

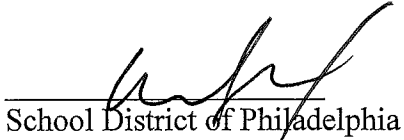
TENTATIVE AGREEMENT
BETWEEN THE COMMONWEALTH ASSOCIATION OF SCHOOL
ADMINISTRATORS AND THE SCHOOL DISTRICT OF PHILADELPHIA

Modify Art. 1.1 New Section as follows:

Eleven-month Administrator—any administrator who is paid for eleven months of service. The work year for such administrators shall commence on August 1st and terminate on June 30th. Unless designated as a twelve-month administrator by the Superintendent or his/her designee, effective August 1, 2017, all other ten-month principals and assistant principals shall become eleven-month principals and assistant principals.


Commonwealth Association of
School Administrators

5/24/16
Date



School District of Philadelphia

5/24/16
Date

TENTATIVE AGREEMENT
BETWEEN THE COMMONWEALTH ASSOCIATION OF SCHOOL
ADMINISTRATORS AND THE SCHOOL DISTRICT OF PHILADELPHIA

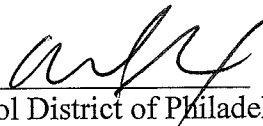
Delete Art. 1.1i as follows:

~~High Needs Schools. Effective July 1, 2010, High Needs Schools shall include the District's lowest performing schools as measured by Corrective Action II and those schools scoring in the bottom decile of the School Performance Index. In the event the formula for Corrective Action changes, the Parties agree to meet and discuss any impact on the definition of High Needs Schools.~~



Commonwealth Association of
School Administrators

5/24/14
Date



School District of Philadelphia

5/24/14
Date

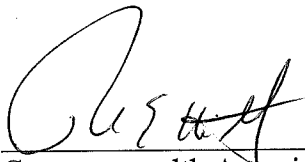
TENTATIVE AGREEMENT
BETWEEN THE COMMONWEALTH ASSOCIATION OF SCHOOL
ADMINISTRATORS AND THE SCHOOL DISTRICT OF PHILADELPHIA

Modify Art 2.1 (CASA #5) as follows:

To evaluate the performance of administrators according to District established criteria which will not conflict with state requirements and which shall be provided to administrators.

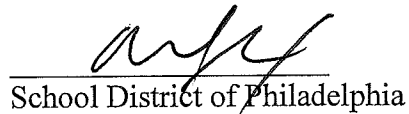
Modify Art. 1.3 as follows:

The Parties will meet to discuss new administrator performance criteria prior to implementation.



Commonwealth Association of
School Administrators

5/24/16
Date



School District of Philadelphia

5/24/16
Date

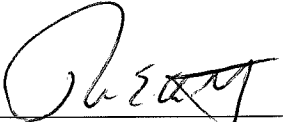
TENTATIVE AGREEMENT
BETWEEN THE COMMONWEALTH ASSOCIATION OF SCHOOL
ADMINISTRATORS AND THE SCHOOL DISTRICT OF PHILADELPHIA

Modify Art. 4.9 as follows:

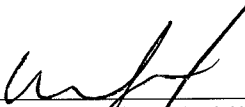
a. School District Administrators who are not included in the bargaining units represented by CASA shall not consistently and regularly perform duties that are consistently and regularly performed by members of CASA bargaining units. This prohibition shall not be applicable to existing classifications of Administrators not in the CASA bargaining unit whose duties currently involve the supervision of children, the writing of curriculum and the like.

b. The School District agrees that before any bargaining unit position is subcontracted or assigned the issue or issues will be subject to mandatory bargaining in accordance with law.

c. The Parties agree that this section does not constitute a waiver by either party of their respective rights, which can be asserted in any appropriate forum.



Commonwealth Association of
School Administrators
5/19/16
Date



School District of Philadelphia
5/19/16
Date

TENTATIVE AGREEMENT
BETWEEN THE COMMONWEALTH ASSOCIATION OF SCHOOL
ADMINISTRATORS AND THE SCHOOL DISTRICT OF PHILADELPHIA

SDP #3 Modify Art. 5.1 as follows:

A grievance shall be defined as a claim of a violation of any specific provision of this Agreement ~~or of any Personnel Policy or Regulation which has been or shall be adopted by the Board and/or SRC.~~ Allegations raising issues of unwritten practice or customs are not subject to this Article and may not be grieved or arbitrated. Similarly, matters concerning educational policy are not subject to this Article and may not be grieved or arbitrated.

