

**Compensation, Benefits and
Work Environment Guide
for
Supervisory, Technical and
Confidential Employees**



Updated for July 1, 2019-June 30, 2023

Contents

| | |
|--|-------|
| Introduction | 1 |
| Employee Groups | 1 |
| Supervisory & Technical Positions ("Group 1")..... | 1 |
| Confidential Support Staff ("Group 2")..... | 1 |
| Salary Advancement | 2 |
| Benefits | 2-8 |
| HOSPITALIZATION, MEDICAL-SURGICAL & MAJOR MEDICAL INSURANCE | 2 |
| Medical & Prescription Drug Insurance | 2 |
| DENTAL PLAN..... | 4 |
| VISION CARE PLAN..... | 5 |
| RETIREE HEALTHCARE PLAN | 5 |
| LIFE INSURANCE..... | 7 |
| SALARY CONTINUATION FOR EXTENDED ILLNESS/DISABILITY | 7 |
| TUITION REIMBURSEMENT..... | 7 |
| SEVERANCE PAY FOR PENSIONERS | 8 |
| Leave Time | 8-10 |
| PERSONAL LEAVE DAYS..... | 8 |
| PERSONAL LEAVE OF ABSENCE WITHOUT PAY | 9 |
| SICK LEAVE | 9 |
| SICK LEAVE BANK..... | 9 |
| VACATIONS..... | 9 |
| HOLIDAYS | 10 |
| MISCELLANEOUS:..... | 10 |
| • Bereavement time | |
| • Jury duty/witness in Court | |
| • Childbearing leave | |
| • Childrearing leave | |
| • Military leave | |
| • Military training | |
| Resolution of Concerns | 11 |
| Signature Page | 12 |
| Appendix A - Non-Bargaining Staff Salary Ranges | 13 |
| Appendix B - Example of NBS Evaluation Form | 14-15 |

Introduction

It is the goal of the School Board to attract and retain persons for its Supervisory, Technical and Confidential positions who will perform at a level which would place those experienced high-performing persons in the top twenty percent of these positions employed countywide; and to pay these employees in a manner which reflects their individual performance. This guide shall provide uniform and impartial treatment within the District.

This Guide is effective July 1, 2019 and shall continue until June 30, 2023. The Superintendent (or designee) will review this guide periodically as needed and bring forth recommendations to the School Board.

Employee Groups

The Board has broken the Supervisory, Technical and Confidential staff into the following groups that represent their level of responsibility within the school district.

Supervisory & Technical Positions ("Group 1")

| | |
|--|--|
| Administrative Assistant to Superintendent/Board Secretary | Specialist -Facilities & Operations |
| Administrative Assistant to Director of Business Affairs/Assistant Board Secretary | Supervisor - Facilities & Operations |
| Controller | Assistant Supervisor - Facilities & Operations |
| Accounting Supervisor | Head Custodians-Elementary |
| Real Estate/General Accountant | Head Custodians-High |
| Purchasing Agent | Head Custodians-Middle |
| Transportation Manager | Capital Projects Coordinator |
| Assistant Manager of Transportation | Manager Facilities and Operations |
| Payroll Supervisor | Network Administrator |
| Benefits Specialist | Communications Coordinator |
| Human Resource Specialists | Pupil Services Specialist |
| Human Resources Assistants | |

Confidential Support Staff ("Group 2")

Registered Nurse/Licensed Nurse Practitioner

Salary Advancement

A salary range for each position covered by the Compensation, Benefits and Work Environment Guide for Supervisory, Technical and Confidential Employees has been established. The 2019-2020 salary ranges are attached as Appendix A and shall serve as the basis for the Salary Plan administered as outlined in B through D below. Salary ranges were adjusted in June, 2019 for determining salary minimums and maximums for each position during the 2019-20 school year. Salary ranges shall be adjusted in June of 2021 for determining salary minimums and maximums for each position during the 2021-2022 school year by increasing the minimum and maximum salary by the base Act 1 Index for the respective school year.

