

No. 485

AN ACT

Amending the act of January eighteen, one thousand nine hundred fifty-two (Pamphlet Laws 2111), entitled "An act to provide for minimum compensation and increments for administrators and members of the faculty of State Teachers Colleges; providing for leaves of absence; imposing certain duties upon the Boards of Trustees and Presidents of State Teachers Colleges and the Superintendent of Public Instruction; and repealing inconsistent laws," increasing the minimum compensation and increments, and changing conditions of payment, and making an appropriation.

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

State Teachers Colleges classification and salaries of members of faculties, etc.

Sections 2, 5 and 6, act of January 18, 1952, P. L. 2111, amended.

Section 1. Sections two, five and six, act of January eighteen, one thousand nine hundred fifty-two (Pamphlet Laws 2111), entitled "An act to provide for minimum compensation and increments for administrators and members of the faculty of State Teachers Colleges; providing for leaves of absence; imposing certain duties upon the Board of Trustees and Presidents of State Teachers Colleges and the Superintendent of Public Instruction; and repealing inconsistent laws," is amended to read:

Section 2. Classification and Salaries.—Each person heretofore or hereafter appointed to a position as a member of the faculty of a State Teachers College within the classifications hereinafter set forth shall receive the following minimum salaries and yearly increments for services rendered during the regular college year:

Professor Qualifications—an earned Doctor's Degree; at least seven years of teaching experience, [four] *two* of which shall have been in public schools: minimum annual salary, five thousand *five hundred* dollars [(5000)] (*\$5500*); minimum annual increment, two hundred dollars (\$200); minimum number of increments, [five (5)] *ten (10)*.

Associate Professor Qualifications—minimum of Master's Degree, including a total of sixty semester hours of graduate credit; at least five years of experience as a teacher, [three] *two* years of which shall have been in public schools: minimum annual salary, [four thousand five hundred dollars (\$4500)] *five thousand dollars (\$5000)*; minimum annual increment, two hundred dollars (\$200); minimum number of increments, [five (5)] *ten (10)*.

Assistant Professor Qualifications—minimum of Master's Degree; at least four years of experience, [three]

two years of which shall have been in public schools: minimum annual salary, four thousand five hundred dollars [(\$4000)] (\$4500); minimum annual increment two hundred dollars (\$200); minimum number of increments, [five (5)] ten (10).

Graduate degrees and preparation to meet the qualifications of this act shall be earned in fields related to the service rendered to the college.

Instructor Qualifications—minimum of Bachelor's Degree; with at least three years experience, two years of which shall have been in public schools: minimum annual salary, [three thousand five hundred dollars (\$3500)] *four thousand dollars (\$4000)*; minimum annual increment, one hundred dollars (\$100); minimum number of increments, five (5).

In lieu of experience in public schools, teaching experience in other than public schools may be accepted with the approval of the Superintendent of Public Instruction.

Laboratory School Teachers.—Members of the college faculties who are assigned to College Laboratory Schools shall receive total annual salaries for which they would qualify in accordance with the above classifications, regardless of whether salary is paid entirely by the State or in part by the public schools.

Co-operating Teachers.—Full-time employes of public school systems not classified as College Laboratory School Teachers but assisting with the supervision of student teachers qualifications—minimum of a Baccalaureate Degree and at least three years experience as a public school teacher: minimum annual compensation, fifty dollars (\$50) for each student teacher under his or her supervision, which student teacher shall be enrolled to secure twelve (12) semester hours of student teaching credit; *minimum annual increment, five dollars* (\$5)*; minimum number of increments, five (5).

[Heads of Academic Departments.—Heads of Academic Departments shall receive one (1) additional increment of two hundred dollars (\$200).]

Administrative officers, deans, directors of special curricula, and heads of departments, or other administrative officials, may receive not to exceed five hundred dollars (\$500), as additional compensation, according to the policies developed by board of presidents and approved by State Superintendent of Public Instruction.