SDP #4 Delete Art. 5.5(m) as follows:

~~m. — At each of the first two steps of this Grievance Procedure, the Superintendent/CEO and CASA shall have the opportunity and duty to present all documentary evidence and witnesses on which each relies but shall not be permitted to present any documentary evidence or witnesses not present at Step 2, unless such documentary evidence or witnesses were not known to exist and could not, by reasonable diligence, have been discovered prior to the hearing at Step 3, or unless a copy of such documentary evidence or notice of the name of such witness and the nature of this testimony is given to the other party at least five (5) calendar days prior to the arbitration~~

CASA #14 Modify Art. 10.6 as follows:

Administrators may be disciplined for just cause ~~at the discretion of the School District.~~ The Parties acknowledge and agree that bargaining unit members are held to a higher standard because of their roles and responsibilities as administrators comprising an integral part of the management team of The School District of Philadelphia. Discipline shall include discharge, suspension, demotion in salary or status, or any other action disciplinary in nature.

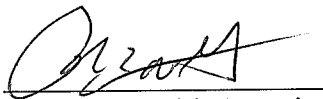
TENTATIVE AGREEMENT
BETWEEN THE COMMONWEALTH ASSOCIATION OF SCHOOL
ADMINISTRATORS AND THE SCHOOL DISTRICT OF PHILADELPHIA

Modify Art. Section 6.0 as follows:

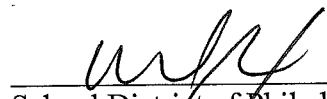
Delete current sections a and b

Replace with the following:

- a. Effective July 1, 2016, eligible employees employed in a bargaining unit position on the ratification date and also on July 1, 2016 will receive a lump sum payment equal to 3% of base salary, with a minimum payment of \$1,000. *WJ*
- b. Effective August 31, 2016, eligible employees not at the maximum of the salary scale applicable to their pay step shall receive an increment consistent with the salary schedule in effect.
- c. Effective September 1, 2017, eligible employees not at the maximum of the salary scale applicable to their pay step shall receive an increment consistent with the salary schedule in effect. Eligible employees at the maximum of the salary scale applicable to their pay step shall receive a 0.5% across the board increase and a lump sum payment equal to 1 % of base salary.
- d. Effective September 1, 2018, eligible employees not at the maximum of the salary scale applicable to their pay step shall receive an increment consistent with the salary schedule in effect. Eligible employees at the maximum of the salary scale applicable to their pay step shall receive a 0.5% across the board increase and a lump sum payment equal to 1 % of base salary.
- e. Effective September 1, 2019, eligible employees not at the maximum of the salary scale applicable to their pay step shall receive an increment consistent with the salary schedule in effect. Eligible employees at the maximum of the salary scale applicable to their pay step shall receive a 0.5% across the board increase and a lump sum payment equal to 1 % of base salary.


Commonwealth Association of
School Administrators

5/24/16
Date

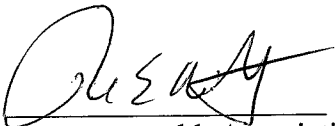

School District of Philadelphia

5/24/16
Date

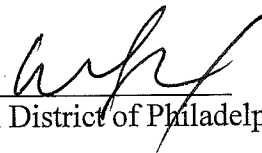
TENTATIVE AGREEMENT
BETWEEN THE COMMONWEALTH ASSOCIATION OF SCHOOL
ADMINISTRATORS AND THE SCHOOL DISTRICT OF PHILADELPHIA

Modify Article 6 as follows:

The slider rates will be increased by 2% and the appropriate 11 month slider rates will be added to the article.



