Downingtown Area School District

Administrator’s Compensation Plan
Act 93

Effective:
July 1, 2019 – June 30, 2024
The Downingtown Area School District Board of Directors recognizes that Act 93 has given Administrators the opportunity to meet and discuss in "good faith" with the Board of Directors on wages, benefits, and information as to how these were developed and are to be administered.

The Downingtown Area School District Board of Directors wants to meet and discuss in "good faith" those items that are important to the welfare of the management team. It is the Board of Directors’ intention to present (in writing) a fair and equitable compensation plan.

GUIDELINES FOR MEET AND DISCUSS

Compensation will be determined through a "good faith" meet and discuss procedure. In general, the following three meetings should be enough to comply with "good faith" meet and discuss procedures:

Meeting 1 - A background session where both Administrators and Board Members share concerns and where background information is presented and discussed.

Meeting 2 - A proposal session where Administrators present specific proposals on a set of principles for a compensation plan.

Meeting 3 - A session where the Board explains the decisions it has made about Administrators’ compensation.

The Downingtown Area School District Board of Directors accepts the above guidelines for "Meet and Discuss".
TERMS OF AGREEMENT

Length of Agreement
The agreement will be for a five year period beginning July 1, 2019 and extending through June 30, 2024.

Salaries and Ranges
Range movement will be based on the percentage provided by PSBA annually.
- All twelve (12) month salary ranges are based on 260 days per year;
- Ten month salary ranges are based on:
  - 205 days per year; or
  - 191 days per year.

Any Administrator working less than the scheduled days for the fiscal year will be prorated based on actual days worked.

Salary Increases
Annual salary increases will be effective July 1 of each new fiscal year. The percentage salary increases for July 1, 2019 will be:

<table>
<thead>
<tr>
<th>Quintile</th>
<th>1st Quintile</th>
<th>2nd Quintile</th>
<th>3rd Quintile</th>
<th>4th Quintile</th>
<th>5th Quintile</th>
</tr>
</thead>
<tbody>
<tr>
<td>2019-20</td>
<td>3.3%</td>
<td>3.2%</td>
<td>3.1%</td>
<td>3.0%</td>
<td>2.9%</td>
</tr>
</tbody>
</table>

Effective July 1, 2020, salary increases will be based on performance and goals using the following 4 point rating scale.

<table>
<thead>
<tr>
<th>Performance</th>
<th>Distinguished</th>
<th>Proficient</th>
<th>Needs Improvement</th>
<th>Failing/ Unsatisfactory</th>
</tr>
</thead>
<tbody>
<tr>
<td>Goal 1</td>
<td>0.50%</td>
<td>0.30%</td>
<td>0.125%</td>
<td>0%</td>
</tr>
<tr>
<td>Goal 2</td>
<td>0.50%</td>
<td>0.30%</td>
<td>0.125%</td>
<td>0%</td>
</tr>
</tbody>
</table>

Year-end evaluations for the administrators must be completed and submitted to Human Resources by May 30 each year for raises to be effective July 1.

Pay Information
- Salary increases will be effective in the first pay of July for all twelve (12) month employees. Ten (10) month employees will be effective in the first pay of September.
- All employees shall be required to receive their pay by means of direct deposit to a financial institution of their own choosing.
- Pays are bi-weekly on a 26 pay cycle unless a 27 pay cycle is warranted.

Adjustments
A pool of money will be budgeted each year to be used to maintain competitiveness in salaries at the recommendation of the Superintendent and Director of Human Resources.

Performance Evaluations
Individual evaluations will be conducted at least annually by the Superintendent or designee. Rating must be supported by specific narrative documentation. If performance is rated as less than proficient, the Administrator will meet with the appropriate supervisor to cooperatively develop an improvement plan. The improvement plan will be submitted to the Superintendent or designee for
review and approval. If performance is rated as failing/unsatisfactory, the Administrator will not receive an increase for the year and may be subject to disciplinary action, up to and including dismissal.

**Background Checks**

All applicants for employment in public and private schools, including employees of independent contractors, must undergo background checks in accordance with all federal, state and local laws and regulations.

New employees are required to submit the PA State Police Clearance, FBI Fingerprint Clearance, and Child Abuse Clearance completed within one year of their date of hire. New employees must also complete the Act 168 Sexual Misconduct Disclosure Form.

Current employees must resubmit the PA State Police Clearance, FBI Fingerprint Clearance, and Child Abuse Clearance every five years or in accordance with current law and regulations.

