



**NEW HOPE-SOLEBURY SCHOOL DISTRICT
ADMINISTRATOR COMPENSATION PLAN
("ACT 93")**

Effective July 1, 2018 through June 30, 2023

Approved by the Board of School Directors October 26, 2017

Introduction

The Board of School Directors of the New Hope-Solebury School District (hereinafter, referred to as the "Board") strongly supports the concept that a thorough and effective school system can only exist if the day-to-day management of the schools is entrusted to dedicated, competent, and highly qualified persons. Good management relies on the abilities of persons to perform the responsibilities of the positions for which they are hired.

It is therefore incumbent upon the Board to pursue a plan of compensation, based upon achieving district goals, responsible and acceptable performance, which will provide fair and appropriate financial incentive for management personnel.

Therefore, the Board now establishes that the District shall adopt a compensation plan for the Administrators of the District and that such plan shall be in accord with Section 11-1164 of the Public School Code of the State of Pennsylvania, 1949, as amended.

ARTICLE 1
LEGAL AUTHORITY

Legal Authority

The New Hope-Solebury School District, hereinafter called the “District” adopts the following Administrative Compensation Plan which is in accord with the Pennsylvania Public School Code of 1949, as amended, Section 11-1164.

ARTICLE 2
EFFECTIVE DATE

Effective Date

This compensation plan sets forth the salaries and fringe benefits of employment for all administrators identified in Article 3. **This plan shall become effective on July 1, 2018, and shall continue in effect until June 30, 2023.**

ARTICLE 3
COVERED ADMINISTRATORS

Covered Administrators

The following positions are covered by this plan:

- Assistant High School & Middle School Principal/Athletic Director
- Director of Elementary & Secondary Education
- Director of Facility Operations
- Director of Food Services(10 Month Position)
- Director of Student Services
- Director of Technology
- High School Principal
- Lower Elementary School Principal
- Middle School Principal
- Supervisor of Personnel Resources
- Upper Elementary School Principal

ARTICLE 4
MEET AND DISCUSS

Meet and Discuss

Pursuant to Pennsylvania Public School Code of 1949, as amended, Section 11-1164 , a committee of the Board will meet with administrators in the **2022-2023** school year to discuss the compensation plan to be adopted for subsequent years. If the Superintendent and/or the Administrators request, the Board will appoint representatives from the Board to meet and discuss with administrators any concerns during the school years, prior to and including the 2022-2023 school year.

ARTICLE 5
PAID TIME OFF

Paid Time Off

All covered administrators will be given twelve (12) paid holidays each year of this agreement, assuming they fall within the work year in accordance with the District calendar. Such holidays will generally include:

- New Year's Day
- Martin Luther King's Day
- President's Day
- Good Friday
- Memorial Day
- Fourth of July
- Labor Day
- Thanksgiving Day
- Friday after Thanksgiving
- Day before Christmas
- Christmas Day
- One Floating Holiday (with Superintendent's approval)

If school is open on any day that is designated as a holiday, e.g. to make up for snow days, the Administrators are expected to be at work and the holiday may be rescheduled at another date. When any of the above holidays fall on a Saturday or Sunday, the district will designate another work day as the holiday in its place.

ARTICLE 6
VACATION

Vacation Days

The vacation period is the fiscal year, July 1 through June 30. All administrators will annually receive a minimum of **twenty-two (22)** vacation days per year (July 1-June 30), depending upon length of service. Additional vacation days will be granted upon completion of the **fifth (5th)**, **eighth (8th)**, and **tenth (10th)** year of service as outlined

below. Administrators hired mid-year will receive pro-rated vacation days based on the month they were hired in the year in which they begin service.

Any vacation days earned but not used in a school year will be permitted to be taken from July 1 through Labor Day. After Labor Day, up to **three (3)** vacation days total may be carried over from the previous school year for use in the subsequent school year. No more than **fifteen (15)** working days may be used in any single vacation period without the prior approval of the Superintendent. Vacation periods in excess of **three (3)** days may not be taken during the period that the students are in school, unless approved by the Superintendent.

