

CARLYNTON SCHOOL DISTRICT



ACT 93 AGREEMENT

EFFECTIVE DATES
JULY 1, 2025 – JUNE 30, 2030

CARLYNTON SCHOOL DISTRICT
435 KINGS HIGHWAY
CARNEGIE, PA 15106

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I. ACT 93 POSITION MEMBERSHIP GROUPS

The term “Act 93 Employees” shall include positions in four (4) Membership Groups as defined below for the purpose of this plan. Positions listed in each Membership Group may be altered, added, or deleted at the sole discretion of the Board as per a recommendation from the Superintendent:

- A. Building Level: Principals and Assistant Principals (12 mo.)
 - Junior/Senior High School Principal
 - Junior/Senior High School Assistant Principal
 - Carnegie Principal and K-12 ESL Program Coordinator
 - Crafton Principal and K-12 STEAM Program Coordinator
- B. District Level: Directors (12 mo.)
 - Director of Special Education
 - Director of Student Services and District Psychologist
 - Director of Facilities and Maintenance
 - Director of Technology
- C. District Level: Coordinators (12 mo.)
 - Human Resources and Business Office Coordinator
- D. District Level: Coordinators (10 mo.)
 - Coordinator of Educational Programs and Services

II. ACT 93 EMPLOYEES IN MEMBERSHIP GROUPS A, B, C, D:

A. POSITION EVALUATION CRITERIA AND RATINGS

The evaluation process is one in which the appraiser, in joint effort with the employee, assesses the major areas of responsibility in terms of expected results, and uses these results as a means of evaluation. Act 93 employees who hold positions requiring an administrative certification from the Pennsylvania Department of Education shall be evaluated based in part from Act 13 of 2020 (Act 13) or a successor state approved system of evaluation. Act 93 employees who do not hold positions requiring an administrative certification from the Pennsylvania Department of Education shall be evaluated based on the performance criteria set forth in this agreement and the Carlynton School District.

1. Determination and Calculation of Evaluation Measures

Act 93 employees in Membership Groups A, B, C, and D will be evaluated through multiple measures and will include evidence-based,

performance-based criteria. The table below outlines the evaluation categories and their associated weighted percentages by position type.

**Table 1: Summary of Determination and Calculation of Evaluation Measures
(Act 93 Membership Groups A, B, C and D)**

Position Types	Observation and Practice (based on performance of assigned duties and position responsibilities)	School Level Data / Student Achievement Data	Performance-based Goals	Total
- Principals - Assistant Principals	70%	10%	20%	100%
- Director of Special Education - Director of Student Services and District Psychologist - Director of Facilities and Maintenance - Director of Technology - Human Resources and Business Office Coordinator - Coordinator of Educational Programs and Services	80%	N/A	20%	100%

2. Final Evaluation Rating Levels

Four end of the year evaluation rating levels are established and will be used for supervision and evaluation purposes. The ratings are given numerical values on a zero-to-three-point scale. Where applicable to certificated positions, the performance level ratings will align to Act 13 of 2020. The prescribed rating levels, descriptions, and values are summarized in the below table.

Table 2: Summary of Performance Rating for Act 93 Membership Groups A, B, C, and D

End-of-Year Performance Rating	Rating Description	Rating Value
Distinguished	Performance consistently reflects the highest level of performance.	3

	Performance demonstrates a high level of achievement in the position's roles and responsibilities as evidenced through the evaluation process. Performance regularly exceeds expectations and far outperforms relative to minimum expectations.	
Proficient	Performance consistently reflects practice at an expected professional level. Performs roles and responsibilities professionally, and adequately meets or occasionally exceeds expectations	2
Needs Improvement	The employee is functioning below proficient for performance expectations in one or more areas of areas of position responsibility. Periodically fails to meet expectations associated with assigned tasks, targeted goals, or professional competencies. Performance is less than adequate on a periodic or frequent basis. Employee is aware of one or more deficiencies and is motivated to improve and grow professionally.	1
Failing	Employee does not meet performance expectations required to be successful for the position. Fails to meet most expectations associated with the position and substantial professional improvement is needed before the employee can be considered proficient in the role Lack of improvement on previously identified deficiencies or performance demonstrates serious deficiencies in attainment of established standards of the position description	0

3. Implementation of S.M.A.R.T Goals for Evidence-Based and Performance-Based Evaluation

Beginning in the 2025-2026 school year, the District will implement a S.M.A.R.T. Goal strategy as a guide for goal setting. The S.M.A.R.T. Goal strategy is attributed to Peter Drucker's Management by Objectives concept.

