

AGREEMENT

BETWEEN THE

**EAST ISLIP UNION FREE
SCHOOL DISTRICT**

AND THE

**EAST ISLIP ASSOCIATION OF
SCHOOL ADMINISTRATORS**

*** * * ***

July 1, 2017- June 30, 2021

EAST ISLIP UNION FREE SCHOOL DISTRICT

BOARD OF EDUCATION

Christopher Zachry, President
William Carplunk, Vice President
Philip Montuori, Sr., Trustee
Steven Behan, Trustee
Jessica Carney, Trustee

SUPERINTENDENT OF SCHOOLS

John V. Dolan

EAST ISLIP ASSOCIATION OF SCHOOL ADMINISTRATORS

NEGOTIATING TEAM

Lisa Belz, Co-President
William Brennen, Co-President Danielle Naccarato
Nicholas Bilotti

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I. GENERAL TERMS OF AGREEMENT

1. Recognition

a) The East Islip Union Free School District recognizes the East Islip Association of School Administrators (hereinafter "Association") as the exclusive representative of all Unit II administrators and supervisors employed by the East Islip School District, Union Free School District #3, Town of Islip, New York.

Unit II membership shall include all Building Principals, Assistant Principals, Deans, Executive Directors, Directors, Coordinators and Supervisors. The inclusion in Unit II of any titles not in existence at the time of ratification by the parties shall be determined by mutual agreement, if possible, or through the procedures established by the Public Employment Relations Board (hereinafter "PERB").

All agreement concerning salaries, working conditions and fringe benefits will be made exclusively with the Association.

b) Exclusive recognition shall be continued from the date hereof, July 1, 2017, to and including June 30, 2021, during which time no other group, unit, or individual shall be recognized or bargained with for Unit II employees.

In the event the representation status of the Association is challenged, the District will proceed according to the Taylor Law and PERB's rules.

2. Right of Consultation

a) The Association shall have the right to consult on all educational matters with the Superintendent of Schools (hereinafter "Superintendent"). Regularly scheduled meetings shall be arranged by the Superintendent and the President of the Association. Minutes will be kept of actions taken and shall be made available to the Association, the Superintendent and his staff, and the Board of Education (hereinafter "Board of Education").

b) The Association shall have the right to consult with the District on all employee contracts where proposals from employee units might affect the operation, performance or working conditions of members of Unit II.

3. Administrative Supervision

a) All supervision of administrators and supervisors will be conducted by the Superintendent and/or his/her administrative designees.

b) When a written evaluation report is made, the administrator/supervisor shall sign one copy of the evaluation report and return it to the evaluating supervisor. It is the administrator's right to have his/her written response, if any, affixed to the evaluation report.

c) A conference respecting the evaluation report shall be held at the discretion of either party.

d) The Association will be consulted before existing administrative evaluation procedures are changed or new ones are developed.

4. The Association shall meet and confer with respect to salary and fringe benefits if the District suffers further reductions in revenue during the term of this agreement.

II. SALARY

1. Salary Guide Placement

a) Administrators will be hired at a salary determined by the Superintendent in his/her sole discretion. The Superintendent shall determine, in his/her discretion, the step of the schedule as set forth in Appendix "A" on which to place the administrator.

b) The salary for unit members for 2017-2018, 2018-2019, 2019-2020 and 2020-2021 is listed in Appendix "A." Salary increases and step increment payment for unit members for July 1, 2017 through June 30, 2021 shall be in accordance with the following:

(i) Effective July 1, 2017: 1.25% increase from the salary schedule in effect on June 30, 2017.

(ii) Effective July 1, 2018: 1.25% increase from the salary schedule in effect on June 30, 2018.

(iii) Effective July 1, 2019: 1.5% increase from the salary schedule

in effect on June 30, 2019.

(iv) Effective July 1, 2020: 1.5% increase from the salary schedule in effect on June 30, 2020.

c) Any adjustment to salary shall be effective the date on which the unit member commenced working in his/her current position.

d) Certain professional responsibilities which were previously performed by unit members for a specific stipend shall be performed without additional compensation as follows:

Director of Physical Education:
Hall of Fame, Title IX, sexual harassment and adult education.

Director of Technology/Home Careers/Guidance:
Home teaching and FTK liaison.

Director of Art & Music: Auditorium.