Act 82 of 2012 amends Section 111 of the School Code. Form PDE-6004 is required to be completed and submitted by all current and perspective employees. This form shall be utilized by employees to provide written notice within 72 hours after an arrest or conviction or for an offense enumerated under 24 P.S. §§1-111(e) or (f.1).

Non-compliance with these acts can result in disciplinary action up to and including a withdrawal of the offer of employment or termination of employment.

**BENEFITS**

All full time Administrators including 12 month and 10 month employees are eligible for the benefits described in this Agreement through the District effective the first day of active employment with the understanding that benefits shall be pro-rated accordingly.

All benefits described herein shall terminate effective the last active day worked with the exception of those benefits described in the retirement section of this Agreement. Benefits shall be pro-rated accordingly.

The employee benefit information contained in this plan is only a brief summary of the benefits that the District offers. For a full explanation of particular benefits, the specific benefit plan documents should be consulted.

Employee contributions for insurance coverage shall be made through the District’s Cafeteria Plan on a before-tax basis to the extent allowed under Internal Revenue Service Code Section 125 and related regulations.

A group enrollment period shall be held each year in May with changes to be effective on July 1. During this period, Administrators may elect to enroll, disenroll, add eligible dependents, or disenroll dependents in the benefit programs.

Newly hired Administrators must enroll in the medical, prescription, dental, vision and/or option out plan(s) within thirty-one (31) days following the date of eligibility. Otherwise, enrollment is subject to the group enrollment period or change in life event, as defined by the carrier.

Eligible dependents shall be defined as the Administrator’s spouse under a legally existing marriage and children including any stepchild, legally adopted child, a child placed for adoption, or any child whose coverage is the Administrator’s responsibility under the terms of a qualified release or court
order. Dependent children may remain on their parent’s benefit plan up to the end of the month in which he/she turns age 26, regardless of student status, tax dependent status, marital status, or residence.

The Board reserves the right to revisit the healthcare plans during the term of the agreement should laws such as the Patient Protection and Affordable Care Act (PPACA) and other relevant legislation necessitate a change.

**Health Insurance**
The District offers an employer/employee cost share arrangement for selected medical, prescription, dental, and vision insurance.

During the term of this agreement, the District shall offer the following benefit packages with the exception that should another employee group make a change prior to the end of this Agreement, the board will meet and discuss with Act 93 regarding modifications to this Agreement. More detailed information can be found in the Benefit Summaries.

<table>
<thead>
<tr>
<th></th>
<th>PC 20/30/70 Package</th>
<th>PC 320 Package</th>
</tr>
</thead>
<tbody>
<tr>
<td>Medical</td>
<td>PC 20/30/70 or a comparable plan</td>
<td>PC 320 or a comparable plan</td>
</tr>
<tr>
<td>Prescription</td>
<td>$10/$25/$40/$100</td>
<td>$15/$30/$45/$100</td>
</tr>
<tr>
<td>Dental</td>
<td>100%/100%/100% - $1,500 PPO</td>
<td>100%/80%/50% - $1,000 PPO</td>
</tr>
<tr>
<td>Vision</td>
<td>Standard Plan – In Network Only</td>
<td>No Vision Coverage</td>
</tr>
</tbody>
</table>

**Premium Contributions**
The Administrator shall contribute the following amounts for health insurance:

- Ten (10) month employees are eligible for full time Administrator benefits and shall have their benefit contributions deducted on a 20 pay basis (September to June). (Payments will be adjusted for the 2019-20 year for benefit plan year alignment.)
- Twelve (12) month employees shall have deductions taken over 24 pays (July to June).

<table>
<thead>
<tr>
<th></th>
<th>PC 20/30/70 Package</th>
<th>PC 320 Package</th>
</tr>
</thead>
<tbody>
<tr>
<td>Contribution Rate</td>
<td>13%</td>
<td>10%</td>
</tr>
</tbody>
</table>

**Waiver Payment**
At the open enrollment period, an administrative employee may annually opt out of District benefit plans and receive taxable income. These taxable payments shall be prorated and included in the employee’s paycheck, but would not be included in the base salary for retirement purposes. Proof of other insurance coverage indicating that coverage was not purchased through the Marketplace will be required annually to receive opt out payment. The waiver will continue to be offered if the waiver does not adversely impact the cost or result in penalties for the group plan when applied under the Affordable Care Act provisions. Should the opt-out provision negatively impact the District, the waiver payments will be discontinued.