This strategy will provide a research-based structure for an Act 93 employee's goal setting process and will provide Act 93 employees an opportunity to individualize their goals each year in order to grow as professionals, while aligning their actions to District-level goals and initiatives. Each Act 93 employee may choose up to two S.M.A.R.T. Goals on a voluntary basis to undertake on an annual basis. They will be selected in addition to and not in lieu of the administrative goals established yearly for each Act 93 position.

S.M.A.R.T. Goals are based on an acronym and are described below.

	Descriptive Terms
S pecific	simple, sensible, significant
M easurable	meaningful, motivating
A chievable	agreed, attainable
R elevant	reasonable, realistic and resourced, results-based
T ime bound	time-based, timely, time-sensitive

S.M.A.R.T. Goals are evidence-based and performance-based. As such, they require a rigorous process to achieve. If an Act 93 employee provides evidence that a S.M.A.R.T. Goal is successfully achieved by his/her end-of-year evaluation, Act 93 employees in Membership Groups A, B, C, and D will be provided a one-time deferred compensation amount of up to 1% of the employee's salary per S.M.A.R.T. Goal with a maximum of two goals earned per school year.

4. S.M.A.R.T. Goals Procedure

At the option of the employee, with input and approval from the supervisor and Superintendent, an eligible employee may establish up to two (2) S.M.A.R.T. Goals.

The appraiser and employee should examine the District's goals outlined in the District's Strategic Plan, Comprehensive Plan, and the Mission and Vision of the District, as well as the employee's individual job performance.

Establishment of S.M.A.R.T. Goals will be voluntary on the part of the employee, and if the employee chooses not to establish S.M.A.R.T. Goals, this will not impact the appraiser's evaluation of the employee in any manner.

Should such S.M.A.R.T. Goals be established, the S.M.A.R.T. Goals will be initiated by the appraiser in consultation with the employee during the goal-setting meeting in the evaluation cycle. Specific written criteria for

assessment of S.M.A.R.T. Goal completion will also be established at that time and recorded on the Act 93 S.M.A.R.T. Goal Achievement Form.

The S.M.A.R.T. Goal Achievement Form will be signed by the employee and appraiser, and will be submitted to the Superintendent for final approval by August 31 of the school year.

S.M.A.R.T. Goals may be adjusted during the mid-year performance review, but any change to the established goals or additional goals must receive approval of the Superintendent or designee. Written documentation of the accomplishment of S.M.A.R.T. Goals will be recorded in May and approved by the appraiser during the end-of-year final evaluation meeting.

5. Cycle of Evaluation and S.M.A.R.T. Goal Establishment

The appraisal timeline will be as follows:

July	The Superintendent will establish District goals based on the District's Mission and Vision , Strategic Plan, Comprehensive Plan, Special Education Plan, and with alignment with any federal, state or local initiatives.
August	Supervisor meets with the employee and jointly determines annual performance criteria; annual goals; criteria established for S.M.A.R.T. goal achievement, and the Act 93 S.M.A.R.T. Goal Achievement Form will be approved in preparation to submit to the Superintendent.
August 31	Supervisor submits the Act 93 S.M.A.R.T. Goal Achievement Form to the Superintendent for review and approval.
January	The supervisor meets with the employee for the mid-year performance review. Any change to established goals, S.M.A.R.T. Goals, or establishment of additional goals must receive approval of the Superintendent.
May/June	The supervisor meets with the employee to determine if the S.M.A.R.T. Goal has been successfully achieved.