The compensation of all instructional employes of the State Teachers Colleges not covered by the provisions of this act shall be determined by the executive board

* \$5

of the Commonwealth under the regulations prescribed by the Administrative Code.

Upon satisfactory completion of a probationary period of three years, the increments prescribed in this act shall become mandatory.

Section 5. Promotions.—Any faculty member who, during the term of his employment, shall have attained the qualification necessary for the next higher classification, as hereinbefore set forth, shall, commencing with the next succeeding regular college year, within the percentage limitation *prescribed by this act, receive the compensation prescribed for such advanced classification, which shall be at least two hundred dollars (\$200) in excess of the increment earned by him during the previous year *when recommended by the president of the college and approved by the board of trustees.*

Section 6. Administration of Salary Schedule.—The provisions of this act shall not be construed as authorizing any decrease in the salary paid any member of the faculty of any State Teachers College at the effective date of this act.

Each person employed as a member of the faculty of a State Teachers College receiving compensation equivalent to or in excess of the minimum salary prescribed by the above schedule shall, for the college year [1951-1952] 1955-1956, be raised to the next higher step on the schedule, unless such increase shall be less than one full increment, in which case he shall be raised to the next higher step on the applicable schedule. Each such person receiving compensation less than the minimum salary prescribed by the schedule shall, for the college year [1951-1952] 1955-1956, be raised to such minimum salary, unless such increase shall be less than one full increment, in which case he shall be raised to the next higher step on the applicable schedule: Provided, That no compensation shall be paid in excess of the maximum salary for each class when this act becomes effective.

[Upon satisfactory completion of a probationary period of three years, the increments prescribed in this act shall become mandatory.]

Classifications of any employe enumerated in the foregoing salary schedule and the qualifications of such employe must be approved by the Superintendent of Public Instruction to entitle any employe to the benefits of this act. Not more than thirty per centum of the total number of the faculty of any State Teachers College shall be approved for classification as professor, [The duties of each classification shall be defined by the Superintendent of Public Instruction] *except where a member of the faculty has met the requirements of a*

* "prescribed" in original.

professorship and has been an associate professor for at least three years when recommended by the president of the college and approved by the board of trustees.

The Superintendent of Public Instruction shall be vested with the sole and final authority in interpreting the provisions of this act pertaining to the classification of any person covered thereby, *according to the policies developed by the board of presidents of State Teachers Colleges.*

Appropriation.

Section 2. The sum of one hundred thousand dollars (\$100,000), or as much thereof as may be necessary, is appropriated to the Department of Public Instruction for the purpose of paying increased minimum salaries and increments provided under the provisions of this amendatory act.

APPROVED—The 13th day of April, A. D. 1956.

GEORGE M. LEADER

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No. 486

AN ACT

Amending the act of June twenty-seven, one thousand nine hundred twenty-three (Pamphlet Laws 858), entitled "An act establishing a State employes' retirement system, and creating a retirement board for the administration thereof; establishing certain funds from contributions by the Commonwealth and contributing State employes, defining the uses and purposes thereof and the manner of payments therefrom, and providing for the guaranty by the Commonwealth of certain of said funds; imposing powers and duties upon the heads of departments in which State employes serve; excepting annuities, allowances, returns, benefits, and rights from taxation and judicial process; and providing penalties," changing the provisions as to contributors who died before retirement.

State employes' retirement system.

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

Sections 14.2 and 14.3, act of June 27, 1923, P. L. 858, added July 29, 1953, P. L. 993, further amended.

Section 1. Sections 14.2 and 14.3, act of June twenty-seven, one thousand nine hundred twenty-three (Pamphlet Laws 858), entitled "An act establishing a State employes' retirement system, and creating a retirement board for the administration thereof; establishing certain funds from contributions by the Commonwealth and contributing State employes, defining the uses and purposes thereof and the manner of payments therefrom, and providing for the guaranty by the Commonwealth of certain of said funds; imposing powers and duties upon the heads of departments in which State employes serve; excepting annuities, allowances, returns, benefits, and rights from taxation and judicial process; and pro-