- Medical $400 per quarter
- Prescription Drug $100 per quarter
- Dental $50 per quarter
**Other Insurance**

**Life Insurance**
The District shall pay 100% of the premium for life insurance coverage. The amount of coverage shall be equivalent to three (3) times the annual base salary for each Administrator, rounded to the nearest $1,000, including double indemnity for accidental death and dismemberment. Limitations apply.

**Income Protection Insurance**
The District shall pay 100% of the premium for group coverage for income protection. Administrators shall have the opportunity to elect that such insurance coverage be treated as a taxable or non-taxable benefit. Monthly benefits shall be equal to 60% of basic earnings not to exceed $10,000 per month with a minimum monthly benefit of $100 or 10% of the gross monthly benefit, whichever is greater. Benefits begin after the greater of 60 days or the end of accumulated sick leave.

**Workers’ Compensation Insurance**
In the event an Administrator suffers any work related injury or disability for which Workers Compensation payments are being made or claimed, the Administrator shall immediately notify HR and follow the established procedure.

**Voluntary Life Insurance (Optional)**
Administrators shall have an opportunity to purchase additional life insurance coverage at his/her expense subject to the terms and conditions of the carrier.

**Other Benefits**

**Tuition Reimbursement**
Administrative employees will be reimbursed for 100% of the tuition costs for all graduate, doctoral and pre-approved certification programs. Reimbursement is for tuition only, no fees or materials. The reimbursement amount for an administrator will be capped at $15,000 per year. For any administrator taking courses beyond the first doctorate, the cap will be $5,000 annually. Reimbursement will be made if a grade of “B” or better is obtained, or “pass” in a pass/fail course.

For Doctoral programs only, the administrator may receive payment prior to course completion. The administrator is required to submit course documentation upon completion. If the grade of “B” or better is not attained, the administrator must repay the tuition within 30 days.

Administrators who resign and have received tuition reimbursement will be responsible to repay the district based on the following schedule:

**Effective July 1, 2019:**
Within one year of course reimbursement – the administrator must repay 100% of reimbursement.

**Effective July 1, 2020:**
Within one year of course reimbursement – the administrator must repay 100% of reimbursement. Between months 13 and 36 following the course reimbursement – the repayment amount will be prorated on a reducing scale as follows:
**TUITION REIMBURSEMENT REPAYMENT SCHEDULE - 3 YEAR**

<table>
<thead>
<tr>
<th>Years</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>7</th>
<th>8</th>
<th>9</th>
<th>10</th>
<th>11</th>
<th>12</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>100%</td>
<td>100%</td>
<td>100%</td>
<td>100%</td>
<td>100%</td>
<td>100%</td>
<td>100%</td>
<td>100%</td>
<td>100%</td>
<td>100%</td>
<td>100%</td>
<td>100%</td>
</tr>
<tr>
<td>2</td>
<td>96%</td>
<td>92%</td>
<td>88%</td>
<td>83%</td>
<td>79%</td>
<td>75%</td>
<td>71%</td>
<td>67%</td>
<td>63%</td>
<td>58%</td>
<td>54%</td>
<td>50%</td>
</tr>
<tr>
<td>3</td>
<td>46%</td>
<td>42%</td>
<td>38%</td>
<td>33%</td>
<td>29%</td>
<td>25%</td>
<td>21%</td>
<td>17%</td>
<td>13%</td>
<td>8%</td>
<td>4%</td>
<td>0%</td>
</tr>
</tbody>
</table>

* Time will be counted from the date of reimbursement to the administrator.

Administrators who are responsible to repay tuition reimbursement, will have such monies owed deducted from their final paychecks. If the pay amount is less than money owed, the administrator must make payment in full within 30 days.

**Professional Organizations**
The District will pay each Administrator’s dues to pre-approved national, state and local professional organizations.

**Tax Sheltered Annuity Payment**
After one year of service, the District will match to a 403(b) each dollar that the Administrator contributes into any 403(b) or 457 account, up to a maximum percentage of the Administrator’s annual earnings per fiscal year (July 1 through June 30) as outlined below.

<table>
<thead>
<tr>
<th>Group</th>
<th>Match</th>
</tr>
</thead>
<tbody>
<tr>
<td>Group 1</td>
<td>6%</td>
</tr>
<tr>
<td>Group 2</td>
<td>4%</td>
</tr>
<tr>
<td>Group 3</td>
<td>3%</td>
</tr>
<tr>
<td>Group 4</td>
<td>3%</td>
</tr>
</tbody>
</table>

Beginning as soon as practical, the District will offer a Roth 403b option contingent upon compliance with all applicable laws, rules and regulations, and current offerings.