June/July	The supervisor meets with the employee for the end of the year evaluation.
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6. Annual End of Year Final Evaluation

The Superintendent of Schools or his/her designee will provide Act 93 employees in Membership Groups A, B, C, and D an annual year-end evaluation. On an annual basis, Act 93 employees in Membership Groups A, B, C, or D are eligible for a one-time deferred-compensation amount of \$1,500 for meeting the requirements of and earning a Distinguished rating. However, it is understood that should an Act 93 employee in Membership Groups A, B, C, and D receive an unsatisfactory rating, he or she will receive no increase for the coming year.

In the event an Act 93 employee in Membership Groups A, B, C, and D is evaluated as needing significant improvement in any area of performance, the Superintendent of Schools may recommend to the Board a salary adjustment for less than the full salary increment provided by this plan. Before any such recommendation is made, the Superintendent of Schools shall meet with the Act 93 employee to review the area(s) of deficiency, to provide documentation, to give the Act 93 Member an opportunity to respond to the evaluation, and to provide a plan of remediation.

Any such certificated Act 93 employee in Membership Groups A, B, C and D may request that the chairperson(s) for the Act 93 Member and/or the Pennsylvania Association of Elementary and Secondary School Principals regional representative attend the meeting with the Superintendent of Schools.

Any such non-certificated Act 93 employee in Membership Groups A, B, C, and D may request that the chairperson(s) for the Act 93 Member attend the meeting with the Superintendent of Schools.

The year-end evaluation must be completed by June 30 of each school year for any Act 93 employee in Membership Groups A, B, C, and D rated unsatisfactory as follows:

Non-Certificated Act 93 Position - By June 30th of each school year for any Act 93 employee rated unsatisfactory whose evaluation does not require student performance data to complete.

Certificated Act 93 Position- Within thirty (30) days of the District's receipt of student performance data for any Act 93 employee rated unsatisfactory, whose evaluation requires student performance data. If a

certificated employee is rated unsatisfactory, his/her salary will be adjusted to recoup any over payment.

B. WORK YEAR AND PAID LEAVE

1. Work Year

The work year for Membership Groups A, B, and C shall be twelve (12) months and run from July 1 to June 30 with 260 days. The work year for Membership Group D shall be (10) months and run from July 1 to June 30 with 201 days.

2. Sick Leave

Each Act 93 employee in Membership Groups A, B, and C will receive twelve (12) days of sick leave with pay for each year of completed service. Each Act 93 employee in Membership Group D will receive ten (10) days of sick leave with pay for each year of completed service. Any unused sick days shall be accumulated.

Each school year, up to four (4) accumulated sick days may be used to care for a sick child, newborn or other member of the employee's immediate family household or an employee's parent who may live outside of the employee's household.

3. Personal/Emergency Leave

Act 93 employees in Membership Groups A, B, and C will receive four (4) personal days at the beginning of each fiscal year with no loss in pay. Act 93 employees in Membership Group D will receive three (3) personal days at the beginning of each fiscal year with no loss in pay. All unused personal/emergency leave days will be converted to sick leave.

~~4. Vacation Days~~

~~Vacation days run from July 1 to June 30.~~

Act 93 employees in Membership Groups A, B, and C shall be entitled to twenty (20) vacation days per school year. Vacation days shall be prorated for new Act 93 employees in Membership Groups A, B, and C who have not completed a full year of service. Act 93 employees in

Membership Group D shall be entitled to seventeen (17) vacation days per school year. Vacation days shall be prorated for new Act 93 employees in Membership Group D who have not completed a full year of service.

Vacation days shall not be used during the days when school is in session for students and/or staff without the prior approval of the Superintendent or designee.

Act 93 employees in Membership Groups A, B, C, and D who are unable to take all their allotted vacation days may carry up to and including five (5) days over to the next school year. However, these days must be used by the first in-service day of the next school year. In the event vacation days are not used by June 30, the employee may request to be paid at his/her per diem rate (salary/260 Membership Groups A, B, C and salary/201 Membership Group D) per unused vacation day up to a maximum of five (5) days. Any unused vacation days exceeding the five (5) being carried over shall be converted to the employee's accumulated sick days. All other unused vacation days will be converted to sick leave.

