
AGREEMENT

Mount Vernon City School District

and

Mount Vernon Administrators Group

July 1, 2013

to

June 30, 2019

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PREAMBLE

The Board of Education (hereinafter "Board") and the Mount Vernon Administrators Group (hereinafter "Association") recognize that they have a common responsibility beyond their collective bargaining relationship.

The Board of Education and the Mount Vernon Administrators Group wish to declare their mutual intent to work together toward the achievement of educational excellence in the Mount Vernon School System

It is hoped that their joint efforts will contribute in significant measure to the advancement of public education in the City of Mount Vernon.

ARTICLE I RECOGNITION

- 1.1. The Board recognizes the Mount Vernon Administrators Group as the exclusive bargaining representative of Secondary Principals, Elementary Principals, Certificated Directors, Supervisors, Project Coordinators, Chief School Psychologists, Director of PPS, Director of Special Education, Director of the Gifted and Talented Program, director of Special Services, Vice Principals, Assistant Principals, Chief Attendance Teacher, Dean of Mount Vernon High School, Teachers on Special Assignment, and Department Administrators. Said Recognition excludes the following administrative positions: Director of Finance and all other non-certificated Director level positions (i.e. Director of Facilities, Director of Transportation, etc.).

In this Agreement, unless otherwise specified, administrator means any member of the bargaining unit.

- 1.2. Nothing herein shall be construed to prevent any individual member of the unit from discussing personal problems with the Superintendent without intervention from the Association, provided that the resulting adjustments are not inconsistent with the terms of the Agreement.
- 1.3. Summer and night school are recognized as represented by the Association limited to benefits specifically designed as summer or night school.

ARTICLE II PROFESSIONAL DUES DEDUCTION

- 2.1 The Board agrees to the deduction of a uniform amount from the salaries of members of the Association for dues for the Mount Vernon Administrators Group, as said members individually and voluntarily authorize the Board to deduct and to transmit the monies promptly to the Treasurer of the Association.
- 2.2 Deductions referred to above shall be made on each pay period beginning September 15th and ending June 30th.

ARTICLE III NEGOTIATION PROCEDURE

- 3.1. There shall be negotiation in accordance with the procedures set forth herein in a good faith effort to reach mutual understanding and agreement on matters affecting the terms and conditions of employment of employees in the above described unit.
- 3.2. The Board agrees to enter into negotiation with the Association over a successor Agreement no later than January 15th of the calendar year preceding the expiration of the Agreement. The Board or the Association shall initiate such negotiations by exchanging written agenda prior to the above date. Any agreement so reached shall apply to all personnel included in the bargaining unit defined above and shall be reduced to writing and signed by the Board and the Association.
- 3.3. The Board and the Association during the negotiations shall present relevant data, exchange points of view and make proposals and counter proposals. The Board shall make available to the Association for inspection all pertinent records of the Mount Vernon City School District. Either party may, if it so desires, utilize the services of outside consultants and may call upon professional and lay representatives to assist in the negotiations.
- 3.4. If the negotiations described in the above section have reached an impasse, the New York State Public Employment Relations Board's procedures on impasse shall prevail.
- 3.5. Pending completion of a successor Agreement, or determination through legislative hearing, all salary and fringe benefits contained herein shall be continued in effect.

ARTICLE IV PROFESSIONAL CONFERENCES

- 4.1 The Board shall pay the reasonable expenses, including fees, meals, lodging, and/or transportation, incurred by members of the Association to attend workshops, seminars, conferences, or other professional meetings subject to advance approval of their immediate supervisors and Superintendent. Requests shall give full information relative to the conference.

ARTICLE V PROMOTIONS, VACANCIES, AND TRANSFERS

A. VACANCIES AND PROMOTIONS:

- 5.1 All vacancies and positions covered by members of this Association including Teacher on Special Assignment, shall be publicized pursuant to the following procedure:
 - a) Such vacancies shall be adequately publicized which shall mean, as a minimum, that a notice shall be posted in every school clearly setting forth a description of the qualifications for the position, including duties and compensation. During summer recess, such notices shall be e-mailed to the officers of the Association (President, Vice President, Secretary, and Treasurer) as well as to each member.

- b) Such notices shall be posted as far in advance as possible, usually within 7-60 days of the day upon which the job becomes vacant.
 - c) Candidates shall submit their applications in writing to the Superintendent of Schools.
- 5.2 The District shall consider the following factors in filling vacant unit positions: 1) professional background; 2) experience; 3) qualifications; 4) performance and administrative vacancies shall be filled by an applicant covered by this contract if the aforesaid factors are substantially equal to those of any other applicant covered by this agreement. Notwithstanding the foregoing, the Superintendent and the Board shall not be precluded from selecting the best qualified candidate when in their judgment the educational needs of the local system will be better served by the selection.
- 5.3 If a qualifying written examination is given, the results of the examination may be made known to the Administrators Group at the request of the candidate.

B. TRANSFER POLICY:

- 5.4 It is recognized that transfers of administrators will be made at the discretion of the Superintendent and based upon the educational needs of the District.
- 5.5 It is recognized that the transfer of administrators must be made in the context of the educational needs of the school system.
- 5.6 Administrators requesting transfers shall submit such requests in writing to the Superintendent by March 1st of the preceding year.
- 5.7 For voluntary transfers, administrators with seniority in the school system will be given priority provided all other factors are equal.
- 5.8 Where involuntary transfers are required, seniority in the Mount Vernon system will be an important factor considered effectuating such transfers. Administrators being involuntarily transferred will be transferred, where possible, to a comparable position.
- 5.9 Involuntary transfers shall not be made for punitive reasons.
- 5.10 The Board agrees that transfers to and from the proposed middle schools (grades 7 and 8) will not jeopardize tenure rights.
- 5.11 A transfer will only be made after a meeting between the administrator and the Superintendent or his designee at which time the administrator will be notified of the reason for the transfer.
- 5.12 Notice of transfer will be given to administrators as soon as practicable and, under normal circumstances, not later than June 1st for the following school year.

- 5.13 Administrators requesting transfers shall submit such requests to the Superintendent stating the assignment preferred. Under ordinary circumstances, such requests shall be submitted by March 1st for the following school year.
- 5.14 When a member is hired or transferred into a position covered by the Association, the Board shall, upon request, notify the Association in writing, giving name, address, position, rate of pay and assignment.
- 5.15 In accordance with present practice, in the event of a program modification, personnel so involved shall be transferred to another position if (1) there is a position available in their current administrative assignment, and (2) if the person is certified (to assume the new position) and has performed creditably in his/her former position.
- 5.16 The Transfer Policy will remain consistent with existing state law.
- 5.17 All openings shall be posted.
- 5.18 A list of all administrative openings in the system by building and grade level shall be made available to administrators involved in the transfers.
- 5.19 A specific target date for assignments will be set.

ARTICLE VI

PROFESSIONAL WORK SCHEDULE

- 6.1 An administrator's work year shall be from September 1st up to and including June 30th. Members of the Association shall have all holidays and school vacations occurring during the school year as provided for in the school calendar and in addition, July 4th, and Labor Day. Administrators will be included as members of the committee planning for the school calendar. The regular workday for administrators shall be from 8 a.m. to 4:00 p.m. or a similar eight (8) hour schedule [e.g. 7:15 to 3:15, 7:30-3:30].
- 6.2 10 Month Administrators

Secondary Assistant Principals shall continue to work an additional ten (10) days, which shall be worked contiguously with the end of the school year or before the start of school [e.g. beginning of July and/or end of August]. Compensation for these days will be at the per diem rate of 1/200 of their salary for each day worked. There shall be no paid holidays included within the ten (10) days of service. All other ten month administrators may also be requested to work during the last week in August. They shall be compensated at the rate of 1/200 of their salary for each day worked. The parties shall meet on or before August 1, 2016 to identify those titles considered to be 10 month administrative positions.

6.3 11 Month Administrators

Eleven month administrators shall continue to work an additional twenty (20) days over July and August for no additional pay. July 4th shall continue to be counted as one day of the twenty. Effective July 1, 2008, these days shall be worked on the first nine (9) work days in July and the last ten (10) work days in August. Work days shall mean Monday thru Friday exclusive of July 4th. This schedule may only be varied by mutual agreement of the administrator and the Superintendent of Schools or his designee. The parties shall meet on or before August 1, 2016 to identify those titles considered to be 11 month administrative positions.

ARTICLE VII POLICIES AND REGULATIONS

- 7.1 At the beginning of each school year, a complete copy of all written policies and administrative procedures of the Board of Education shall be placed on file in the Principal's Office of each school, and one copy to the President of the Association.
- 7.2 Proposed activities, projects and decisions which will involve a change in school programs are to be made known to building principals prior to April 1st whenever practicable.

ARTICLE VIII EDUCATIONAL PROGRAM DEVELOPMENT

- 8.1 The Board shall make every effort to continue the policy of providing necessary financial support for in-district educational improvement programs including but not limited to items such as consultant services, research and development programs, in-service workshops and curriculum development activities as recommended by the Superintendent of Schools and the Administrative Council.

ARTICLE IX ADMINISTRATIVE AND SUPERVISORY RESPONSIBILITIES

- 9.1 The Board recognizes that the members of this Association exercise administrative and supervisory responsibilities with relation to the staff in the school; therefore, the Board may call upon members of this bargaining unit for their views and for their participation solely as advisors in negotiations in matters that affect their administrative and supervisory responsibilities.
- 9.2 No person who is not duly qualified under the Education Laws of the State of New York shall be appointed to an administrative or supervisory position in any school operated under the direction of the Board of Education of the City of Mount Vernon except in cases of emergency.
- 9.3 Principals shall be available to interview teacher applicants and shall participate in this process to the extent practicable.
- 9.4 Principals shall be available to plan for transferring personnel and shall participate in this process to the extent practicable.

9.5 In order to provide a better understanding, one or more administrator may be invited periodically to meet with the Board in Executive Session.

9.6 High School Department Chairs shall only have 9 – 12 responsibilities.

ARTICLE X SALARIES AND BENEFITS

A. ADMINISTRATOR SALARY

10.1 a) The 2012-13 salary schedule set forth in Appendix I only shall be increased in accordance with the following:

2013-14	0%
2014-15	1.0% (without any payment of retroactive monies)
2015-16	1.0% (effective 7/1/15)
2016-17	0.5% (effective 7/1/16)
2017-18	0.5% (effective 7/1/17)
2018-19	0.5% (effective 7/1/18)

b) Retroactive monies for eligible unit members for the 2015-16 school year shall be paid within sixty (60) days of June 15, 2016 by separate check. Said monies shall be paid solely to active unit members employed by the District as of June 15, 2016. Retroactive payments shall be prorated for those serving less than a full school year.

c) In addition to the percentage increase in the 2013-14 school year, unit members shall receive a one-time payment not added to base wages in an amount equivalent to 1% of each unit member's base salary for the 2015-16 school year. Said payment to be provided solely to active unit members employed by the District as June 15, 2016 with the exception of two (2) former unit members (Sheila Burns-Owens and Frances Lighty) who will receive an amount equivalent to 1% of their base salary during the school year in which they separated from the District. Said payment shall be prorated for those serving less than a full school year. Said payment shall be paid within sixty (60) days of June 15, 2016 by separate check.

10.2 a) Effective July 1, 2013, Step 1A shall be added to the salary schedule. Said step shall be derived by adding one-half of the difference between Step 1 and 2 to existing Step 1 in order to create the new Step 1A.

b) Effective July 1, 2016, a new Step 12 shall be added to the salary schedule. Said step shall be derived by adding \$1,300.00 to the sum set forth in the existing Step 11 within all classifications.

10.3 a) Administrators shall receive twenty (20) equal or twenty-four (24) paychecks in the ten (10) month period from September 1st through June 30th.

- b) Effective March 11, 2013 paragraph 10.3(a) above shall be deleted and the following shall apply:

Administrators shall have the option of receiving salary over twenty (20) or twenty-four (24) pay periods. Those selecting the twenty (20) pay period option shall receive twenty (20) equal paychecks in the ten (10) month period from September through June. Effective for the 2012-13 school year, those selecting the twenty-four (24) pay period option shall receive twenty (20) equal paychecks in the ten (10) month period from September through June and one (1) additional check on the last work day in June to cover the remaining four (4) pay periods. Unit members seeking to change their pay period option must notify the District in writing of said selection by June 30th of the preceding school year. New hires shall be given the option of twenty (20) or twenty-four (24) pay periods in writing at the time of hire.

- c) Those administrators working in July and August will receive additional paychecks for the months worked. Association members shall have the option to also utilize Direct Deposit and the Mt. Vernon Credit Union for payroll purposes. In addition, association members may designate that deductions also be taken for the Tax Shelter Annuity and a Roth IRA.
- d) Unit members who choose to receive 24 paychecks shall notify the District by September 1 and shall receive the four additional paychecks on the 15th and last day in July and August. Unit members must notify the District of their summer address by June 1. Effective March 11, 2013, this subparagraph shall be deleted.

10.4 For assigned work related to an administrator's tenure area and certificate which is performed during the administrator's summer or other vacation time, compensation shall be paid at the rate of 1/200 of the administrator's annual salary for each full day worked. All other assigned work performed during vacation periods shall be paid at the hourly rate.

10.5 Summer school principals shall be compensated at the hourly rate.

10.6 Effective June 15, 2016, unit members shall be compensated at the below hourly rate(s) when a unit member is requested to engage in certain "Committee" type work. Payment for such "Committee" work shall be limited solely to work that is approved, in writing (email shall be deemed sufficient), by the Board and/or Superintendent of Schools in advance, or (in extraordinary circumstances) approved after the fact. In the event such written advance approval is not provided to the unit member and in the absence of extraordinary circumstances warranting approval after the fact, there will be no additional payment for such "Committee" work. The hourly rate for unit members hired prior to March 11, 2013 and performing such "Committee" work shall be \$51.56 per hour. The hourly rate for unit members hired on or after March 11, 2013 and performing such "Committee" work shall be \$49.56 per hour. Based upon the foregoing, and notwithstanding any past practice to the contrary Administrators shall not be compensated for any other time including, but not limited to, attendance at PTA meetings, concerts, student performances, emergencies (as determined by the Superintendent in his sole discretion), sporting events, co-curricular activities, extra-curricular activities and similar types of events. Notwithstanding the foregoing, when required to report to work for an emergency, as determined by the Superintendent of Schools, the affected administrator shall be eligible to work and be compensated (in accordance with the hourly rate set forth above) for a minimum of 1.5 hours with the approval of the Superintendent of Schools

10.7 Classification of Administrators

Class A-6 Master's Degree plus 30 approved credits or BA plus 75 approved credits
Class A-7 Master's Degree plus 45 approved credits or BA plus 90 approved credits
Class A-8 Master's Degree plus 60 approved credits
Class A-9 Earned Doctorate

In connection with the foregoing classification of administrators, the District has set the number of in-service credits, which may be used for salary purposes, at a maximum of sixty (60) for purposes of reclassification. Under the following conditions the combination of in-service and college courses taken in one ten month school year should not exceed six (6) hours per semester. (Work taken in summer is not included in this rule.) The above rule applies to people in full time administrative positions. A committee consisting of three (3) members of the Union and three (3) administrators designated by the District shall be created to review and recommend graduate courses for salary reclassification purposes.

- 10.8 Effective July 1, 2013, administrators shall be eligible for reclassification only once per school year on October 15th. In order for such reclassification to become effective, the reclassification forms and official transcripts must be submitted to the Office of Human Resources by October 1st. If submitted after the October 1st deadline the administrator will be considered for reclassification effective October 15th of the school year following the school year of submission.
- 10.9 Unit members hired on or after June 15, 2016 shall be eligible for reclassification only once every two (2) school years provided all other eligibility requirements are met (i.e. 2 years from the date of their last reclassification).

B. LONGEVITY

- 10.10 Effective July 1, 2008, employees beginning their 20th year of service in the Mt. Vernon School District will receive an annual payment of \$1,500 in addition to their regular salary. Effective July 1, 2013, upon completion of their 20th year of service in the Mt. Vernon School District, unit members will receive an annual payment of \$1,500 in addition to their regular salary.
- 10.11 Effective July 1, 2008, employees beginning their 25th year of service in the Mt. Vernon School District will receive an annual payment of \$3,000 in addition to their regular salary. Effective July 1, 2013, upon completion of their 25th year of service in the Mt. Vernon School District, unit members will receive an annual payment of \$3,000 in addition to their regular salary.

10.12 Doctorate: The doctoral differential on Steps 1-5 shall be \$1,500.
The doctoral differential on Steps 6-11 shall be \$2,000.

10.13 If an employee is hired on or after February 1st of a given school year, that school year is not counted towards years of service. If an employee is hired before February 1st of a given year, that school year counts fully towards years of service. If an employee is on leave for more than 90 school days in a school year, then that school year does not count towards years of service. Longevity payments are made in equal installments in each paycheck of a given school year.

C. TAX SHELTERED ANNUITY

10.14 Administrators who desire to do so shall be giving an opportunity to participate in a tax sheltered annuity program in accordance with procedures worked out between the Association and the Business Office.