Commonwealth Association of
School Administrators
5/24/16
Date

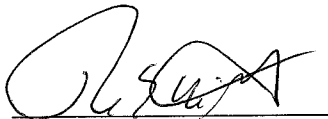


School District of Philadelphia
8/24/16
Date

TENTATIVE AGREEMENT
BETWEEN THE COMMONWEALTH ASSOCIATION OF SCHOOL
ADMINISTRATORS AND THE SCHOOL DISTRICT OF PHILADELPHIA

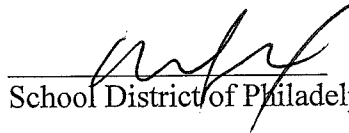
New Section 6.0.c

An administrator who enters the service of The School District of Philadelphia and has professional service credit outside of The School District of Philadelphia may receive credit on a salary schedule for up to four (4) years at the discretion of the Superintendent or his/her designee.



Commonwealth Association of
School Administrators

5/29/16
Date



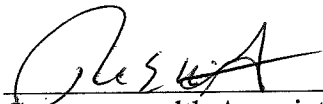
School District of Philadelphia

5/24/16
Date

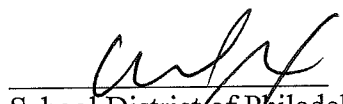
TENTATIVE AGREEMENT
BETWEEN THE COMMONWEALTH ASSOCIATION OF SCHOOL
ADMINISTRATORS AND THE SCHOOL DISTRICT OF PHILADELPHIA

Modify Art. 6.3 as follows:

When authorized by the Superintendent/CEO or his/her designee, ten or eleven-month Administrators shall be eligible for additional compensation above their regular salary for days worked as part of summer reorganization or the ESY program at their pro-rated daily rate.


Commonwealth Association of
School Administrators

5/24/16
Date


School District of Philadelphia

5/24/16
Date

TENTATIVE AGREEMENT
BETWEEN THE COMMONWEALTH ASSOCIATION OF SCHOOL
ADMINISTRATORS AND THE SCHOOL DISTRICT OF PHILADELPHIA

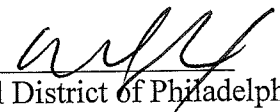
Modify Art. 6.8 as follows:

The parties agree that ~~an Administrator~~ a District employee who has been promoted shall ~~suffer no loss of pay on the basis of annual base salary~~ be placed in the appropriate salary schedule on the step that results in a minimum of a 3% increase over their former base salary (not to exceed maximum) as a result of such promotion (provided that the length of work year is the same). An Administrator that has been involuntarily assigned shall suffer no loss of pay on the basis of annual base salary as a result of such involuntary assignment.



Commonwealth Association of
School Administrators

5/24/16
Date



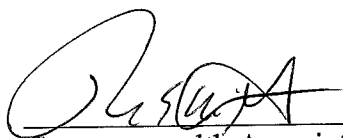
School District of Philadelphia

5/24/16
Date

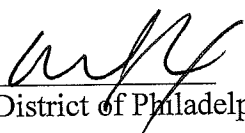
TENTATIVE AGREEMENT
BETWEEN THE COMMONWEALTH ASSOCIATION OF SCHOOL
ADMINISTRATORS AND THE SCHOOL DISTRICT OF PHILADELPHIA

Modify Art. 6.11 as follows:

If an Administrator whose schedule does not require attendance during July or July and August terminates his/her employment at any time, he/she shall be entitled to a severance payment equal to the balance of funds in his/her Reserve Accrual account.


Commonwealth Association of
School Administrators

5/24/14
Date

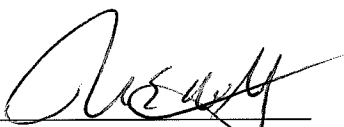

School District of Philadelphia

5/24/14
Date

TENTATIVE AGREEMENT
BETWEEN THE COMMONWEALTH ASSOCIATION OF SCHOOL
ADMINISTRATORS AND THE SCHOOL DISTRICT OF PHILADELPHIA

SDP #7 Modify Art. 6.19b as follows:

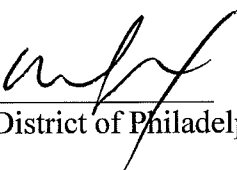
The new compensation system as developed by the Joint Committee will be in effect as soon as possible but no later than ~~August 31, 2018~~ August 31, 2016.



