

**PLEASANT VALLEY SCHOOL DISTRICT**  
**Brodheadsville, Pennsylvania 18322**

**EMPLOYMENT AGREEMENT**

**WHEREAS**, Scott Campbell has been hired as Chief of School Police/Security (hereinafter "Chief"); and,

**WHEREAS**, the District wishes to establish his compensation and working conditions effective July 1, 2018 through June 30, 2021 as follows:

1. Chief shall be a full-time, twelve (12) month employee.
2. **Salary:** The Chief shall be paid a salary of \$65195.00 for the 2018-2019 fiscal year; \$67,477.00 for the 2019-2020 fiscal year; and \$69838.00 for the 2020-2021 fiscal year. In addition, the Chief will be paid an annual stipend of \$5,000, prorated, upon proper certification/approval to carry a weapon on his person as per Board Policy No. 705.1. and possess particular weaponry on his person while exercising his duties.
3. **Uniform:** The Chief shall be issued the items set forth in Article III of the 2018 through 2021 School Police Officer Compensation Plan.
4. **Holidays:** The Chief shall be covered by the provisions of Article IV 1A, 1B & 1C of the 2018 through 2021 School Police Officer Compensation Plan.
5. **Benefits:** The Chief shall be provided the benefits set forth in Article V of the 2018 through 2021 School Police Officer Compensation Plan.
6. **Other Benefits:** The Chief shall be provided with other benefits as set forth in Article VI of the 2018 through 2021 School Police Officer Compensation Plan.
7. **Sick Leave:** The Chief shall be provided the benefits set forth in Article VII of the 2018 through 2021 School Police Officer Compensation Plan.
8. **Leaves of Absence:** The Chief shall be covered by the provisions of Article VIII 2A, 2C, 2D, 2E, 3, 4, 5, 6, 7 & 8 of the 2018 through 2021 School Police Officer Compensation Plan. The Chief shall be entitled to three (3) personal days per school year. Unused personal days may be accumulated and carried over from year-to-year up to a maximum of five (5) days by informing the school district business manager, in writing, no later than June 1 of each school year. In the event the business manager does not receive notification as aforementioned, all unused non-accumulated personal days will be credited to an individual's sick days.
9. The Chief shall have and maintain all levels/areas of training required to be certified as a school police officer.
10. It is expressly agreed that Articles I, II, and the Appendix of the 2018-2021 School Police Officer Compensation Plan, do not apply.
11. **Home/Car Vandalism:** The district shall pay the cost incurred by the Chief due to vandalism to the home or car of said administrator provided the vandalism is related to the employment and duties performed by said chief/assistant chief. The applicable insurance deductible shall not exceed \$500 per occurrence. In the event that an incident of vandalism occurs as aforementioned, a committee consisting of the

superintendent, a Board member, and another administrator shall meet to determine whether or not the vandalism is related to the employment and duties of the Chief.

12. Education Reimbursement:

Courses relevant to present job responsibilities and/or certification requirements will be reimbursed up to a maximum of six (6) credits each fiscal year for tuition expenses at one hundred percent (100%) of the Pennsylvania State System of Higher Education Rate. All courses must have prior approval of the Superintendent.

- In order to be eligible for reimbursement and/or not be required to refund the tuition advancement, the Chief must earn in said course a grade of B or better.
- Chief shall be responsible to purchase all required textbooks at his/her own expense.
- Chief will receive a \$750 salary increase upon matriculation to an Associate Degree in an appropriate and approved area.
- The Chief must remain an employee of the School District in any capacity for a term of sixty (60) consecutive months following completion of the course work, otherwise the cost of said course shall be returned to the district as follows:

<u>Time Period</u>	<u>Amount of Repayment</u>
Less than but not equal to one (1) year .....	100%
One year (1) but less than two (2) years .....	80%
Two years (2) but less than three (3) years .....	60%
Three years (3) but less than four (4) years .....	40%
Four years (4) but less than five (5) years .....	20%
Greater than or equal to five (5) years .....	Zero

The payback period shall begin on the date of the submission of the transcript/ grades to the superintendent.


In the event chief position is eliminated and no other position is available for the Chief within the district, the Chief shall not be subject to the payback provision. Payback provision shall be in effect under any of the following circumstances:

- Chief is terminated for cause; or
- Chief voluntarily resigns; or
- Chief position is eliminated and the affected administrator declines a position offered within the district

**PLEASANT VALLEY SCHOOL DISTRICT**

By   
President

Date: 1/28/19

  
Chief

Date: 1/30/2019