

**2023-2024 MEET AND CONFER AGREEMENT  
SHORELINE PRINCIPALS' ASSOCIATION**

All salaries begin on July 1, 2023, with total compensation paid by June 30, 2024, in twelve increments. Compensation calculation agreements related to salary are outlined in Section 1 of the 2021-2026 Meet and Confer Agreement.

\* Amounts DO NOT include negotiated 5 Furlough Days for 2023-2024 year only

	Effective July 1, 2023			
Position	Step 1	Step 2	Step 3	Step 4
Elementary AP	\$ 163,951	\$ 166,314	\$ 167,104	\$ 167,891
Middle AP	\$ 171,547	\$ 174,020	\$ 174,844	\$ 175,671
HS AP	\$ 181,873	\$ 184,496	\$ 185,369	\$ 186,244
Elementary Principal	\$ 183,890	\$ 186,542	\$ 187,426	\$ 188,310
Middle Principal	\$ 192,622	\$ 195,399	\$ 196,326	\$ 197,252
High School Principal	\$ 205,684	\$ 208,650	\$ 209,640	\$ 210,628

	Effective September 1, 2023			
Position	Step 1	Step 2	Step 3	Step 4
Elementary AP	\$ 168,377	\$ 170,805	\$ 171,615	\$ 172,424
Middle AP	\$ 176,178	\$ 178,719	\$ 179,565	\$180,414
HS AP	\$ 186,784	\$ 189,477	\$ 190,374	\$191,272
Elementary Principal	\$ 188,855	\$ 191,578	\$ 192,487	\$ 193,395
Middle Principal	\$ 197,823	\$ 200,675	\$ 201,626	\$ 202,577
High School Principal	\$ 211,237	\$ 214,284	\$ 215,300	\$ 216,315

Longevity in same position

Step 1 = 0 - 4 years

Step 2 = 5 – 9 years (beginning of year 5)

Step 3 = 10 – 14 years (beginning of year 10)

Step 4 = 15+ years (beginning of year 15)

Earned Doctorate degree receives \$3,000 additional per year.

Signed the 1<sup>st</sup> day of April 2024.

Shoreline School District No. 412

Susana Reyes  
Susana Reyes, Superintendent

4-1-24

Date

Shoreline Principals Association

Nancy Elder  
Nancy Elder, Co-President

3/14/2024

Date

Derek Dalasta  
Derek Dalasta, Co-President

3/12/24

Date