Upon completion of the **fifth (5th)** school year of employment with the District, one additional vacation day will be granted bringing the total vacation days to **twenty-three (23)**.

Upon completion of the **eighth (8th)** school year of employment with the District, a second additional vacation day will be granted, bringing the total vacation days to **twenty-four (24)**.

Upon completion of the **tenth (10th)** school year of employment with the District, a third additional vacation day will be granted, bringing the total vacation days to **twenty-five (25)**.

Three (3) unused vacation days in a school year, through the **fifth (5th)** school year of employment with the district, not to exceed **three (3)** vacation days total, (and not including up to **three (3)** vacation days permitted to be carried over for use in the subsequent school year) will be valued at the current per-deim rate and such funds will be deposited in the employee's qualified 403(b) retirement account, to the extent and manner allowed by law.

Four (4) unused vacation days in a school year, after the **fifth (5th)** through the **tenth (10th)** school year of employment with the district, not to exceed **four (4)** vacation days total, (and not including up to **three (3)** vacation days permitted to be carried over for use in the subsequent school year) will be valued at the current per-deim rate and such funds will be deposited in the employee's qualified 403(b) retirement account, to the extent and manner allowed by law.

Five (5) unused vacation days in a school year, after the **tenth (10th)** school year of employment with the district, not to exceed **five (5)** vacation days total, (and not including up to **three (3)** vacation days permitted to be carried over for use in the subsequent school year) will be valued at the current per-deim rate and such funds will be deposited in the employee's qualified 403(b) retirement account, to the extent and manner allowed by law.

Any other unused vacation days, (beyond three (3) that may be carried over for use in the subsequent school year), will be converted to sick leave. Extraordinary, job-related situations in a school year preventing an Administrator from utilizing his/her vacation time may be presented to the Superintendent. In extraordinary, job-related situations, the Superintendent will provide consideration of developing a plan for the Administrator

to utilize vacation days, over the limit, in a reasonable period of time. If such a plan is provided, the Superintendent will report the plan to the Board.

Upon resignation, vacation will be prorated for the school year, based upon days worked. Vacation will be paid at the prorated days, minus days already taken. If there is any tuition payback required, the value will be deducted from these funds.

ARTICLE 7 LEAVE

7.1 Personal Leave

All covered Administrators will be granted three (3) days of personal leave per year for personal, legal, business, household or family matters. Personal leave is established to provide time for those activities which cannot be scheduled after school hours and which require the participation of the employee.

Personal leave is not to be used for recreational purposes, nor is it to be used to extend vacations or holidays, except under the most difficult of circumstances related to travel arrangements. In such cases, advance approval must be received from the Superintendent. The Administrator intending to take personal leave will notify the Superintendent, in writing, at least five (5) days in advance of the absence, except in cases of emergencies.

Unused personal leave days to a maximum of three (3) days can accumulate as sick leave and are to be taken only for illness, after an Administrator's regular sick leave is exhausted. Accumulated personal leave days may qualify to be used for reimbursement upon retirement or death, subject to the "Super Maximum" limits as defined and described in Article 8.

7.2 Sick Leave

All covered Administrators shall annually receive twelve (12) sick days.

Unused sick leave shall be accumulated from year to year, without limitation. Accumulated sick days can be used for reimbursement upon retirement or death, subject to the "Super Maximum" limits as defined and described in Article 8.

7.3 Legal and Jury Duty

In the event that an Administrator is required to serve as a member of a jury, he or she is expected to reimburse the district for any amount received in payment for such service from the Court.