5. Holidays

Act 93 employees in Membership Groups A, B, and C shall have seventeen (17) holidays per year with no loss of pay. The holiday will be identified at the Superintendent's discretion but shall include, at a minimum, Independence Day, Labor Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve, Christmas Day, Day after Christmas, Day before New Year's Day, New Year's Day, Good Friday, and Memorial Day. Act 93 employees in Membership Group D shall have (16) holidays per year with no loss of pay. The holiday will be identified at the Superintendent's discretion but shall include, at a minimum, Labor Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve, Christmas Day, Day after Christmas, Day before New Year's Day, New Year's Day, Good Friday, and Memorial Day.

Act 93 employees in Membership Groups A, B, C, and D are expected to be in attendance on snow/emergency closure days or PDE approved FID days unless excused by the Superintendent of Schools. If absent on one of these days, the employee must use either a sick day, personal day, or

vacation day.

6. *Bereavement Leave*

In case of death in the immediate family, Act 93 employees in Membership Groups A, B, C, and D shall be allowed up to five (5) days of bereavement leave with full pay. These days must be consecutive, and a non-working day shall count against the five (5) days herein mentioned. In such case, no pay shall be allowed for such-non-working day(s).

Members of the immediate family shall be defined as father, mother, brother, sister, son, daughter, grandchild, spouse, parent-in-law, near relatives who currently reside in the same household, or any person with whom the employee has made his/her home, including situations where the employee is the near relative's caregiver or the near relative is the employee's caregiver.

Whenever an employee is absent because of the death of a near relative there shall be no deduction in salary of said employee on the day of the funeral. The Board of School Directors may extend the period of absence with pay at its discretion as exigencies of the case may warrant. A near relative shall be defined as a first cousin, grandfather, grandmother, aunt, uncle, niece, nephew, son-in-law, daughter-in-law, brother-in-law or sister-in-law.

7. *Unpaid Leave of Absence (Childbearing)*

Act 93 employees in Membership Groups A, B, C, and D may be provided with an unpaid parental leave (childbearing) as established in the CFT Collective Bargaining Agreement, pending final Board approval. The Board's decision will be final.

C. COMPENSATION STRUCTURE

Compensation for Act 93 employees in Membership Groups A, B, C, and D will be established through a combination of the following criteria: (1) Salary range for position, and (2) performance-based evaluation rating for salary increases.

1. *Salary Range:*

A salary range shall be established by the District for each Act 93 position. For this agreement, this salary range was based upon the salaries of similar positions in similarly sized school districts as published and identified by the Allegheny Intermediate Unit. The salary range identifies

a minimum salary, a target salary, and a salary cap. This salary range shall be frozen and in effect for the length of this agreement.

Employees may be placed within that range dependent upon experience level, education, or other desirable attributes at the sole discretion of the Superintendent and subject to final approval by the Carlynton Board of School Directors.

Appendix A identifies the salary for each position as of the 2025-2026 school year and the salary range by position which will be frozen for the remaining years of this agreement.

Beginning with the 2025-2026 school year and throughout the remainder of this agreement, salary increases will be differentiated for each Act 93 employee based on the following two factors: (1) where the employee's salary falls within the salary range, and (2) the employee's performance-based evaluation rating. The salary increase calculation table is listed below and will be in effect for the entirety of this agreement. Newly hired Act 93 employees who begin their duties after the beginning of the fiscal year, July 1, shall have their salary increase prorated based on the percentage of the year they worked.