Commonwealth Association of
School Administrators

5/19/16

Date



School District of Philadelphia


5/19/16

Date

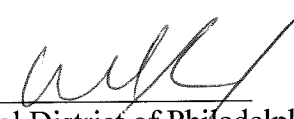
TENTATIVE AGREEMENT
BETWEEN THE COMMONWEALTH ASSOCIATION OF SCHOOL
ADMINISTRATORS AND THE SCHOOL DISTRICT OF PHILADELPHIA

Modify 7.1b as follows:

During the first year of an Administrator's absence because of injury sustained as the result of a physical assault by reason of his/her status as an Administrator and the past or present performance of his/her duties as an Administrator, such Administrator shall be paid an amount including payments to which he is entitled under the Workers' Compensation Act, equal to the base salary he would have received during the period of his/her absence; provided that the Administrator treats with the School District's panel of physicians for ninety (90) days; his/her absence shall not be charged against his/her sick leave or personal leave, and his/her reasonable medical expenses arising out of such injury will be reimbursed by the ~~Board~~ School District in accordance with the Workers' Compensation Act.


Commonwealth Association of
School Administrators

4/6/14
Date

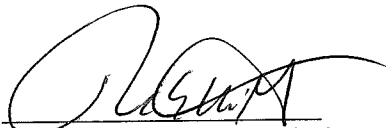

School District of Philadelphia

4/6/16
Date

TENTATIVE AGREEMENT
BETWEEN THE COMMONWEALTH ASSOCIATION OF SCHOOL
ADMINISTRATORS AND THE SCHOOL DISTRICT OF PHILADELPHIA


Modify Art. 7.2d as follows:

Ten-month and eleven-month administrators shall not accrue vacation time. However, such Administrators shall not be required to work during the winter and spring breaks when schools are closed.



Commonwealth Association of
School Administrators

5/24/16
Date



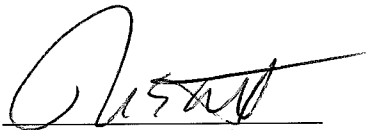
School District of Philadelphia

5/24/16
Date

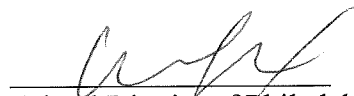
TENTATIVE AGREEMENT
BETWEEN THE COMMONWEALTH ASSOCIATION OF SCHOOL
ADMINISTRATORS AND THE SCHOOL DISTRICT OF PHILADELPHIA

Modify 7.2(g) as follows:

School based twelve-month Administrators shall be required to take at least five (5) accrued vacation days during winter and/or spring break and shall be permitted to take remaining accrued vacation subject to approval of the Superintendent/CEO or his/her designee, ~~which shall not be unreasonably withheld.~~


Commonwealth Association of
School Administrators

4/28/16
Date


School District of Philadelphia

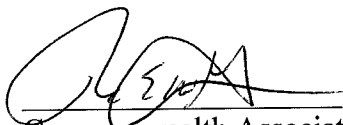
4/28/16
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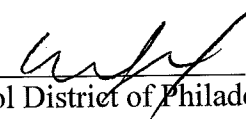
TENTATIVE AGREEMENT
BETWEEN THE COMMONWEALTH ASSOCIATION OF SCHOOL
ADMINISTRATORS AND THE SCHOOL DISTRICT OF PHILADELPHIA

Modify Art. 7.3(a) as follows:

a. An Administrator shall have the opportunity to enroll in a weekly indemnity program which would provide a uniform benefit duration with various waiting periods based on accumulated sick leave. This plan shall be as follows:

Accumulated Sick Leave	Waiting Period (Days)	Percentage of Premium Paid by School District	Benefit Duration
Less than 10 days	7	50%	26 weeks of benefits payments after the individual has utilized his/her accumulated sick leave plus waiting period
10 but less than 30	6	65 50%	
30 or greater but less than 90	5	85 65%	
91 or greater	<u>5</u>	<u>95%</u>	