10.15 A joint committee of Union and District representatives shall meet to discuss and make a recommendation to the District with respect to expanding the tax sheltered annuity option.

10.16 Subject to approval of the District's attorney and auditors an IRC §457 plan shall be established.

D. HOSPITALIZATION & MEDICAL COVERAGE

10.17 The District will assume the cost of Hospitalization and Medical Coverage for the individual administrator and his/her family to the extent of the percentage of time the administrator is employed by the District.

10.18 The District provides Hospitalization and Medical Coverage through SWSCHP or the HMO. The District shall have the discretion to change the health insurance plan provided the level of benefits offered under the new plan is substantially similar to the existing plan. The District shall advise the union in the event such a change is contemplated.

10.19 a) All unit members, after their first year of employment, shall contribute for health insurance in accordance with the below:

	<u>Individual</u>	<u>2 Person/Family</u>
2013-14	12%	11%
2014-15	12%	11%
2015-16	12%	11%
2016-17	15%	14%
2017-18	16%	15%
2018-19	17%	16%

b) In the event the premium cost for health insurance coverage increases by more than 5% in any fiscal year the District will be responsible for any increased cost above 5%.

- 10.20 a) Effective March 11, 2013, the date of the execution of the memorandum of agreement, new hires shall contribute 20% of the cost of the SWSCHP health insurance plan premium for health insurance coverage in the first year of employment. In the second year and thereafter, new hires shall contribute 15% of the cost of the SWSCHP health insurance plan premium for health insurance coverage. For the purposes of this provision, "new hires" shall be defined as any unit member whose initial date of employment with the District in an administrative position occurs on or after March 11, 2013.
- b) Effective June 15, 2016, subparagraph 10.20(a) shall be deleted and the following shall be applicable: Unit members hired on or after June 15, 2016 shall contribute 20% of the cost of the SWSCHP health insurance plan premium for health insurance coverage in the first year of employment. In the second year and thereafter, new hires shall contribute the same rate as active members for health insurance coverage. For the purposes of this provision, "new hires" shall be defined as any unit member whose initial date of employment with the District in an administrative position occurs on or after the date of execution of this memorandum of agreement.
- 10.21 In cases in which the unit member is covered by medical insurance through another family member, the District will pay the employee to voluntarily waive his/her right to participate in the District's health insurance plan. The District will pay that employee the amount of \$1,000 annually for that waiver and withdrawal. The election must be made by June 1 for the subsequent school year, or within the first thirty (30) days after hiring. In the event of a situation occurring after withdrawal in which coverage might be otherwise terminated the District shall allow reentry upon a pro-rata repayment of the amount paid for the waiver and withdrawal. Effective July 1, 2016 and thereafter (subject to the below), the District shall increase the annual buy-out amount from \$1,000 to \$3,000. In addition, the District shall increase said amount from \$3,000 to \$3,500 if by each October 31st a minimum of ten (10) unit members voluntarily waive their right to participate in the District's health insurance program. In the event less than ten (10) unit members voluntarily waive health insurance the buy-out amount shall remain at \$3,000 and no additional payments shall be made to unit members who have waived health insurance coverage.

E. RETIREE HOSPITALIZATION & MEDICAL COVERAGE

- 10.22 Unit members hired before October 12, 2012 and who have completed at least ten (10) years of service for the District shall be eligible for Hospitalization and Medical Coverage into retirement. The District rate of contribution for such unit members shall be 60% for individual coverage and 50% for family coverage. Unit members hired on or after October 12, 2012 must have completed at least fifteen (15) years of service to be eligible for this same coverage into retirement at the same District rate of contribution.
- 10.23 Unit members who retire after July 1, 2008, and have 180 or more sick leave and/or sick leave incentive days (Article II, D.) and submit an irrevocable letter of resignation for retirement purposes by January 15, and have served in the district for at least twenty (20) years shall have health insurance premiums paid by the district in the amounts of:

District Service	District Contribution for Individual Coverage	District Contribution for Family Coverage
At least 25 years	70%	60%
At least 20 years	65%	55%

10.24 Should a unit member not qualify for coverage in paragraph 10.23 above, they will still be eligible for health insurance coverage as outlined in paragraph 10.22 above.

F. WELFARE FUND BENEFITS

10.25 a) The District hereby agrees to contribute to the Association at the rate of \$1,5000, for each eligible employee to provide welfare benefits through a trust heretofore or hereafter created by the Association.

b) Effective for the 2013-14 school year subsection (1) above shall be deleted and the following shall be applicable:

The District hereby agrees to contribute to the Mount Vernon Administrators Group at the rate of \$1,550 for each eligible employee to provide welfare fund benefits through a trust, except that in the 2013-14 school year, the District shall not make any contribution to the welfare benefit fund and in the 2014-15 school year, the District shall only contribute \$1,325 for each eligible employee.

b) All rebates shall accrue to the trust. The District shall allow the trustees to expand the purposes of the trust to allow the purchase of other group health and health related benefits.

G. FLEXIBLE SPENDING PLAN

10.26 a) The parties shall implement a flexible spending plan in accordance with Section 125 of the Internal Revenue Code.

b) A joint committee of Union and District representatives shall meet to discuss and make a recommendation to the District with respect to the amounts by which to increase the contribution limits allowed for each IRS Section 125 plan.

H. EMPLOYEE ASSISTANCE PROGRAM

10.27 The Board-financed Employee Assistance Program shall include all members of the Administrators' unit at no cost to the members.

I. OTHER CONTRACTUAL PROVISIONS

10.28 This Agreement shall constitute the full and complete commitment between both parties and may be altered, changed, added to, deleted from, or modified only through the voluntary, mutual consent of the parties in a written and signed amendment to the Agreement.

- 10.29 The provisions of this Agreement shall be incorporated into and be considered part of the established policy of the Board. During the life of this Agreement the Board shall not adopt any policies inconsistent with the terms of this Agreement.
- 10.30 The District shall print and distribute copies of the new collective bargaining agreement as soon as possible and in no event more than 45 days after the ratification of the agreement.
- 10.31 Contracts of all other District bargaining units shall be provided to each building administrator as soon as such contracts are negotiated.

ARTICLE XI LEAVES OF ABSENCE

A. LONG-TERM LEAVE OF ABSENCE WITHOUT PAY

- 11.1 Tenured and non-tenured administrators shall be entitled to leave without pay for one school year after seven years of continuous service.
1. Requests for a leave without pay must be submitted by February 1st in writing for the following school year.
 2. No more than two (2) administrators shall be granted leave in any one (1) school year.
 3. Such leave shall not be available for the purpose of accepting other employment.
 4. Administrators shall not be eligible for a second such leave until they have completed seven additional consecutive years after taking the first such leave.
 5. An administrator granted leave under this section shall be returned to the same or substantially equivalent position.
 6. Any administrator who fails to return to duty on the expiration of long term leave upon the first working day following expiration of such leave shall be deemed to have terminated his/her employment with the District unless such delay is approved by the Board or unless the delay is due to extenuating circumstances. Administrators on long term leave shall be required to provide written notice of their intent to return by February 1st of the school year in which leave is taken.

B. CHILD CARE LEAVE

- 11.2 Child care leave shall be granted to regular full time administrators employed by the Board pursuant to the following procedures:
1. a) Child care leave shall begin at a mutually convenient time and shall terminate at a time agreed upon by the administrator and the District. It shall not terminate during a term where its expiration could disrupt the program.

- b) Effective March 11, 2013, subparagraph 1(a) above shall be deleted and the following shall be applicable:

Child care leave shall begin at a mutually convenient time, shall terminate at a time agreed upon by the teacher and the District and shall not exceed one (1) school year subject to paragraph 5 below. The leave shall not terminate during a term where its expiration could disrupt the program.

- 2. Child care leave shall be without pay or credit on the salary schedule. For a non-tenured administrator, the probationary period will be suspended with the commencement of the leave and will resume when the administrator resumes service in Mount Vernon.
- 3. An administrator who suffers an interrupted pregnancy, stillbirth, or the death of any child for whom she has received a child care leave may, upon written application to the Superintendent, be returned to service upon appropriate certification.
- 4. a) A tenured administrator granted child care leave shall be entitled to one long term leave of absence without pay, at the expiration of the child care leave. An administrator shall be entitled to only one such extension, regardless of the number of child care leaves taken.

b) Effective March 11, 2013, subparagraph 4(a) above shall be deleted.
- 5. a) No leave shall exceed one (1) year except the Board may, upon written request, extend such leave for a period not to exceed one (1) additional year.

b) Effective March 11, 2013, subparagraph 5(a) above shall be deleted and the following shall be applicable:

c) For tenured administrators only, the up to one (1) year child care leave may be extended for up to an additional school year on a one time basis during the employee's career, regardless of the number of childcare leaves taken. The total time spent on the one time extended childcare leave shall not exceed a period of two school (2) years. The leave shall not terminate during a term where its expiration could disrupt the program.”
- 6. Child care leave shall be given to any member of the Association; however, in no case shall such leaves be extended to both members of the family simultaneously. Employees who are not using FMLA time during an unpaid child care leave shall be responsible for their own health insurance premium costs.

The seven (7) years continuous service requirements for long term leave without pay shall be waived in this case, but all other conditions for long term leave of absence shall be applicable.

In the event a unit member elects to take a child care leave, the unit member shall not be eligible for an additional child care leave unless said unit member has returned to service with the District for one (1) full school year.

C. SICK LEAVE

- 11.3 Regular full-time administrators, whether now in the school system or hereafter entering same, shall be entitled to sick leave benefits at full pay as follows:
1. Effective July 1, 1998, all administrators shall receive 15 sick days per school year. Three (3) of these days may be used for family illness in the year in which the days are issued. "Family" shall be defined as people living in the employee's household.
 2. All unused sick leave provided in paragraph one (1) above shall accumulate to a maximum of 180 working days.
 3. Sick leave benefits shall be paid on the basis of the administrator's annual salary.
 4. Administrators serving less than a full year shall be entitled to sick leave on a pro-rata basis.
 5. If an absence is of five or more consecutive working days, application for leave of absence with pay by reason of personal illness shall be accompanied by a physician's certificate certifying the cause of absence. The Superintendent of Schools, or his authorized representative, may require such a certificate in connection with an absence due to personal illness of less than five consecutive working days. The Superintendent may also require additional certification in cases of prolonged absences.
 6. If an administrator reports to school and becomes ill necessitating a return home, absence for a half day will be recorded if the administrator is unable to resume administrative duties in the afternoon. Should an administrator become ill during the afternoon, credit for a full day's attendance will be given.
 7. In the event schools are closed due to snow or other emergency and an administrator is on sick leave on the day prior to such school closing and the day after such school closing, the administrator will be charged for a sick day on the day school is closed. However, should the school closing day be made up that year, the District will reinstate that charged sick day back to the administrator.

D. SICK LEAVE INCENTIVE PROGRAM

- 11.4 All administrators must have a minimum of 150 sick days accumulated to participate in the Incentive Program. Those administrators who use 8 or less sick days in one school year may sell the remaining number of days given that year back to the District at the rate of \$75 per day. At retirement, such money will be used by the District to pay for the administrator's share of health insurance and/or welfare fund contributions.
- 11.5 Employees in the Incentive Program who use 9 or more sick days in a school year, without medical documentation in 2 or more consecutive years will have their account deducted, at \$75 per day, for those days taken beyond 8 in each year. The District shall provide the employees with an annual accounting of days accumulated in the Incentive Program.
- 11.6 Unit members who submit an irrevocable letter of resignation for retirement purposes, and who meet the requirements of the Sick Leave Incentive Program above shall be entitled to sell back days. Unit members who submit letters by January 15 of his/her retirement year shall have the ability to sell back up to 18 days that were given in the final year (15 sick, 3

personal) and receive \$200 per day credit; Unit members who submit letters by February 15 shall have the ability to sell back up to 18 said days and receive \$150 per day credit; Unit members who submit letters by March 15 shall have the ability to sell back up to 18 said days and receive \$100 per day credit. Any credit received shall be used for health insurance and/or welfare fund payments in retirement. The parties herewith acknowledge that retirees may participate in the Welfare Fund solely at their own expense or as provided above.

E. SICK BANK

- 11.7 The District shall deduct from each administrator one day from that year's annual sick leave for Sick Leave Bank purposes. That reduction shall reduce the available Sick Leave of the individual administrator for that school year only and shall be transferred to a separate account denominated as Sick Leave Bank. The bank shall be administered by two persons designated by the District and two persons designated by the Association. This group shall be designated as the Sick Leave Bank Board. The Sick Leave Bank Board shall determine whether or not administrators are eligible to receive time from the Sick Leave Bank. In the event of disagreement, the question shall be referred to a physician in the area of specialty in which sick leave is sought. That physician shall be designated, in consent of both sides, by the Academic Dean of the New York Medical College in Valhalla, New York.
- 11.8 No person shall be entitled to receive more than ninety (90) sick days for any single disability and no person shall be entitled to use Sick Leave Bank time unless the medical need is established by the parties to be of a catastrophic or disabling nature as ordinarily understood for general disability purposes.
- 11.9 No Sick Leave Bank time will be available until the exhaustion of that individual's annual and accumulated time. At the time the Sick Bank days have been decreased to 100, the Bank shall be replenished in the same manner in which it was originally established.

F. ABSENCES EXCUSED WITH PAY

- 11.10 Administrators shall be entitled to leave of absence without any loss of pay under the following circumstances:
1. **JURY DUTY:** An administrator who is required to serve on jury duty while school is in session will receive full salary during the period of such jury service, except that the administrator shall be required to remit to the District an amount equal to any remuneration received for said jury services other than expense money.
 2. **LEAVE FOR BEREAVEMENT:** (a) An administrator shall be entitled to leave of absence with pay for a period not to exceed five (5) consecutive days in case of death of a parent, sister, brother, child, spouse, or other family member residing with the Administrator. (b) An administrator shall be entitled to leave of absence with pay for a period not to exceed one (1) day in case of death of any of the following: (1) mother-in-law; (2) father-in-law; (3) daughter-in-law; (4) son-in-law; (5) sister-in-law; (6) brother-in-law; (7) a grandparent not residing in the household of the Administrator except, however, that where an administrator is required to travel over 100 miles from

Mount Vernon, the administrator shall, upon written request, be granted up to, but not more than two (2) days leave of absence with pay.

3. **LEAVE FOR PERSONAL REASONS:** All full-time administrators in the school system shall be allowed three (3) days of leave for personal reasons per school year. Unused personal days shall be converted to the employee's accumulated sick leave or the sick leave incentive program.

Personal leave will be granted for matters of urgent personal business, which can only be conducted within the regular school day.

The following are examples of, but not limitations for, personal leave days:

- Legal matters
- Death in family (other than Bereavement Leave)
- Personal property damage
- Medical visit, medical exams or treatment of a compelling nature for the member, spouse, or child
- Family problem of a compelling nature for member, spouse, child
- Religious observance
- Sickness in family above the three days allowed
- Matters of urgent personal business which can only be conducted within the regular school day

Any administrator desiring personal leave may apply for such leave stating the specific reason for review by the Principal and the Office of the Superintendent.

All requests for such personal leave must be submitted by the Administrator in writing not less than two (2) weeks, in the absence of an emergency and/or unforeseen circumstances, prior to the day or days such leave is desired, or as soon as possible in case of an emergency. Such personal leave shall not be granted or allowed for any day or consecutive days or any part thereof before or following either a vacation period or a day when school has been closed for an emergency, except, however, if a request for personal leave has been submitted and approved in advance of an emergency closing, such personal leave will be granted even though it shall fall immediately following a day when school has closed for an emergency. "Vacation Period" shall apply to the adopted school calendar vacations of Thanksgiving, Christmas, midwinter break, and spring break.

4. **CONVENTION ATTENDANCE:** Leave of absence with pay, not to exceed a combined total of six (6) administrators' days shall be granted the Association representatives in order to attend administrator conventions.
5. **OTHER EXCUSABLE ABSENCES WITHOUT LOSS OF PAY:** An administrator shall be deemed excusable absent without any loss of pay in the event of the following:

- a) Attendance in a court of law or before a duly constituted governmental administration tribunal in connection with business of the Board of Education.
- b) Involuntary attendance in a court of law by subpoena or court order.
- c) Military duty to meet National Guard and Reserve Forces requirements in accordance with Section 243 of the Military Law.
- d) Conferring of Degree: An administrator may attend his/her graduation exercises without loss of pay for one day if a degree is conferred him/her.
- e) Contagious or Infectious Disease in Family: Full pay should be allowed during the continuance of such forced absence due to quarantine.
- f) Visiting Other Schools: With the approval of the Superintendent, an administrator may be absent for three days in any school year for the purpose of visiting other schools, for professional development and work-related purposes, without loss of pay. A written report of the work observed shall be sent to the Superintendent within 10 days after the visit.

11.11 In connection with any absence pursuant to subdivision 1 through 5 inclusive of this Article, an administrator shall be required to submit a form to the Superintendent of Schools prior to the absence or, in the case of an emergency, within 24 hours after his/her return, which form shall be made available at the Office of the Principal of each school.

