



WARREN COUNTY SCHOOL DISTRICT

CENTRAL ADMINISTRATIVE OFFICES
589 HOSPITAL DRIVE, SUITE A
WARREN PA 16365-4885

BRANDON L. HUFNAGEL
SUPERINTENDENT

RE: Act 93 Agreement; Administrator Compensation Plan/Certificated

Dear Mr. Weber:

This will serve to confirm the results of our recent discussions over the terms of the Compensation Plan for Act 93 Administrators/Certificated from July 1, 2012 until June 30, 2013.

Effective July 1, 2012, the terms of the 2008-2011 Compensation Plan will apply with the modifications described below:

- A. Administrators will receive a salary increase over the course of 2012-2013, to be paid as follows:
 - On the 1st pay of 2012-2013, employees will receive a .875% increase to base salary.
 - On the 7th pay, employees will receive a 1.75% increase to base salary.
 - On the 14th pay, employees will receive a 2.625% increase to base salary.
 - On the 19th pay, employees will receive a 3.5% increase to base salary.
- B. Changes the District negotiated with the Warren County Education Association with respect to the employee contribution required of professional employees for health insurance will apply to Administrators.
- C. This negotiated partial salary freeze allows administrators to reach the pay rate originally planned for the 11-12 school year. Administrators took a full pay freeze in the 11-12 school year. This agreement provides for an overall average increase in compensation of approximately 1.75% for the 12-13 school year with all concessions, including medical, considered.

Very truly yours,

Arthur Stewart, Board President

1232217.v1