For employees hired prior to July 1, 2022, all vacation days should be taken within twelve (12) months after they are earned (ADM). These employees earned vacation based on their hire date to use within the following fiscal year in which they were hired. A maximum of 10 vacation days may be carried over to the following fiscal year. Upon notice of retirement or resignation, employees hired prior to July 1, 2022 will be paid out any unused earned vacation from the prior year.

Persons employed as administrators after July 1 shall receive a prorated vacation day entitlement and vacations may be taken only with prior approval from the Superintendent of Schools or his/her designee.

All absences should be recorded in the District's absence reporting system prior to use unless an emergency arises however the Superintendent or designee should be notified in the event an absence cannot be recorded in advance for approval.

Q. Banking Vacation Days for Employer Non-Elective IRS §403(b) Tax Sheltered Account

The school district shall make a non-elective employer contribution into a 403(b) account established by the employee with a provider approved under the district's 403(b) Plan in an amount up to 5 days per year as requested by the administrator.

The employee shall receive no cash option. The employee must establish a 403(b) account prior to the election and shall maintain the 403(b) account until all non-elective employer contributions have been made or the employee will forfeit this benefit.

Each administrator may request that up to five (5) unused vacation days earned at the end of the school calendar year be designated as a non-elective employer contribution to the IRS §403(b) Tax Sheltered Account up to the maximum yearly contribution permitted by law. For each unused vacation day, the rate of the District's contribution shall be the "per diem" rate as calculated by administrator's base salary divided by 260. This request must be placed in writing to the Superintendent of Schools no later than 5 working days after June 30 of each year. All administrative positions listed in this agreement will use the number 260 for the purpose of calculating the "per diem rate" under this section.

R. Professional Development Expenses

Each administrator shall be entitled to a maximum of One Thousand Fifty Dollars (\$1,050) annually to be utilized for professional development in the form of attendance at seminars, conferences or special programs provided only that the administrator secure from the Superintendent of Schools or his/her designee prior permission to attend such seminars, conferences or special programs. These funds may also be used toward professional association expenses, such as, national/state professional memberships, curriculum scholarship associations, professional subscriptions, professional books and graduate-level textbooks.

In addition to the above allotment for professional development expenses, each administrator may designate up to three professional organizations in which yearly dues will be paid by the District without deduction from the \$1,050 stipulated in the above paragraph. These organizations must be submitted to the Business Office for dues payment in a timely manner and will be subject to review at the discretion of the Superintendent or designee.

S. Educational Assistance Program/Graduate Study Expenses

The district recognizes the importance of educational development. For those who wish to increase competencies in present assignments and prepare for advancement, a program of financial assistance is offered:

Eligibility:

1. Educational assistance is available to full time employees.
2. The district will not duplicate assistance from an outside agency, such as veteran's benefits, scholarships, or other student financial aid programs for expenses covered by this program.
3. An employee will receive assistance for expense incurred while on educational or sabbatical leave upon return from such leave.
4. Voluntary or involuntary termination of employment with the district will terminate eligibility for assistance. Persons who take advantage of this benefit are expected to remain employed with the district for three years after submission of tuition, transcript and reimbursable expenses. Individuals who leave the district prior to this period will be subject to repayment of the reimbursement. Arrangements for repayment shall be made at the time of notice of resignation. All subsequent payroll checks shall be subject to deduction to reconcile any outstanding balance.

Courses:

1. Courses taken where educational assistance benefits are available must have prior approval by the employee's immediate supervisor and the Superintendent prior to enrollment.

- a. Course approval shall not be given to employees who are on a Performance Improvement Plan (PIP) and/or received a "Needs Improvement," "Failing" or "Unsatisfactory" rating on his or her most recent performance evaluation. Exceptions will be made where, in the discretion of the Superintendent, the course for which reimbursement is requested is directly related to a domain in which a "needs improvement", "unsatisfactory" or "failing" rating was received.
2. Courses offered by degree-granting institutions or other schools may be approved under the following conditions:
 - a. The course taken is directly related to the employee's present assignment or future development.
 - b. The course taken is to fulfill the requirements of a baccalaureate or advanced degree or a program leading to certification in a specialized area.

Reimbursement:

1. Reimbursement of up to 100% for tuition, registration, laboratory and other required fees for each course will be paid as set forth below.
 - a. A grade of 'B' or better or satisfactory completion of the course (pass/fail courses) as verified by transcript or grade report.
 - b. Receipts verifying payment of eligible expenses are submitted.
2. The reimbursement does not cover transportation, meals, supplies or other incidental expenses.
3. The maximum amount payable to an employee in any one fiscal year is \$8,000.
4. Each administrator shall be entitled to reimbursement for up to twelve (12) graduate level credits per school year.
5. Individuals who leave the district are subject to the provisions in Eligibility Section.