- A. Performance Base Salary Increase: Base Salary increases shall be effective on July 1st of each year. The annual amount to be awarded for base salary increases shall be determined by multiplying the total base salaries of active employees covered by this Guide on June 30th by the base Act 1 Index for the respective school year. The base salary increase for each employee shall be determined by the total points earned as a percentage of total maximum points based on performance in Supervisory, Technical and Confidential Staff Evaluation Instruments. (See Appendix B.) If the employee's base salary exceeds the salary range maximum, and the employee's evaluation score exceeds 80%, the amount of the base salary increase exceeding the maximum shall be added to the employee's merit bonus in Section D.
- B. Performance Merit Pay: In each year of the agreement, each employee covered by this Guide shall be eligible to receive performance merit pay above and beyond base salary increases outlined in Section B. The performance merit pay shall not be cumulative and shall be paid independently for each contract year. The amount of money available for merit performance pay shall be determined by multiplying the base Act 1 Index by the base salaries of the active employees covered by this Guide on July 1st. The annual performance goal merit pay for each Administrator shall be determined by the total points earned as a percentage of total maximum points based on performance in the Supervisory, Technical and Confidential Staff Evaluation Instruments. (See Appendix B)

Benefits

HOSPITALIZATION, MEDICAL-SURGICAL & MAJOR MEDICAL INSURANCE

Medical & Prescription Drug Insurance

- A. Plans to be Offered - The Board shall offer the following medical and prescription drug plans to Non Bargaining Members:
 - 1. Personal Choice HD1-HC1 with/\$10/\$20/\$20/\$100 integrated Rx Plan (Core Plan)
 - 2. Other Plans shall be offered for Non Bargaining Members to purchase at an additional cost above and beyond the school district's cost for the Core Plan.
 - a. Personal Choice 7 with/\$10/\$20/\$20/\$100 Rx
 - b. Personal Choice 10/20/70 with/\$10/\$20/\$20/\$100 Rx
 - c. Personal Choice 20/30/70 with/\$10/\$20/\$20/\$100 Rx
 - d. Personal Choice 320 with/\$10/\$20/\$20/\$100 Rx

The Personal Choice 320 Plan will be subject to an annual in-network out of pocket maximum of \$2,300 for Single enrolled employees and \$4,600 for enrolled employees covering dependents.

When a generic drug is available, unless the physician has specified in writing that brand name is to be dispensed, the plan will only cover the cost of the generic drug, less the \$10.00 copay. Where the physician has specified in writing that a brand name drug must be dispensed, or where a generic drug is not available, the plan will cover the cost of the brand name drug, less the \$20.00 copay. The prescription drug plan is subject to Step Therapy, Prior Authorization, and Drug Quantity Management.

The maintenance program shall provide for two (2) co-pays per ninety (90) day supply through the mail order or through CVS Retail Pharmacies. This applies to all applicable maintenance drugs except specialty drugs as defined by the Pharmacy Benefit Manager (PBM). Specialty drugs are limited to a 30 day supply.

