

MIDDLETOWN AREA SCHOOL DISTRICT

SECTION: ADMINISTRATIVE
EMPLOYEES

TITLE: COMPENSATION PLAN

ADOPTED: October 14, 1991

REVISED:

328. COMPENSATION PLAN	
1. Authority	<p>Pursuant to Section 1164 of the School Code (24 P.S. S11 – 1164) the Board of School Directors adopts the following Administrators Compensation Plan.</p> <p>The term of this plan shall be from July 1, 1989, through June 30, 1990, and yearly thereafter unless modified by the Board.</p>
2. Definition	<p>The administrators covered by this plan are:</p> <p>Group I: District administrators consisting of the district Assistant Superintendent and/or Administrative Assistant, the district Business Manager, and Director of Elementary Education.</p> <p>Group II: Secondary Principals and Director of Pupil Services/Special Education.</p> <p>Group III: Twelve-month Elementary Principals and Secondary Assistant Principals.</p> <p>Group IV: Building Level Administrators, Supervisors and Special Services Administrators (including Ten-Month Principals, Reading Supervisor, Director of Auxiliary Services, Assistant Business Manager, Cafeteria, Buildings & Grounds, Tax Office, Community Affairs), Administrative Assistants.</p>
3. Guidelines	<p><u>Salary Provisions</u></p> <p>Each administrator may receive an increase in his/her base salary for the compensation plan year based upon the results of the annual performance evaluation.</p> <p>The supervisors must include in the evaluation more emphasis on the day-to-day job performance and consideration for additional responsibilities and duties assigned during the school year to the administrator.</p>

Extenuating circumstances in the performance of his/her duties will also be involved in the final overall rating.

For the purposes of the implementation of this compensation plan, the following ratings will be used:

Outstanding – Indicates that the Administrator has received a score of 4.75 to 5.0 in the job performance portion of the evaluation and has achieved ninety percent (90%) of his/her annual goals and objectives.

Excellent - Indicates that the Administrator has received a score of 4.35 to 4.74 in the job performance portion of the evaluation and has achieved eighty percent (80%) of his/her annual goals and objectives.

Very Good - Indicates that the Administrator has received a score of 4.0 to 4.34 in the job performance portion of the evaluation and has achieved seventy percent (70%) of his/her annual goals and objectives.

Satisfactory - Indicates that the Administrator has received a score of 3.4 to 3.9 in the job performance portion of the evaluation and has achieved sixty percent (60%) of his/her annual goals and objectives.

The foregoing evaluation ratings will then be equated to the factors set forth in the following table and the dollar amount of the increase in base salary for each administrator shall be determined by applying the evaluation factor to a base dollar amount equal to the negotiated salary increment for the school year as set forth in the collective bargaining agreement between the Middletown Area School District and the Middletown Area Education Association.

EVALUATION FACTOR TABLE

<u>Ratings</u>	<u>GROUP</u>			
	<u>I</u>	<u>II</u>	<u>III</u>	<u>IV</u>
Outstanding	1.75	1.6	1.5	1.3
Excellent	1.6	1.45	1.35	1.2
Very Good	1.4	1.35	1.25	1.1
Satisfactory	1.2	1.15	1.1	1.0