Elementary Principals and Secondary Administrators
at each secondary school: In-district suspension at
their respective level (i.e., elementary and secondary).

III. LONGEVITY

Longevity is based on length of service as an administrator in the District, except that the foregoing restriction shall not apply to "grandfathered" unit members Nicholas Bilotti and Deborah Smith, whose longevity shall be based upon the total number of years employed by the District.

1. At the commencement of an administrator's 7th year of service in the

District, he/she will receive an annual longevity increment of \$3,500.00.

2. At the commencement of an administrator's 12th year of service in the District, he/she will receive an annual longevity increment of \$4,000.00.

3. At the commencement of an administrator's 17th year of service in the District, he/she will receive an annual longevity increment of \$4,500.00.

4. At the commencement of an administrator's 22nd year of service in the District, he/she will receive an annual longevity increment of \$5,500.00.

Leaves of absence will not be credited toward service, with the exception of sabbatical leaves.

Longevity is not part of base salary and it shall not be increased by the negotiated "across-the-board" salary increase reflected in the salary schedule attached as Appendix "A."

IV. WORKING CONDITIONS

1. Administrative Calendar

The 12-month work year shall be from July 1 through June 30. All unit members shall be required to work a twelve (12) month work year.

2. Substitute Commitment

Each unit member shall provide substitute professional service to the District. This extra-work provision shall be referred to as a "substitute" commitment, i.e., a commitment to cover a teacher's class, to substitute for a

teacher, or provide demonstration lessons. The Association's total "substitute" commitment shall be equivalent to approximately \$4,250.00 of service annually. This will be fulfilled by two (2) days of substituting or one additional day worked by unit members during the summer or during vacation periods.

3. Holidays

a) Each administrative staff member shall not be required to report to work on any legal holiday that school is not in session.

b) Unless otherwise directed by the Superintendent, or his/her designee, unit members shall not be required to report to work on days when school is not in session during the student school year (i.e., when students are not in attendance). Notwithstanding the foregoing, if an administrator chooses, or is directed, to report to work on days when school is not in session during the student school year, and when the buildings are accessible, such administrator shall be credited with an equal number of vacation days as those worked during said period, which days may be used at a later date. Prior approval must be obtained from the Superintendent, or his/her designee, in order to modify or adjust any vacation schedule.

(The District and the Association expressly agree that the foregoing provision, Article IV, Section 3(b), shall have no effect upon Article IV, Section 4 of this Agreement.)

4. Vacations

Administrators shall have a twenty-eight (28) day vacation period as approved by the Superintendent; at least twenty (20) of such days must be used during the summer period. Vacation days not used within the particular school year during which they are granted will expire and consequently be lost on June 30th of such school year unless the Superintendent, or his/her designee, in his/her sole discretion, determines that extenuating circumstances warrant an exception and he/she specifically authorizes such an exception in writing. Administrators shall be eligible to "sell back" and therefore be able to receive the cash value of up to two (2) vacation days per year at the rate of 1/240th of the administrator's then annual salary.

5. Emergency Closing

When there is an emergency closing of school, administrators shall not be required to work unless contacted by the Superintendent in individual cases.

6. Hours

Each member of the administrative staff shall spend in his/her building or some place in the District, the hours per day necessary to perform his/her duties, recognizing that there must be allowances for the kind of flexibility needed to fulfill educational and administrative responsibility and to perform adequately all expected duties which may require work at unusual hours of the day and

night.

7. Intra-District Transportation

Administrative personnel assigned to more than one building who are required to utilize their own vehicles for intra-district transportation necessary to perform their duties shall submit monthly statements of the total mileage traveled, indicating the point of departure, the point of arrival, and the distance for each trip for which reimbursement is requested. These requests must be reviewed by the Superintendent or his/her designee and, if approved, such mileage shall be reimbursed at the current IRS rate per mile.

8. Extra-District Transportation

a) Staff members using their own vehicles for approved business travel outside the School District shall submit to the Superintendent, or his/her designee, for his/her approval and order to pay, a monthly bill seeking mileage reimbursement, indicating the point of departure and arrival and the distance for each trip for which reimbursement is requested at the current IRS rate per mile. Bills must be submitted by the first week of the month following the month of travel.

b) The Superintendent may require a staff member to utilize a District vehicle for business travel outside the School District.