B. Allocation of Medical & Prescription Drug Benefit Premiums –

1. Effective July 1, 2019, the Board shall contribute ninety-two percent (92%) toward the medical and prescription drug benefit plan premiums for the Personal Choice HD1-HC1 with/\$10/\$20/\$20/\$100 integrated Rx. The cost difference between the board's contribution level for the Personal Choice HD1-HC1 with/\$10/\$20/\$20/\$100 integrated Rx plan and the total cost of any non-Core plan offering with/\$10/\$20/\$20/\$100 integrated Rx shall be paid through mandatory payroll deductions by the Non Bargaining Member.
2. Effective July 1, 2020, the Board shall contribute ninety-one percent (91%) toward the medical and prescription drug benefit plan premiums for the Personal Choice HD1-HC1 with/\$10/\$20/\$20/\$100 integrated Rx. The cost difference between the board's contribution level for the Personal Choice HD1-HC1 with/\$10/\$20/\$20/\$100 integrated Rx plan and the total cost of any non-Core plan offering with/\$10/\$20/\$20/\$100 integrated Rx shall be paid through mandatory payroll deductions by the Non Bargaining Member.
3. Effective July 1, 2021, the Board shall contribute ninety percent (90%) toward the medical and prescription drug benefit plan premiums for Personal Choice HD1-HC1 with/\$10/\$20/\$20/\$100 integrated Rx. The cost difference between the board's contribution level for the Personal Choice HD1-HC1 with/\$10/\$20/\$20/\$100 integrated Rx plan and the total cost of any non-Core plan offering with/\$10/\$20/\$20/\$100 integrated Rx shall be paid through mandatory payroll deductions by the Non Bargaining Member.
4. Effective July 1, 2022, the Board shall contribute eighty-nine percent (89%) toward the medical and prescription drug benefit plan premiums for the Personal Choice HD1-HC1 with/\$10/\$20/\$20/\$100 integrated Rx. The cost difference between the board's contribution level for the Personal Choice HD1-HC1 with/\$10/\$20/\$20/\$100 integrated Rx plan and the total cost of any non-Core plan offering with/\$10/\$20/\$20/\$100 integrated Rx shall be paid through mandatory payroll deductions by the Non Bargaining Member.

Employees covered by this Guide will be eligible for medical and prescription drug benefits the first of the month following their hire date.

Benefit premiums for part-time employees will be prorated based on time worked. Employees may not purchase the prescription drug plan without enrollment in a District medical plan.

Cadillac Tax Language: In the event all current plans meet or exceed the Cadillac Tax, new healthcare plan options will be instituted that fall under the Cadillac Excise Tax for current Supervisory, Technical and Confidential Employees and applicable retirees on District healthcare plans. The Board shall offer Non Bargaining Members and all applicable retirees plan option(s) that meets the minimum requirements of the ACA but does not exceed the Cadillac Excise Tax threshold.

DENTAL PLAN

Effective July 1, 2019 the Board will pay 92% of the premium cost for single and dependent coverage in the District's Dental Plan, which provides for the following coverage:

- A. Maximum coverage of \$2,500.00/year (excluding orthodontia) for employee and each dependent.
- B. 100% of UCR for preventative and basic
80% of UCR for major services, after \$10/\$30 annual deductible
- C. Orthodontia - 75% of UCR to an annual maximum of \$750.00 or lifetime maximum of \$1,500.00 per person.

Effective July 1, 2020 the Board will pay 91% of the premium cost for single and dependent coverage in the District's Dental Plan, which provides for the following coverage:

- A. Maximum coverage of \$2,500.00/year (excluding orthodontia) for employee and each dependent.
- B. 100% of UCR for preventative and basic
80% of UCR for major services, after \$10/\$30 annual deductible
- C. Orthodontia - 75% of UCR to an annual maximum of \$750.00 or lifetime maximum of \$1,500.00 per person.

Effective July 1, 2021 the Board will pay 90% of the premium cost for single and dependent coverage, in the District's Dental Plan, which provides for the following coverage:

- A. Maximum coverage of \$2,500.00/year (excluding orthodontia) for employee and each dependent.
- B. 100% of UCR for preventative and basic
80% of UCR for major services, after \$10/\$30 annual deductible
- C. Orthodontia - 75% of UCR to an annual maximum of \$750.00 or lifetime maximum of \$1,500.00 per person.

Effective July 1, 2022, the Board will pay 89% of the premium cost for single and dependent coverage in the District's Dental Plan, which provides for the following coverage:

- A. Maximum coverage of \$2,500.00/year (excluding orthodontia) for employee and each dependent.
- B. 100% of UCR for preventative and basic
80% of UCR for major services, after \$10/\$30 annual deductible
- C. Orthodontia - 75% of UCR to an annual maximum of \$750.00 or lifetime maximum of \$1,500.00 per person.

Employees will be eligible for dental benefits the first of the month following date of hire.

Benefit premiums for part-time employees will be prorated based on time worked.