G. WORKERS' COMPENSATION

11.18 All full-time employees sustaining a Workers' Compensation injury and who are absent by reason thereof, shall be required to utilize accrued sick leave days for the period of absence. In the event the employee has no accrued sick leave available to him/her, the employee shall be permitted to request sick leave time from the parties' Sick Leave Bank in accordance with Article XI(E). Sick leave days used shall be restored upon receipt of the determination of the Workers' Compensation Board of the number of days of disability. Said days shall be restored on a day for day basis in accordance with said determination.

ARTICLE XII BENEFIT TRUST FUND

12.1 The District agrees to pay annually the sum of \$25,000.00 into the Mount Vernon City School District Administrators Benefits Trust Fund.

ARTICLE XIII ASSOCIATION RIGHTS

13.1 The use of facilities of the schools shall be permitted for Association business, providing there is not interference with the proper use of schools for educational activities and such business is conducted at reasonable hours and conforms to the rules and regulations for the use of the schools according to District policy.

13.2 The only record with respect to any Association member for any official purpose shall be the member's official personnel file in the Superintendent's office. A member shall be entitled to examine his/her professional file and shall receive a copy of any letter or written communication which reflects favorably or unfavorably upon the member or on the performance of his/her duties, if such letter or communication is to be inserted in the

member's file and record. Any response filed by a member must also be included in such file, but no implication of any kind shall be drawn from any failure to make such a response. Subject to reasonable procedural requirements, a member shall have the right to review his/her file during the normal workday.

13.3 Evaluation Instrument for Unit Members Not Covered District's APPR Plan for Administrative Staff

- a) New evaluation instrument to be utilized for Supervisors, Directors, Content Administrators, Assistant Principals and/or any other unit members who are not covered under the District's APPR Plan for the Administrative Staff.
- b) For the 2015-16 school year the parties herewith agree to utilize a "narrative format" for the evaluation of all staff members within the above titles. Said evaluations shall be completed on or before July 31, 2016.
- c) For the 2016-17 school year and beyond, the parties shall meet on or before August 31, 2016 in order to develop the evaluation instrument to be utilized for the evaluation of said staff members.

**ARTICLE XIV
GRIEVANCE PROCEDURE**

14.1 A grievance shall be presented only by or on behalf of an individual member of the bargaining unit or a group of members of the bargaining unit concerned with grievance, and after approval of the Grievance Committee of the Association.

14.2 Grievance shall be defined as follows: a) any dispute arising over the interpretation or application of the rules, written policies and administrative regulations of the Board of Education of the Mount Vernon City School District; b) any dispute arising of the application or interpretation of any of the provisions of the Agreement.

14.3 An aggrieved party or parties shall be entitled to be represented by legal counsel at any step of the Grievance Procedure.

14.4 Failure by a grievant to appeal a decision at any step is to be construed as having the grievance dropped.

14.5 Failure to render a decision within the time limit provided herein, at any step, shall automatically thrust the grievance into the next step, unless, by mutual consent the time requirements have been waived.

14.6 Step 1:

- a) Any grievance under the Agreement between a member of this Association and the District shall be settled in the first instance by the aggrieved person involved and/or his Association representative, if requested by the aggrieved person, with the immediate supervisor or administrator. A grievance shall be submitted to the immediate supervisor or administrator in writing, and shall be answered by said

supervisor or administrator within five (5) calendar days from the time the grievance was received.

14.7 Step 2:

- a) In the event the grievance is not adjusted under Step 1, the individual grievant or the Association through its Grievance Committee, at the grievant's request, may within ten (10) days from the written answer, take up such grievance with the Superintendent.
- b) The Superintendent, after an informal hearing has been requested at which the grievant and his representative may appear and present oral and written statements or arguments, shall answer in writing, within five (5) days of receipt of the grievance, or five (5) days of the hearing, if later

14.8 Step 3:

- a) A grievance which is not adjusted under Step 2, at the request of either party within two (2) weeks of the Step 2 answer, be promptly submitted to an impartial arbitrator, to be selected by the mutual agreement of the parties.
- b) The selection of an arbitrator shall be referred to the American Arbitration Association. The Voluntary Labor Arbitration Rules of the American Arbitration Association shall apply to the conduct of hearings.
- c) A grievance dispute arising under any terms of this Agreement involving District Policy or discretion may be submitted to an impartial arbitrator only on the question of whether District Policy was disregarded, or was applied in such a discriminatory, arbitrary or capricious manner so as to constitute an abuse of discretion.
- d) The District and the Association shall bear equally the costs of the impartial arbitrator's fees and other expenses.
- e) The Arbitrator's decision shall be binding on the parties in all grievances relating to the interpretation or application of the Agreement where such provisions do not involve educational policy. In a grievance relating to issues involving educational policy, the arbitrator's recommendation shall be advisory only.

ARTICLE XV LITIGATION

- 15.1 Employees are entitled to defense and indemnification in accordance with applicable law, inclusive of applicable sections of the Public Officers' Law as set forth in sub-section 15.7 below.
- 15.2 An administrator who has suffered an assault shall submit a complete report in writing immediately, or within a reasonable time when the administrator is unable to submit an immediate report, after any assault suffered by administrators acting in the discharge of his/her duties within the scope of his/her employment and/or under the direction of the District. Such report will be submitted to the Superintendent through the Deputy

Superintendent or appropriate director and will include the time, place, personnel involved, witnesses, and other relevant information. The Superintendent shall acknowledge receipt of such and shall notify the administrator of the action within 5 days after the action was taken.

- 15.3 The Board agrees to provide an attorney to defend any administrator in any criminal or civil action or proceeding arising out of disciplinary action taken against a pupil of the District while in the discharge of his/her duties and within the scope of his/her employment. Such counsel will advise the administrator of his/her legal rights in such cases.
- 15.4 In order for an administrator to invoke the foregoing, the original or a copy of any summons, complaint, process notice, demand, or pleading served upon such administrator must be delivered within ten (10) days after such service, to the Superintendent.
- 15.5 An administrator shall not be held responsible for loss within the school of school property or children's property, when such loss was not due through the fault of the administrator to an intentional act or negligence on the part of the administrator and that such loss occurred while acting in the discharge of the administrator's duties within the scope of his/her employment and/or under the direction of the Board.
- 15.6 The District will reimburse administrators, in any amount not to exceed a total of \$100.00 in any school year, for loss or damage or destruction, while on duty in the school, of personal property of a kind normally worn or brought to school, when the loss is not due to any intentional act or negligence on the administrator's part, to the extent that such loss is not covered by insurance. The term "personal property" shall not include cash. The terms "loss," "damage," and "destruction" shall not cover the effect of normal wear and tear and use. Any claims for reimbursement under this clause must be submitted to the Superintendent through the Assistant Superintendent for Human Resources in writing within seven (7) days after said loss occurred, and must set forth the circumstances in detail, the nature of the property, purchase price, extent of loss, evidence of value, and such relevant data as the Board may require.
- 15.7 The Board shall adopt the indemnification provision of the Public Officers Law.

**ARTICLE XVI
RESIDUAL RIGHTS**

A. FAIR PRACTICES

- 16.1 The Association agrees to continue to admit Administrators to membership without discrimination on the basis of race, creed, color, national origin, gender, or marital status, and to represent equally all members of the voting unit without regard to membership or participation in, or association with the activities of, any employee organization.
- 16.2 The Board agrees to continue its polity of not discriminating against any employee on the basis of race, creed, color, national origin, gender, marital status or membership or participation in, or association with, the activities of any employee organization.

B. BOARD OF EDUCATION RIGHTS

- 16.3 There is reserved exclusively to the Board all responsibilities, powers, rights and authority vested in it by the laws and Constitution of New York and the United States, and by the Charter of the City of Mount Vernon.
- 16.4 It is agreed that the Board retains the right to supervise and manage the City School District of Mount Vernon and its professional staff, including (for example only) the right to establish and enforce rules and personnel policies relating to the duties and responsibilities of administrators and their working conditions which are not inconsistent with this Agreement. Such rights shall not be exercised in violation of the Matters Not Covered clause.

C. RESERVED RIGHTS

- 16.5 Despite references herein to the Board of Education, the Superintendent, and the Association, as such, each reserves the right to act hereunder by committee, or designated representatives except where this Agreement specifically limits the rights.
- 16.6 If any provision of this Agreement is or shall be at any time contrary to law, then such provision shall not be applicable, or performed, or enforced, except to the extent permitted by law. In the event that any provision of this Agreement is or shall at any time be contrary to law, all other provisions of this Agreement shall continue to be in effect. Any substitute action shall be subject to appropriate consultation and negotiation.

D. NO STRIKE AGREEMENT

- 16.7 The Association and the District subscribe to the principle that differences shall be resolved by peaceful and appropriate means without interruption of the school program.
- 16.8 Therefore, the Association agrees that it will not instigate, engage in, or support a strike, work stoppage, or other concocted refusal to work, on either a system-wide or lesser level, during the term of this Agreement.

E. STAFFING BALANCES

- 16.9 All staff balancing on racial and ethnic grounds, mandated by the United States Department of Health, Education, and Welfare shall be accomplished with due consideration to the seniority rights of individual administrators in individual schools and through a process of attrition and new hiring.

F. MATTERS NOT COVERED

- 16.10 With respect to matters not covered by this Agreement which are proper subjects for collective bargaining, the Board agrees that it will make no changes without consultation and negotiation with the Association.

**ARTICLE XVII
DURATION**

A. DURATION OF AGREEMENT

- 17.1 This Agreement and each of its provisions shall be effective as of July 1, 2013, and shall continue in full force and effect until June 30, 2019, except as otherwise herein provided in the Agreement. It is agreed that the negotiations will not be reopened during the term of this Agreement except as herein provided. Any District policies unaltered and unchanged by the language of this Agreement shall remain in force, and it shall be the prerogative of the District to initiate and announce new policies not affecting or changing matters contained in this Agreement.

B. LEGISLATIVE CLAUSE

- 17.2 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 therefore, shall not become effective until the appropriate legislative body has given approval.

C. DISTRIBUTION OF THE AGREEMENT

- 17.3 All administrators or other personnel within the jurisdiction of this Agreement shall be given a copy of the contract through the Association. Within ninety (90) days after ratification of the Agreement, the Superintendent of Schools shall be responsible for printing the Agreement for Distribution purposes.

D. SIGNATURES

- 17.4 THE MOUNT VERNON CITY SCHOOL DISTRICT AND THE MOUNT VERNON ADMINISTRATORS GROUP HAVE RATIFIED THE ABOVE AGREEMENT AND SUCH RATIFICATION IS VERIFIED BY THE SIGNATURES APPEARING BELOW.

MOUNT VERNON CITY SCHOOL
DISTRICT

Wanda White

By: Wanda White
President, Mount Vernon Board of Education

Dated: January 18, 2019

Kenneth R. Hamilton

Dr. Kenneth Hamilton,
Superintendent, Mount Vernon City School
District

Dated: 1/22/19

MOUNT VERNON ADMINISTRATORS
GROUP

Ronald Gonzalez

By: Ronald Gonzalez
President, Mount Vernon Administrators
Group

Dated: 1/18/19

APPENDIX I

2016-17 School Year (July – December 2016)

ADMINISTRATIVE SALARY SCHEDULE - 2016/2017 SCHOOL YEAR - ALL SALARIES SHOWN ARE 10 MONTHS														
(0.5% - from 7/1/16 thru 12/31/16)														
	FOR OFFICE USE	STEP-0	STEP-1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12
TITLE	CLASSIFICATION	STEP 1	STEP 1A	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12
ASSISTANT PRINCIPAL SEC	A6/MA +30	\$ 117,611	\$ 117,955	\$ 118,298	\$ 119,305	\$ 120,150	\$ 120,997	\$ 121,841	\$ 123,331	\$ 124,915	\$ 126,448	\$ 128,319	\$ 130,118	\$ 131,418
	A7/MA+45	\$ 121,171	\$ 121,605	\$ 122,038	\$ 122,860	\$ 123,707	\$ 124,554	\$ 125,399	\$ 126,887	\$ 128,520	\$ 130,228	\$ 132,098	\$ 133,896	\$ 135,196
	A8/MA+60	\$ 126,033	\$ 126,455	\$ 126,879	\$ 127,724	\$ 128,571	\$ 129,418	\$ 130,264	\$ 131,803	\$ 133,526	\$ 135,234	\$ 137,104	\$ 138,904	\$ 140,204
	A9/PHD	\$ 127,762	\$ 128,185	\$ 128,607	\$ 129,452	\$ 130,301	\$ 131,147	\$ 132,570	\$ 134,108	\$ 135,834	\$ 137,540	\$ 139,411	\$ 141,210	\$ 142,510
ASSISTANT PRINCIPAL ELEM	A6/MA +30	\$ 114,574	\$ 114,943	\$ 115,314	\$ 116,055	\$ 116,797	\$ 117,535	\$ 118,274	\$ 119,665	\$ 121,251	\$ 122,826	\$ 124,696	\$ 126,460	\$ 127,760
	A7/MA+45	\$ 118,014	\$ 118,384	\$ 118,754	\$ 119,492	\$ 120,233	\$ 120,976	\$ 121,715	\$ 123,158	\$ 124,739	\$ 126,401	\$ 128,272	\$ 130,035	\$ 131,335
	A8/MA+60	\$ 122,742	\$ 123,111	\$ 123,481	\$ 124,225	\$ 124,965	\$ 125,701	\$ 126,444	\$ 127,934	\$ 129,610	\$ 131,320	\$ 133,190	\$ 134,948	\$ 136,248
	A9/PHD	\$ 124,472	\$ 124,842	\$ 125,212	\$ 125,954	\$ 126,694	\$ 127,431	\$ 128,750	\$ 130,239	\$ 131,914	\$ 133,623	\$ 135,495	\$ 137,255	\$ 138,555
DEPT. ADMINISTRATORS	A6/MA +30	\$ 108,601	\$ 108,974	\$ 109,345	\$ 110,085	\$ 110,825	\$ 111,562	\$ 112,303	\$ 113,646	\$ 115,089	\$ 116,623	\$ 118,494	\$ 120,291	\$ 121,591
GRADES 9-12	A7/MA+45	\$ 110,323	\$ 110,694	\$ 111,063	\$ 111,806	\$ 112,548	\$ 113,286	\$ 114,024	\$ 115,366	\$ 116,906	\$ 118,395	\$ 120,267	\$ 122,065	\$ 123,365
	A8/MA+60	\$ 112,038	\$ 112,408	\$ 112,779	\$ 113,517	\$ 114,257	\$ 115,001	\$ 115,741	\$ 117,079	\$ 118,664	\$ 120,199	\$ 122,069	\$ 123,867	\$ 125,167
	A9/PHD	\$ 113,768	\$ 114,138	\$ 114,510	\$ 115,246	\$ 115,988	\$ 116,730	\$ 118,045	\$ 119,385	\$ 120,971	\$ 122,503	\$ 124,375	\$ 126,173	\$ 127,473

