

SECTION: ADMINISTRATIVE
EMPLOYEES

TITLE: LONGEVITY COMPENSATION

ADOPTED: January 8, 1998

REVISED:

HANOVER AREA SCHOOL DISTRICT

328.1. LONGEVITY COMPENSATION											
1. Purpose	To recognize the years of service and contribution to education of senior certified administrative personnel and, to compensate certified administrators for district seniority in a manner similar to that afforded the Hanover Area Professional Teaching Staff.										
2. Eligibility and Guidelines	<p>All incumbent full-time administrators filling positions requiring state certification shall be eligible for longevity compensation in accordance with the schedule herein provided the employee satisfies the following conditions:</p> <ol style="list-style-type: none"> 1. Shall have earned seniority in the district or shall have established years of seniority as a combination of district seniority and transferred seniority at the time of hire approved by the Board. 2. Shall have served in the eligible administrative position at least one (1) year to receiving longevity compensation and shall have received a satisfactory performance rating by the appropriate supervisor. 3. Shall be the incumbent in the administrative position at the time of the compensation award. 										
<p>Act 93 Administrative Compensation Plan Pol. 328</p>											
3. Compensation	<p>The following salary increments shall be added to the base annual salary of eligible administrators effective July 1 of the school year following completion of the earned years of service:</p> <table style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th style="text-align: center;">YEARS OF SERVICE (SENIORITY)</th> <th style="text-align: center;"><u>ANNUAL SALARY INCREMENT</u></th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">25 years</td> <td style="text-align: center;">\$1,000</td> </tr> <tr> <td style="text-align: center;">30 years</td> <td style="text-align: center;">\$1,000</td> </tr> <tr> <td style="text-align: center;">35 years</td> <td style="text-align: center;">\$1,000</td> </tr> <tr> <td style="text-align: center;">40 years</td> <td style="text-align: center;">\$1,000</td> </tr> </tbody> </table>	YEARS OF SERVICE (SENIORITY)	<u>ANNUAL SALARY INCREMENT</u>	25 years	\$1,000	30 years	\$1,000	35 years	\$1,000	40 years	\$1,000
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Application

Salary increments are individually applicable and cumulative upon completion of years of service and eligibility requirements.

Example

A certified employee appointed to an administrative position after twenty-eight (28) years of service would receive the 25th year salary increment effective July 1 following the completion of one (1) full year of service and satisfactory performance rating.

All incumbent eligible administrators at the date of adoption of this policy shall receive applicable salary adjustments to July 1, 1981, provided a satisfactory performance review is on file in the office of the Superintendent.