

**ADMINISTRATIVE COMPENSATION AND BENEFITS**

**COMPENSATION:** The following compensation schedule for administrators shall apply. Placement on steps and movement from year to year shall be based on an evaluation of the administrator's performance and recommendation by the Superintendent of Schools.

|  | <u><b>2019-2020</b></u> |
|--|-------------------------|
| A. <u>HIGH SCHOOL PRINCIPAL,</u><br><u>BCS K-4 PRINCIPAL, BCS 5-8 PRINCIPAL</u>                                      |                         |
| Level I  | 83,899                  |
| Level II   | 88,321                  |
| Level III  | 98,145                  |
| B. <u>DIRECTOR OF PUPIL SERVICES,</u><br><u>DIRECTOR OF BUSINESS &amp; FINANCE</u><br><u>DIRECTOR OF INSTRUCTION</u> |                         |
| Level I  | 78,912                  |
| Level II   | 83,077                  |
| Level III  | 92,332                  |
| C. <u>HIGH SCHOOL ASSISTANT PRINCIPAL,</u>   |                         |
| Level I  | 77,959                  |
| Level II   | 82,070                  |
| Level III  | 91,192                  |
| D. <u>ATHLETIC ADMINISTRATOR</u>   |                         |
| Level I  | 75,633                  |
| Level II   | 79,593                  |
| Level III  | 89,323                  |
| E. <u>BCS ASSISTANT PRINCIPAL</u>  |                         |
| Level I  | 64,765                  |
| Level II   | 68,180                  |
| Level III  | 75,760                  |

**ADVANCED DEGREE:** Administrators with a CAS degree will be paid an additional 9% of their salary as calculated on the scale above.

**CONTRACT YEAR:** July 1 through June 30; 260 day work year (except for BCS Assistant Principal which is a work year of teacher days +20)

**VACATIONS:** To be arranged with the Superintendent of Schools not to exceed 30 days for year round employees. All days remaining on June 30<sup>th</sup> of any contract year will be forfeited unless used by July 10<sup>th</sup> of the following contract year.

**HOLIDAYS:** Fourteen (14) non-work holidays: Labor Day, Columbus Day, Veterans Day, Thanksgiving Day, day after Thanksgiving, Christmas Day, New Year's Day, Martin Luther King Day, President's Day, Patriots Day, Memorial Day, Independence Day and two choice days during the school Christmas vacation.

**SICK LEAVE:** Fifteen (15) days of sick leave shall be available to year round employees at the beginning of each contract year and shall be cumulative to two hundred and fifteen (215) days of which up to twenty (20) days of sick leave may be transferred from a previous school system after one year of employment. The Brewer School Committee will consider additional sick leave in unusual circumstances.

**FAMILY SICK LEAVE:** Up to five (5) days of sick leave shall be available to year round employees to care for an immediate family member. Such leave shall not be charged against the employee's sick leave. Such leave does not accumulate from year to year.

**BEREAVEMENT LEAVE:** Up to five (5) days of leave will be allowed in the event of a death in the employee's immediate family. Immediate family consists of mother, father, spouse, siblings, children, grandchildren and grandparents (natural, in-law or step relationships). The Superintendent of Schools may consider special relationships.

**OTHER LEAVE:** To be arranged with the Superintendent of Schools, but may include up to five (5) days of professional leave to allow work to be completed offsite.

**MEDICAL INSURANCE:** Choice Plus Plan: the School Committee will pay 95% of single plan coverage and 74% of the difference between the single and dependent coverage of the School Department's chosen health insurance plan. Standard Plan: Administrators will pay the difference between the amount paid by the Committee for Choice Plus and the cost of the Standard Plan for the level of coverage the employee selects. Administrators also have the option of taking \$3,000 in lieu of taking the health insurance benefit

**DISABILITY INSURANCE:** The Brewer School Committee will pay the full premium for a Short-Term/Long-Term Disability Plan for each administrator who works at least 32 hours per week.

**DELTA DENTAL:** The Brewer School Committee will pay the full premiums for the appropriate level of coverage for Delta Dental Insurance, Plan V, for each administrator.

**FLEXIBLE SPENDING ACCOUNT:** The Committee agrees to provide a flexible spending account under IRS Sections 125 and 129 to enable administrators to pay health-related costs and child-care costs on a pretax basis. The Committee agrees to pay 50% of the administrative fee for each employee.

**PROFESSIONAL IMPROVEMENT:** Reimbursement shall be granted, pending the availability of funds, for the actual cost of tuition, fees, and books necessary for courses related to the employee's professional employment with the Brewer School Department subject to the prior

approval of such courses by the Superintendent of Schools. Sabbatical leave will be considered in accordance with § 20 M.R.S. 473.9.

**CONFERENCES:** Attendance at a national conference for up to two administrators annually; pending availability of funds.

**RETIREMENT PAY:** Effective July 1, 2011: Upon retirement, any administrator, regardless of date of hire, who has worked for the Brewer School Department for a minimum of (5) years shall receive payment at the employee's current per diem rate of pay for up to (34) days of accumulated sick leave. To qualify, the employee must have worked in administration as the last employed position within the Brewer School Department. Sick day payouts can only happen once during all employment in the Brewer School Department.

**LIFE INSURANCE:** The Brewer School Committee agrees to provide a one-time benefit of ½ of an administrator's salary to his/her beneficiary or estate in the event of the administrator's death while employed by the Brewer School Department. Maine State Retirement Basic Life Insurance for eligible administrators will be paid by the Brewer School Department.

**DUES:** The Brewer School Committee agrees to pay up to \$600 total, annually, per administrator for dues to professional organizations which are deemed appropriate by the Superintendent.

**RETIREMENT PROGRAM:** As specified by the Maine State Retirement System.

**PAYMENT:** Equal amounts biweekly throughout the year.

Revised: May 7, 2007  
Revised: March 3, 2008  
Revised: June 1, 2009  
Revised: May 3, 2010  
Revised: December 6, 2010  
Revised: April 4, 2011  
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First Reading: June 1, 2015

Policy CDD

Second Reading: July 6, 2015

First Reading: May 9, 2016

Second Reading: June 6, 2016

Revised: June 5, 2017

Revised: July 9, 2018

Revised: June 3, 2019