(0.5% 7/1/2016-12/31/2016)		ADMINISTRATIVE SALARY SCHEDULE - 2016/2017 SCHOOL YEAR - ALL SALARIES SHOWN ARE 11 MONTHS													
	FOR OFFICE USE	STEP-0	STEP-1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	
TITLE	CLASSIFICATION	STEP 1	STEP 1A	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	
PRINCIPAL MVHS	A6/MA +30	\$ 157,511	\$ 158,032	\$ 158,555	\$ 159,372	\$ 160,300	\$ 161,231	\$ 162,164	\$ 164,129	\$ 166,127	\$ 168,005	\$ 169,876	\$ 171,676	\$ 172,976	
	A7/MA+45	\$ 158,543	\$ 159,010	\$ 159,475	\$ 160,406	\$ 161,335	\$ 162,268	\$ 163,195	\$ 165,163	\$ 167,166	\$ 169,041	\$ 170,913	\$ 172,711	\$ 174,011	
	A8/MA+60	\$ 161,783	\$ 162,249	\$ 162,716	\$ 163,642	\$ 164,576	\$ 165,508	\$ 166,436	\$ 168,509	\$ 170,511	\$ 172,390	\$ 174,261	\$ 176,059	\$ 177,359	
	A9/PHD	\$ 163,511	\$ 163,977	\$ 164,443	\$ 165,372	\$ 166,303	\$ 167,237	\$ 168,171	\$ 170,816	\$ 172,818	\$ 174,695	\$ 176,563	\$ 178,934	\$ 180,234	
PRINCIPAL HIGH SCHOOL	A6/MA +30	\$ 151,516	\$ 151,979	\$ 152,444	\$ 153,375	\$ 154,305	\$ 155,238	\$ 156,168	\$ 158,133	\$ 160,133	\$ 162,009	\$ 163,882	\$ 165,679	\$ 166,979	
	A7/MA+45	\$ 152,548	\$ 153,013	\$ 153,478	\$ 154,412	\$ 155,340	\$ 156,270	\$ 157,200	\$ 159,168	\$ 161,169	\$ 163,045	\$ 164,918	\$ 166,716	\$ 168,016	
	A8/MA+60	\$ 155,789	\$ 156,253	\$ 156,720	\$ 157,649	\$ 158,579	\$ 159,512	\$ 160,443	\$ 162,515	\$ 164,517	\$ 166,393	\$ 168,265	\$ 170,063	\$ 171,363	
	A9/PHD	\$ 157,516	\$ 157,982	\$ 158,448	\$ 159,378	\$ 160,308	\$ 161,243	\$ 162,174	\$ 164,820	\$ 166,824	\$ 168,699	\$ 170,571	\$ 172,369	\$ 173,669	
PRINCIPAL MIDDLE SCHOOL	A6/MA +30	\$ 137,938	\$ 138,405	\$ 138,869	\$ 139,800	\$ 140,731	\$ 141,661	\$ 142,591	\$ 144,341	\$ 146,185	\$ 148,064	\$ 149,934	\$ 151,734	\$ 153,034	
	A7/MA+45	\$ 142,113	\$ 142,579	\$ 143,043	\$ 143,972	\$ 144,907	\$ 145,836	\$ 146,768	\$ 148,567	\$ 150,464	\$ 152,343	\$ 154,213	\$ 156,013	\$ 157,313	
	A8/MA+60	\$ 147,812	\$ 148,278	\$ 148,743	\$ 149,672	\$ 150,603	\$ 151,532	\$ 152,465	\$ 154,319	\$ 156,319	\$ 158,198	\$ 160,068	\$ 161,868	\$ 163,168	
	A9/PHD	\$ 149,520	\$ 149,986	\$ 150,452	\$ 151,382	\$ 152,314	\$ 153,243	\$ 154,174	\$ 156,598	\$ 158,598	\$ 160,478	\$ 162,349	\$ 164,148	\$ 165,448	
DIRECTOR SPECIAL ED	A6/MA +30	\$ 129,799	\$ 130,264	\$ 130,728	\$ 131,659	\$ 132,591	\$ 133,520	\$ 134,453	\$ 136,089	\$ 137,833	\$ 139,566	\$ 141,438	\$ 143,238	\$ 144,538	
	A7/MA+45	\$ 139,046	\$ 139,513	\$ 139,979	\$ 140,906	\$ 141,840	\$ 142,770	\$ 143,699	\$ 145,449	\$ 147,345	\$ 149,223	\$ 151,095	\$ 152,892	\$ 154,192	
	A8/MA+60	\$ 144,626	\$ 145,092	\$ 145,559	\$ 146,490	\$ 147,419	\$ 148,350	\$ 149,279	\$ 151,029	\$ 153,025	\$ 154,906	\$ 156,778	\$ 158,574	\$ 159,874	
	A9/PHD	\$ 146,355	\$ 146,821	\$ 147,290	\$ 148,218	\$ 149,147	\$ 150,079	\$ 151,004	\$ 153,334	\$ 155,330	\$ 157,211	\$ 159,083	\$ 160,881	\$ 162,181	
ASST. DIRECTOR OF SPECIAL ED	AD6/MA+30	\$ 124,830	\$ 125,262	\$ 125,693	\$ 126,740	\$ 127,421	\$ 128,286	\$ 129,151	\$ 130,712	\$ 132,392	\$ 134,084	\$ 135,937	\$ 137,718	\$ 139,018	
	AD7/MA+45	\$ 131,220	\$ 131,652	\$ 132,084	\$ 132,946	\$ 133,811	\$ 134,675	\$ 135,538	\$ 137,160	\$ 138,963	\$ 140,750	\$ 142,603	\$ 144,383	\$ 145,683	
	AD8/MA+60	\$ 136,468	\$ 136,901	\$ 137,333	\$ 138,197	\$ 139,063	\$ 139,923	\$ 140,787	\$ 142,437	\$ 144,316	\$ 145,645	\$ 148,003	\$ 149,783	\$ 151,083	
	AD9/PHD	\$ 138,180	\$ 138,614	\$ 139,046	\$ 139,909	\$ 140,569	\$ 141,635	\$ 143,070	\$ 144,720	\$ 146,597	\$ 148,433	\$ 150,288	\$ 152,016	\$ 153,316	
DIRECTOR STUDENT SERVICES	A6/MA +30	\$ 138,664	\$ 139,125	\$ 139,584	\$ 140,506	\$ 141,429	\$ 142,349	\$ 143,272	\$ 144,892	\$ 146,618	\$ 148,335	\$ 150,188	\$ 151,970	\$ 153,270	
	A7/MA+45	\$ 147,819	\$ 148,283	\$ 148,744	\$ 149,662	\$ 150,586	\$ 151,507	\$ 152,426	\$ 154,159	\$ 156,036	\$ 157,897	\$ 159,749	\$ 161,529	\$ 162,829	
	A8/MA+60	\$ 153,344	\$ 153,806	\$ 154,269	\$ 155,190	\$ 156,111	\$ 157,031	\$ 157,951	\$ 159,682	\$ 161,660	\$ 163,523	\$ 165,376	\$ 167,155	\$ 168,455	
	A9/PHD	\$ 155,056	\$ 155,519	\$ 155,982	\$ 156,902	\$ 157,821	\$ 158,743	\$ 160,234	\$ 161,966	\$ 163,943	\$ 165,805	\$ 167,659	\$ 169,439	\$ 170,739	
DIRECTORS	A6/MA +30	\$ 117,883	\$ 118,291	\$ 118,698	\$ 119,516	\$ 120,325	\$ 121,142	\$ 121,959	\$ 123,375	\$ 125,019	\$ 126,654	\$ 128,527	\$ 130,324	\$ 131,624	
	A7/MA+45	\$ 121,543	\$ 121,950	\$ 122,355	\$ 123,169	\$ 123,983	\$ 124,798	\$ 125,614	\$ 127,088	\$ 128,779	\$ 130,418	\$ 132,287	\$ 134,087	\$ 135,387	
	A8/MA+60	\$ 126,569	\$ 126,976	\$ 127,383	\$ 128,195	\$ 129,008	\$ 129,837	\$ 130,638	\$ 132,168	\$ 133,909	\$ 135,692	\$ 137,561	\$ 139,361	\$ 140,661	
	A9/PHD	\$ 128,296	\$ 128,703	\$ 129,110	\$ 129,924	\$ 130,737	\$ 131,567	\$ 132,943	\$ 134,473	\$ 136,216	\$ 137,998	\$ 139,869	\$ 141,667	\$ 142,967	
PRINCIPAL ELEMENTARY	A6/MA +30	\$ 135,022	\$ 135,487	\$ 135,950	\$ 136,881	\$ 137,813	\$ 138,742	\$ 139,671	\$ 141,421	\$ 143,216	\$ 145,044	\$ 146,915	\$ 148,714	\$ 150,014	
	A7/MA+45	\$ 139,085	\$ 139,550	\$ 140,015	\$ 140,948	\$ 141,881	\$ 142,808	\$ 143,741	\$ 145,484	\$ 147,333	\$ 149,210	\$ 151,081	\$ 152,881	\$ 154,181	
	A8/MA+60	\$ 144,675	\$ 145,141	\$ 145,605	\$ 146,536	\$ 147,467	\$ 148,394	\$ 149,327	\$ 151,128	\$ 153,078	\$ 154,954	\$ 156,825	\$ 158,623	\$ 159,923	
	A9/PHD	\$ 146,403	\$ 146,870	\$ 147,335	\$ 148,265	\$ 149,196	\$ 150,125	\$ 151,631	\$ 153,434	\$ 155,384	\$ 157,259	\$ 159,131	\$ 160,929	\$ 162,229	
SUPERVISORS/STAND ADMIN	A6/MA +30	\$ 122,359	\$ 122,765	\$ 123,172	\$ 123,985	\$ 124,799	\$ 125,617	\$ 126,432	\$ 127,959	\$ 129,600	\$ 131,284	\$ 133,157	\$ 134,953	\$ 136,253	
	A7/MA+45	\$ 126,017	\$ 126,425	\$ 126,831	\$ 127,644	\$ 128,459	\$ 129,274	\$ 130,090	\$ 131,617	\$ 133,361	\$ 135,093	\$ 136,965	\$ 138,763	\$ 140,063	
	A8/MA+60	\$ 131,042	\$ 131,449	\$ 131,855	\$ 132,669	\$ 133,485	\$ 134,297	\$ 135,112	\$ 136,696	\$ 138,493	\$ 140,321	\$ 142,190	\$ 143,988	\$ 145,288	
	A9/PHD	\$ 132,772	\$ 133,178	\$ 133,584	\$ 134,400	\$ 135,213	\$ 136,026	\$ 137,418	\$ 139,001	\$ 140,797	\$ 142,626	\$ 144,498	\$ 146,294	\$ 147,594	

2016-17 School Year (January – June 2017)

ADMINISTRATIVE SALARY SCHEDULE - 2016/2017 SCHOOL YEAR - ALL SALARIES SHOWN ARE 10 MONTHS														
(0.5% - from 1/1/17 thru 6/30/17)														
	FOR OFFICE USE	STEP-0	STEP-1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12
TITLE	CLASSIFICATION	STEP 1	STEP 1A	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12
ASSISTANT PRINCIPAL SEC	A6/MA +30	\$ 118,199	\$ 118,545	\$ 118,889	\$ 119,902	\$ 120,751	\$ 121,602	\$ 122,450	\$ 123,948	\$ 125,540	\$ 127,080	\$ 128,961	\$ 130,769	\$ 132,075
	A7/MA+45	\$ 121,777	\$ 122,213	\$ 122,648	\$ 123,474	\$ 124,326	\$ 125,177	\$ 126,026	\$ 127,521	\$ 129,163	\$ 130,879	\$ 132,758	\$ 134,565	\$ 135,872
	A8/MA+60	\$ 126,663	\$ 127,087	\$ 127,513	\$ 128,363	\$ 129,214	\$ 130,065	\$ 130,915	\$ 132,462	\$ 134,194	\$ 135,910	\$ 137,790	\$ 139,599	\$ 140,905
	A9/PHD	\$ 128,401	\$ 128,826	\$ 129,250	\$ 130,099	\$ 130,953	\$ 131,803	\$ 133,233	\$ 134,779	\$ 136,513	\$ 138,228	\$ 140,108	\$ 141,916	\$ 143,223
ASSISTANT PRINCIPAL ELEM	A6/MA +30	\$ 115,147	\$ 115,518	\$ 115,891	\$ 116,635	\$ 117,381	\$ 118,123	\$ 118,865	\$ 120,263	\$ 121,857	\$ 123,440	\$ 125,319	\$ 127,092	\$ 128,399
	A7/MA+45	\$ 118,604	\$ 118,976	\$ 119,348	\$ 120,089	\$ 120,834	\$ 121,581	\$ 122,324	\$ 123,774	\$ 125,363	\$ 127,033	\$ 128,913	\$ 130,685	\$ 131,992
	A8/MA+60	\$ 123,356	\$ 123,727	\$ 124,098	\$ 124,846	\$ 125,590	\$ 126,330	\$ 127,076	\$ 128,574	\$ 130,258	\$ 131,977	\$ 133,856	\$ 135,623	\$ 136,929
	A9/PHD	\$ 125,094	\$ 125,466	\$ 125,838	\$ 126,584	\$ 127,327	\$ 128,068	\$ 129,394	\$ 130,890	\$ 132,574	\$ 134,291	\$ 136,172	\$ 137,941	\$ 139,248
DEPT. ADMINISTRATORS	A6/MA +30	\$ 109,144	\$ 109,519	\$ 109,892	\$ 110,635	\$ 111,379	\$ 112,120	\$ 112,865	\$ 114,214	\$ 115,664	\$ 117,206	\$ 119,086	\$ 120,692	\$ 122,199
GRADES 9-12	A7/MA+45	\$ 110,875	\$ 111,247	\$ 111,618	\$ 112,365	\$ 113,111	\$ 113,852	\$ 114,594	\$ 115,943	\$ 117,491	\$ 118,987	\$ 120,868	\$ 122,675	\$ 123,982
	A8/MA+60	\$ 112,598	\$ 112,970	\$ 113,343	\$ 114,085	\$ 114,828	\$ 115,576	\$ 116,320	\$ 117,664	\$ 119,257	\$ 120,800	\$ 122,679	\$ 124,486	\$ 125,793
	A9/PHD	\$ 114,337	\$ 114,709	\$ 115,083	\$ 115,822	\$ 116,568	\$ 117,314	\$ 118,635	\$ 119,982	\$ 121,576	\$ 123,116	\$ 124,997	\$ 126,804	\$ 128,110

