

THE GENERAL ASSEMBLY OF PENNSYLVANIA

HOUSE BILL

No. 2544 Session of 2026

INTRODUCED BY TAKAC, K. HARRIS, HILL-EVANS, D. WILLIAMS,
 SANCHEZ, PROBST, ABNEY, MEHAFFIE, GUZMAN, CEPEDA-FREYTIZ AND
 GREEN, MAY 27, 2026

REFERRED TO COMMITTEE ON EDUCATION, MAY 27, 2026

AN ACT

1 Amending the act of March 10, 1949 (P.L.30, No.14), entitled "An
 2 act relating to the public school system, including certain
 3 provisions applicable as well to private and parochial
 4 schools; amending, revising, consolidating and changing the
 5 laws relating thereto," in professional employees, further
 6 providing for compensation plans for school administrators.

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

9 Section 1. Section 1164 of the act of March 10, 1949
 10 (P.L.30, No.14), known as the Public School Code of 1949, is
 11 amended to read:

12 Section 1164. Compensation [Plans] Agreements for School
 13 Administrators.--(a) As used in this section, the following
 14 words will have the following meanings:

15 "Administrative compensation" shall mean administrator
 16 salaries and fringe benefits and shall include any board
 17 decision that directly affects administrator compensation such
 18 as administrative evaluation and early retirement programs.

19 "Agreement" shall mean the compensation and benefits plan for

1 school administrators.

2 "Public Employe Relations Act" shall mean the act of July 23,
3 1970 (P.L.563, No.195), known as the "Public Employe Relations
4 Act."

5 "School administrator" shall mean any employe of the school
6 entity below the rank of district superintendent, executive
7 director, director of career and technical school, assistant
8 district superintendent or assistant executive director, but
9 including [the rank of first level supervisor] an individual
10 with a supervisory or administrative certificate from the
11 Department of Education, who by virtue of assigned duties is not
12 in a bargaining unit of public employes as created under the
13 [act of July 23, 1970 (P.L.563, No.195), known as the "Public
14 Employe Relations Act."] Public Employe Relations Act. However,
15 this definition shall not apply to anyone who has the duties and
16 responsibilities of the position of business manager or
17 personnel director[, but not to include principals]. This
18 definition shall include principals, assistant principals or
19 vice principals.

20 "School employer" shall mean a board of school directors, the
21 area career and technical school board of directors or the
22 intermediate unit board of school directors as defined in this
23 act.

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

28 (c) School employers[, upon the written request of a
29 majority of the school administrators in the district,] shall be
30 required to meet and discuss in good faith with the school

1 administrators on [administrator] compensation, performance
2 evaluations and benefits prior to adoption of the [compensation
3 plan] agreement.

4 (d) School employers shall be required to adopt written
5 [administrator compensation plans] agreements which shall apply
6 to all eligible school administrators, as provided in this
7 section, and which shall continue in effect until a time
8 specified in the [compensation plan] agreement, but in no event
9 for less than one school year nor more than five school years.

10 (e) An [administrator compensation plan] agreement adopted
11 pursuant to this section shall include, but not be limited to,
12 the following items:

13 (1) A description of the program determining administrative
14 salaries.

15 (2) Salary amounts or a salary schedule.

16 (3) A listing of fringe benefits.

17 (4) A process for performance evaluation, which shall comply
18 with section 1138.4.

19 (5) A complaint process under the school employer's board
20 policy.

21 (6) If, after the school employer's complaint process is
22 conducted and a dispute still exists, or if no complaint process
23 exists in the school employer's board policy, a nonbinding
24 process for the mediation of disputes arising out of the
25 interpretation of provisions of an agreement, with mediation
26 services to be provided by the Pennsylvania Bureau of Mediation.
27 The following shall apply:

28 (i) If the school administrator elects the mediation process
29 provided under this clause to resolve a dispute, the election
30 shall constitute a waiver of any right the school administrator

1 may have to file an appeal under section 1131.

2 (ii) Nothing in this section shall be construed to prohibit
3 a school administrator from appealing the involved action of the
4 board to a court in accordance with 2 Pa.C.S. Chs. 5 Subch. A
5 (relating to practice and procedure of Commonwealth agencies)
6 and 7 Subch. A (relating to judicial review of Commonwealth
7 agency action).

8 (e.1) Once an agreement is approved by the school employer
9 and entered into the minutes, the agreement shall be binding.

10 (e.2) The terms of a previous agreement shall remain in
11 place until a new agreement is ratified by the school employer.

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

15 (g) If a school administrator has a concern about the school
16 administrator's performance or other administrative rights as
17 specified in an agreement, the school administrator shall be
18 entitled to the following appeal process:

19 (1) Upon written request from the school administrator, the
20 district superintendent shall meet with the school administrator
21 in an attempt to resolve the issue in question. The school
22 administrator may choose to be represented at the meeting by
23 another school administrator covered under agreement.

24 (2) If the issue is not resolved after the meeting under
25 clause (1), the school administrator may submit a written
26 request for a meeting with the school employer. A majority of
27 members of the board of school directors or a committee of the
28 board of school directors shall meet with the school
29 administrator, in executive session, in an effort to resolve the
30 issue. The school administrator may choose to be represented at

1 the meeting by another school administrator covered under
2 agreement.

3 (h) If a school administrator is summoned to a meeting by
4 the school administrator's supervisor in which discipline,
5 termination or personal working conditions may be discussed, the
6 school administrator shall have the right to representation at
7 the meeting. The school administrator may choose to be
8 represented at the meeting by another school administrator
9 covered under an agreement.

10 (i) If a school administrator is summoned to attend a
11 meeting by the school administrator's supervisor in which the
12 solicitor or another attorney is present on behalf of the school
13 employer, the school administrator shall have the right to
14 reschedule the meeting until the school administrator is able to
15 obtain legal representation.

16 Section 2. This act shall take effect in 60 days.