 Commonwealth Association of School Administrators
5/19/16
 Date


 School District of Philadelphia
5/19/16
 Date


TENTATIVE AGREEMENT
BETWEEN THE COMMONWEALTH ASSOCIATION OF SCHOOL
ADMINISTRATORS AND THE SCHOOL DISTRICT OF PHILADELPHIA

Modify Art. 7.4(e) as follows:

For CASA bargaining unit members employed prior to March 17, 2014 ~~ratification of this Agreement~~, the value of a leave day for ten (10) month Administrators for the above purposes shall be one-two hundredth (1/200) of the annual salary such an Administrator is receiving at the time of termination, the value of a leave day for eleven (11) month Administrators for the above purposes shall be one-two hundred and twentieth (1/220) of the annual salary such an Administrator is receiving at the time of termination, and the value of a leave day for the above purposes of a twelve (12) month Administrator shall be one-two hundred and fortieth (1/240) of the annual salary such Administrator is receiving at the time of termination.


Commonwealth Association of
School Administrators

5/29/16
Date


School District of Philadelphia

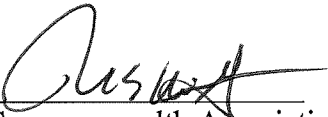
5/24/16
Date


TENTATIVE AGREEMENT
BETWEEN THE COMMONWEALTH ASSOCIATION OF SCHOOL
ADMINISTRATORS AND THE SCHOOL DISTRICT OF PHILADELPHIA

Modify Art. 7.4 c/f as follows:

e. For CASA bargaining unit members employed prior to March 17, 2014 ~~ratification of this Agreement~~, the value of a leave day for ten (10) month Administrators for the above purposes shall be one-two hundredth (1/200) of the annual salary such an Administrator is receiving at the time of termination, and the value of a leave day for the above purposes of a twelve (12) month Administrator shall be one-two hundred and fortieth (1/240) of the annual salary such Administrator is receiving at the time of termination.

f. For employees entering the CASA bargaining unit on or after March 17, 2014 ~~ratification of this Agreement~~, the value of a leave day for Principals for the above purposes shall be two hundred and forty (\$240) dollars per day, the value of a leave day for Assistant Principals for the above purposes shall be two hundred (\$200) dollars per day, and the value of a leave day for all other CASA bargaining unit members shall be one hundred and eighty (\$180) dollars per day.


Commonwealth Association of
School Administrators
3/16/2016
Date



School District of Philadelphia
3/16/16
Date

TENTATIVE AGREEMENT

BETWEEN THE COMMONWEALTH ASSOCIATION OF SCHOOL ADMINISTRATORS AND THE SCHOOL DISTRICT OF PHILADELPHIA

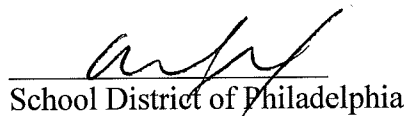
Modify Art. 7.5(a) as follows:

The medical coverage offered by the School District shall be a PC320 (w/ variations) Plan or a substantially equivalent plan ("Base Plan"). ~~All employees shall be enrolled in the Base Plan as soon as possible after the effective date of this Agreement.~~ CASA bargaining unit members employed in a CASA bargaining unit position and enrolled in the PC 20/30/70% (w/ variations, in effect on July 1, 2013) prior to the ratification of this Agreement may choose to continue enrollment in the PC 20/30/70% (w/ variations, in effect on July 1, 2013) Plan during the term of the Agreement, provided however, that such employee shall be required to pay seventy-five (75%) percent of the differential in premium cost between the Base Plan and the then applicable PC 20/30/70% (w/ variations) Plan in addition to any other required employee contributions.