ADMINISTRATIVE SALARY SCHEDULE - 2016/2017 SCHOOL YEAR - ALL SALARIES SHOWN ARE 11 MONTHS														
(0.5% - 1/1/2017-6/30/2017)	FOR OFFICE USE	STEP-0	STEP-1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12
TITLE	CLASSIFICATION	STEP 1	STEP 1A	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12
PRINCIPAL MVHS	A6/MA +30	\$ 158,299	\$ 158,822	\$ 159,348	\$ 160,169	\$ 161,102	\$ 162,037	\$ 162,975	\$ 164,950	\$ 166,958	\$ 168,845	\$ 170,725	\$ 172,534	\$ 173,841
	A7/MA+45	\$ 159,336	\$ 159,805	\$ 160,272	\$ 161,208	\$ 162,142	\$ 163,079	\$ 164,011	\$ 165,989	\$ 168,002	\$ 169,886	\$ 171,768	\$ 173,575	\$ 174,881
	A8/MA+60	\$ 162,592	\$ 163,060	\$ 163,530	\$ 164,460	\$ 165,399	\$ 166,336	\$ 167,268	\$ 169,352	\$ 171,364	\$ 173,252	\$ 175,132	\$ 176,939	\$ 178,246
	A9/PHD	\$ 164,329	\$ 164,797	\$ 165,265	\$ 166,199	\$ 167,135	\$ 168,073	\$ 169,585	\$ 171,670	\$ 173,682	\$ 175,568	\$ 177,446	\$ 179,829	\$ 181,135
PRINCIPAL HIGH SCHOOL	A6/MA +30	\$ 152,274	\$ 152,739	\$ 153,206	\$ 154,142	\$ 155,077	\$ 156,014	\$ 156,949	\$ 158,924	\$ 160,934	\$ 162,819	\$ 164,701	\$ 166,507	\$ 167,814
	A7/MA+45	\$ 153,311	\$ 153,778	\$ 154,245	\$ 155,184	\$ 156,117	\$ 157,051	\$ 157,986	\$ 159,964	\$ 161,975	\$ 163,860	\$ 165,743	\$ 167,550	\$ 168,856
	A8/MA+60	\$ 156,568	\$ 157,034	\$ 157,504	\$ 158,437	\$ 159,372	\$ 160,310	\$ 161,245	\$ 163,328	\$ 165,340	\$ 167,225	\$ 169,106	\$ 170,913	\$ 172,220
	A9/PHD	\$ 158,304	\$ 158,772	\$ 159,240	\$ 160,175	\$ 161,110	\$ 162,049	\$ 163,560	\$ 165,644	\$ 167,658	\$ 169,542	\$ 171,424	\$ 173,231	\$ 174,537
PRINCIPAL MIDDLE SCHOOL	A6/MA +30	\$ 138,628	\$ 139,097	\$ 139,563	\$ 140,499	\$ 141,435	\$ 142,369	\$ 143,304	\$ 145,063	\$ 146,916	\$ 148,804	\$ 150,684	\$ 152,493	\$ 153,799
	A7/MA+45	\$ 142,824	\$ 143,292	\$ 143,758	\$ 144,692	\$ 145,632	\$ 146,565	\$ 147,502	\$ 149,310	\$ 151,216	\$ 153,105	\$ 154,984	\$ 156,793	\$ 158,100
	A8/MA+60	\$ 148,551	\$ 149,019	\$ 149,487	\$ 150,420	\$ 151,356	\$ 152,290	\$ 153,227	\$ 155,091	\$ 157,101	\$ 158,989	\$ 160,868	\$ 162,677	\$ 163,984
	A9/PHD	\$ 150,268	\$ 150,736	\$ 151,204	\$ 152,139	\$ 153,076	\$ 154,009	\$ 155,520	\$ 157,381	\$ 159,391	\$ 161,280	\$ 163,161	\$ 164,969	\$ 166,275
DIRECTOR SPECIAL ED	A6/MA +30	\$ 130,448	\$ 130,915	\$ 131,382	\$ 132,317	\$ 133,254	\$ 134,188	\$ 135,125	\$ 136,769	\$ 138,522	\$ 140,264	\$ 142,145	\$ 143,954	\$ 145,261
	A7/MA+45	\$ 139,741	\$ 140,211	\$ 140,679	\$ 141,611	\$ 142,549	\$ 143,484	\$ 144,417	\$ 146,178	\$ 148,062	\$ 149,969	\$ 151,850	\$ 153,656	\$ 154,963
	A8/MA+60	\$ 145,349	\$ 145,817	\$ 146,287	\$ 147,222	\$ 148,156	\$ 149,092	\$ 150,025	\$ 151,782	\$ 153,790	\$ 155,681	\$ 157,562	\$ 159,367	\$ 160,673
	A9/PHD	\$ 147,087	\$ 147,555	\$ 148,026	\$ 148,959	\$ 149,893	\$ 150,829	\$ 152,342	\$ 154,101	\$ 156,107	\$ 157,997	\$ 159,878	\$ 161,685	\$ 162,992
ASST. DIRECTOR OF SPECIAL ED	AD6/MA+30	\$ 125,454	\$ 125,888	\$ 126,321	\$ 127,374	\$ 128,058	\$ 128,927	\$ 129,797	\$ 131,366	\$ 133,054	\$ 134,754	\$ 136,617	\$ 138,407	\$ 139,713
	AD7/MA+45	\$ 131,876	\$ 132,310	\$ 132,744	\$ 133,611	\$ 134,480	\$ 135,348	\$ 136,216	\$ 137,846	\$ 139,658	\$ 141,454	\$ 143,316	\$ 145,105	\$ 146,411
	AD8/MA+60	\$ 137,150	\$ 137,586	\$ 138,020	\$ 138,888	\$ 139,758	\$ 140,623	\$ 141,491	\$ 143,149	\$ 145,038	\$ 146,373	\$ 148,743	\$ 150,532	\$ 151,838
	AD9/PHD	\$ 138,871	\$ 139,307	\$ 139,741	\$ 140,609	\$ 141,272	\$ 142,343	\$ 143,785	\$ 145,444	\$ 147,330	\$ 149,175	\$ 151,039	\$ 152,776	\$ 154,083
DIRECTOR STUDENT SERVICES	A6/MA +30	\$ 139,357	\$ 139,821	\$ 140,282	\$ 141,209	\$ 142,136	\$ 143,061	\$ 143,988	\$ 145,616	\$ 147,351	\$ 149,077	\$ 150,939	\$ 152,730	\$ 154,036
	A7/MA+45	\$ 148,558	\$ 149,024	\$ 149,488	\$ 150,410	\$ 151,339	\$ 152,265	\$ 153,188	\$ 154,930	\$ 156,816	\$ 158,686	\$ 160,548	\$ 162,337	\$ 163,643
	A8/MA+60	\$ 154,111	\$ 154,575	\$ 155,040	\$ 155,966	\$ 156,892	\$ 157,816	\$ 158,741	\$ 160,480	\$ 162,468	\$ 164,341	\$ 166,203	\$ 167,991	\$ 169,297
	A9/PHD	\$ 155,831	\$ 156,297	\$ 156,762	\$ 157,687	\$ 158,610	\$ 159,537	\$ 161,035	\$ 162,776	\$ 164,763	\$ 166,634	\$ 168,497	\$ 170,286	\$ 171,593
DIRECTORS	A6/MA +30	\$ 118,472	\$ 118,882	\$ 119,291	\$ 120,114	\$ 120,927	\$ 121,748	\$ 122,569	\$ 123,992	\$ 125,644	\$ 127,287	\$ 129,170	\$ 130,976	\$ 132,282
	A7/MA+45	\$ 122,151	\$ 122,560	\$ 122,967	\$ 123,785	\$ 124,603	\$ 125,422	\$ 126,242	\$ 127,723	\$ 129,423	\$ 131,070	\$ 132,948	\$ 134,757	\$ 136,064
	A8/MA+60	\$ 127,202	\$ 127,611	\$ 128,020	\$ 128,836	\$ 129,653	\$ 130,486	\$ 131,291	\$ 132,829	\$ 134,579	\$ 136,370	\$ 138,249	\$ 140,058	\$ 141,364
	A9/PHD	\$ 128,937	\$ 129,347	\$ 129,756	\$ 130,574	\$ 131,391	\$ 132,225	\$ 133,608	\$ 135,145	\$ 136,897	\$ 138,688	\$ 140,568	\$ 142,375	\$ 143,682
PRINCIPAL ELEMENTARY	A6/MA +30	\$ 135,697	\$ 136,164	\$ 136,630	\$ 137,565	\$ 138,502	\$ 139,436	\$ 140,369	\$ 142,128	\$ 143,932	\$ 145,769	\$ 147,650	\$ 149,458	\$ 150,764
	A7/MA+45	\$ 139,780	\$ 140,248	\$ 140,715	\$ 141,653	\$ 142,590	\$ 143,522	\$ 144,460	\$ 146,211	\$ 148,070	\$ 149,956	\$ 151,836	\$ 153,645	\$ 154,952
	A8/MA+60	\$ 145,398	\$ 145,867	\$ 146,333	\$ 147,269	\$ 148,204	\$ 149,136	\$ 150,074	\$ 151,884	\$ 153,843	\$ 155,729	\$ 157,609	\$ 159,416	\$ 160,723
	A9/PHD	\$ 147,135	\$ 147,604	\$ 148,072	\$ 149,006	\$ 149,942	\$ 150,876	\$ 152,389	\$ 154,201	\$ 156,161	\$ 158,045	\$ 159,927	\$ 161,734	\$ 163,040
SUPERVISORS/STAND ADMIN	A6/MA +30	\$ 122,971	\$ 123,379	\$ 123,788	\$ 124,605	\$ 125,423	\$ 126,245	\$ 127,064	\$ 128,599	\$ 130,248	\$ 131,940	\$ 133,823	\$ 135,628	\$ 136,934
	A7/MA+45	\$ 126,647	\$ 127,057	\$ 127,465	\$ 128,282	\$ 129,101	\$ 129,920	\$ 130,740	\$ 132,275	\$ 134,028	\$ 135,768	\$ 137,650	\$ 139,457	\$ 140,763
	A8/MA+60	\$ 131,697	\$ 132,106	\$ 132,514	\$ 133,332	\$ 134,152	\$ 134,968	\$ 135,788	\$ 137,379	\$ 139,185	\$ 141,023	\$ 142,901	\$ 144,708	\$ 146,014
	A9/PHD	\$ 133,436	\$ 133,844	\$ 134,252	\$ 135,072	\$ 135,889	\$ 136,706	\$ 138,105	\$ 139,696	\$ 141,501	\$ 143,339	\$ 145,220	\$ 147,025	\$ 148,332

2017-18 School Year (July – December 2017)

ADMINISTRATIVE SALARY SCHEDULE - 2017/2018 SCHOOL YEAR - ALL SALARIES SHOWN ARE 10 MONTHS														
(0.5% - from 7/1/17 thru 12/31/17)														
	FOR OFFICE USE	STEP-0	STEP-1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12
TITLE	CLASSIFICATION	STEP 1	STEP 1A	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12
ASSISTANT PRINCIPAL SEC	A6/MA +30	\$ 118,790	\$ 119,138	\$ 119,483	\$ 120,502	\$ 121,355	\$ 122,210	\$ 123,062	\$ 124,568	\$ 126,168	\$ 127,715	\$ 129,606	\$ 131,423	\$ 132,735
	A7/MA+45	\$ 122,386	\$ 122,824	\$ 123,261	\$ 124,091	\$ 124,948	\$ 125,803	\$ 126,656	\$ 128,159	\$ 129,809	\$ 131,533	\$ 133,422	\$ 135,238	\$ 136,551
	A8/MA+60	\$ 127,296	\$ 127,722	\$ 128,151	\$ 129,005	\$ 129,860	\$ 130,715	\$ 131,570	\$ 133,124	\$ 134,865	\$ 136,590	\$ 138,479	\$ 140,297	\$ 141,610
	A9/PHD	\$ 129,043	\$ 129,470	\$ 129,896	\$ 130,749	\$ 131,608	\$ 132,462	\$ 133,899	\$ 135,453	\$ 137,196	\$ 138,919	\$ 140,809	\$ 142,626	\$ 143,939
ASSISTANT PRINCIPAL ELEM	A6/MA +30	\$ 115,723	\$ 116,096	\$ 116,470	\$ 117,218	\$ 117,968	\$ 118,714	\$ 119,459	\$ 120,864	\$ 122,466	\$ 124,057	\$ 125,946	\$ 127,727	\$ 129,041
	A7/MA+45	\$ 119,197	\$ 119,571	\$ 119,945	\$ 120,689	\$ 121,438	\$ 122,189	\$ 122,936	\$ 124,393	\$ 125,990	\$ 127,668	\$ 129,558	\$ 131,338	\$ 132,652
	A8/MA+60	\$ 123,973	\$ 124,346	\$ 124,718	\$ 125,470	\$ 126,218	\$ 126,962	\$ 127,711	\$ 129,217	\$ 130,909	\$ 132,637	\$ 134,525	\$ 136,301	\$ 137,614
	A9/PHD	\$ 125,719	\$ 126,093	\$ 126,467	\$ 127,217	\$ 127,964	\$ 128,708	\$ 130,041	\$ 131,544	\$ 133,237	\$ 134,962	\$ 136,853	\$ 138,631	\$ 139,944
DEPT. ADMINISTRATORS	A6/MA +30	\$ 109,690	\$ 110,067	\$ 110,441	\$ 111,188	\$ 111,936	\$ 112,681	\$ 113,429	\$ 114,785	\$ 116,242	\$ 117,792	\$ 119,681	\$ 121,496	\$ 122,810
GRADES 9-12	A7/MA+45	\$ 111,429	\$ 111,803	\$ 112,176	\$ 112,927	\$ 113,677	\$ 114,421	\$ 115,167	\$ 116,523	\$ 118,078	\$ 119,582	\$ 121,472	\$ 123,288	\$ 124,602
	A8/MA+60	\$ 113,161	\$ 113,535	\$ 113,910	\$ 114,655	\$ 115,402	\$ 116,154	\$ 116,902	\$ 118,252	\$ 119,853	\$ 121,404	\$ 123,292	\$ 125,108	\$ 126,422
	A9/PHD	\$ 114,909	\$ 115,283	\$ 115,658	\$ 116,401	\$ 117,151	\$ 117,901	\$ 119,228	\$ 120,582	\$ 122,184	\$ 123,732	\$ 125,622	\$ 127,438	\$ 128,751

ADMINISTRATIVE SALARY SCHEDULE - 2017/2018 SCHOOL YEAR - ALL SALARIES SHOWN ARE 11 MONTHS														
(0.5% 7/1/17-12/31/17)	FOR OFFICE USE	STEP-0	STEP-1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12
TITLE	CLASSIFICATION	STEP 1	STEP 1A	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12
PRINCIPAL MVHS	A6/MA +30	\$ 159,090	\$ 159,616	\$ 160,145	\$ 160,970	\$ 161,908	\$ 162,847	\$ 163,790	\$ 165,775	\$ 167,793	\$ 169,689	\$ 171,579	\$ 173,397	\$ 174,710
	A7/MA+45	\$ 160,133	\$ 160,604	\$ 161,073	\$ 162,014	\$ 162,953	\$ 163,894	\$ 164,831	\$ 166,819	\$ 168,842	\$ 170,735	\$ 172,627	\$ 174,443	\$ 175,755
	A8/MA+60	\$ 163,405	\$ 163,875	\$ 164,348	\$ 165,282	\$ 166,226	\$ 167,168	\$ 168,104	\$ 170,199	\$ 172,221	\$ 174,118	\$ 176,008	\$ 177,824	\$ 179,137
	A9/PHD	\$ 165,151	\$ 165,621	\$ 166,091	\$ 167,030	\$ 167,971	\$ 168,913	\$ 170,433	\$ 172,528	\$ 174,550	\$ 176,446	\$ 178,333	\$ 180,728	\$ 182,041
PRINCIPAL HIGH SCHOOL	A6/MA +30	\$ 153,035	\$ 153,503	\$ 153,972	\$ 154,913	\$ 155,852	\$ 156,794	\$ 157,734	\$ 159,719	\$ 161,739	\$ 163,633	\$ 165,525	\$ 167,340	\$ 168,653
	A7/MA+45	\$ 154,078	\$ 154,547	\$ 155,016	\$ 155,960	\$ 156,898	\$ 157,836	\$ 158,776	\$ 160,764	\$ 162,785	\$ 164,679	\$ 166,572	\$ 168,388	\$ 169,700
	A8/MA+60	\$ 157,351	\$ 157,819	\$ 158,292	\$ 159,229	\$ 160,169	\$ 161,112	\$ 162,051	\$ 164,145	\$ 166,167	\$ 168,061	\$ 169,952	\$ 171,768	\$ 173,081
	A9/PHD	\$ 159,096	\$ 159,566	\$ 160,036	\$ 160,976	\$ 161,916	\$ 162,859	\$ 164,378	\$ 166,472	\$ 168,496	\$ 170,390	\$ 172,281	\$ 174,097	\$ 175,410
PRINCIPAL MIDDLE SCHOOL	A6/MA +30	\$ 139,321	\$ 139,792	\$ 140,261	\$ 141,201	\$ 142,142	\$ 143,081	\$ 144,021	\$ 145,788	\$ 147,651	\$ 149,548	\$ 151,437	\$ 153,255	\$ 154,568
	A7/MA+45	\$ 143,538	\$ 144,008	\$ 144,477	\$ 145,415	\$ 146,360	\$ 147,298	\$ 148,240	\$ 150,057	\$ 151,972	\$ 153,871	\$ 155,759	\$ 157,577	\$ 158,891
	A8/MA+60	\$ 149,294	\$ 149,764	\$ 150,234	\$ 151,172	\$ 152,113	\$ 153,051	\$ 153,993	\$ 155,866	\$ 157,887	\$ 159,784	\$ 161,672	\$ 163,490	\$ 164,804
	A9/PHD	\$ 151,019	\$ 151,490	\$ 151,960	\$ 152,900	\$ 153,841	\$ 154,779	\$ 156,298	\$ 158,168	\$ 160,188	\$ 162,086	\$ 163,977	\$ 165,794	\$ 167,106
DIRECTOR SPECIAL ED	A6/MA +30	\$ 131,100	\$ 131,570	\$ 132,039	\$ 132,979	\$ 133,920	\$ 134,859	\$ 135,801	\$ 137,453	\$ 139,215	\$ 140,965	\$ 142,856	\$ 144,674	\$ 145,987
	A7/MA+45	\$ 140,440	\$ 140,912	\$ 141,382	\$ 142,319	\$ 143,262	\$ 144,201	\$ 145,139	\$ 146,907	\$ 148,822	\$ 150,719	\$ 152,609	\$ 154,424	\$ 155,738
	A8/MA+60	\$ 146,076	\$ 146,546	\$ 147,018	\$ 147,958	\$ 148,897	\$ 149,837	\$ 150,775	\$ 152,541	\$ 154,559	\$ 156,459	\$ 158,350	\$ 160,164	\$ 161,476
	A9/PHD	\$ 147,822	\$ 148,293	\$ 148,766	\$ 149,704	\$ 150,642	\$ 151,583	\$ 153,104	\$ 154,872	\$ 156,888	\$ 158,787	\$ 160,677	\$ 162,493	\$ 163,807
ASST. DIRECTOR OF SPECIAL ED	AD6/MA+30	\$ 126,081	\$ 126,517	\$ 126,953	\$ 128,011	\$ 128,698	\$ 129,572	\$ 130,446	\$ 132,023	\$ 133,719	\$ 135,428	\$ 137,300	\$ 139,099	\$ 140,412
	AD7/MA+45	\$ 132,535	\$ 132,972	\$ 133,408	\$ 134,279	\$ 135,152	\$ 136,025	\$ 136,897	\$ 138,535	\$ 140,356	\$ 142,161	\$ 144,033	\$ 145,831	\$ 147,143
	AD8/MA+60	\$ 137,836	\$ 138,274	\$ 138,710	\$ 139,582	\$ 140,457	\$ 141,326	\$ 142,198	\$ 143,865	\$ 145,763	\$ 147,105	\$ 149,487	\$ 151,285	\$ 152,597
	AD9/PhD	\$ 139,565	\$ 140,004	\$ 140,440	\$ 141,312	\$ 141,978	\$ 143,055	\$ 144,504	\$ 146,171	\$ 148,067	\$ 149,921	\$ 151,794	\$ 153,540	\$ 154,853
DIRECTOR STUDENT SERVICES	A6/MA +30	\$ 140,054	\$ 140,520	\$ 140,983	\$ 141,915	\$ 142,847	\$ 143,776	\$ 144,708	\$ 146,344	\$ 148,088	\$ 149,822	\$ 151,694	\$ 153,494	\$ 154,806
	A7/MA+45	\$ 149,301	\$ 149,769	\$ 150,235	\$ 151,162	\$ 152,096	\$ 153,026	\$ 153,954	\$ 155,705	\$ 157,600	\$ 159,479	\$ 161,351	\$ 163,149	\$ 164,461
	A8/MA+60	\$ 154,882	\$ 155,348	\$ 155,815	\$ 156,746	\$ 157,676	\$ 158,605	\$ 159,535	\$ 161,282	\$ 163,280	\$ 165,163	\$ 167,034	\$ 168,831	\$ 170,143
	A9/PHD	\$ 156,610	\$ 157,078	\$ 157,546	\$ 158,475	\$ 159,403	\$ 160,335	\$ 161,840	\$ 163,590	\$ 165,587	\$ 167,467	\$ 169,339	\$ 171,137	\$ 172,451
DIRECTORS	A6/MA +30	\$ 119,064	\$ 119,476	\$ 119,887	\$ 120,715	\$ 121,532	\$ 122,357	\$ 123,182	\$ 124,612	\$ 126,272	\$ 127,923	\$ 129,816	\$ 131,631	\$ 132,943
	A7/MA+45	\$ 122,762	\$ 123,173	\$ 123,582	\$ 124,404	\$ 125,226	\$ 126,049	\$ 126,873	\$ 128,362	\$ 130,070	\$ 131,725	\$ 133,613	\$ 135,431	\$ 136,744
	A8/MA+60	\$ 127,838	\$ 128,249	\$ 128,660	\$ 129,480	\$ 130,301	\$ 131,138	\$ 131,947	\$ 133,493	\$ 135,252	\$ 137,052	\$ 138,940	\$ 140,758	\$ 142,071
	A9/PHD	\$ 129,582	\$ 129,994	\$ 130,405	\$ 131,227	\$ 132,048	\$ 132,886	\$ 134,276	\$ 135,821	\$ 137,581	\$ 139,381	\$ 141,271	\$ 143,087	\$ 144,400
PRINCIPAL ELEMENTARY	A6/MA +30	\$ 136,375	\$ 136,845	\$ 137,313	\$ 138,253	\$ 139,195	\$ 140,133	\$ 141,071	\$ 142,839	\$ 144,652	\$ 146,498	\$ 148,388	\$ 150,205	\$ 151,518
	A7/MA+45	\$ 140,479	\$ 140,949	\$ 141,419	\$ 142,361	\$ 143,303	\$ 144,240	\$ 145,182	\$ 146,942	\$ 148,810	\$ 150,706	\$ 152,595	\$ 154,413	\$ 155,727
	A8/MA+60	\$ 146,125	\$ 146,596	\$ 147,065	\$ 148,005	\$ 148,945	\$ 149,882	\$ 150,824	\$ 152,643	\$ 154,612	\$ 156,508	\$ 158,397	\$ 160,213	\$ 161,527
	A9/PHD	\$ 147,871	\$ 148,342	\$ 148,812	\$ 149,751	\$ 150,692	\$ 151,630	\$ 153,151	\$ 154,972	\$ 156,942	\$ 158,835	\$ 160,727	\$ 162,543	\$ 163,855
SUPERVISORS/STAND ADMIN	A6/MA +30	\$ 123,586	\$ 123,996	\$ 124,407	\$ 125,228	\$ 126,050	\$ 126,876	\$ 127,699	\$ 129,242	\$ 130,899	\$ 132,600	\$ 134,492	\$ 136,306	\$ 137,619
	A7/MA+45	\$ 127,280	\$ 127,692	\$ 128,102	\$ 128,923	\$ 129,747	\$ 130,570	\$ 131,394	\$ 132,936	\$ 134,698	\$ 136,447	\$ 138,338	\$ 140,154	\$ 141,467
	A8/MA+60	\$ 132,355	\$ 132,767	\$ 133,177	\$ 133,999	\$ 134,823	\$ 135,643	\$ 136,467	\$ 138,066	\$ 139,881	\$ 141,728	\$ 143,616	\$ 145,432	\$ 146,744
	A9/PHD	\$ 134,103	\$ 134,513	\$ 134,923	\$ 135,747	\$ 136,568	\$ 137,390	\$ 138,796	\$ 140,394	\$ 142,209	\$ 144,056	\$ 145,946	\$ 147,760	\$ 149,074