Table 3: Differentiated Salary Increase Calculation Summary

Performance Rating	Below Target to 105%	106% to 110% above Target	111% to 115% above Target	116% Above Target to Cap	Cap or Above
Distinguished	3.50%	3.00%	2.50%	2.00%	1.50%
Proficient	3.00%	2.50%	2.00%	1.50%	1.00%
Needs Improvement	1.00%	0.75%	0.50%	0.25%	0.00%
Unsatisfactory	0.00%	0.00%	0.00%	0.00%	0.00%

D. CREDIT, DEGREE AND INDUSTRY STANDARD CREDENTIAL INCREMENTS

1. College and Degree Increment

During the term of this agreement, the following additional payments shall be made to employees covered by the Act 93 Agreement or other Administrative Contract by way of a supplemental contract:

- a) Bachelors Degree with 15-29 credits earned: \$200.00
- b) Masters Degree with 0-14 credits earned: \$200.00
- c) Masters Degree with 15-29 credits earned:
\$350.00
- d) Masters Degree with 30-44 credits earned:
\$500.00
- e) Masters Degree with 45-59 credits earned:
\$650.00
- f) Masters Degree with 60 or more credits earned: \$800.00
- g) A Doctoral Degree shall receive \$3,000 above the salary
schedule on all steps for all years of this Agreement.

All credits must be in the field related to the employee's job description or in the field related to education administration, additional administration certificate or a higher degree in education administration. All course work must be pre-approved by the Superintendent of Schools. For all credits earned before September 1 of the school term, one (1) lump sum payment shall be made at the end of the school year.

2. Industry Standard Credential Increment

The District acknowledges that there are non-degree, non-credit industry standard credentials that an Act 93 member can earn that are beneficial for District operations. The Superintendent may recommend that an Act 93 member receive an additional payment of between \$200 to \$650 for successfully earning and/or maintaining approved industry standard credentials with a maximum amount of \$650/year. The industry standard credential must be in the field related to the employee's job description or in the field related to education administration, or a higher degree in education administration. All industry standard credentials must be pre-approved by the Superintendent of Schools prior to being eligible. For all industry standard credentials earned before September 1 of the school term, one (1) lump sum payment shall be made at the end of the school year.

Guidelines for Industry Standard Credential Compensation:

Industry-recognized credential/certificate with pre-approval from the superintendent shall be categorized by the amount of time required/recommended by the provider to earn the credential. The Superintendent will evaluate each credential on a case-by-case basis with the Act 93 employee and determine the amount of time for each requested credential.

- 20-35 hours: \$200
- 36-50 hours: \$300
- 51-66 hours: \$350
- 67-85 hours: \$500

- 86+ hours: \$650

E. FRINGE BENEFITS: HEALTHCARE

1. *Medical Benefits*

Each employee will receive the same health care benefits as the professional employees as provided by the Allegheny County Schools Health Insurance Consortium covered under the current Collective Bargaining Agreement with the Carlynton Federation of Teachers. Employees will contribute to the cost of their health care benefits at the same rate as the professional staff as outlined in the current Collective Bargaining Agreement with the Carlynton Federation of Teachers. The District will not be responsible for out-of-pocket health care costs incurred by employees as part of the implementation of a new health care plan under this provision.

If two employees in the District are married, then the couple shall pay only one (1) dependent premium share.

If any Act 93 employee is eligible for hospitalization coverage on a spouse's group insurance plan provided by an employer other than the District, provides evidence of such, and chooses not to utilize the District's medical insurance coverage, the employee shall be paid at the same rate as the professional staff as outlined in the current Collective Bargaining Agreement with the Carlynton Federation of Teachers. This benefit shall be paid semi-annually. If the employee's spouse should lose his/her insurance for any reason, then the Act 93 employee will immediately be eligible for the District's coverage. If any portion of this section would cause the benefits of employees not selecting this option to become taxable, or this section of the contract is proved to be contrary to law, only this section will be null and void and the remainder of this agreement will remain intact.

The District will hold an open enrollment period to opt in or opt out one (1) time per year. Employees must notify the District within the District open enrollment period. Employees may also opt in or opt out when there is a life changing event, specifically: death of a spouse or child, birth or legal adoption of a child, receiving legal guardianship of a child, or change in employment status of a spouse that impacts hospitalization plan coverage. When necessary, extenuating circumstances may be presented to the Superintendent of Schools. The decision by the Superintendent of Schools will be final.