VISION CARE PLAN

Effective July 1, 2019 the Board will pay 92% of the premium cost for single and dependent coverage, for the District's Vision Plan, which provides for the following coverage:

- A. Examinations covered at 100% of UCR
- B. \$200.00 maximum for prescription glasses once every 24 months.
- C. Ocular examinations once every 24 months

Effective July 1, 2020 the Board will pay 91% of the premium cost for single and dependent coverage for the District's Vision Plan, which provides for the following coverage:

- A. Examinations covered at 100% of UCR
- B. \$200.00 maximum for prescription glasses once every 24 months.
- C. Ocular examinations once every 24 months

Effective July 1, 2021 the Board will pay 90% of the premium cost for single and dependent coverage for the District's Vision Plan, which provides for the following coverage:

- A. Examinations covered at 100% of UCR
- B. \$200.00 maximum for prescription glasses once every 24 months.
- C. Ocular examinations once every 24 months

Effective July 1, 2022 the Board will pay 89% of the premium cost for single and dependent coverage for the District's Vision Plan, which provides for the following coverage:

- A. Examinations covered at 100% of UCR
- B. \$200.00 maximum for prescription glasses once every 24 months.
- C. Ocular examinations once every 24 months

Employees will be eligible for vision benefits the first of the month following date of hire. Benefit premiums for part-time employees will be prorated based on time worked.

RETIREE HEALTHCARE PLAN

Employees who have a minimum of fifteen (15) years of service in the District and who are at least 50 years of age and who retire, will be entitled to receive the individual (single) coverage in the Personal Choice HD1-HC1 with/\$10/\$20/\$20/\$100 integrated Rx Plan until the earlier of Medicare Eligibility Date (Age 65) or Ten (10) years from the Date of Retirement.. All employees who are eligible for this benefit shall contribute toward the healthcare premiums at the same rate equivalent to the maximum reimbursement provided by the Public School Employees Retirement System (currently \$100.00 per month) or at the same rate as active employees electing the coverage in question (other than newly hired employees members), whichever is higher.

Same sex spousal coverage shall be available to employees who meet all of the following terms and conditions:

1. is married or in a legally recognized Civil Union, at least eighteen (18) years of age, resides with the other spouse, and intends to continue to reside with the other Spouse for an indefinite period of time;
2. is not related to the other Spouse by adoption or blood;
3. is the sole Spouse of the employee,
4. agrees to be jointly responsible for the basic living expenses and welfare of the Spouse;
5. demonstrates financial interdependence by submission of proof of the following documents:
 - a. a valid and current marriage license, or a legally valid and recognized Civil Union consistent with the current Supervisory, Technical and Confidential Employees Agreement between the employees of the Group; and at the District's discretion may request additional documentation, including the following:
 - i. joint mortgage or lease;
 - ii. a designation of one of the Spouses as beneficiary in the other Spouse's will;
 - iii. a durable property and health care powers of attorney;
 - iv. a joint title to an automobile, or joint bank account or credit account; or
 - v. such other proof as is sufficient to establish economic interdependency under the circumstances of the particular case.

MEDICAL SPENDING ACCOUNT

- A. Health Savings Account (HSA) – Effective July 1, 2019, the district shall make an HSA available for all eligible qualified bargaining unit members who enroll in the HSA-eligible HD1-HC1 plan. The district shall contribute \$500 per year for the life of this contract for all bargaining unit members who enroll in the HSA-eligible Personal Choice HD1-HC1 with/\$10/\$20/\$20/\$100 integrated Rx plan. District Funding will take place after the new hire open enrollment window has expired and is only available for active employees who are eligible for an HSA as outlined in Section 223 of the Internal Revenue Code.
- B. Medical Flexible Spending Account – A Non Bargaining Member may elect to contribute between \$240 and the annual maximum in pre-tax dollars determined by the Internal Revenue Code. Medical spending account expenses can be reimbursed for the Non Bargaining Member's spouse or the Non Bargaining Member's tax-qualified domestic partner and/or Internal Revenue Code eligible dependents.
 1. Eligible expenses will be in accordance with the requirements of federal law.
 2. Over-the-counter medicines are no longer reimbursable through this FSA without a doctor's prescription.
 3. Newly hired Non Bargaining members are eligible first of the month following their date of hire.