Commonwealth Association of
School Administrators

5/19/16
Date



School District of Philadelphia

5/19/16
Date

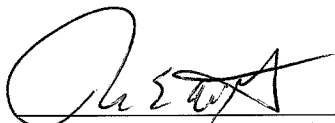
TENTATIVE AGREEMENT
BETWEEN THE COMMONWEALTH ASSOCIATION OF SCHOOL
ADMINISTRATORS AND THE SCHOOL DISTRICT OF PHILADELPHIA

Modify Art. 7.5(b) as follows:

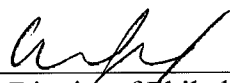
Employees who elect healthcare coverage shall be required to pay the following percentage of the then applicable total premium of the Base Plan for the tier of coverage elected (e.g. Single, Husband and Wife, Family): ~~effective upon execution of this Agreement, employees shall pay five (5%) percent of the applicable total premium; effective July 1, 2014, employees shall pay seven (7%) percent of the applicable total premium; effective July 1, 2015, employees shall pay eight (8%) percent of the applicable total premium; effective upon execution of this Agreement, employees whose base salary is less than \$50,000 per year shall pay five (5) percent of the applicable total premium and employees whose base salary is \$50,000 or greater per year shall pay eight (8) percent of the applicable total premium.~~

Add New 7.5(b)(1) as follows:

The District shall offer a high deductible plan of benefits. Employees who elect this coverage will not pay the premium contribution set forth in 7.5(b) above.


Commonwealth Association of
School Administrators

5/19/16
Date

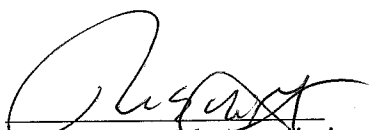

School District of Philadelphia

5/19/16
Date


TENTATIVE AGREEMENT
BETWEEN THE COMMONWEALTH ASSOCIATION OF SCHOOL
ADMINISTRATORS AND THE SCHOOL DISTRICT OF PHILADELPHIA

Modify Art. 7.6b as follows:

Effective July 1, 1998 the School District shall establish a Professional Growth Partnership. Effective September 1, 2015 the Professional Growth Partnership shall be funded annually by the School district in an amount equal to five hundred dollars (\$500) per member of the CASA bargaining unit. Effective September 1, 2017 the Professional Growth Partnership shall be funded annually by the School district in an amount equal to seven hundred and fifty dollars (\$750) per member of the CASA bargaining unit. Effective September 1, 2018 the Professional Growth Partnership shall be funded annually by the School district in an amount equal to one thousand dollars (\$1000) per member of the CASA bargaining unit. Such contributions to the Partnership shall be in four (4) equal installments.


Commonwealth Association of
School Administrators

5/24/16
Date

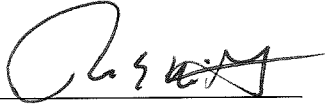

School District of Philadelphia

5/24/16
Date

TENTATIVE AGREEMENT
BETWEEN THE COMMONWEALTH ASSOCIATION OF SCHOOL
ADMINISTRATORS AND THE SCHOOL DISTRICT OF PHILADELPHIA

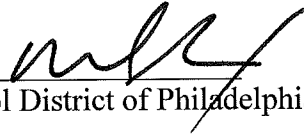
Modify Art. 9.7 as follows (CASA Proposal #13)

~~Effective in~~ Beginning in the 2013-2014 school year, professional development for School Police Supervisors will be aligned with response and intervention strategies.



Commonwealth Association of
School Administrators

3/16/2016
Date



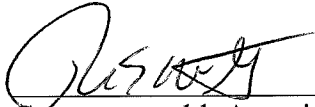
School District of Philadelphia

3/16/16
Date

TENTATIVE AGREEMENT
BETWEEN THE COMMONWEALTH ASSOCIATION OF SCHOOL
ADMINISTRATORS AND THE SCHOOL DISTRICT OF PHILADELPHIA

Modify Art. 10.9 as follows:

The School District acknowledges that in order to perform their assignments in a professional manner, Administrators require a work area conducive ~~conductive~~ to such assignments and, accordingly, agrees to use its best efforts, within budgetary and physical limits, to provide such an environment and provide the resources to allow administrators to perform their primary function proficiently.



Commonwealth Association of
School Administrators

4/28/16

Date



School District of Philadelphia

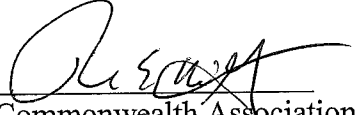
4/28/16

Date

TENTATIVE AGREEMENT
BETWEEN THE COMMONWEALTH ASSOCIATION OF SCHOOL
ADMINISTRATORS AND THE SCHOOL DISTRICT OF PHILADELPHIA

Modify Art 10.10 (CASA #16) as follows:

The School District agrees to use its best efforts to distribute the work load within each division and department equitably, bearing in mind the particular qualifications required by a particular assignment and the needs of the School District. The School District agrees to use its best efforts to support administrators in the performance of their primary job duties.