9. Professional Visitations and Conferences

a) All visitations and attendance at professional meetings and conferences shall be subject to approval of the Superintendent, or his/her designee.

b) Other leaves for purposes of professional involvement may be granted by the Superintendent or his/her designee.

c) Any reimbursement for expenses must be limited to funds planned in the budget, the disbursement of which shall be controlled by the Superintendent, or his/her designee.

10. Leaves of Absence

a) Maternity leave shall be provided to members of the administrative staff on the same basis as it is provided to employees of Unit I.

b) Sick Leave

i. Any member of the District who becomes an administrator in the District shall retain his/her sick leave days accrued as a teacher, and any administrator who returns to teaching shall retain his/her sick leave days accrued as an administrator.

ii. For the first three years as an administrator, each member shall receive fifteen (15) days sick leave per year. Days not used shall be carried over to the next year.

iii. After the third year of administrative service, each administrator will receive twenty (20) days of sick leave per year, cumulative to 290 days.

iv. Annually, a reserve bank of 240 sick days will be established. Administrators may apply for use of the "bank" sick days after their accumulated sick leave is used. Prior to the use of the "bank," the provisions of the District's disability insurance program must be explored. Use of "bank" sick days will be determined by the Superintendent and the President of the Association. In the event of extreme situations, the "reserve bank" may "borrow" days from the subsequent school year's allotment, with the approval of the Superintendent and the President of the Association.

v. Administrators who retire from the East Islip Union Free School District into the New York State Teachers Retirement System with at least ten (10) years of service as an administrator in the East Islip School District shall be entitled to a cash payment of his/her accumulated sick leave on a one (1) for three (3) basis (1 day pay for every 3 accumulated sick days) at the rate of 1/240th of the administrator's then annual salary with a cap not to exceed \$25,000. Notwithstanding the foregoing, if an administrator with at least ten (10) years of service as an

administrator in the East Islip School District retires from the District into NYSTRS at point of first eligibility without penalty as defined by NYSTRS, the administrator shall be entitled to the same cash payment of his/her accumulated sick leave on a one (1) for three (3) basis at the rate of 1/240th of the administrator's then annual salary but with an expanded cap not to exceed \$32,000. If there are active administrators who are past the point of first eligibility as of September 1, 2017, they shall still be eligible for the afore-stated payment not to exceed \$32,000 if they retire from the District into NYSTRS by no later than June 30, 2018.

c) Personal or Emergency Days

For use of the first five days of a unit member's personal or emergency leave allotment, the administrative staff member shall notify the Superintendent, or his/her designee, when such days are required. For use of days in excess of this amount, the approval of the Superintendent, or his/her designee, shall be secured.

d) Worker's Compensation

Whenever an administrative staff member is absent from his/her required duties as the result of personal injury caused by an accident or an assault occurring while he/she is acting within the scope of his/her employment, he/she will be paid his/her full salary without loss of sick leave up

to a limit of ten (10) months during the period of disability of a recognized Worker's Compensation claim. The School District will claim the weekly benefits payable to the employee by the insurance carrier.

e) Sabbatical Leave

i. An administrator seeking sabbatical leave must apply in writing, to the Superintendent, or his/her designee, who will make a recommendation to the Board. Leaves shall be approved by the Board based on the merit of each individual application.

ii. All applications for the following school year must be submitted to the Superintendent no later than January 30th.

iii. Pay: After seven years of continuous satisfactory administrative service in the School District, an administrator shall be granted full pay for one full year of sabbatical leave. Summer sabbaticals will be paid at the rate of 1/12th of the year's salary for each month of such leave awarded.

f) Miscellaneous Leave of Long Duration

An administrator seeking a miscellaneous leave of a long duration shall submit an application to the Superintendent, or his/her designee, who will make a recommendation to the Board. The Board shall grant or refuse the leave on the basis of its merit.