Procedure:

1. An employee wishing to participate in the educational assistance program should obtain approval application from Superintendent or designee.
2. The approval application is forwarded to Director of Human Resources who informs the employee of the action taken.
3. Upon completion of the course, grades and receipts are forwarded to the HR office where the amount of reimbursement is computed and processed for payment.
4. All records will become part of the employee's personnel file.

T. Other Benefits

Each administrator will be eligible to participate in the District's Flexible Spending Account Plan as well as various Tax-Sheltered Annuity Plans.

V. RETIREMENT BENEFITS

- A. An administrator with a minimum of six (6) consecutive years of service in the District who meets the following eligibility criteria and satisfies the stated notification procedures shall be entitled to provisions B through D as stated below.
 1. The employee must be applying for and eligible to receive either superannuation, disability, or special early retirement from the Pennsylvania School Employee Retirement System ("PSERS") based on the regulations promulgated by PSERS at the time that he/she intends to retire.

2. The administrator must submit written notice of his/her intent to retire to the Superintendent of Schools at least one-hundred twenty (120) days prior to the intended date of retirement. Said notice must specifically detail that the administrator is applying for and eligible to receive superannuation, disability, or special early retirement from PSERS.

B. Severance Payment

1. The payment referred to herein shall be equivalent to:
 - a. \$125.00 per year of service not to exceed \$4,000.00 or
 - b. \$45.00 per unused sick leave days earned while an employee of the school district; a maximum of 25 unused sick days transferred in from another school system where the administrator was previously employed may be "cashed in" at the rate of \$45 per day. New administrative employees will be permitted to "transfer in" the total number of sick days earned in previous school districts, but only a maximum of 25 of those days, if remaining at the time of retirement, will be permitted to be "cashed-in" at the \$45 per unused sick day amount defined above. It is understood that new administrative employees (hired after July 1, 2001) will have sick days deducted first from the sick leave total earned (12 per year) as an employee of the Pennridge School District. The remaining District earned unused sick days, plus a maximum of 25 unused "transferred -in" sick days will then be used to calculate sick leave payout at \$45.00 per day at the time of retirement.
2. Full pay for all unused vacation days will be given according to the following:
 - a. Employees hired prior to July 1, 2022 will be paid out as follows:
 - i. Up to five vacation days from the vacation day bank must be designated as a non-elective employer contribution to the employee's 403(b) account at the current year's per diem rate.
 - ii. Up to ten vacation days are rolled over to the following year.
 - iii. Up to 20 vacation days are paid out at the current year's per diem rate.
 - iv. 20 vacation days plus any rolled over vacation days are paid out at next year's per diem rate.
 - b. Employees hired on/after July 1, 2022 will be paid out as follows:
 - i. Up to five vacation days from the vacation day bank must be designated as a non-elective employer contribution to the employee's 403(b) account at the current year's per diem rate.
 - ii. Up to ten vacation days are rolled over to the following year.
 - iii. Up to 15 vacation days are paid out at the current year's per diem rate.
 - iv. Rolled over vacation days are paid out at next year's per diem rate.

C. Retirement Payment

The school district shall make a non-elective employer contribution into a 403(b) account established by the employee with a provider approved under the district's 403(b) Plan in an amount equal to the option selected in Section B.

The employee shall receive no cash option. The employee must establish a 403(b) account prior to separation of service and shall maintain the 403(b) account until all non-elective employer contributions have been made or the employee will forfeit this benefit. Should the employee die prior to receiving all the 403(b) payments due, the district shall make

payment up to the maximum allowed by IRS regulations to the employee's 403(b) Account.

Contributions are limited to IRS §415(b) limits. Excess contribution will be made to the employee's retirement account in the next subsequent year up to the §415(b) limit.

D. Continued Medical/Hospitalization Coverage

Upon retiring pursuant to the provisions of this Act 93 Plan, an administrator and his/her spouse shall be entitled to continued medical/hospitalization coverage until the age of Medicare coverage (Age 65). The District will pay 75% of this continued coverage, and the administrator will be required to pay the remaining 25%.

VI. OTHER TERMS AND CONDITIONS

A. Business Expenses

The District shall pay directly or shall reimburse any administrator for all reasonable business expenses incurred with prior approval in the fulfillment of his/her duties hereunder, including expenditures for food, lodging and travel in accordance with District policy. The Superintendent of Schools shall be presented with an itemized accounting of such expenditures by said administrator.

B. Liability Insurance

The District shall include each administrator in the liability insurance coverage of the District that is applicable to actions, claims or suits filed against District personnel on account of their activities as employees, agents, or officials of the District.

C. Legal Construction

If any provision of this Agreement shall be declared illegal by final decision of a court of this Commonwealth, said provision shall be deemed deleted from this Agreement and the remaining provisions shall remain in full force and effect if not otherwise affected by said deletion. This Agreement shall not be presumptively construed in favor of or against either party hereto.