Commonwealth Association of
School Administrators

5/24/16
Date



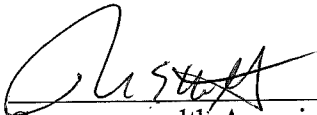
School District of Philadelphia

5/24/16
Date

TENTATIVE AGREEMENT
BETWEEN THE COMMONWEALTH ASSOCIATION OF SCHOOL
ADMINISTRATORS AND THE SCHOOL DISTRICT OF PHILADELPHIA

Modify Art. 10.11c as follows:

In the event a position is re-established or a comparable one is created, affected Administrators shall be reinstated to their former positions, or to the comparable one. No other appointments to any such re-established or comparable positions shall be made while any such affected Administrator is available for reemployment. The School District shall promptly notify any such affected Administrator of any such position by telephone or electronic mail. For Administrators employed following ratification of this Agreement, this paragraph "c" shall be effective for a one (1) year period from the date of the reduction in force. For Administrators employed on or before ratification of this Agreement, this paragraph "c" shall be effective for a two (2) year period from the date of the reduction in force.


Commonwealth Association of
School Administrators

5/24/16
Date

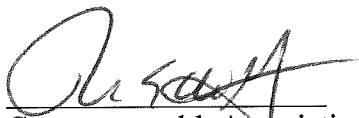

School District of Philadelphia

5/24/16
Date

TENTATIVE AGREEMENT
BETWEEN THE COMMONWEALTH ASSOCIATION OF SCHOOL
ADMINISTRATORS AND THE SCHOOL DISTRICT OF PHILADELPHIA

Modify 10.11(c) as follows:

In the event a position is re-established or a comparable one is created, affected Administrators shall be reinstated to their former positions, or to the comparable one. No other appointments to any such re-established or comparable positions shall be made while any such affected Administrator is available for reemployment. The School District shall promptly notify any such affected Administrator of any such position. For Administrators employed after March 17, 2014 ~~following ratification of this Agreement~~, this paragraph "c" shall be effective for a one (1) year period from the date of the reduction in force. For Administrators employed on or before March 17, 2014 ~~ratification of this Agreement~~, this paragraph "c" shall be effective for a two (2) year period from the date of the reduction in force.



Commonwealth Association of
School Administrators

4/6/16
Date



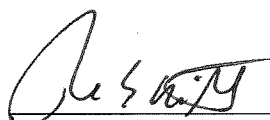
School District of Philadelphia

4/6/16
Date

TENTATIVE AGREEMENT
BETWEEN THE COMMONWEALTH ASSOCIATION OF SCHOOL
ADMINISTRATORS AND THE SCHOOL DISTRICT OF PHILADELPHIA

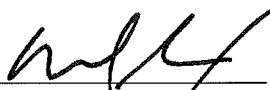
New Art. 10.12.c.3 as follows (CASA Proposal #119)

For Maintenance Resource Schedulers entering the CASA bargaining unit after ratification of this Agreement seniority shall be the total period of continuous length of service as an Appointed Maintenance Resource Scheduler.



Commonwealth Association of
School Administrators

3/16/2016
Date

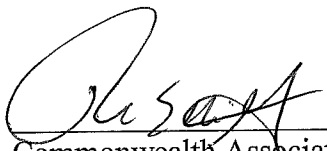


School District of Philadelphia

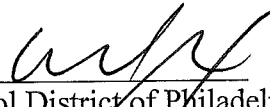
3/16/16
Date

TENTATIVE AGREEMENT
BETWEEN THE COMMONWEALTH ASSOCIATION OF SCHOOL
ADMINISTRATORS AND THE SCHOOL DISTRICT OF PHILADELPHIA

This Contract, which constitutes the full and complete Agreement between the Board and/or SRC and CASA, shall be in full force and effect commencing ~~September 1, 2013~~ July 1, 2016 and shall remain in effect until midnight August 31, ~~2020~~ 2016, and shall continue in full force and effect from year to year thereafter unless and until either party hereto shall give to the other party six (6) months written notice by certified mail, return receipt requested, of an intention to terminate the Contract at the end of its original term or at the end of the then current year.