2017-18 School Year (January – June 2018)

ADMINISTRATIVE SALARY SCHEDULE - 2017/2018 SCHOOL YEAR - ALL SALARIES SHOWN ARE 10 MONTHS														
(0.5% - from 1/1/18 thru 6/30/18)														
	FOR OFFICE USE	STEP-0	STEP-1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12
TITLE	CLASSIFICATION	STEP 1	STEP 1A	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12
ASSISTANT PRINCIPAL SEC	A6/MA +30	\$ 119,384	\$ 119,734	\$ 120,080	\$ 121,105	\$ 121,962	\$ 122,821	\$ 123,677	\$ 125,191	\$ 126,799	\$ 128,354	\$ 130,254	\$ 132,080	\$ 133,399
	A7/MA+45	\$ 122,998	\$ 123,438	\$ 123,877	\$ 124,711	\$ 125,573	\$ 126,432	\$ 127,289	\$ 128,800	\$ 130,458	\$ 132,191	\$ 134,089	\$ 135,914	\$ 137,234
	A8/MA+60	\$ 127,932	\$ 128,361	\$ 128,792	\$ 129,650	\$ 130,509	\$ 131,369	\$ 132,228	\$ 133,790	\$ 135,539	\$ 137,273	\$ 139,171	\$ 140,998	\$ 142,318
	A9/PHD	\$ 129,688	\$ 130,117	\$ 130,545	\$ 131,403	\$ 132,266	\$ 133,124	\$ 134,568	\$ 136,130	\$ 137,882	\$ 139,614	\$ 141,513	\$ 143,339	\$ 144,659
ASSISTANT PRINCIPAL ELEM	A6/MA +30	\$ 116,302	\$ 116,676	\$ 117,052	\$ 117,804	\$ 118,558	\$ 119,308	\$ 120,056	\$ 121,468	\$ 123,078	\$ 124,677	\$ 126,576	\$ 128,366	\$ 129,686
	A7/MA+45	\$ 119,793	\$ 120,169	\$ 120,545	\$ 121,292	\$ 122,045	\$ 122,800	\$ 123,551	\$ 125,015	\$ 126,620	\$ 128,306	\$ 130,206	\$ 131,995	\$ 133,315
	A8/MA+60	\$ 124,593	\$ 124,968	\$ 125,342	\$ 126,097	\$ 126,849	\$ 127,597	\$ 128,350	\$ 129,863	\$ 131,564	\$ 133,300	\$ 135,198	\$ 136,983	\$ 138,302
	A9/PHD	\$ 126,348	\$ 126,723	\$ 127,099	\$ 127,853	\$ 128,604	\$ 129,352	\$ 130,691	\$ 132,202	\$ 133,903	\$ 135,637	\$ 137,537	\$ 139,324	\$ 140,644
DEPT. ADMINISTRATORS	A6/MA +30	\$ 110,238	\$ 110,617	\$ 110,993	\$ 111,744	\$ 112,496	\$ 113,244	\$ 113,996	\$ 115,359	\$ 116,823	\$ 118,381	\$ 120,279	\$ 122,103	\$ 123,424
GRADES 9-12	A7/MA+45	\$ 111,986	\$ 112,362	\$ 112,737	\$ 113,492	\$ 114,245	\$ 114,993	\$ 115,743	\$ 117,106	\$ 118,668	\$ 120,180	\$ 122,079	\$ 123,904	\$ 125,225
	A8/MA+60	\$ 113,727	\$ 114,103	\$ 114,480	\$ 115,228	\$ 115,979	\$ 116,735	\$ 117,487	\$ 118,843	\$ 120,452	\$ 122,011	\$ 123,908	\$ 125,734	\$ 127,054
	A9/PHD	\$ 115,484	\$ 115,859	\$ 116,236	\$ 116,983	\$ 117,737	\$ 118,491	\$ 119,824	\$ 121,185	\$ 122,795	\$ 124,351	\$ 126,250	\$ 128,075	\$ 129,395

ADMINISTRATIVE SALARY SCHEDULE - 2017/2018 SCHOOL YEAR - ALL SALARIES SHOWN ARE 11 MONTHS														
(0.5% 1/1/18-6/30/18)	FOR OFFICE USE	STEP-0	STEP-1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12
TITLE	CLASSIFICATION	STEP 1	STEP 1A	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12
PRINCIPAL MVHS	A6/MA +30	\$ 159,885	\$ 160,414	\$ 160,946	\$ 161,775	\$ 162,718	\$ 163,661	\$ 164,609	\$ 166,604	\$ 168,632	\$ 170,537	\$ 172,437	\$ 174,264	\$ 175,584
	A7/MA+45	\$ 160,934	\$ 161,407	\$ 161,878	\$ 162,824	\$ 163,768	\$ 164,713	\$ 165,655	\$ 167,653	\$ 169,686	\$ 171,589	\$ 173,490	\$ 175,315	\$ 176,634
	A8/MA+60	\$ 164,222	\$ 164,694	\$ 165,170	\$ 166,108	\$ 167,057	\$ 168,004	\$ 168,945	\$ 171,050	\$ 173,082	\$ 174,989	\$ 176,888	\$ 178,713	\$ 180,033
	A9/PHD	\$ 165,977	\$ 166,449	\$ 166,921	\$ 167,865	\$ 168,811	\$ 169,758	\$ 171,285	\$ 173,391	\$ 175,423	\$ 177,328	\$ 179,225	\$ 181,632	\$ 182,951
PRINCIPAL HIGH SCHOOL	A6/MA +30	\$ 153,800	\$ 154,271	\$ 154,742	\$ 155,688	\$ 156,631	\$ 157,578	\$ 158,523	\$ 160,518	\$ 162,548	\$ 164,451	\$ 166,353	\$ 168,177	\$ 169,496
	A7/MA+45	\$ 154,848	\$ 155,320	\$ 155,791	\$ 156,740	\$ 157,682	\$ 158,625	\$ 159,570	\$ 161,568	\$ 163,599	\$ 165,502	\$ 167,405	\$ 169,230	\$ 170,549
	A8/MA+60	\$ 158,138	\$ 158,608	\$ 159,083	\$ 160,025	\$ 160,970	\$ 161,918	\$ 162,861	\$ 164,966	\$ 166,998	\$ 168,901	\$ 170,802	\$ 172,627	\$ 173,946
	A9/PHD	\$ 159,891	\$ 160,364	\$ 160,836	\$ 161,781	\$ 162,726	\$ 163,673	\$ 165,200	\$ 167,304	\$ 169,338	\$ 171,242	\$ 173,142	\$ 174,967	\$ 176,287
PRINCIPAL MIDDLE SCHOOL	A6/MA +30	\$ 140,018	\$ 140,491	\$ 140,962	\$ 141,907	\$ 142,853	\$ 143,796	\$ 144,741	\$ 146,517	\$ 148,389	\$ 150,296	\$ 152,194	\$ 154,021	\$ 155,341
	A7/MA+45	\$ 144,256	\$ 144,728	\$ 145,199	\$ 146,142	\$ 147,092	\$ 148,034	\$ 148,981	\$ 150,807	\$ 152,732	\$ 154,640	\$ 156,538	\$ 158,365	\$ 159,685
	A8/MA+60	\$ 150,040	\$ 150,513	\$ 150,985	\$ 151,928	\$ 152,874	\$ 153,816	\$ 154,763	\$ 156,645	\$ 158,676	\$ 160,583	\$ 162,480	\$ 164,307	\$ 165,628
	A9/PHD	\$ 151,774	\$ 152,247	\$ 152,720	\$ 153,665	\$ 154,610	\$ 155,553	\$ 157,079	\$ 158,959	\$ 160,989	\$ 162,896	\$ 164,797	\$ 166,623	\$ 167,942
DIRECTOR SPECIAL ED	A6/MA +30	\$ 131,756	\$ 132,228	\$ 132,699	\$ 133,644	\$ 134,590	\$ 135,533	\$ 136,480	\$ 138,140	\$ 139,911	\$ 141,670	\$ 143,570	\$ 145,397	\$ 146,717
	A7/MA+45	\$ 141,142	\$ 141,617	\$ 142,089	\$ 143,031	\$ 143,978	\$ 144,922	\$ 145,865	\$ 147,642	\$ 149,566	\$ 151,473	\$ 153,372	\$ 155,196	\$ 156,517
	A8/MA+60	\$ 146,806	\$ 147,279	\$ 147,753	\$ 148,698	\$ 149,641	\$ 150,586	\$ 151,529	\$ 153,304	\$ 155,332	\$ 157,241	\$ 159,142	\$ 160,965	\$ 162,283
	A9/PHD	\$ 148,561	\$ 149,034	\$ 149,510	\$ 150,453	\$ 151,395	\$ 152,341	\$ 153,870	\$ 155,646	\$ 157,672	\$ 159,581	\$ 161,480	\$ 163,305	\$ 164,626
ASST. DIRECTOR OF SPECIAL ED	AD6/MA+30	\$ 126,711	\$ 127,150	\$ 127,588	\$ 128,651	\$ 129,341	\$ 130,220	\$ 131,098	\$ 132,683	\$ 134,388	\$ 136,105	\$ 137,987	\$ 139,794	\$ 141,114
	AD7/MA+45	\$ 133,198	\$ 133,637	\$ 134,075	\$ 134,950	\$ 135,828	\$ 136,705	\$ 137,581	\$ 139,228	\$ 141,058	\$ 142,872	\$ 144,753	\$ 146,560	\$ 147,879
	AD8/MA+60	\$ 138,525	\$ 138,965	\$ 139,404	\$ 140,280	\$ 141,159	\$ 142,033	\$ 142,909	\$ 144,584	\$ 146,492	\$ 147,841	\$ 150,234	\$ 152,041	\$ 153,360
	AD9/PHD	\$ 140,263	\$ 140,704	\$ 141,142	\$ 142,019	\$ 142,688	\$ 143,770	\$ 145,227	\$ 146,902	\$ 148,807	\$ 150,671	\$ 152,553	\$ 154,308	\$ 155,627
DIRECTOR STUDENT SERVICES	A6/MA +30	\$ 140,754	\$ 141,223	\$ 141,688	\$ 142,625	\$ 143,561	\$ 144,495	\$ 145,432	\$ 147,076	\$ 148,828	\$ 150,571	\$ 152,452	\$ 154,261	\$ 155,580
	A7/MA+45	\$ 150,048	\$ 150,518	\$ 150,986	\$ 151,918	\$ 152,856	\$ 153,791	\$ 154,724	\$ 156,484	\$ 158,388	\$ 160,276	\$ 162,158	\$ 163,965	\$ 165,283
	A8/MA+60	\$ 155,656	\$ 156,125	\$ 156,594	\$ 157,530	\$ 158,464	\$ 159,398	\$ 160,333	\$ 162,088	\$ 164,096	\$ 165,989	\$ 167,869	\$ 169,675	\$ 170,994
	A9/PHD	\$ 157,393	\$ 157,863	\$ 158,334	\$ 159,267	\$ 160,200	\$ 161,137	\$ 162,649	\$ 164,408	\$ 166,415	\$ 168,304	\$ 170,186	\$ 171,993	\$ 173,313
DIRECTORS	A6/MA +30	\$ 119,659	\$ 120,073	\$ 120,486	\$ 121,319	\$ 122,140	\$ 122,969	\$ 123,798	\$ 125,235	\$ 126,903	\$ 128,563	\$ 130,465	\$ 132,289	\$ 133,608
	A7/MA+45	\$ 123,376	\$ 123,789	\$ 124,200	\$ 125,026	\$ 125,852	\$ 126,679	\$ 127,507	\$ 129,004	\$ 130,720	\$ 132,384	\$ 134,281	\$ 136,108	\$ 137,428
	A8/MA+60	\$ 128,477	\$ 128,890	\$ 129,303	\$ 130,127	\$ 130,953	\$ 131,794	\$ 132,607	\$ 134,160	\$ 135,928	\$ 137,737	\$ 139,635	\$ 141,462	\$ 142,781
	A9/PHD	\$ 130,230	\$ 130,644	\$ 131,057	\$ 131,883	\$ 132,708	\$ 133,550	\$ 134,947	\$ 136,500	\$ 138,269	\$ 140,078	\$ 141,977	\$ 143,802	\$ 145,122
PRINCIPAL ELEMENTARY	A6/MA +30	\$ 137,057	\$ 137,529	\$ 138,000	\$ 138,944	\$ 139,891	\$ 140,834	\$ 141,776	\$ 143,553	\$ 145,375	\$ 147,230	\$ 149,130	\$ 150,956	\$ 152,276
	A7/MA+45	\$ 141,181	\$ 141,654	\$ 142,126	\$ 143,073	\$ 144,020	\$ 144,961	\$ 145,908	\$ 147,677	\$ 149,554	\$ 151,460	\$ 153,358	\$ 155,185	\$ 156,506
	A8/MA+60	\$ 146,856	\$ 147,329	\$ 147,800	\$ 148,745	\$ 149,690	\$ 150,631	\$ 151,578	\$ 153,406	\$ 155,385	\$ 157,291	\$ 159,189	\$ 161,014	\$ 162,335
	A9/PHD	\$ 148,610	\$ 149,084	\$ 149,556	\$ 150,500	\$ 151,445	\$ 152,388	\$ 153,917	\$ 155,747	\$ 157,727	\$ 159,629	\$ 161,531	\$ 163,356	\$ 164,674
SUPERVISORS/STAND ADMIN	A6/MA +30	\$ 124,204	\$ 124,616	\$ 125,029	\$ 125,854	\$ 126,680	\$ 127,510	\$ 128,337	\$ 129,888	\$ 131,553	\$ 133,263	\$ 135,164	\$ 136,988	\$ 138,307
	A7/MA+45	\$ 127,916	\$ 128,330	\$ 128,743	\$ 129,568	\$ 130,396	\$ 131,223	\$ 132,051	\$ 133,601	\$ 135,371	\$ 137,129	\$ 139,030	\$ 140,855	\$ 142,174
	A8/MA+60	\$ 133,017	\$ 133,431	\$ 133,843	\$ 134,669	\$ 135,497	\$ 136,321	\$ 137,149	\$ 138,756	\$ 140,580	\$ 142,437	\$ 144,334	\$ 146,159	\$ 147,478
	A9/PHD	\$ 134,774	\$ 135,186	\$ 135,598	\$ 136,426	\$ 137,251	\$ 138,077	\$ 139,490	\$ 141,096	\$ 142,920	\$ 144,776	\$ 146,676	\$ 148,499	\$ 149,819