7.4 Death in the Family

All covered Administrators shall be granted leave for death in the immediate family not to exceed five (5) days. The members of the immediate family shall be defined as father, mother, brother, sister, son, daughter, wife, husband, or parent-in-law. Also included shall be any near relative who resides in the same house or any person with whom the employee has made his or her home. At the Superintendent's discretion, request for up to five days of leave may be granted for the death of any near relative. A near relative shall be defined as a first cousin, grandfather, grandmother, grandchild, aunt, uncle, niece, nephew, son-in-law, daughter-in-law, sister-in-law, or brother-in-law.

7.5 Family and Medical Leave

Covered Administrators are eligible to receive Family and Medical Leave as required by law and under the same terms and conditions as that offered to members of the NHSEA. Such information is contained in the current NHSEA agreement and will be made available to Administrators upon request to the Superintendent. The Human Resources Office will provide information on the terms, requirements, and eligibility for Family and Medical leave to all covered Administrators.

7.6 Child Rearing Leave

Covered Administrators are eligible to receive child rearing leave under the same terms and conditions as that offered to members of the NHSEA. Such information is contained in the current NHSEA agreement and will be made available to Administrators upon request to the Superintendent. The Human Resources Office will provide information on details and requirements for child rearing leave to all covered Administrators.

7.7 Unpaid Leave of Absence

Administrators shall be entitled to request from the Board, an unpaid leave of absence for a period not to exceed twelve (12) months. Unpaid leave of absence requests must be submitted in writing to the Superintendent on or before April 1 of the year immediately preceding the school year the leave is being requested. The Superintendent may recommend to the Board of School Directors that a request be either granted or denied, and his/her recommendation shall be based on his/her assessment of the merits of the request, and the positive and negative implications for the individual employee, and the district's staff and students.

In addition, if it is the intent of the Administrator to use such leave to continue additional education, degree, or certification pursuits, requests for tuition reimbursement during the time the Administrator will be on leave must also be submitted in writing to the Superintendent at the same time as the initial unpaid leave of absence request (on or before April 1 of the year immediately preceding the school year the leave is being requested.) The Superintendent may recommend to the Board of School Directors that a request for tuition reimbursement during an unpaid leave of absence be either granted or denied and his/her recommendation shall be based on his/her assessment of the merits of the request, and the positive and negative implications for the individual employee, and the district's staff and students.

Employees granted leave under this section shall be allowed to remain a member of the District's group health, dental, vision and life insurance plans on condition that they prepay to the District, the entire premium for their participation in the plan for the expected length of their unpaid leave of absence.

Upon return to active employment and immediately upon the expiration of the authorized leave of absence, seniority, accumulated sick leave, and full participation in all of the benefits of employment shall be restored.

An employee who does not return from an authorized leave of absence upon the expiration of said leave shall be determined to have resigned on the date such authorized leave commenced.

7.8 Disability Leave of Absence

Covered Administrators are eligible to receive a disability leave of absence, without pay, under the same terms and conditions as that offered to members of the NHSEA. Such information is contained in the current NHSEA agreement and will be made available to Administrators upon request to the Superintendent. The Human Resources Office will provide information on details of the disability leave of absence, and all necessary documentation, and required forms to all covered Administrators upon request.

7.9 Insurance While on Leave

All covered Administrators while on an approved leave of absence without pay, may, at their option, continue group medical and benefit coverages by making the appropriate payments to the District to cover all premium costs associated with such insurance coverages. All insurance premiums must be paid in advance in order to maintain coverage.

ARTICLE 8 SUPER MAXIMUM BENEFITS

Super Maximum Benefits

Each Administrator having served the District for eight (8) years of satisfactory service shall be eligible for a super maximum increment for long-term service to be paid during the last year of employment in the District. The super maximum increment shall be based upon the rate of forty dollars (\$40.00) per day for the first one hundred twenty (120) days of accumulated sick leave to a maximum of \$4,800. The next one hundred and twenty days of accumulated sick leave will be calculated at the rate of sixty dollars (\$60.00) per day for an additional maximum increment of \$7,200. The total super maximum benefit is limited to 240 accumulated sick days, for a total payout not to exceed \$12,000. This super maximum service increment will be paid only during the last year of service to the District and only if the employee is eligible for an annuity pension under the terms of the existing retirement benefits as determined by the PSERS.