**Executive Flexible Benefit Plan**
The District shall provide a source of funds equal to 2.5% of the Administrator’s base salary (pro-rated for actual earnings) up to a maximum of $2,500 annually to reimburse the Administrator for eligible expenses incurred in the course of each plan year. All reimbursements made by the Plan will be treated as taxable income to the participant. Any funds remaining in an Administrator’s account at the end of the plan year will be forfeited.

- Any Administrator who participated in the Executive Flexible Benefit Plan during the 2015-2016 plan year and who had an account greater than $2,500 will be grandfathered at that amount for the length of this Agreement.

**Flexible Spending Accounts**
The District offers the opportunity to elect both a Medical Spending Account and Dependent Care Spending Account. This benefit allows you to set aside pre-tax dollars to pay for out of pocket eligible healthcare and dependent care expenses. The plan has a use it or lose it stipulation.

- For Medical Spending, the minimum election is $120 and the maximum election is $2,400.
- For Dependent Care, the minimum election is $120 and the maximum election is $5,000.
**Paid Leave Time**
During the first fiscal year of employment, the last fiscal year of employment, and during a leave of absence, paid leave allowances will be prorated based on the actual days worked. Employees must work at least one (1) day in the new fiscal year in order to re-establish paid leave eligibility at the beginning of the year. If an employee has overdrawn the number of paid days allowable, the subsequent or final pay will be adjusted to recover any money owed to the District.

**Personal Days**
- Administrators employed 12 months will be granted three personal days annually. After all vacation days have been used, an unlimited number of additional personal days may be granted at the discretion of the Superintendent.
- Administrators employed 10 months will be granted five personal days annually. Additional personal days may be granted at the discretion of the Superintendent.

**Sick Days**
Administrative employees employed 12 months will be granted 12 days of sick leave per year with unlimited accumulation.
- Twelve (12) days of sick leave per year may be used for an immediate family member’s illness. Days used for family illness shall be deducted from accumulated sick leave. Members of the immediate family include father, mother, brother, sister, son, daughter, husband, wife, parent-in-law or near relative who resides in the same household, or any person with whom the employee has made his/her home. The relationship of the family member who is ill must appear on the Administrator’s attendance form.

Administrative employees employed 10 months will be granted 10 days of sick leave per year with unlimited accumulation.
- Ten (10) days of sick leave per year may be used for an immediate family member’s illness. Days used for family illness shall be deducted from accumulated sick leave. Members of the immediate family include father, mother, brother, sister, son, daughter, husband, wife, parent-in-law or near relative who resides in the same household, or any person with whom the employee has made his/her home. The relationship of the family member who is ill must appear on the Administrator’s attendance form.

**Vacation Days**
Administrators employed 12 months will receive vacation days annually based on the following:

<table>
<thead>
<tr>
<th>Years of Administrative Service as of July 1 each year</th>
<th>Vacation Day Accrual</th>
</tr>
</thead>
<tbody>
<tr>
<td>&lt;1</td>
<td>Prorated</td>
</tr>
<tr>
<td>1-10</td>
<td>20</td>
</tr>
<tr>
<td>11</td>
<td>21</td>
</tr>
<tr>
<td>12</td>
<td>22</td>
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<td>13</td>
<td>23</td>
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<td>14</td>
<td>24</td>
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<td>15</td>
<td>25</td>
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<td>16</td>
<td>26</td>
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<td>17</td>
<td>27</td>
</tr>
<tr>
<td>18</td>
<td>28</td>
</tr>
<tr>
<td>19</td>
<td>29</td>
</tr>
<tr>
<td>20+</td>
<td>30</td>
</tr>
</tbody>
</table>
- Vacation schedule is based on employment from July 1 through June 30.
• As of June 30 of each year, if an Administrator has over 50 remaining vacation days, he/she will be paid for up to a maximum of 10 unused vacation days. Payment will be made based on the Administrator’s per diem rate as of June 30.

• Administrators may retain up to 50 of their accrued vacation days to carry over to the following year.

• Administrators will be paid through normal payroll process for any unused, but accrued vacation days at resignation from the District based on the Administrator’s daily rate at that time.

• For the purposes of vacation accrual credit, any teacher within the Downingtown Area School District who becomes an Administrator will be granted credit for years of service as follows:
  o If an Administrator has less than 10 years teaching service within the Downingtown Area School District, then their service will count towards the completion of the accrual stated above.
  o If an Administrator has over 10 years teaching service within the Downingtown Area School District when they become an Administrator, then they will receive an additional vacation day for each additional year of service over 10 years up to a maximum of 5 additional days. Then, additional vacation days will be accrued as stated above.