2018-19 School Year (July – December 2018)

ADMINISTRATIVE SALARY SCHEDULE - 2018/2019 SCHOOL YEAR - ALL SALARIES SHOWN ARE 10 MONTHS														
(0.5% - from 7/1/18 thru 12/31/18)														
	FOR OFFICE USE	STEP-0	STEP-1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12
TITLE	CLASSIFICATION	STEP 1	STEP 1A	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12
ASSISTANT PRINCIPAL SEC	A6/MA +30	\$ 119,981	\$ 120,333	\$ 120,680	\$ 121,711	\$ 122,572	\$ 123,435	\$ 124,295	\$ 125,817	\$ 127,433	\$ 128,996	\$ 130,905	\$ 132,740	\$ 134,066
	A7/MA+45	\$ 123,613	\$ 124,055	\$ 124,496	\$ 125,335	\$ 126,201	\$ 127,064	\$ 127,925	\$ 129,444	\$ 131,110	\$ 132,852	\$ 134,759	\$ 136,594	\$ 137,920
	A8/MA+60	\$ 128,572	\$ 129,003	\$ 129,436	\$ 130,298	\$ 131,162	\$ 132,026	\$ 132,889	\$ 134,459	\$ 136,217	\$ 137,959	\$ 139,867	\$ 141,703	\$ 143,030
	A9/PHD	\$ 130,336	\$ 130,768	\$ 131,198	\$ 132,060	\$ 132,927	\$ 133,790	\$ 135,241	\$ 136,811	\$ 138,571	\$ 140,312	\$ 142,221	\$ 144,056	\$ 145,382
ASSISTANT PRINCIPAL ELEM	A6/MA +30	\$ 116,884	\$ 117,259	\$ 117,637	\$ 118,393	\$ 119,151	\$ 119,905	\$ 120,656	\$ 122,075	\$ 123,693	\$ 125,300	\$ 127,209	\$ 129,008	\$ 130,334
	A7/MA+45	\$ 120,392	\$ 120,770	\$ 121,148	\$ 121,898	\$ 122,655	\$ 123,414	\$ 124,169	\$ 125,640	\$ 127,253	\$ 128,948	\$ 130,857	\$ 132,655	\$ 133,982
	A8/MA+60	\$ 125,216	\$ 125,593	\$ 125,969	\$ 126,727	\$ 127,483	\$ 128,235	\$ 128,992	\$ 130,512	\$ 132,222	\$ 133,967	\$ 135,874	\$ 137,668	\$ 138,994
	A9/PHD	\$ 126,980	\$ 127,357	\$ 127,734	\$ 128,492	\$ 129,247	\$ 129,999	\$ 131,344	\$ 132,863	\$ 134,573	\$ 136,315	\$ 138,225	\$ 140,021	\$ 141,347
DEPT. ADMINISTRATORS	A6/MA +30	\$ 110,789	\$ 111,170	\$ 111,548	\$ 112,303	\$ 113,058	\$ 113,810	\$ 114,566	\$ 115,936	\$ 117,407	\$ 118,973	\$ 120,880	\$ 122,714	\$ 124,041
GRADES 9-12	A7/MA+45	\$ 112,546	\$ 112,924	\$ 113,301	\$ 114,059	\$ 114,816	\$ 115,568	\$ 116,322	\$ 117,692	\$ 119,261	\$ 120,781	\$ 122,689	\$ 124,524	\$ 125,851
	A8/MA+60	\$ 114,296	\$ 114,674	\$ 115,052	\$ 115,804	\$ 116,559	\$ 117,319	\$ 118,074	\$ 119,437	\$ 121,054	\$ 122,621	\$ 124,528	\$ 126,363	\$ 127,689
	A9/PHD	\$ 116,061	\$ 116,438	\$ 116,817	\$ 117,568	\$ 118,326	\$ 119,083	\$ 120,423	\$ 121,791	\$ 123,409	\$ 124,973	\$ 126,881	\$ 128,715	\$ 130,042

(0.5% 7/1/18-12/31/18)	ADMINISTRATIVE SALARY SCHEDULE - 2018/2019 SCHOOL YEAR - ALL SALARIES SHOWN ARE 11 MONTHS														
	FOR OFFICE USE	STEP-0	STEP-1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	
TITLE	CLASSIFICATION	STEP 1	STEP 1A	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	
PRINCIPAL MVHS	A6/MA +30	\$ 160,684	\$ 161,216	\$ 161,751	\$ 162,584	\$ 163,532	\$ 164,479	\$ 165,432	\$167,437	\$ 169,475	\$ 171,390	\$ 173,299	\$175,135	\$ 176,462	
	A7/MA+45	\$ 161,739	\$ 162,214	\$ 162,687	\$ 163,638	\$ 164,587	\$ 165,537	\$ 166,483	\$168,491	\$ 170,534	\$ 172,447	\$ 174,357	\$176,192	\$ 177,517	
	A8/MA+60	\$ 165,043	\$ 165,517	\$ 165,996	\$ 166,939	\$ 167,892	\$ 168,844	\$ 169,790	\$171,905	\$ 173,947	\$ 175,864	\$ 177,772	\$179,607	\$ 180,933	
	A9/PHD	\$ 166,807	\$ 167,281	\$ 167,756	\$ 168,704	\$ 169,655	\$ 170,607	\$ 172,141	\$174,258	\$ 176,300	\$ 178,215	\$ 180,121	\$182,540	\$ 183,866	
PRINCIPAL HIGH SCHOOL	A6/MA +30	\$154,569	\$ 155,042	\$ 155,516	\$ 156,466	\$ 157,414	\$ 158,366	\$159,316	\$161,321	\$ 163,361	\$ 165,273	\$ 167,185	\$169,018	\$ 170,343	
	A7/MA+45	\$ 155,622	\$ 156,097	\$ 156,570	\$ 157,524	\$ 158,470	\$ 159,418	\$ 160,368	\$162,376	\$ 164,417	\$ 166,330	\$ 168,242	\$170,076	\$ 171,402	
	A8/MA+60	\$ 158,929	\$ 159,401	\$ 159,878	\$ 160,825	\$ 161,775	\$ 162,728	\$ 163,675	\$165,791	\$ 167,833	\$ 169,746	\$ 171,656	\$173,490	\$ 174,816	
	A9/PHD	\$ 160,690	\$ 161,166	\$ 161,640	\$ 162,590	\$ 163,540	\$ 164,491	\$ 166,026	\$168,141	\$ 170,185	\$ 172,098	\$ 174,008	\$175,842	\$ 177,168	
PRINCIPAL MIDDLE SCHOOL	A6/MA +30	\$ 140,718	\$ 141,193	\$ 141,667	\$ 142,617	\$ 143,567	\$ 144,515	\$ 145,465	\$147,250	\$ 149,131	\$ 151,047	\$ 152,955	\$154,791	\$ 156,118	
	A7/MA+45	\$ 144,977	\$ 145,452	\$ 145,925	\$ 146,873	\$ 147,827	\$ 148,774	\$ 149,726	\$151,561	\$ 153,496	\$ 155,413	\$ 157,321	\$159,157	\$ 160,483	
	A8/MA+60	\$ 150,790	\$ 151,266	\$ 151,740	\$ 152,688	\$ 153,638	\$ 154,585	\$ 155,537	\$157,428	\$ 159,469	\$ 161,386	\$ 163,292	\$165,129	\$ 166,456	
	A9/PHD	\$ 152,533	\$ 153,008	\$ 153,484	\$ 154,433	\$ 155,383	\$ 156,331	\$ 157,864	\$159,754	\$ 161,794	\$ 163,710	\$ 165,621	\$167,456	\$ 168,782	
DIRECTOR I (formerly "Directors")	A6/MA +30	\$ 120,257	\$ 120,673	\$ 121,088	\$ 121,926	\$ 122,751	\$ 123,584	\$124,417	\$125,861	\$ 127,538	\$ 129,206	\$ 131,117	\$132,950	\$ 134,276	
	A7/MA+45	\$ 123,993	\$ 124,408	\$ 124,821	\$ 125,651	\$ 126,481	\$ 127,312	\$ 128,145	\$129,649	\$ 131,374	\$ 133,046	\$ 134,952	\$136,789	\$ 138,115	
	A8/MA+60	\$ 129,119	\$ 129,534	\$ 129,950	\$ 130,778	\$ 131,608	\$ 132,453	\$ 133,270	\$134,831	\$ 136,608	\$ 138,426	\$ 140,333	\$142,169	\$ 143,495	
	A9/PHD	\$ 130,881	\$ 131,297	\$ 131,712	\$ 132,542	\$ 133,372	\$ 134,218	\$ 135,622	\$137,183	\$ 138,960	\$ 140,778	\$ 142,687	\$144,521	\$ 145,848	
DIRECTOR II (Formerly "Asst. Director of Special Ed")	AD6/MA+30	\$ 127,345	\$ 127,786	\$ 128,226	\$ 129,294	\$ 129,988	\$ 130,871	\$131,753	\$133,346	\$ 135,060	\$ 136,786	\$ 138,677	\$140,493	\$ 141,820	
	AD7/MA+45	\$ 133,864	\$ 134,305	\$ 134,745	\$ 135,625	\$ 136,507	\$ 137,389	\$ 138,269	\$139,924	\$ 141,763	\$ 143,586	\$ 145,477	\$147,293	\$ 148,618	
	AD8/MA+60	\$ 139,218	\$ 139,660	\$ 140,101	\$ 140,981	\$ 141,865	\$ 142,743	\$ 143,624	\$145,307	\$ 147,224	\$ 148,580	\$ 150,985	\$152,801	\$ 154,127	
	AD9/PhD	\$ 140,964	\$ 141,408	\$ 141,848	\$ 142,729	\$ 143,401	\$ 144,489	\$ 145,953	\$147,637	\$ 149,551	\$ 151,424	\$ 153,316	\$155,080	\$ 156,405	
DIRECTOR III (Formerly "Director of Special Ed")	A6/MA +30	\$132,415	\$ 132,889	\$ 133,362	\$ 134,312	\$ 135,263	\$ 136,211	\$137,162	\$138,831	\$ 140,611	\$ 142,378	\$ 144,288	\$146,124	\$ 147,451	
	A7/MA+45	\$ 141,848	\$ 142,325	\$ 142,799	\$ 143,746	\$ 144,698	\$ 145,647	\$ 146,594	\$148,380	\$ 150,314	\$ 152,230	\$ 154,139	\$155,972	\$ 157,300	
	A8/MA+60	\$ 147,540	\$ 148,015	\$ 148,492	\$ 149,441	\$ 150,389	\$ 151,339	\$ 152,287	\$154,071	\$ 156,109	\$ 158,027	\$ 159,938	\$161,770	\$ 163,094	
	A9/PHD	\$ 149,304	\$ 149,779	\$ 150,258	\$ 151,205	\$ 152,152	\$ 153,103	\$ 154,639	\$156,424	\$ 158,460	\$ 160,379	\$ 162,287	\$164,122	\$ 165,449	
DIRECTOR IV (Formerly "Director of Student Services")	A6/MA +30	\$ 141,458	\$ 141,929	\$ 142,396	\$ 143,338	\$ 144,279	\$ 145,217	\$ 146,159	\$147,811	\$ 149,572	\$ 151,324	\$ 153,214	\$155,032	\$ 156,358	
	A7/MA+45	\$ 150,798	\$ 151,271	\$ 151,741	\$ 152,678	\$ 153,620	\$ 154,560	\$ 155,498	\$157,266	\$ 159,180	\$ 161,077	\$ 162,969	\$164,785	\$ 166,109	
	A8/MA+60	\$ 156,434	\$ 156,906	\$ 157,377	\$ 158,318	\$ 159,256	\$ 160,195	\$ 161,135	\$162,898	\$ 164,916	\$ 166,819	\$ 168,708	\$170,523	\$ 171,849	
	A9/PHD	\$ 158,180	\$ 158,652	\$ 159,126	\$ 160,063	\$ 161,001	\$ 161,943	\$ 163,462	\$165,230	\$ 167,247	\$ 169,146	\$ 171,037	\$172,853	\$ 174,180	
PRINCIPAL ELEMENTARY	A6/MA +30	\$ 137,742	\$ 138,217	\$ 138,690	\$ 139,639	\$ 140,590	\$ 141,538	\$ 142,485	\$144,271	\$ 146,102	\$ 147,966	\$ 149,876	\$151,711	\$ 153,037	
	A7/MA+45	\$ 141,887	\$ 142,362	\$ 142,837	\$ 143,788	\$ 144,740	\$ 145,686	\$ 146,638	\$148,415	\$ 150,302	\$ 152,217	\$ 154,125	\$155,961	\$ 157,289	
	A8/MA+60	\$ 147,590	\$ 148,066	\$ 148,539	\$ 149,489	\$ 150,438	\$ 151,384	\$ 152,336	\$154,173	\$ 156,162	\$ 158,077	\$ 159,985	\$161,819	\$ 163,147	
	A9/PHD	\$ 149,353	\$ 149,829	\$ 150,304	\$ 151,253	\$ 152,202	\$ 153,150	\$ 154,687	\$156,526	\$ 158,516	\$ 160,427	\$ 162,339	\$164,173	\$ 165,497	
SUPERVISORS/STAND ADMIN	A6/MA +30	\$ 124,825	\$ 125,239	\$ 125,654	\$ 126,483	\$ 127,313	\$ 128,148	\$ 128,979	\$130,537	\$ 132,211	\$ 133,929	\$ 135,840	\$137,673	\$ 138,999	
	A7/MA+45	\$ 128,556	\$ 128,972	\$ 129,387	\$ 130,216	\$ 131,048	\$ 131,879	\$ 132,711	\$134,269	\$ 136,048	\$ 137,815	\$ 139,725	\$141,559	\$ 142,885	
	A8/MA+60	\$ 133,682	\$ 134,098	\$ 134,512	\$ 135,342	\$ 136,174	\$ 137,003	\$ 137,835	\$139,450	\$ 141,283	\$ 143,149	\$ 145,056	\$146,890	\$ 148,215	
	A9/PHD	\$ 135,448	\$ 135,862	\$ 136,276	\$ 137,108	\$ 137,937	\$ 138,767	\$ 140,187	\$141,801	\$ 143,635	\$ 145,500	\$ 147,409	\$149,241	\$ 150,568	

**The "Director" classifications were changed pursuant to a side letter Board approved on or about August 7, 2018. Employees currently in any respective title shall remain in the new title; their salary scale shall correspond with their current scale placement. Any future employees or hires to a "Director" title, at the time of hire, may be placed in any category at the District's discretion*

2018-19 School Year (January – June 2019)

ADMINISTRATIVE SALARY SCHEDULE - 2018/2019 SCHOOL YEAR - ALL SALARIES SHOWN ARE 10 MONTHS														
(0.5% - from 1/1/19 thru 6/30/19)														
	FOR OFFICE USE	STEP-0	STEP-1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12
TITLE	CLASSIFICATION	STEP 1	STEP 1A	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12
ASSISTANT PRINCIPAL SEC	A6/MA +30	\$ 120,581	\$ 120,935	\$ 121,283	\$ 122,320	\$ 123,185	\$ 124,052	\$ 124,916	\$ 126,446	\$ 128,070	\$ 129,641	\$ 131,560	\$ 133,484	\$ 134,736
	A7/MA+45	\$ 124,231	\$ 124,675	\$ 125,118	\$ 125,962	\$ 126,832	\$ 127,699	\$ 128,565	\$ 130,091	\$ 131,766	\$ 133,516	\$ 135,433	\$ 137,277	\$ 138,610
	A8/MA+60	\$ 129,215	\$ 129,648	\$ 130,083	\$ 130,949	\$ 131,818	\$ 132,686	\$ 133,553	\$ 135,131	\$ 136,898	\$ 138,649	\$ 140,566	\$ 142,412	\$ 143,745
	A9/PHD	\$ 130,988	\$ 131,422	\$ 131,854	\$ 132,720	\$ 133,592	\$ 134,459	\$ 135,917	\$ 137,495	\$ 139,264	\$ 141,014	\$ 142,932	\$ 144,776	\$ 146,109
ASSISTANT PRINCIPAL ELEM	A6/MA +30	\$ 117,468	\$ 117,845	\$ 118,225	\$ 118,985	\$ 119,747	\$ 120,505	\$ 121,259	\$ 122,685	\$ 124,311	\$ 125,927	\$ 127,845	\$ 129,653	\$ 130,986
	A7/MA+45	\$ 120,994	\$ 121,374	\$ 121,754	\$ 122,507	\$ 123,268	\$ 124,031	\$ 124,790	\$ 126,268	\$ 127,889	\$ 129,593	\$ 131,511	\$ 133,318	\$ 134,652
	A8/MA+60	\$ 125,842	\$ 126,221	\$ 126,599	\$ 127,361	\$ 128,120	\$ 128,876	\$ 129,637	\$ 131,165	\$ 132,883	\$ 134,637	\$ 136,553	\$ 138,356	\$ 139,689
	A9/PHD	\$ 127,615	\$ 127,994	\$ 128,373	\$ 129,134	\$ 129,893	\$ 130,649	\$ 132,001	\$ 133,527	\$ 135,246	\$ 136,997	\$ 138,916	\$ 140,721	\$ 142,054
DEPT. ADMINISTRATORS	A6/MA +30	\$ 111,343	\$ 111,726	\$ 112,106	\$ 112,865	\$ 113,623	\$ 114,379	\$ 115,139	\$ 116,516	\$ 117,994	\$ 119,568	\$ 121,484	\$ 123,328	\$ 124,661
GRADES 9-12	A7/MA+45	\$ 113,109	\$ 113,489	\$ 113,868	\$ 114,629	\$ 115,390	\$ 116,146	\$ 116,904	\$ 118,280	\$ 119,857	\$ 121,385	\$ 123,302	\$ 125,147	\$ 126,480
	A8/MA+60	\$ 114,867	\$ 115,247	\$ 115,627	\$ 116,383	\$ 117,142	\$ 117,906	\$ 118,664	\$ 120,034	\$ 121,659	\$ 123,234	\$ 125,151	\$ 126,995	\$ 128,327
	A9/PHD	\$ 116,641	\$ 117,020	\$ 117,401	\$ 118,156	\$ 118,918	\$ 119,678	\$ 121,025	\$ 122,400	\$ 124,026	\$ 125,598	\$ 127,515	\$ 129,359	\$ 130,692