2. Dental Coverage

Each employee will receive the same dental care benefits as the professional employees as provided by the Allegheny County Schools Health Insurance Consortium covered under the current Collective Bargaining Agreement with the Carlynton Federation of Teachers.

Employees will contribute to the cost of their dental care benefits at the same rate as the professional staff as outlined in the current Collective Bargaining Agreement with the Carlynton Federation of Teachers.

3. Vision Coverage

Each employee will receive the same vision care benefits as the professional employees as provided by the Allegheny County Schools Health Insurance Consortium covered under the current Collective Bargaining Agreement with the Carlynton Federation of Teachers.

Employees will contribute to the cost of their vision care benefits at the same rate as the professional staff as outlined in the current Collective Bargaining Agreement with the Carlynton Federation of Teachers.

F. FRINGE BENEFITS: INSURANCE

1. Life Insurance

The District will provide and pay for term life insurance equal to the employee's salary up to a maximum of \$50,000. Optional life insurance may be purchased but paid for by the employee equivalent to salary up to a maximum of \$70,000 consistent with the insurance carrier's regulations.

G. FRINGE BENEFITS: TECHNOLOGY

1. Communication Technology

Act 93 employees shall be provided the following to assist in carrying out his/her administrative duties: (1) a District purchased cellular phone with a data plan, (2) if the Act 93 prefers to use their personal cellular phone and data plan for work use, then the Act 93 employee will receive a reimbursement amount of up to \$60/month, (3) any additional ~~technology (i.e. laptop, iPad, etc.) deemed necessary by the~~ Superintendent and in accordance with District policy. All monthly ~~expenses must be documented as per District Administrative Regulation.~~

H. RETIREE BENEFITS

1. *Retirement: Medical*

For Act 93 Members who retire from the Carlynton School District during this agreement, the District shall provide medical coverage under the District's group hospitalization plan during the period between retirement and either attaining age sixty-five (65) or becoming eligible to receive Medicare and/or Medicaid benefits.

The conditions below apply to all Act 93 Members who retire during this agreement:

To be eligible for this benefit, the retiring employee must have a minimum of five (5) years' service with the Carlynton School District and meet the parameters of superannuation for retirement as defined by PSERS.

The retiree shall receive medical coverage to which he or she is entitled based on his/her dependents. The medical coverage will also be extended to eligible dependents. If the retiree remarries, any future spouse and dependents of said spouse shall not be entitled to medical benefits by the District.

The retiree will be responsible for the same health insurance co-payments as paid by the teaching staff at Carlynton School District as outlined in the current Collective Bargaining Agreement with the Carlynton Federation of Teachers. In the event of the employee's death prior to attaining age sixty-five (65) or becoming eligible for Medicare, the employee's spouse will be entitled to continue his/her above enumerated coverages under the school district plan at his/her own expense.

Employees who elect to retire, qualify for, and are eligible to participate in the District's group hospitalization plan shall have the plan's premium paid less the reimbursable amount provided by PSERS (as per Act 9) until said employee's coverage period ends, provided the employee qualifies for the PSERS reimbursement and subject to having five years of service in the Carlynton School District.

All former, present and future Carlynton administrators covered by the healthcare shall be required to pay the full PSERS reimbursable rate to the school district as a condition of continuation in the plans.

Should a future Agreement permit a different carrier for medical coverage, the retiree or his/her surviving spouse will be enrolled in the new plan at a comparable level of coverage as applicable to the active employees with similar coverage.

Failure on the part of the retiree to make his/her monthly payments on time shall be sufficient cause to terminate the medical coverage.

The District will require the retiree, when eligible, to enroll in a federally funded health care program such as Medicare.

To be eligible for this benefit, the Employee must notify the District of his/her intention to retire no less than ninety (90) days prior to the retirement date.

If any provision of this section is ruled to be illegal or discriminatory by a Federal, State, or Local Court or a Federal or State Administrative Agency with decision for rule making authority, this section of the Agreement shall be deemed to be null and void.