• Any support staff employee within the Downingtown Area School District who becomes an Administrator, will not receive less than the number of vacation days he/she would have received as a support staff employee. Any additional vacation days will be accrued upon completion of 10 years as an Administrator.

**Bereavement Days**
Administrators may be granted the following leave of absence:

• Up to three (3) consecutive days for the death of an immediate family member (father, mother, brother, sister, son, daughter, husband, wife, parent-in-law, grandchild, grandparent, or near relative who resides in the same household or any person with whom the employee has made his/her home) to prepare and attend funeral services. At the discretion of the Superintendent, the period of absence with pay may be extended as the circumstances of the case warrant.

• One (1) day leave of absence for the death of his/her near relative (first cousin, aunt, uncle, niece, nephew, son-in-law, daughter-in-law, brother-in-law, sister-in-law or grandparent-in-law) to attend the funeral service. At the discretion of the Superintendent, the period of absence with pay may be extended as the circumstances of the case warrant.

**Leaves of Absence**

**Sabbatical Leave**
The District will consider requests for sabbatical leave in accordance with the PA School Code, Section 24 PS 11-1166.

**Family & Medical Leave**
In addition to this section of the plan, employees should also refer to the Family and Medical Leave Policy on the District Website. The District is a covered employer under the federal Family and Medical Leave Act (“FMLA”). The FMLA entitles eligible employees to take unpaid leave for specific qualifying reasons. All employees who have worked for the District for at least 12 months and have worked a minimum of 1250 hours during the 12 months immediately preceding their leave date are eligible for FMLA leave. Eligible employees have the right under the FMLA for up to 12 weeks of unpaid leave in a rolling 12-month period. Under certain circumstances, an employee may be entitled to up to 26 weeks of leave in a single 12-month period.

**Other Leaves**
Other requests for a leave of absence will be considered on a case-by-case basis. A decision on each request will be made by the Superintendent or designee.
RESIGNATION OR RETIREMENT

Notification Period
Administrators shall give a 60 day notice of resignation or retirement. The Superintendent or designee may waive such notice at her/his discretion.

Retirement Benefits
The retiree benefits described below are subject to the prevailing benefits in the current Act 93 Compensation Plan for active Administrators.

Administrators retiring, who qualify for and receive an annuity under the Public School Employees’ Retirement System and have served the last 10 years in an administrative position in Downingtown and who are at least age 55 or have 35 years of PSERS service, are entitled to health and life benefits.

Retiree Group Health Plans
- Groups 1 and 2 - Administrators, along with their spouses, may continue to participate in the group medical, dental, prescription drug and vision plan, until the lesser of ten (10) years or the retiree’s age 65. If the insurance coverage the District offers to employees should change, the same change will apply to retirees.
  - A premium contribution, equal to the greater of an active Administrator’s contribution or maximum health care reimbursement amount by the Public School Employees’ Retirement System will be required of the retiree.
  - If a retiree has a spouse covered under the health benefits who reaches age 65 prior to the retiree benefits exhausting at the lesser of 10 years or the retiree’s age 65, then Medicare becomes the spouse’s primary insurer and the District insurance becomes the secondary insurer at the time that spouse reaches age 65.
  - In addition to the above, Administrators who were covered under the 2004-2007 Compensation Agreement (hire date prior to July 1, 2007) and retire after ten (10) years of administrative service will receive a years of service bonus at retirement of $1,500 for each year in Downingtown as an Administrator. Such payment to be made directly to a 403(b) account.

- Groups 3 and 4 - Administrators may continue to participate in the group medical, dental, prescription drug and vision plan, until the lesser of ten (10) years or the retiree’s age 65. If the insurance coverage the District offers to employees should change, the same change will apply to retirees.
  - A premium contribution, equal to the greater of an active Administrator’s contribution or maximum health care reimbursement amount by the Public School Employees’ Retirement System will be required of the retiree.

Retiree Life Insurance
- Groups 1 and 2 - Retirees will be entitled to life insurance at 2.5 times the salary, rounded to the nearest $1,000, of the Administrator’s salary at the time of retirement until the lesser of 10 years or age 65, at the District’s expense.
- Groups 3 and 4 - Retirees will be entitled to life insurance at 2 times the salary, rounded to the nearest $1,000, of the Administrator’s salary at the time of retirement until the lesser of 10 years or age 65, at the District’s expense.
Payments Upon Retirement

Sick, Vacation, and Personal Day Payments
Payments will be paid as a non-elective employer contribution into the retiree’s 403(b) account as soon as administratively practicable. If such amounts cause a retiree’s 403(b) account to exceed the annual contribution limitation for 403(b) plans, then the District in the following calendar year shall contribute any excess amounts.

