

THE LAW: Act 93 of 1984

The General Assembly of the Commonwealth of Pennsylvania hereby enacts as follows:

The act of March 10, 1949 (P.L. 30, No. 14), known as the Public School Code of 1949, is amended by adding a section to read:

Section 1164. Compensation Plan for School Administrators. --

(a) As used in this section, the following words will have the following meanings:

“Administrative compensation” shall mean administrator salaries and fringe benefits, and shall include any board decision that directly affects administrator compensation such as administrative evaluation and early retirement programs.

“School administrator” shall mean any employee of the school entity below the rank of district superintendent, executive director, director of vocational technical school, assistant district superintendent or assistant executive director, but including the rank of first level supervisor, who by virtue of assigned duties is not in a bargaining unit of public employees as created under the act of July 23, 1970 (P.L. 563, No. 195), known as the “Public Employee Relations Act.” However, this definition shall not apply to anyone who has the duties and responsibilities of the position of a business manager or personnel director, but not to include principals.

“School employer” shall mean a board of school directors, the area vocational technical school board of directors or the intermediate unit board of school directors as defined in this act.

(b) The purpose of this section is to provide a means by which compensation matters affecting school administrators can be resolved within the framework of a management team philosophy.

(c) School employers, upon the written request of a majority of the school administrators in the district, shall be required to meet and discuss in good faith with the school administrators on administrator compensation prior to adoption of the compensation plan.

(d) School employers shall all be required to adopt written administrator compensation plans which shall apply to eligible school administrators as provided in this section, and which shall continue in effect until a time specified in the compensation plan, but in no event for less than one school year.

(e) An administrator compensation plan adopted pursuant to this section shall include, but not be limited to, the following items:

- (1) A description of the program determining administrative salaries
- (2) Salary amounts or a salary schedule
- (3) A listing of fringe benefits.

(f) School employers and school administrators shall continue to be subject to the act of June 30, 1947 (P.L. 1183, No. 492), commonly known as the Public Employees Anti-Strike Law.

This act shall take effect in 150 days.