



WARREN COUNTY SCHOOL DISTRICT

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

BRANDON L. HUFNAGEL
SUPERINTENDENT

RE: Administrative Support Group Compensation Plan

Dear Mrs. Huck:

This will serve to confirm the results of our recent discussions over the terms of the Compensation Plan for the Administrative Support Group from July 1, 2012 until June 30, 2013.

Effective July 1, 2012, the terms of the Compensation Plan for 2010-2011 will apply with the modifications described below:

- A. Members of the Administrative Support Group 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 rate.
 - On the 7th pay, employees will receive a 1.75% increase to base rate.
 - On the 14th pay, employees will receive a 2.625% increase to base rate.
 - On the 19th pay, employees will receive a 3.5% increase to base rate.
- B. Changes the WCSD negotiated with the Warren County Education Association with respect to the employee contribution required of professional employees for health insurance will apply to the Administrative Support Group.
- C. This negotiated partial salary freeze allows administrative support employees to reach the pay rate originally planned for the 11-12 school year. Administrative support employees 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

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