The Administrator must apply for the super maximum increment on or before May 15, of the intended final year of service. The request must be in writing, submitted to the Board of School Directors for approval, and indicate that the Administrator intends to retire from service that year. Final salary checks (not to exceed the amount of the super maximum increment for long term service) will be withheld from the employee until all retirement forms are completed and the employee officially retires from service to the District. Payment of the super maximum increment will be made the last month of employment with the District.

All payments made under this section shall be paid in the form of a non-elective employer contribution into the Administrator's qualified 403(b) account. The Administrator does not have an option to receive any direct cash payment in lieu of the employer contribution into the Administrator's qualified 403(b) account under this Article.

ARTICLE 9

TUITION REIMBURSEMENT

Tuition Reimbursement

The District recognizes the importance of educational and professional development. Tuition reimbursement shall be made for courses that meet one or more of the following criteria:

- Graduate courses that are taken to meet Pennsylvania certification requirements;
- Courses that are required as part of a graduate program leading to a degree or certification.

All programs of study must be pre-approved by the Superintendent who will annually inform the Board of all Administrators who are participating in a program of study and likely to seek tuition reimbursement.

Administrators must maintain a final equivalent grade of "B" or better in order to receive reimbursement under this section. The Administrator is expected to submit documentation of the final course grade, prior to receiving reimbursement.

Administrators are eligible for full tuition reimbursement with a cap of \$70,000 per year for the entire Act 93 Administrative team, for graduate level courses approved by the Superintendent.

Administrators who take advantage of this benefit are expected to remain employed with the school district for two years after receiving reimbursement. Employees who leave within one year from reimbursement will refund the district 100 percent of the reimbursement. Employees who leave after one year, but less than two years, will refund the district 50 percent of the reimbursement. Employees who leave after two years from reimbursement will refund zero percent of the reimbursement. Voluntary or involuntary termination of employment with the District will terminate eligibility for assistance.

ARTICLE 10
DOCTORAL STIPEND

Doctoral Stipend

Administrators who receive a Doctoral degree in a program of study approved by the Superintendent as part of their individual professional development plan, are eligible to receive a stipend in the year(s) immediately following the earning of their Doctoral degree. Covered Administrators are eligible to receive a Doctoral stipend under the same terms and conditions as that offered to members of the NHSEA. Such information is contained in the current NHSEA agreement and will be made available upon request to the Human Resources Office. If, NHSEA agreement, at any point during the term of this agreement, no longer offers this benefit, this agreement will be governed by the language in the previous NHSEA agreement. The Human Resources Office will provide information to all covered Administrators on the details and requirements necessary in order to receive a Doctoral stipend.

ARTICLE 11
ADDITIONAL STIPENDS

Additional \$1500 Stipend

The Board recognizes the benefit of having Administrators stay up to date in their subject areas by attending professional meetings, graduate level classes, conferences, workshops, training, and reading current literature and other publications related to their field. Therefore, all covered administrators will be eligible to receive a stipend of up to \$1,500 per year in order to cover the costs of:

- Professional meetings, publications, conferences, workshops, training that is not already included in the District's budget, and for which the Administrator does not already receive reimbursement from the District.

ARTICLE 12
INSURANCE

12.1 Group Term Life Insurance

Covered Administrators are eligible to receive a \$350,000 group term life insurance paid for by the District. Administrators may be eligible for additional coverage up to \$500,000 subject to insurance company requirements.