D. Obligations

This Agreement and all amendments thereof shall be binding upon the parties and their successors and assigns provided, however, that any administrator may not assign any obligation arising from this Agreement without the prior written consent of the Board of School Directors.

E. Governing Law

This Agreement shall be construed under and in accordance with the laws of the Commonwealth of Pennsylvania.

F. Statutory References

All references to the Public School Code contained herein shall also refer to and incorporate any amendment or re-codification of the Code.

G. Integration

This Agreement constitutes the full and complete understanding between the parties hereto. Any attempt to modify or amend this Agreement shall be effective only upon the

execution of a written document by all parties hereto embodying such changes as have been agreed upon. Any prior written agreement, documents, contracts or writings of any kind between the parties are suspended by this Agreement to the extent that they are inconsistent with this Agreement. Neither party hereto has made nor relied upon any statement, representation or warranty not expressly set forth herein as inducement to enter into this Agreement.

VII. BOARD/DISTRICT REPRESENTATION

The representative of the Board/District in the implementation of this Act 93 Plan shall be the Superintendent of Schools and/or his/her designee.

VIII. TERM

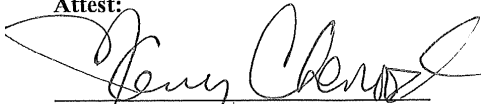
This Act 93 Plan shall take effect on July 1, 2022 and remain in effect until June 30, 2027.

IX. SEPARABILITY

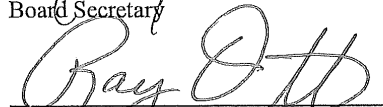
In the event that any provision of this Act 93 Plan is deemed to be contrary to law by a court of competent jurisdiction, such illegal provision shall be regarded as void and all other provisions of this Plan shall remain in full force and effect.

APPROVED by the Board of School Directors of the Pennridge School District by a vote of 7 (YES), 0 (No) and 2 (ABSENT) as of the date and year first above written.

Attest:

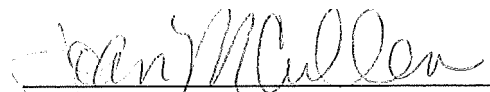


Nancy Chenoweth
Board Secretary



Act 93 Representative

PENNRIDGE SCHOOL DISTRICT



Mrs. Joan Cullen, President
Board of School Directors

The Pennridge School District is an equal opportunity education institution and will not discriminate on the basis of age, race, color, national origin, religion, sex or disability in its activities, programs or employment practices as required by Title VJ, Title IX, Section 504 and the Americans with Disabilities Act of 1990.

For information regarding civil rights or grievance procedures, contact the Director of Human Resources, Title IX and ADA Coordinator, District Administration Office, 1200 North Fifth Street, Perkasie, PA 18944. Telephone (215) 453-2368.

The Federal Drug-Free Workplace Act requires that the workplace be free of the illegal use of drugs. No one is allowed to use, make, sell, distribute or have in his/her possession any illegal drugs. Any violation of this Act will lead to severe disciplinary action, including dismissal.

ACT 93 Target Salary Matrix

	22/23	23/24	24/25	25/26	26/27
High School Principal	\$ 159,718	\$ 163,711	\$ 167,804	\$ 171,999	\$ 176,299
Middle School Principal	\$ 153,422	\$ 157,258	\$ 161,189	\$ 165,219	\$ 169,349
Elementary School Principal	\$ 150,686	\$ 154,453	\$ 158,314	\$ 162,272	\$ 166,329
High School House Principal	\$ 141,975	\$ 144,815	\$ 147,711	\$ 150,665	\$ 153,678
Middle School Assistant Principal	\$ 137,154	\$ 140,583	\$ 143,584	\$ 146,455	\$ 149,384
Supervisors	\$ 138,008	\$ 140,768	\$ 143,584	\$ 146,455	\$ 149,384
Director of Technology	\$ 137,583	\$ 145,532	\$ 153,480	\$ 157,316	\$ 161,249
Director of Nutritional Services	\$ 92,641	\$ 94,957	\$ 97,331	\$ 99,764	\$ 102,258
Director of Operations	\$ 127,388	\$ 130,573	\$ 133,837	\$ 137,183	\$ 140,613
Director of Finance	\$ 123,280	\$ 126,362	\$ 129,521	\$ 132,759	\$ 136,078
Director of Transportation	\$ 97,995	\$ 100,445	\$ 102,956	\$ 105,530	\$ 108,168
Director of Safety & Security		\$ 95,325	\$ 97,708	\$ 100,151	\$ 102,655
Director of Communications & Community Relations		\$ 110,000	\$ 112,750	\$ 115,569	\$ 118,458
Director of Athletics & Student Activities				\$ 130,000	\$ 133,250