DEPENDENT CARE ACCOUNT FSAs

- A. Non Bargaining members may elect to contribute up to \$5,000 annual maximum per household (\$2,500 if the Non Bargaining Member is married and files taxes separately

from the Non Bargaining Member's spouse) of pre-tax dollars to pay for eligible dependent day care expenses.

- B. Newly hired Bargaining Members are eligible first of the month following their date of hire

LIFE INSURANCE

- A. One times annual base salary rounded to the nearest hundred, plus \$7,500.
- B. Minimum benefit of \$5,000 and a maximum benefit of \$250,000. Benefit amounts are subject to the standard reduction schedule once an employee reaches SSNRA. This benefit will be provided subject to the condition and limitations of the insurance policy purchased by the District.
- C. Coverage is effective 1st of the month following date of employment.

Benefit premiums for part-time employees will be prorated based on time worked.

SALARY CONTINUATION FOR EXTENDED ILLNESS/DISABILITY

Supervisor & Technical Positions (Group 1)

The Board shall provide Income Protection Plan for each employee. Said plan shall provide 60% of an employee's base salary to a maximum of twelve hundred dollars (\$1,200) per month coverage until SSNRA as outlined in the carrier's contract. Benefits are subject to limitations and exclusions as outlined in the carrier's contract.

Confidential Support Staff (Group 2)

The Board shall provide Income Protection Plan for each employee. Said plan shall provide 60% of an employee's base salary to a maximum of six hundred (\$600) per month coverage until SSNRA as outlined in the carrier's contract. Benefits for part-time employees will be prorated based on time worked. Benefits are subject to limitations and exclusions as outlined in the carrier's contract.

Groups 1 and 2: A ninety (90) day waiting period is instituted for all new employees.

Groups 1 and 2: The employee, at his/her own expense shall be entitled to purchase additional coverage with premiums to be made through mandatory payroll deductions. This program shall remain in effect unless the parties mutually agree to another program at the same cost to the District.

Employees working less than eight tenths (.8) basis shall receive this benefit on a pro-rata basis.

TUITION REIMBURSEMENT

The Board agrees to reimburse each employee ninety (90%) percent of the cost provided courses or programs are related to the employee's assigned field.

- A. No more than fifteen (15) credits may be taken during any school year, July 1 through June 30.
- B. No more than six (6) credits may be taken during each semester of the school term.
- C. Requests for reimbursement must be filed prior to registration for the courses. In order to be reimbursed, each course must be pre-approved in writing by the Director of Human Resources.
- D. Courses must be completed with a grade of "B" or better.

If an employee terminates from the District prior to one full year after the completion of the course(s), the employee will be required to reimburse the District for the full cost of the course(s). Benefit premiums for part-time employees will be prorated based on time worked.

SEVERANCE PAY FOR PENSIONERS

For employees who retire under the provision of the Pennsylvania School Employees' Retirement System and who have been employed continuously (except in cases of approved leave) in the District for fifteen (15) or more years of service will be entitled to a severance payment based upon the number of unused but accrued sick days and unused but accrued personal days consistent with schedule set forth below:

The severance payment would become an "early notification rate" in the event the District receives a notification from the employee 120 days preceding the date when the employee intends to retire based upon the schedule set forth below:

| Number of Accrued Sick/Personal Days | Daily Rate | Early Notification Rate |
|--------------------------------------|------------|-------------------------|
| 1-100 | \$45.00 | \$60.00 |
| 101-200 | \$55.00 | \$70.00 |
| 201+ | \$65.00 | \$80.00 |

Severance pay for pensioners for each year employed as a part-time employee will be established on a pro-rata basis.

Confidential Support Staff (Group 2) will have a maximum payout of \$10,000.

Leave Time

PERSONAL LEAVE DAYS

12-month employees will be granted three (3) days of absence for personal leave upon his or her request, without loss of pay or charge against sick leave.

10-month employees will be granted two (2) days of absence for personal leave upon his or her request, without loss of pay or charge against sick leave.