- **Sick Days** - Upon retirement, Administrators will be granted $55 per day for all accrued, but unused sick days.

- **Vacation Days** - Upon retirement, Administrators will be paid for all accrued, but unused vacation days at the Administrator’s per diem rate up to the maximum allowed.

- **Personal Day Payment** - In lieu of a personal day payout, an Administrator will receive a payment at retirement calculated by using the following formula:
  \[
  \text{Payment} = 0.0015 \times \text{years of service recorded by PSERS} \times \text{average of 3 highest DASD full year salary}
  \]

Payment Upon Retirement for Administrators who do not meet retirement criteria defined above

Sick and Vacation Day Payments
Administrators retiring, who qualify for and receive an annuity under the Public School Employees’ Retirement System are entitled to the following benefits.

- Administrators shall be granted $55 per day for accrued but unused sick days.
- Administrators shall be paid per diem for all unused, but accrued vacation days.
- These payments will be made as a non-elective employer contribution into the Administrator’s 403(b) accounts as soon as administratively practicable. If such amounts cause a retiree’s 403(b) account to exceed the annual contribution limitation for 403(b) plans, then the District in the following calendar year shall contribute any excess amounts.

Service as an Administrator and a Teacher
Any Administrative employee who retires under the Public School Employees’ Retirement System prior to attaining 10 years of service as an Administrator in Downingtown Area School District and therefore does not qualify for the Administrator retirement health benefits offered in this agreement, but was a teacher in the Downingtown Area School District prior to becoming an Administrator, will be eligible to receive the retirement benefits he/she would have been afforded as a teacher in the Downingtown Area School District.

- To qualify for the teacher retirement benefit under the terms of the Agreement between The Downingtown Area Board of Education and The Downingtown Area Education Association, total years of teaching service will be the sum of teaching years plus administrative years of service under ten in the Downingtown Area School District.
DEATH BENEFITS

An Administrator who dies while actively employed by the District shall receive the following entitlements:

Payments

Sick, Vacation, and Personal Day Payments

- **Vacation Days** - Any accrued, but unused vacation days will be paid at the Administrator’s per diem payable to the beneficiary.

- **Sick Days** - Any accrued, but unused sick days will be paid at $55 per day payable to the beneficiary.

- **Personal Days** - Payout of personal days to the Administrator’s beneficiary based on the following formula:
  \[ = 0.0015 \times \text{years of service recorded by PSERS} \times \text{average of 3 highest DASD full year salary} \]

Benefit Coverage

An Administrator who qualifies for an annuity under PSERS and is qualified to receive benefits there under (vested status), and has served a minimum of three (3) years with the District, is entitled to the following coverage for his/her family:

- The spouse and/or eligible dependents covered by the Administrator at the time of death under the District’s group health plans will be entitled to continue coverage in the District’s plans in accordance with COBRA regulations. The District will pay the costs of premiums for spouse and eligible dependents until the end of the COBRA period for a maximum of three (3) years. Should the spouse or dependent become eligible for coverage in another plan prior to the end of the three year time period, or the dependent(s) become ineligible for coverage as per the District’s plan document rules, the District paid premium will cease.
EXECUTION OF AGREEMENT

The Downingtown Area School District Board of Directors and Act 93 Administrators accept the terms of this agreement.

BOARD OF DIRECTORS

COMMITTEE MEMBERS

Rebecca Britton
Carl K. Croft
David Kring
Ted Rauth

SCHOOL BOARD PRESIDENT,
Jane Bertone

BOARD SECRETARY,
Virginia Warhay

ACT 93 COMMITTEE MEMBERS

Group 1, Dr. Louis M. Chance
Group 1, E. Calleen Yenser
Group 2, Dr. Al Kurt Baker
Group 2, Dr. Nicholas J. Argenish
Group 2, Michael M. Beangels
Group 2, Ann Berrios
Group 3, Dr. Heather D. Carr
Group 3, Dr. Anthony J. Nordone
Group 3, Jamie Nunery
Group 4, Dr. Troy Podell
Group 4, Anthony J. Malloy
Group 4, Renee L. Harty
Group 4, Christopher Cobb