Any retiree or spouse who drops coverage at any point shall not be allowed to return to the District coverage. If a dependent is removed from coverage, then said dependent is no longer eligible for coverage under the District's plan.

Employees may elect to receive the rebate for health insurance premium, in lieu of receiving retiree medical benefits, for an equivalent amount of a five-year period or prorated until Medicare eligible (age 65). The rebate payment in effect at the time of the Employee's retirement will be used for calculating the contribution. This contribution will be made by the Employer directly to the Employee's 403(b) plan. Contributions are limited to IRS 415 limits and for the purpose of calculating retirement severance pay. Excess contributions will be made to the Employee's retirement account in the next subsequent year.

An employee who is discharged for appropriate cause identified in the Pennsylvania School Code shall not be eligible for any severance benefits.

2. Retirement: Severance

The voluntary retirement as defined as an employee capable of superannuation under the PSERS requirements or death of any administrator covered by this plan shall entitle the employee or legal heirs to receive from the District severance pay as follows:

- a) Any Act 93 employee who retires will receive the "per day" rate established in the CFT Collective Bargaining Agreement for the total number of sick days accumulated. Act 93 Members in their final year of service who are required by the Superintendent of Schools or his/her designee to work beyond their retirement date, or who cannot use all their allotted vacation days due to a District

need, shall be paid their per diem rate for all unused earned vacation days or days worked beyond their retirement date.

- b) One month's salary for each seven (7) years of service with the District. Periods between the seven (7) year increments shall entitle the employee to a prorated share of each month's salary (e.g.: Nine years of service shall entitle the administrator to 1 2/7 month's salary.
- c) One month's salary for each six (6) years of service with the District for Act 93 employees having more than twenty years of service. The twenty years of service must have been in the Carlynton School District. Periods of less than six years shall entitle the employee to a prorated share of a month's salary. Employees qualifying for this benefit will not receive the benefit outlined in paragraph 2.a) above.

3. Retirement: Life Insurance

The District will provide a paid-up life insurance policy for five thousand (\$5,000) dollars to any Act 93 Employee retiring from service with the District. Retirement is defined by the PSERS parameters of superannuation. A five (5) year minimum service with the District is required for eligibility.

4. Retirement: Discharged for Appropriate Cause

An employee who is discharged for appropriate cause identified in the Pennsylvania School Code shall not be eligible for any severance benefits.

I. PROFESSIONAL DEVELOPMENT

1. Collegiate Credit and Allowance

The Board agrees to reimburse to the Act 93 employees in Membership Groups A, B, C, and D for ninety-five percent (95%) of all approved graduate credits earned. Act 93 employees in Membership Group B who have yet to receive an undergraduate degree will be eligible for college credit reimbursement when the collegiate program of study is aligned to the employee's job description. All courses considered for reimbursement must be preapproved in writing by the Superintendent. Approval of the Superintendent of Schools is necessary before expenses are incurred.

All credits earned must be in the field related to educational administration, additional administration certification, a higher degree in educational administration, or related to job responsibilities.

Up to twelve (12) credits per year shall be reimbursed at the cost/credit rate equal to that of a college or university that is member of the Pennsylvania State System of Higher Education (i.e. PennWest or similar). The parties agree that only credits from an accredited college or university will be reimbursed. It is agreed and understood that this reimbursement shall be made once for each credit earned.

Credits must result in a course grade of "B" or better to qualify for reimbursement. If a letter grade is not used, "pass" or "satisfactory" grades are to be recognized.

It is further understood and agreed that it is the responsibility of the Act 93 employees in Membership Groups A, B, C, and D to provide the Human Resources Office with (a) an official grade report indicating a completion of the course, and (b) a copy of the official billing statement or canceled check. These credits must be presented to the Human Resources Office before payment shall be made. Payments shall be made in March, July, and October.