Commonwealth Association of
School Administrators

5/24/16
Date

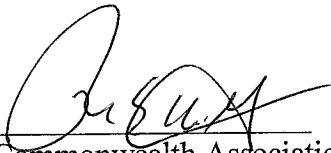

School District of Philadelphia

5/24/16
Date

TENTATIVE AGREEMENT
BETWEEN THE COMMONWEALTH ASSOCIATION OF SCHOOL
ADMINISTRATORS AND THE SCHOOL DISTRICT OF PHILADELPHIA

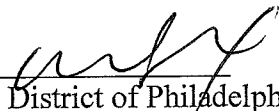
Modify Appendix B as follows:

The Parties agree to modify the pay schedules of the two pay grades as attached.



Commonwealth Association of
School Administrators

5/24/16
Date



School District of Philadelphia

5/24/16
Date


TENTATIVE AGREEMENT
BETWEEN THE COMMONWEALTH ASSOCIATION OF SCHOOL
ADMINISTRATORS AND THE SCHOOL DISTRICT OF PHILADELPHIA

Modify Appendix C, paragraph 4 as follows:

A Probationary Administrator who is not demonstrating the necessary skills to accomplish the predetermined goals and objectives that have been communicated to him/her, in the areas of human relations, staff development, school and community relations, curriculum and instruction, management skills and other areas where it is deemed that the employee is in need of professional development, will be ~~offered~~ provided with written expectations regarding professional development or other relevant support in the specific areas of deficiency.


Commonwealth Association of
School Administrators

4/28/16
Date

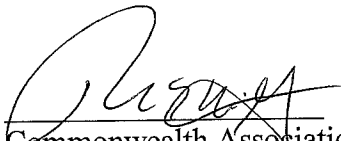

School District of Philadelphia

4/28/16
Date

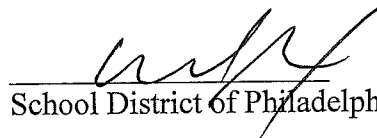
TENTATIVE AGREEMENT
BETWEEN THE COMMONWEALTH ASSOCIATION OF SCHOOL
ADMINISTRATORS AND THE SCHOOL DISTRICT OF PHILADELPHIA

SIDE LETTER

The Parties acknowledge and agree that the Joint Committee on compensation may review and modify the classification of schools and individual principals as part of its discussion of CASA bargaining unit member compensation.


Commonwealth Association of
School Administrators

5/24/16
Date

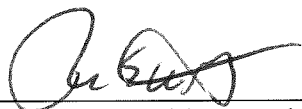

School District of Philadelphia

5/24/16
Date

TENTATIVE AGREEMENT
BETWEEN THE COMMONWEALTH ASSOCIATION OF SCHOOL
ADMINISTRATORS AND THE SCHOOL DISTRICT OF PHILADELPHIA

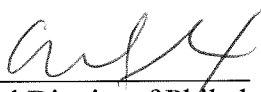
Delete the following Side Letter:

Probationary Employees



Commonwealth Association of
School Administrators

4/6/16
Date



School District of Philadelphia

4/6/16
Date

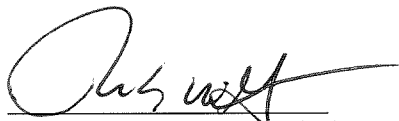
TENTATIVE AGREEMENT
BETWEEN THE COMMONWEALTH ASSOCIATION OF SCHOOL
ADMINISTRATORS AND THE SCHOOL DISTRICT OF PHILADELPHIA

Delete the following Side Letters:

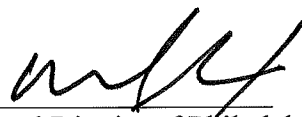
Twelve Month Administrators

Converted Principals and Assistant Principals

Reopener


Commonwealth Association of
School Administrators

3/16/2016
Date


School District of Philadelphia

3/16/16
Date