

JERSEY SHORE
 AREA
 SCHOOL DISTRICT

SECTION: ADMINISTRATIVE
 EMPLOYEES

TITLE: COMPENSATION PLAN

ADOPTED: January 25, 2010

REVISED:

328. COMPENSATION PLAN	
1. Purpose	The Board strongly supports the concept that a thorough and effective school system can exist only if the day-to-day management of the schools is entrusted to dedicated and competent persons. Good management relies on the abilities of administrators to perform the responsibilities of the positions for which they were hired.
2. Authority SC 1150, 1151, 1164	It is therefore incumbent on the Board to pursue a plan of compensation, based upon responsibility and performance, that will provide fair and adequate financial incentive for all management personnel. To accomplish this commitment, the Board directs that such a compensation plan be implemented.
3. Delegation of Responsibility	Implementation of individual contracts and the administrative compensation plan shall be the responsibility of the Superintendent.
4. Guidelines SC 1164	<p>The individual contracts and the compensation plan may include:</p> <ol style="list-style-type: none"> 1. Description of the program for determining administrative salaries. 2. Salary amounts or salary schedules. 3. List of fringe benefits. <p>The compensation plan shall be determined through a good faith meet and discuss procedure, upon request, with appropriate supervisors and administrators.</p> <p>The plan may include a description for determining administrative compensation, based on performance based evaluations.</p>

Substitute Principal Compensation

Qualified and competent substitute principals shall be employed in accordance with these guidelines:

Day-to-day substitutes shall receive a per diem stipend of \$125.00 per day.

Day-to-day per diem will be predicated on the following schedule and is cumulative for one (1) year only:

1 to 9 days	-	\$125 per day
10 to 20 days	-	\$140 per day
21 to 40 days	-	\$155 per day

The Superintendent may negotiate a salary rate within this scale based on scarcity of substitutes.

Substitutes employed more than forty (40) days will be placed at Schedule A (one (1) year experience) with appropriate ratio applied per highest level of principal certification held by the substitute on a per diem basis as per the administrative compensation plan.

References:

School Code – 24 P.S. Sec. 406, 1075, 1077, 1089, 1141-1152, 1164