These days will be subject to the following conditions:

- A. For a one (1) day leave, the employee must inform his/her immediate supervisor in writing and obtain approval twenty-four (24) hours in advance, except in cases of emergency, of the date(s) desired.
- B. Personal leave days may be accumulated. A maximum of five (5) personal days may be taken in one (1) school year. For three (3), four (4), or five (5) consecutive days of absence, the employee must inform his/her immediate supervisor in writing and receive approval two (2) weeks in advance.
- C. A maximum of two (2) unused personal days may be credited to each employee's salary in the amount equal to \$45 on a per diem basis, and issued at the conclusion of the school year. Such payments will not become part of the base salary. Time cards must be submitted by May 15th. Request for rescinding payment may be submitted on an emergency basis only.

PERSONAL LEAVE OF ABSENCE WITHOUT PAY

Leaves of absence without pay of two (2) days or less may be granted upon the written approval of the employee's immediate supervisor.

An employee, upon one (1) week's advance written request to the Director of Human Resources and his/her immediate supervisor, may be granted a personal leave of absence with the written approval of the Director of Human Resources and his/her immediate supervisor, without pay, for a period of up to thirty (30) days.

Unpaid leaves of absence for up to two (2) additional thirty (30) day periods may be granted at the discretion of the Board. Such leave, if granted will cause no break in continuous service.

SICK LEAVE

On the opening day of the work year, each employee shall be credited with one (1) day of sick leave for each remaining month of the work year. The unused portion of such allowance shall accumulate from year to year without limitation.

Employees shall be permitted to use up to five (5) of their accrued sick days per year for care of an immediate family member. Immediate family shall be defined as father, mother, brother, sister, son, daughter, husband, wife, parent-in-law. Included within the immediate family is any near relative who resides in the same household.

SICK LEAVE BANK

A sick leave bank has been implemented with the cooperation of the West Chester Area Education Association, the West Chester Area Educational Support Personnel Association, Supervisory, Technical and Confidential employees and the Management Team.

The bank makes available to employees an extended leave in the event an employee becomes sick and has no sick, personal or vacation days to use. Participation is strictly voluntary.

VACATIONS

Supervisory & Technical Positions (Group 1)

12-month employees shall receive fifteen (15) days paid vacation after one (1) full year of employment and twenty (20) days after seven (7) years of employment and twenty-five (25) days after twelve (12) years of employment. Such vacation entitlement is earned in one school year and taken during the following school year. Employees may carry over into the next school year to a maximum of five (5) days each year.

A maximum of five (5) unused vacation days may be credited to each employee's salary on a per diem basis, and issued at the conclusion of the school year. Such payments will not become part of the base salary. Time cards must be submitted by May 15th. Request for rescinding payment may be submitted on an emergency basis only.

The District will allow for vacation time to be used prior to being earned in the first year of employment up to a maximum of 10 days. In the event an employee leaves the service of the District before these days are earned, a prorated deduction will be made from the final pay reflecting the vacation leave days taken, but not earned.

Confidential Support Staff (Group 2)

12-month employees shall receive ten (10) days paid vacation after one (1) full year of employment, fifteen (15) days after five (5) years of employment and twenty (20) days after fifteen (15) years of employment. Such vacation entitlement is earned in one school year and taken during the following school year. Employees may carry over into the next school year a maximum of three (3) days each year.

The District will allow for vacation time to be used prior to being earned in the first year of employment up to a maximum of 10 days. In the event an employee leaves the service of the District before these days are earned, a prorated deduction will be made from the final pay reflecting the vacation leave days taken, but not earned.

Vacation for part-time employees will be prorated based on time worked.

HOLIDAYS

Each school year, ten (10) month employees will observe ten (10) holidays: Labor Day, provided school is in session, Thanksgiving Day and the day after, Christmas Day and one (1) additional day at Christmas, New Year's Day, Martin Luther King Day, Washington's Birthday (Monday), Good Friday, and Memorial Day.

Twelve (12) month employees will observe all of the above holidays, as well as Independence Day.

Religious Holiday Each regular employee may be granted up to 3 days to fulfill religious obligations. Such time shall be charged against days allowed for personal and or vacation leave days.