11. Fringe Benefits

a) Medical, Dental, Disability

It is agreed that each administrator shall receive the same medical, dental and disability benefits as provided in and through the applicable year's labor contract between the District and the East Islip Teachers Association.

b) Administrators employed as of July 1, 2017 and thereafter shall contribute 5% of the cost of dental insurance during their employment and in retirement. Each active unit member shall contribute annually twenty percent (20%) of the cost of health insurance premiums. Except for unit members with twenty (20) years of service in the District, unit members who retire shall contribute annually twenty percent (20%) of the cost of health insurance premiums and shall receive the same dental coverage provided to current unit members in accordance with this collective bargaining agreement. The District shall pay the balance of the premiums for the unit member and his/her eligible dependents for the remainder of the unit member's life. [Reference to "spouse" herein refers to the unit member's spouse, if any, at the time of his/her retirement from the District.] The District will assume one hundred percent (100%) of health insurance premiums for health insurance coverage provided in retirement for unit members with twenty (20) years of service in the District. If a retired unit member predeceases his/her spouse, the surviving spouse is

responsible for one hundred percent (100%) of the premium for health insurance coverage. In order to be eligible for health insurance into retirement, the unit member must retire directly from the District into the New York State Teachers' Retirement System.

c) Excess Major Medical Insurance

Unit members may enroll in Excess Major Medical Plan I and Rider "B" provided by the District at no cost to the administrator.

d) Health Insurance Waiver

Any unit employee who is eligible for and who participates in the District's waiver option for health insurance coverage shall receive fifty percent (50%) of the employer's pro rata share of contribution toward health insurance premium costs to opt out of the program.

Effective July 1, 2014, unit members covered under another health plan may opt to receive the equivalent of fifty percent (50%) of the District's portion of the premium as of July 1, 2014, in lieu of insurance coverage. The value of the buyout shall be set by calculating fifty percent (50%) of the District's portion of the premium on July 1, 2014, and such buyout value shall remain constant thereafter.

f) Group Term Life Insurance

The District shall assume the cost of a group term life insurance

policy that provides each administrator with a \$100,000 benefit during their employment with the District. Administrators shall have the option of continuing the policy in retirement at their own cost.

g) Vandalism Damage to Cars

The District shall establish a fund of \$1,000.00 to compensate administrators for vandalism damage to their cars while parked in District facilities. To be eligible for reimbursement, the administrator must make an application to the Superintendent, or his/her designee, and

- i. provide proof that a report was filed with the police;
- ii. present his/her insurance policy;
- iii. provide proof that the damage did occur on school parking facilities; and
- iv. provide at least two (2) estimates for the cost of repairing the damage.

The District will only reimburse an approved claim for the amount not covered by the administrator's insurance. The Superintendent, or his/her designee, and the President of the Association, in conjunction with each other, shall accept or reject each application and shall determine the amount of money to be awarded.

Upon the completion of the school year, the monies not expended

shall be returned to the District General Fund and a new fund of \$1,000.00 shall be established on July 1st.

12. Professional Responsibilities

Professional responsibilities to be performed by unit members shall include, but not be limited to, the following:

a) Facilitation and/or presentation of professional development for staff and the chairing or co-chairing of district-wide committees in consultation with the Association President.

b) Elementary Principals shall be responsible for New York State testing administration. Scoring for this testing will be coordinated by Directors with the assistance of Principals.

V. GRIEVANCE PROCEDURE

1. Purpose

The purpose of this procedure is to secure, at the earliest stage possible, the satisfactory resolution of a grievance.

2. Confidentiality

Both parties agree that the proceedings will be kept as informal as possible and that the proceedings will be kept confidential at all levels with all parties involved in the proceedings.

3. Definition of Grievance

A grievance is a complaint by a member or a group of members of this Unit or the Association that is based upon an alleged violation of the provisions of this contract. Should a grievance be claimed, there shall be no suspension of work on account of such grievance, but an earnest effort shall be made to settle such differences in the manner described in paragraph 6 below.

4. Procedures for Filing a Grievance

The official filing of a grievance (Stage I) must include the following information:

- a)
 - i. Name and position of the aggrieved party and the date of filing.
 - ii. Identification of the contract provision involved in the grievance.
 - iii. Time and place where the alleged events or conditions constituting the grievance occurred and/or existed.
 - iv. Identification of the party responsible for causing said events or conditions, if known, to the aggrieved party.
 - v. A particularized statement of the nature of the grievance.
- b) Beginning with Stage II, all decisions shall be rendered in writing at each step of the grievance procedure, setting forth findings of fact, conclusions

and supporting reasons therefor.

c) The preparation and processing of grievances, insofar as practicable, shall be conducted outside regular hours of work. Students, where possible, shall not be involved in any phase of the grievance procedure.