12.2 Health and Medical Insurance

Covered Administrators are eligible to receive health and medical insurance coverage under the same terms and conditions as that offered to members of the NHSEA. Such information is contained in the current NHSEA agreement and will be made available to Administrators upon request to the Superintendent. The Human Resources Office will provide information on terms of specific coverages, including policy choices and costs. Administrators have the option of taking a choice of health insurance packages provided through the district or receiving a check of Five Hundred Dollars (\$500) per month if he/she waives health care coverage. The administrator shall demonstrate he/she is covered by another health plan when making this request.

12.3 Dental Insurance

Covered Administrators are eligible to receive dental insurance coverage under the same terms and conditions as offered to members of the NHSEA. Such information is contained in the current NHSEA agreement and will be made available to Administrators upon request to the Superintendent. The Human Resources Office will provide information on terms of specific coverages, including policy choices and costs.

12.4 Vision Insurance

Covered Administrators are eligible to receive vision insurance coverage under Vision Benefits Administration Plan C 12/12/24 with \$125 elective contacts or a Board approved equal. The Human Resources Office will provide information on terms of specific coverages, including policy choices and costs.

12.5 Disability Insurance

Covered Administrators are eligible to receive disability insurance coverage up to 66 2/3 percent of their annual salary amount, not to exceed \$5,800 per month. The Human Resources Office will annually provide information on terms of specific coverages, including policy choices, costs, and eligibility.

ARTICLE 13

SECTION 125 PLAN

Section 125 Plan

Covered Administrators are eligible to participate in the District's Section 125 plan under the same terms and conditions as offered to members of the NHSEA. Such information is contained in the current NHSEA agreement and will be made available to Administrators upon request to the Superintendent. The Human Resources Office will provide information on specific terms and details of the Section 125 Plan.

ARTICLE 14
EMPLOYEE ASSISTANCE PROGRAM

Employee Assistance Program

Covered Administrators are eligible to participate in the District's Employee Assistance Program under the same terms and conditions as offered to members of the NHSEA. Such information is contained in the current NHSEA agreement and will be made available to administrators upon request to the Superintendent. The Human Resources Office will provide information to all covered Administrators on the specific terms and details of the Employee Assistance Program.

ARTICLE 15
RETIREMENT CONTRIBUTION

Retirement Contribution

All covered Administrators are expected to participate in PSERS as outlined by law. The Administrators understand that this is a contributory program. Depending upon the date of the individual's initial continuing membership in PSERS, a percent of all wages as established by PSERS will be deducted and deposited in the Administrator's retirement system account.

ARTICLE 16
SEVERABILITY

Severability

If any portion or provision of this Agreement shall, to any extent, be declared illegal or unenforceable by a court or arbitrator of competent jurisdiction, then the remainder portions or provisions of this Agreement, or the application of such portions or provisions on individuals other than those as to which it is so declared illegal or unenforceable, shall not be affected, and each portion and provision of this Agreement shall be considered valid and enforceable to the fullest extent permitted by law.

ARTICLE 17
RESOLVING DIFFERENCES

Resolving Differences

In the event that differences or concerns arise from the administration of this Plan and compensation plan, representatives of the Board, the Superintendent, and the Administrators will meet and discuss the specific issues. Resolutions of any such differences are to be determined by the Board. Further, both parties acknowledge that this document constitutes the entire Agreement between the New Hope-Solebury School District and all covered Administrators enumerated in Article 3. Both parties acknowledge that this Plan supersedes any prior communications, agreements or

understandings, whether oral or written, between the school district and all covered administrators that may relate to any subject matter of this Plan.

ARTICLE 18

SALARY SCHEDULE/COMPENSATION

18.1 Program Objectives

The Board of School Directors recognizes the importance of maintaining an effective management team and adopts this Administrative Compensation Plan with the basic objectives of:

- Attracting and retaining administrative personnel capable of performing effectively in the positions to which they are assigned;
- Linking financial rewards directly to individual performance;
- Effectively competing with compensation programs in other school districts in Bucks and Montgomery Counties.