MISCELLANEOUS:

Other leaves will be administered based on Board policy, these include:

Bereavement time up to 5 days for immediate family and 1 day for near relative (each occasion) - (Board Policy 336)

Jury duty/witness in Court as needed - (Board Policy 342)

Childbearing (disability) leave (paid) - (Board Policy 334)

Childrearing (personal) leave (unpaid) for a maximum period of one year from the date of childbirth or custody of an adopted infant - (Board Policy 334)

Military leave (unpaid) - (Board Policy 336)

Military training (maximum of 15 days each year) - (Board Policy 336)

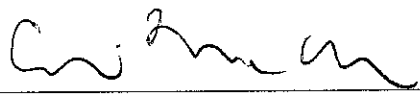
Resolution of Concerns

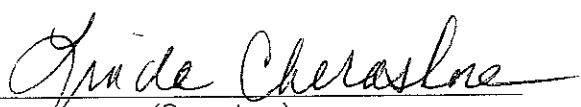
Concerns between Supervisory, Technical and Confidential employees and the District should be handled at the lowest possible administrative level. With this in mind, employees should use the following guideline when attempting to resolve an issue.

1. Meet with his/her immediate supervisor to discuss the issue.
2. If the issue is not resolved to the employee's satisfaction, the employee should schedule a meeting with the Director of the department and the employee's immediate supervisor to discuss the issue.
3. If the issue is still not resolved to the employee's satisfaction, the employee should schedule a meeting with the Director of Human Resources, the Director of the department as well as the employee's immediate supervisor to discuss the issue.
4. If the issue is still not resolved to the employee's satisfaction, the employee should schedule a meeting with the Superintendent, as well as any other persons the Superintendent feels is necessary. The decision of the Superintendent on the issue shall be final.

ADOPTED BY THE BOARD OF SCHOOL DIRECTORS OF THE WEST
CHESTER AREA SCHOOL DISTRICT:

Date: 6/24/19

By: 
(President)

Attest: 
(Secretary)

West Chester Area School District
Non-Bargaining Support Staff Salary Ranges 2019-2020

| Position | Minimum | Maximum |
|--|---------|---------|
| Administrative Assistant to Superintendent/Board Secretary | 59,021 | 83,517 |
| Administrative Assistant to Director of Business Affairs/Assistant Board Secretary | 53,978 | 78,192 |
| Controller | 73,242 | 106,488 |
| Accounting Supervisor | 57,615 | 92,185 |
| Real Estate/General Accountant | 47,599 | 71,676 |
| Purchasing Agent | 54,081 | 79,063 |
| Manager of Transportation | 70,526 | 106,488 |
| Assistant Manager of Transportation | 57,546 | 80,248 |
| Payroll Supervisor | 55,855 | 78,196 |
| Benefits Specialist | 55,855 | 78,196 |
| Human Resource Specialists | 55,855 | 78,196 |
| Human Resources Assistants | 41,387 | 61,947 |
| Specialist -Facilities & Operations | 47,599 | 71,675 |
| Supervisor - Facilities & Operations | 59,437 | 108,775 |
| Assistant Supervisor - Facilities & Operations | 65,620 | 97,727 |
| Head Custodians-Elementary | 52,964 | 76,837 |
| Head Custodians-High | 60,169 | 93,449 |
| Head Custodians-Middle | 57,790 | 88,291 |
| Capital Projects Coordinator | 78,027 | 121,000 |
| Manager Facilities and Operations | 78,027 | 121,000 |
| Network Administrator | 78,027 | 109,323 |
| Communications Coordinator | 78,027 | 109,323 |
| Pupil Services Specialist | 46,233 | 79,355 |
| RN/LPN Nurse (hourly) | 24.07 | 31.49 |



WEST CHESTER AREA SCHOOL DISTRICT
Sample Evaluation Instrument

EMPLOYEE NAME: _____ DATE: _____

BUILDING: Pick one _____ SUPERVISOR: _____

DIRECTIONS

Immediate Supervisor should rate the employee on each factor on a scale from 1 through 4 (see rating description). For any factor rating less than '3' the evaluator must comment on the rating in the comment section of the reverse side of this form.