5. Time Limit for Grievance

No grievance will be entertained unless filed in the first available stage within fifteen (15) school days after the member of the Unit knew or should have known of the act or condition on which the grievance is based. If a decision at this stage is not appealed to the next stage of the procedure within the time limit specified, the grievance will be deemed to be discontinued and further appeal under this Agreement shall be barred.

6. Stages

a) Stage I - Informal Discussion

The first stage of the grievance procedure shall be an informal discussion between the party or parties of the grievance and the immediate supervisor. No grievance shall be entertained at Stage II until seven (7) school days after the date of the initial discussion. At least one (1) additional meeting shall be held if either party deems it necessary within the time limit. This time may be extended by mutual consent. No written forms or records will be kept at Stage I. If the grievance is not satisfactorily resolved at this stage, the aggrieved

party or parties, within five (5) school days after the last Stage I meeting, may appeal in writing to the Superintendent, or his/her designee, in accordance with the procedures indicated in paragraph 4 above.

b) Stage II - Hearing (Superintendent)

The Superintendent, or his/her designee, shall hold a hearing with the parties within ten (10) school days after receiving the written request from the grievant. The Superintendent, or his/her designee, shall be the hearing officer and shall determine the procedures for the hearing. The grievant may be accompanied by a representative of his/her own choosing and the immediate supervisor may be represented by a member of his/her own choosing. The Superintendent, or his/her designee, will send a written report of his decision to the aggrieved party and to the immediate supervisor within ten (10) school days after the conclusion of the hearing. If such grievance is not satisfactorily resolved at this stage, the aggrieved party or parties may appeal to the American Arbitration Association with a copy of the appeal forwarded to the Superintendent. An advisory arbitrator will be selected in accordance with the procedures of the American Arbitration Association.

c) Stage III - Advisory Arbitration

i. The arbitrator shall hold a hearing with the parties within fifteen (15) school days after receiving the written request from the

grievant.

ii. The arbitrator shall be provided with the official grievance information and the Stage II decision.

iii. Neither party shall be permitted to assert any grounds or evidence before the arbitrator which was not previously presented at the Stage II hearing.

iv. The arbitrator shall determine the procedure for the hearing.

v. The arbitrator shall examine all admissible testimony and evidence and shall render his/her findings in writing to the Board. His/Her written report shall include findings of fact, reasoning and conclusions respecting the interpretation of the contract. He/She may also make recommendations to the Board to provide a remedy for the grievance. The arbitrator's report is advisory and in no way binding upon the Board, which may reject all or parts of the arbitrator's report.

vi. The arbitrator shall submit his/her findings to the Board within fifteen (15) days of the date of the Stage III hearing.

vii. The cost and fees of the American Arbitration Association and of the arbitrator incurred as a result of this procedure shall be borne by the party whom the arbitrator finds in error and will be so stated in his/her decision. In the event the arbitrator is asked to make a

determination on more than one issue, the costs will be allocated on a pro-rata basis determined by who was declared in error by the arbitrator on each issue. The argument(s) advanced by either party in support or opposition to an issue or issues will not be used as a basis for any pro-rata allocation of expenses.

d) Stage IV - Review (Board of Education)

The Board will review the arbitrator's report in a special meeting held in executive session within fifteen (15) school days after the date of receiving the arbitrator's report. The aggrieved party or parties, along with the representative, if any, shall be present at this review. The Board, acting as a legislative body of the School District, shall make the final decision and communicate this decision to the party or parties of the grievance and the immediate supervisor within ten (10) school days of the conclusion of its review.

e) If the Board rejects three advisory arbitration awards during the life of the contract, subsequent arbitrations will be binding in nature. The arbitrator shall examine all testimony and evidence and shall render his/her findings in writing to the Board. His/Her written report shall include findings of fact, reasoning and conclusion respecting the interpretation of the contract.

The arbitrator's report will be final and binding.

f) Redress

The implementation of the redress, if any, shall occur within a reasonable period of time.

It is hereby agreed that the Agreement attached hereto between the Union Free School District Town of Islip, East Islip, New York, and the East Islip Association of School Administrators constitutes the full and complete agreement between the parties hereto as to salary and working conditions for the Association for the period of July 1, 2017 through June 30, 2021.