18.2 Compensation

A. Salary – Commencing on July 1, 2018, the base in salary considerations for Administrators will be the 2017-2018 administrative salaries as listed in Appendix A. The annual salaries of the administrators shall be the basis for determining the Administrators' annual salaries in subsequent years and the District's contributions to the PSERS. The Superintendent is responsible for communicating the approved salary adjustments and the accompanying rationale to the covered Administrators after such adjustments have been approved by the Board of School Directors.

B. New Hires – Individual starting salaries for newly hired Administrators are recommended by the Superintendent and approved by the Board. Starting salaries are based primarily on the experience of the candidate, the competitive marketplace at the time, and are at the discretion of the Superintendent and the Board.

C. Annual Increases – The Board recognizes the complexity of the Administrators' positions and the Board desires to fairly compensate its Administrators. A total annual increase pool shall be provided to the Superintendent to be apportioned to the Act 93 group. This annual increase pool shall be the **Act 1 Index** plus one half a percent (0.5%) of the total gross salaries of the Act 93 group.

If distinguished performance has been determined by the Superintendent, based on an annual evaluation as detailed in **Section 18.2 F. "distinguished,"** Administrators will receive an annual salary increase of up to the Act 1 index plus one and a half percent (1.5%). "Distinguished" means the Administrator performed job responsibilities in an outstanding manner and met or exceeded established Administrative goals as determined by the Superintendent. The Board and the

Superintendent maintain the expectation, and hold every confidence, that each Administrator will strive for and achieve distinguished performance.

Administrators, who achieve satisfactory, but not exemplary, performance, will receive an annual salary increase of up to the Act 1 Index.

Any evaluation other than distinguished or satisfactory, shall be put in writing by the Superintendent with evidence in line with Act 82 of 2012. This shall result in an adjustment to salary as recommended by the Superintendent and determined by the Board in its sole discretion.

Any salary increases shall be considered to be part of the Administrators' salaries for subsequent years and for the purposes of determining the District's contributions to PSERS for the Administrators.

D. Median Salary

Administrators below the median salary for like titled positions in Bucks County, shall be entitled to at least one percent (1%) of additional salary increase annually or until the median salary is reached. This additional salary increase is dependent upon a satisfactory evaluation. The Superintendent may recommend greater than one percent (1%) and be determined by the Board at its sole discretion.

E. Changes to Salary – Any additional adjustment in salary made during the life of this agreement shall be in the form of an amendment and become part of the agreement, but it shall not be deemed that the Board and Administrators have entered into a new agreement. In addition, If an Administrator requests and is granted a classroom position, an appropriate salary adjustment will be made. In such a case, the administrator will retain his/her level of seniority.

F. Evaluation – Prior to June 30th in each year of the agreement, the Superintendent will complete a formal written annual evaluation and will facilitate an annual evaluation conference with each Administrator. The annual evaluation will be the primary basis of the Superintendent's Administrative salary recommendations to the Board for the following school year. The annual evaluation will be based on the following:

1. Between July 1st and the beginning of the school year in each year of the agreement, each Administrator will work with the Superintendent to jointly determine his/her Administrative goals for the upcoming school year. The goals should assist in moving the District forward (e.g. Board goals, Superintendent goals, Comprehensive Plan, professional growth goals, etc.), assist in the effective operation of the District, and achieve professional development for the administrator. The goals may also include expectations for the Superintendent in reference to providing assistance.
2. During the course of the school year, the Superintendent will carefully monitor and assist each Administrator in meeting his/her job description responsibilities and in achieving his/her Administrative goals. To facilitate these endeavors:

- a. The Superintendent will schedule a regular monthly meeting of the Administrative leadership team and each Administrator will have the opportunity to schedule agenda items.
 - b. The Superintendent may schedule a regular monthly update meeting with each individual Administrator and each Administrator will have the opportunity to schedule agenda items.
 - c. The Superintendent will maintain an open door policy to assist each administrator whenever the need arises.
3. A mid year evaluation may be completed by the Superintendent at the discretion of the Superintendent and/or at the request of the Administrator.
4. The Superintendent will base his annual evaluation for each Administrator's performance in meeting his/her job description responsibilities and achieving his/her administrative goals.
5. The Superintendent will utilize, but will not be limited to the following considerations for the annual recommendation to the Board for each Administrator's salary increase :
 - a. Annual performance evaluation.
 - b. Salary placement in reference to the entire Administrative Leadership Team.
 - c. Annual survey of salaries and benefits prepared by the Bucks County Intermediate Unit (BCIU) #22.
 - d. Annual administrative compensation update prepared by the Pennsylvania School Boards Association (PSBA).
 - e. Administrator's achievement in exceeding job description responsibilities and in exceeding administrative goals.

Appendix A

Administrative Position	2017-2018 Salary
Assistant High School & Middle School Principal/Athletic Director	\$113,900
Director of Elementary & Secondary Education	\$164,214
Director of Facility Operations	\$93,500
Director of Food Services(10 Month Position)*	\$74,190
Director of Student Services	\$143,520
Director of Technology	\$124,353
High School Principal	\$134,866
Lower Elementary School Principal	\$120,500
Middle School Principal	\$136,243
Supervisor of Personnel Resources	\$70,380
Upper Elementary School Principal	\$135,712

** While the Director of Food Services' salary is established by the Act 93 agreement, it is paid for through the food services budget.*

RATIFICATION AND APPROVAL

Ratification and Approval of this Plan

I certify that this plan has been ratified and approved by the New Hope-Solebury Board of School Directors on October 26, 2017.

Further, I attest that this plan was approved by a duly recorded roll call vote of 9 to 0.

The results of the vote are as follows:

(A "Yes" vote indicates approval of this plan. A "No" vote indicates disapproval of this plan.)

Mr. Dougherty	<u>Yes</u>
Mrs. Deussing	<u>Yes</u>
Mr. Capriotti	<u>Yes</u>
Mr. Cowell	<u>Yes</u>
Mrs. Gormley	<u>Yes</u>
Mrs. Keyes	<u>Yes</u>
Mr. McDonough	<u>Yes</u>
Mrs. Povacz	<u>Yes</u>
Mrs. Weisbrot	<u>Yes</u>

I further certify that the above recording is a true and accurate description of the vote that occurred in an open and duly advertised meeting of the New Hope-Solebury Board of School Directors on the date noted above.



President
New Hope-Solebury Board of School Directors

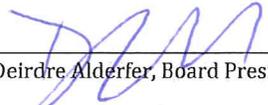


Amendment to Act 93 Agreement Appendix A

This Amendment is made as of January 24, 2019 by and between the New Hope-Solebury School District School Board and New Hope-Solebury School District Act 93 Administrators. Appendix A of the Act 93 Agreement is replaced in its entirety with the below Administrative Position and Salary table. All other provisions of the Act 93 Agreement shall remain in full force and effect.

Administrative Position	2018/2019 Salary
Assistant Director of Athletics/Athletics Trainer	\$50,000
Assistant High School & Middle School Principal/Athletic Director	\$116,634
Director of Elementary & Secondary Education	\$169,141
Director of Facility Operations	\$105,987
Director of Food Services (10 month position)*	\$75,970
Director of Student Services	\$147,826
Director of Technology	\$127,338
High School Principal	\$139,452
Lower Elementary School Principal	\$124,597
Middle School Principal	\$131,021
Supervisor of Educational Technology and Innovation	\$113,000
Upper Elementary School Principal	\$140,327

** While the Director of Food Services' salary is established by the Act 93 agreement, it is paid for through the food services budget.*


Deirdre Alderfer, Board President

1-24-19
Date


Dr. Charles Malone, Act 93 Representative

1/10/19
Date