SCORING

- 4 -> **Exceptional** - Significantly exceeds performance standard
- 3.5 -> **Above Average** - Exceeds performance standards
- 3 -> **Meets Expectations** - Meets expected performance standards for the position
- 2 -> **Needs Improvement** - Does not perform standard consistently
- 1 -> **Unsatisfactory** - Fails to meet performance standard

EVALUATION PERIOD:

From: _____
To: _____

| <u>Factor</u> | <u>(a)</u> <u>Score</u> <i>(1-4)</i> | <u>(b)</u> <u>Multiplier</u> | <u>Overall</u> <u>Rating</u> <i>(a times b)</i> |
|--|--|---------------------------------|---|
| 1. <u>Job Description</u> ▪ Performs all required duties and responsibilities | <u>0.00</u> | x 4 | = <u>0.00</u> |
| 2. <u>Professionalism</u> ▪ Respects and cooperates with students, staff and the public | <u>0.00</u> | x 4 | = <u>0.00</u> |
| 3. <u>Work Quality</u> ▪ Performs assignments accurately & thoroughly ▪ Attends to details in completing work assignments ▪ Approaches work in an organized manner ▪ Maintains a neat and orderly work area | <u>0.00</u> | x 3 | = <u>0.00</u> |
| 4. <u>Productivity</u> ▪ Completes work assignments on time ▪ Produces acceptable amount of work ▪ Industrious and prioritizes work | <u>0.00</u> | x 3 | = <u>0.00</u> |
| 5. <u>Attitude</u> ▪ Respects and cooperates with supervisors ▪ Works as a team player, promoting cooperation amongst co-workers ▪ Motivated and enthusiastic towards the work ▪ Performs work in accordance with District Mission | <u>0.00</u> | x 3 | = <u>0.00</u> |
| 6. <u>Adaptability</u> ▪ Utilizes technology to enhance performance ▪ Willingness to apply the latest technology and methods to assignments | <u>0.00</u> | x 3 | = <u>0.00</u> |
| 7. <u>Flexibility</u> ▪ Adjusts to changes in work conditions ▪ Seeks and utilizes opportunity for professional growth | <u>0.00</u> | x 2 | = <u>0.00</u> |

WEST CHESTER AREA SCHOOL DISTRICT
Sample Evaluation Instrument

- | | | | | | |
|--|------|---|---|---|------|
| <p>8. Independence</p> <ul style="list-style-type: none"> ▪ Shows initiative and resourcefulness ▪ Operates independently with minimal supervision ▪ Knows when to act, when to consult and when to suggest change | 0.00 | x | 2 | = | 0.00 |
| <hr style="border: 0.5px solid black;"/> | | | | | |
| <p>9. Accepts Responsibility</p> <ul style="list-style-type: none"> ▪ Accepts direction and feedback on one's performance positively | 0.00 | x | 1 | = | 0.00 |

| | | | |
|----------------------|---|--|------------------------|
| <u>Scoring Scale</u> | | Total Score | 0.00 |
| 90 and above | > | Significantly exceeds performance standard | <i>(sum of 1 to 9)</i> |
| 80-90 | > | Exceeds performance standards | |
| 70-79 | > | Meets expected performance standards of the position | |
| 50-69 | > | Does not meet performance standards consistently | |
| Below 50 | > | Fails to meet performance standards. | |

Supervisor Comments *(must comment on any summary rating of below 70 and/or individual factor rating less than 3):*

Insert Comments

Employee's Comments: _____

Employee's Signature does not necessarily indicate agreement with this rating, only that the employee has reviewed the form and met with supervisor to discuss it. Please attach separate sheet for additional comments.

| | | | |
|--|------|---------------------------------|------|
| Employee Signature | Date | Immediate Supervisor Signature* | Date |
| Human Resources Director (or designee) Signature | Date | | |

* For any positions that report to both a building supervisor and central office supervisor, please include both signatures to indicate the review was done in a cooperative manner.