If any provision of the Agreement, or any application of this Agreement to any administrator group, is found to be contrary to law, then such provision or application shall not be deemed valid and subsisting except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect until midnight, June 30, 2021.

The parties agree that all negotiable items have been discussed during the negotiations leading to this Agreement, and therefore, the parties agree that negotiations will not be reopened on any items, whether contained in this Agreement or not, during the term of this Agreement, EXCEPT BY MUTUAL CONSENT and/or as may be required by the provisions of this Agreement or by law.

The provisions of this Agreement shall become part of the established policies of the Board.


NOTICE

IT IS AGREED BY AND BETWEEN THE PARTIES THAT ANY PROVISION OF THIS AGREEMENT REQUIRING LEGISLATIVE ACTION TO PERMIT ITS IMPLEMENTATION BY AMENDMENT OF LAW OR BY PROVIDING THE ADDITIONAL FUNDS THEREFOR, SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL.

EAST ISLIP ASSOCIATION OF ADMINISTRATORS

By: _____


Lisa Belz, Co-President


William Brennan, Co-President

EAST ISLIP UNION FREE SCHOOL DISTRICT

By: _____


Christopher Zachry, President


John V. Dolan, Superintendent

Dated: October 29, 2018

APPENDIX "A"

**ADMINISTRATOR'S SALARY SCHEDULE
1.25%**

Year 1 2017-2018	Elementary Principals	Assistant Principal	Directors	Secondary Principal	Executive Director
1	\$124,614	\$117,986	\$124,614	\$139,079	\$131,289
2	\$128,352	\$121,526	\$128,352	\$143,250	\$135,228
3	\$132,203	\$125,172	\$132,203	\$147,548	\$139,285
4	\$137,281	\$126,632	\$135,508	\$151,975	\$143,464
5	\$141,367	\$129,838	\$138,895	\$156,533	\$147,768
6	\$145,575	\$133,127	\$142,368	\$161,229	\$152,201
7	\$152,134	\$135,512	\$145,358	\$166,067	\$156,767

**ADMINISTRATOR'S SALARY SCHEDULE
1.25%**

Year 2 2018/2019	Elementary Principals	Assistant Principal	Directors	Secondary Principal	Executive Director
1	\$126,172	\$119,461	\$126,172	\$140,818	\$132,931
2	\$129,957	\$123,046	\$129,957	\$145,041	\$136,919
3	\$133,856	\$126,737	\$133,856	\$149,393	\$141,027
4	\$138,998	\$128,215	\$137,202	\$153,875	\$145,258
5	\$143,135	\$131,461	\$140,632	\$158,490	\$149,616
6	\$147,395	\$134,792	\$144,148	\$163,245	\$154,104
7	\$154,036	\$137,206	\$147,175	\$168,143	\$158,727

**ADMINISTRATOR'S SALARY SCHEDULE
1.50%**

Year 3 2019-2020	Elementary Principals	Assistant Principal	Directors	Secondary Principal	Executive Director
1	\$128,065	\$121,253	\$128,065	\$142,931	\$134,925
2	\$131,907	\$124,892	\$131,907	\$147,217	\$138,973
3	\$135,864	\$128,639	\$135,864	\$151,634	\$143,143
4	\$141,083	\$130,139	\$139,261	\$156,184	\$147,437
5	\$145,283	\$133,433	\$142,742	\$160,868	\$151,861
6	\$149,606	\$136,814	\$146,311	\$165,694	\$156,416
7	\$156,347	\$139,265	\$149,383	\$170,666	\$161,108

**ADMINISTRATOR'S SALARY SCHEDULE
1.50%**

Year 4 2020/2021	Elementary Principals	Assistant Principal	Directors	Secondary Principal	Executive Director
1	\$129,986	\$123,072	\$129,986	\$145,075	\$136,949
2	\$133,886	\$126,766	\$133,886	\$149,426	\$141,058
3	\$137,902	\$130,569	\$137,902	\$153,909	\$145,291
4	\$143,200	\$132,092	\$141,350	\$158,527	\$149,649
5	\$147,463	\$135,435	\$144,884	\$163,282	\$154,139
6	\$151,851	\$138,867	\$148,506	\$168,180	\$158,763
7	\$158,693	\$141,354	\$151,624	\$173,226	\$163,525