Act 93 employees in Membership Groups A, B, C, and D who sever employment with the District within five (5) years of the time that credits are reimbursed by the District will repay the District on the following schedule:

Leave Between	% Payback by Employees
During first two years	100%
After two years	80%
After four years	60%
After five years	0%

College tuition payback by the employee to the District will first be deducted from the employee's unused sick and accrued vacation time, if any, before the administrator pays the remaining balance out of pocket.

2. Professional Organizations

Act 93 employees in Membership Groups A, B, C, and D shall be entitled to membership in one (1) professional organization of their choice in their field at the expense of the school district. This entitlement will be in addition to any District level institutional membership of a professional educational organization.

3. Travel and Expenses

Act 93 employees in Membership Groups A, B, C, and D shall be reimbursed at the Internal Revenue Service allowance rate per miles for the use of his/her automobile. Administrators shall be reimbursed for necessary expenses incurred in the performance of their duties. Out-of-district travel must be pre-approved by the employee's direct supervisor. Out-of-District travel that would involve overnight stay must be pre-approved by both the employee's immediate supervisor and the Superintendent.

APPENDIX A: POSITION SALARY RANGES					
<i>2025-2030 Act 93 Salary Ranges</i>					<i>Target</i>
Act 93 Membership Category	Position Title	Min. Range	Average Range	Maximum Range	Duration of Agreement
A	Jr./Sr. High School: Principal	\$99,143	\$125,553	\$150,183	\$131,830
A	Jr./Sr. High School: Assistant Principal	\$79,267	\$99,269	\$117,267	\$104,232
A	Elementary School: Principal	\$92,103	\$120,667	\$154,211	\$126,700
B	Director of Special Education	\$96,946	\$118,426	\$142,063	\$124,347
B	Director of Student Services and District Psychologist	\$96,946	\$118,426	\$142,063	\$124,347
B	Director of Facilities and Maintenance	\$68,031	\$94,217	\$149,458	\$98,927
B	Director of Technology	\$69,474	\$107,054	\$145,718	\$112,407
C	Human Resources and Business Office Coordinator	\$67,437.00	\$86,832	\$102,972	\$91,174
D	Coordinator of Educational Programs and Services (10 month)	\$90,245.00	\$96,848	\$115,230	\$101,690

2025-2026 Salaries

Jr./Sr. High School Principal: \$130,000

Jr./Sr. High School Assistant Principal: TBD

Carnegie Elementary Principal/K-12 ESL Program Coordinator: \$121,500

Crafton Elementary Principal/K-12 STEAM Program Coordinator: \$107,198

Director of Special Education: TBD

Director of Student Services and District Psychologist: \$120,000

Director of Facilities and Maintenance: \$88,641

Director of Technology: \$80,500

Human Resources and Business Office Coordinator: \$76,000

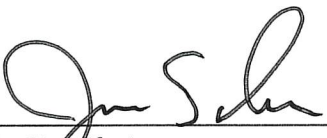
Coordinator of Educational Programs and Services: \$105,679

V. DURATION AND EXECUTION OF THIS AGREEMENT

This agreement shall be effective as of July 1, 2025, and shall continue in effect until June 30, 2030.

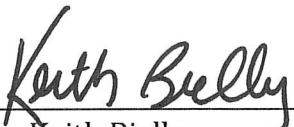
In witness whereof, this agreement is executed this 3rd Day of June, 2025.

EXECUTED THIS 3rd DAY OF June, 2025.



Mr. Jim Shriver
School Board President

7-10-25
Date



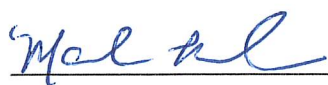
Mr. Keith Bielby
School Board Secretary

7-3-25
Date



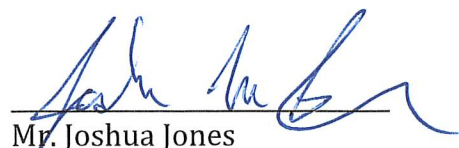
Dr. John W. Kreider
Superintendent of Schools

June 30, 2025
Date



Mrs. Marsha Burleson
Act 93 Representative

6-30-25
Date



Mr. Joshua Jones
Act 93 Representative

6-30-2025
Date