(0.5% 1/1/19-6/30/19)	ADMINISTRATIVE SALARY SCHEDULE - 2018/2019 SCHOOL YEAR - ALL SALARIES SHOWN ARE 11 MONTHS													
	FOR OFFICE USE	STEP-0	STEP-1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12
	CLASSIFICATION	STEP 1	STEP 1A	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12
PRINCIPAL MVHS	A6/MA +30	\$ 161,487	\$ 162,022	\$ 162,560	\$ 163,397	\$ 164,350	\$ 165,301	\$ 166,259	\$ 168,274	\$ 170,322	\$ 172,247	\$ 174,165	\$ 176,011	\$ 177,344
	A7/MA+45	\$ 162,548	\$ 163,025	\$ 163,500	\$ 164,456	\$ 165,410	\$ 166,365	\$ 167,315	\$ 169,333	\$ 171,387	\$ 173,309	\$ 175,229	\$ 177,073	\$ 178,405
	A8/MA+60	\$ 165,868	\$ 166,345	\$ 166,826	\$ 167,774	\$ 168,731	\$ 169,688	\$ 170,639	\$ 172,765	\$ 174,817	\$ 176,743	\$ 178,661	\$ 180,505	\$ 181,838
	A9/PHD	\$ 167,641	\$ 168,117	\$ 168,595	\$ 169,548	\$ 170,503	\$ 171,460	\$ 173,002	\$ 175,129	\$ 177,182	\$ 179,106	\$ 181,022	\$ 183,453	\$ 184,785
PRINCIPAL HIGH SCHOOL	A6/MA +30	\$ 155,342	\$ 155,817	\$ 156,294	\$ 157,248	\$ 158,201	\$ 159,158	\$ 160,113	\$ 162,128	\$ 164,178	\$ 166,099	\$ 168,021	\$ 169,863	\$ 171,195
	A7/MA+45	\$ 156,400	\$ 156,877	\$ 157,353	\$ 158,312	\$ 159,262	\$ 160,215	\$ 161,170	\$ 163,188	\$ 165,239	\$ 167,162	\$ 169,083	\$ 170,926	\$ 172,259
	A8/MA+60	\$ 159,724	\$ 160,198	\$ 160,677	\$ 161,629	\$ 162,584	\$ 163,542	\$ 164,493	\$ 166,620	\$ 168,672	\$ 170,595	\$ 172,514	\$ 174,357	\$ 175,690
	A9/PHD	\$ 161,493	\$ 161,972	\$ 162,448	\$ 163,403	\$ 164,358	\$ 165,313	\$ 166,856	\$ 168,982	\$ 171,036	\$ 172,958	\$ 174,878	\$ 176,721	\$ 178,054
PRINCIPAL MIDDLE SCHOOL	A6/MA +30	\$ 141,422	\$ 141,899	\$ 142,375	\$ 143,330	\$ 144,285	\$ 145,238	\$ 146,192	\$ 147,986	\$ 149,877	\$ 151,802	\$ 153,720	\$ 155,565	\$ 156,899
	A7/MA+45	\$ 145,702	\$ 146,179	\$ 146,655	\$ 147,607	\$ 148,566	\$ 149,518	\$ 150,475	\$ 152,319	\$ 154,263	\$ 156,190	\$ 158,108	\$ 159,953	\$ 161,285
	A8/MA+60	\$ 151,544	\$ 152,022	\$ 152,499	\$ 153,451	\$ 154,406	\$ 155,358	\$ 156,315	\$ 158,215	\$ 160,266	\$ 162,193	\$ 164,108	\$ 165,955	\$ 167,288
	A9/PHD	\$ 153,296	\$ 153,773	\$ 154,251	\$ 155,205	\$ 156,160	\$ 157,113	\$ 158,653	\$ 160,553	\$ 162,603	\$ 164,529	\$ 166,449	\$ 168,293	\$ 169,626
DIRECTOR I (formerly "Directors")	A6/MA +30	\$ 120,858	\$ 121,276	\$ 121,693	\$ 122,536	\$ 123,365	\$ 124,202	\$ 125,039	\$ 126,490	\$ 128,176	\$ 129,852	\$ 131,773	\$ 133,615	\$ 134,947
	A7/MA+45	\$ 124,613	\$ 125,030	\$ 125,445	\$ 126,279	\$ 127,113	\$ 127,949	\$ 128,786	\$ 130,297	\$ 132,031	\$ 133,711	\$ 135,627	\$ 137,473	\$ 138,806
	A8/MA+60	\$ 129,765	\$ 130,182	\$ 130,600	\$ 131,432	\$ 132,266	\$ 133,115	\$ 133,936	\$ 135,505	\$ 137,291	\$ 139,118	\$ 141,035	\$ 142,880	\$ 144,212
	A9/PHD	\$ 131,535	\$ 131,953	\$ 132,371	\$ 133,205	\$ 134,039	\$ 134,889	\$ 136,300	\$ 137,869	\$ 139,655	\$ 141,482	\$ 143,400	\$ 145,244	\$ 146,577
DIRECTOR II (Formerly "Asst. Director of Special Ed") Effective 11/01/2015	AD6/MA+30	\$ 127,982	\$ 128,425	\$ 128,867	\$ 129,940	\$ 130,638	\$ 131,525	\$ 132,412	\$ 134,013	\$ 135,735	\$ 137,470	\$ 139,370	\$ 141,195	\$ 142,529
	AD7/MA+45	\$ 134,533	\$ 134,977	\$ 135,419	\$ 136,303	\$ 137,190	\$ 138,076	\$ 138,960	\$ 140,624	\$ 142,472	\$ 144,304	\$ 146,204	\$ 148,029	\$ 149,361
	AD8/MA+60	\$ 139,914	\$ 140,358	\$ 140,802	\$ 141,686	\$ 142,574	\$ 143,457	\$ 144,342	\$ 146,034	\$ 147,960	\$ 149,323	\$ 151,740	\$ 153,565	\$ 154,898
	AD9/PhD	\$ 141,669	\$ 142,115	\$ 142,557	\$ 143,443	\$ 144,118	\$ 145,211	\$ 146,683	\$ 148,375	\$ 150,299	\$ 152,181	\$ 154,083	\$ 155,855	\$ 157,187
DIRECTOR III (Formerly "Director of Special Ed")	A6/MA +30	\$ 133,077	\$ 133,553	\$ 134,029	\$ 134,984	\$ 135,939	\$ 136,892	\$ 137,848	\$ 139,525	\$ 141,314	\$ 143,090	\$ 145,009	\$ 146,855	\$ 148,188
	A7/MA+45	\$ 142,557	\$ 143,037	\$ 143,513	\$ 144,465	\$ 145,421	\$ 146,375	\$ 147,327	\$ 149,122	\$ 151,066	\$ 152,991	\$ 154,910	\$ 156,752	\$ 158,087
	A8/MA+60	\$ 148,278	\$ 148,755	\$ 149,234	\$ 150,188	\$ 151,141	\$ 152,096	\$ 153,048	\$ 154,841	\$ 156,890	\$ 158,817	\$ 160,738	\$ 162,579	\$ 163,909
	A9/PHD	\$ 150,051	\$ 150,528	\$ 151,009	\$ 151,961	\$ 152,913	\$ 153,869	\$ 155,412	\$ 157,206	\$ 159,252	\$ 161,181	\$ 163,098	\$ 164,943	\$ 166,276
DIRECTOR IV (Formerly "Director of Student Services")	A6/MA +30	\$ 142,165	\$ 142,639	\$ 143,108	\$ 144,055	\$ 145,000	\$ 145,943	\$ 146,890	\$ 148,550	\$ 150,320	\$ 152,081	\$ 153,980	\$ 155,807	\$ 157,140
	A7/MA+45	\$ 151,552	\$ 152,027	\$ 152,500	\$ 153,441	\$ 154,388	\$ 155,333	\$ 156,275	\$ 158,052	\$ 159,976	\$ 161,882	\$ 163,784	\$ 165,609	\$ 166,940
	A8/MA+60	\$ 157,216	\$ 157,691	\$ 158,164	\$ 159,110	\$ 160,052	\$ 160,996	\$ 161,941	\$ 163,712	\$ 165,741	\$ 167,653	\$ 169,552	\$ 171,376	\$ 172,708
	A9/PHD	\$ 158,971	\$ 159,445	\$ 159,922	\$ 160,863	\$ 161,806	\$ 162,753	\$ 164,279	\$ 166,056	\$ 168,083	\$ 169,992	\$ 171,892	\$ 173,717	\$ 175,051
PRINCIPAL ELEMENTARY	A6/MA +30	\$ 138,431	\$ 138,908	\$ 139,383	\$ 140,337	\$ 141,293	\$ 142,246	\$ 143,197	\$ 144,992	\$ 146,833	\$ 148,706	\$ 150,625	\$ 152,470	\$ 153,802
	A7/MA+45	\$ 142,596	\$ 143,074	\$ 143,551	\$ 144,507	\$ 145,464	\$ 146,414	\$ 147,371	\$ 149,157	\$ 151,054	\$ 152,978	\$ 154,896	\$ 156,741	\$ 158,075
	A8/MA+60	\$ 148,328	\$ 148,806	\$ 149,282	\$ 150,236	\$ 151,190	\$ 152,141	\$ 153,098	\$ 154,944	\$ 156,943	\$ 158,867	\$ 160,785	\$ 162,628	\$ 163,963
	A9/PHD	\$ 150,100	\$ 150,578	\$ 151,056	\$ 152,009	\$ 152,963	\$ 153,916	\$ 155,460	\$ 157,309	\$ 159,309	\$ 161,229	\$ 163,151	\$ 164,994	\$ 166,324
SUPERVISORS/STAND ADMIN	A6/MA +30	\$ 125,449	\$ 125,865	\$ 126,282	\$ 127,115	\$ 127,950	\$ 128,789	\$ 129,624	\$ 131,190	\$ 132,872	\$ 134,599	\$ 136,519	\$ 138,361	\$ 139,694
	A7/MA+45	\$ 129,199	\$ 129,617	\$ 130,034	\$ 130,867	\$ 131,703	\$ 132,538	\$ 133,375	\$ 134,940	\$ 136,728	\$ 138,504	\$ 140,424	\$ 142,267	\$ 143,599
	A8/MA+60	\$ 134,350	\$ 134,768	\$ 135,185	\$ 136,019	\$ 136,855	\$ 137,688	\$ 138,524	\$ 140,147	\$ 141,989	\$ 143,865	\$ 145,781	\$ 147,624	\$ 148,956
	A9/PHD	\$ 136,125	\$ 136,541	\$ 136,957	\$ 137,794	\$ 138,627	\$ 139,461	\$ 140,888	\$ 142,510	\$ 144,353	\$ 146,228	\$ 148,146	\$ 149,987	\$ 151,321

MEMORANDUM OF AGREEMENT

MEMORANDUM OF AGREEMENT dated this day of August 2022 by and between the negotiating representatives of the BOARD OF EDUCATION OF THE MOUNT VERNON CITY SCHOOL DISTRICT (hereinafter referred to as the "BOARD" and/or "DISTRICT") and the negotiating representatives of the MOUNT VERNON ADMINISTRATORS GROUP (hereinafter referred to as the "UNION" or "MVAG").

A. General

The labor agreement between the parties for the period of July 1, 2013 – June 30, 2019, expired on June 30, 2019. The parties herewith agree that said agreement shall be modified effective as of July 1, 2019, to the extent set forth herein, as a result of their collective bargaining for a successor agreement to said expiring contract. Except for the changes to said agreement expressly set forth herein and changes in language to said agreement made necessary by the following agreement, the provisions of said contract shall remain unchanged.

B. Contingencies

1. This agreement is subject to formal ratification by the BOARD and the membership of the UNION. Such ratification shall occur within sixty (60) days of the date of execution of this Memorandum of Agreement. If either party fails to ratify or fails to act within the aforesaid sixty (60) day period, this Memorandum of Agreement shall be of no further force and effect and shall be a nullity. Notwithstanding the foregoing, the team of negotiating representatives for each party will urge their respective principals to ratify this Memorandum of Agreement.
2. The parties agree to incorporate this Memorandum of Agreement into a more formal written agreement.

C. Terms

1. Article X – Salaries and Benefits

a) (10.1) – Wage Increases

Delete sub-paragraphs (a-c) replace with the following:

2019-20	<i>0% + one-time payment not added to base wages in an amount equivalent to 0.5% of each unit member's base salary for the 2019-20 school year. Said payment to be provided solely to unit members who were actively employed by the District during the 2019-20 school year and still actively employed within an MVAG bargaining unit position as of the date of execution of this Memorandum of Agreement. Said payment shall be prorated for those serving less than a full school year. Said payment shall be paid within sixty (60) days of the execution of this Memorandum of Agreement by separate check.</i>
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2020-21	<i>0.75% applied to the salary schedules set forth in Appendix I only, retroactive to 7/1/20. Retroactive monies for eligible unit members for the 2020-21 school year shall be paid within sixty (60) days of the execution of this Memorandum of Agreement by separate check. Said monies shall be paid solely to unit members who were actively employed by the District during the 2020-21 school year and still actively employed within an MVAG bargaining unit position as of the date of execution of this Memorandum of Agreement. Retroactive payments shall be prorated for those serving less than a full school year.</i>
2021-22	<i>1.0% applied to the salary schedules set forth in Appendix I only, retroactive to 7/1/21. Retroactive monies for eligible unit members for the 2021-22 school year shall be paid within sixty (60) days of the execution of this Memorandum of Agreement by separate check. Said monies shall be paid solely to unit members who were actively employed by the District during the 2021-22 school year and still actively employed within an MVAG bargaining unit position as of the date of execution of this Memorandum of Agreement. Retroactive payments shall be prorated for those serving less than a full school year.</i>
2022-23	<i>1.0% applied to the salary schedules set forth in Appendix I only, retroactive to 7/1/22. Retroactive monies for eligible unit members for the 2022-23 school year shall be paid within sixty (60) days of the execution of this Memorandum of Agreement by separate check. Said monies shall be paid solely to unit members who were actively employed by the District during the 2022-23 school year and still actively employed within an MVAG bargaining unit position as of the date of execution of this Memorandum of Agreement. Retroactive payments shall be prorated for those serving less than a full school year.</i>
2023-24	<i>1.0% applied to the salary schedules set forth in Appendix I only.</i>

b) (10.2) – Principals and Assistant Principals Assigned to K-8 Schools (NEW)

Delete existing 10.2 and replace with the following effective July 1, 2022:

Elementary School Principals assigned to work in any schools that include both the 7th and 8th grades shall be compensated in accordance with the “Principal of Middle School” salary schedule retroactive to July 1, 2022. Elementary School Assistant Principals assigned to work in any schools that include both the 7th and 8th grades shall be compensated in accordance with the “Assistant Principal Secondary” salary schedule retroactive to July 1, 2022. Retroactive monies for eligible unit members for the 2022-23 school year shall be paid within sixty (60) days of the execution of this Memorandum of Agreement by separate check. The parties herewith acknowledge that no

other unit members shall be eligible for base salary adjustments based upon the District's reconfiguration to the K-8 schools model.

c) (10.6) – Hourly Rate for Committee Work

Delete and replace with the following:

Effective with the date of execution of this Memorandum of Agreement, unit members shall be compensated at the below hourly rate(s) when a unit member is requested to engage in certain "Committee" type work. Payment for such "Committee" work shall be limited solely to work that is approved, in writing (email shall be deemed sufficient), by the Board and/or Superintendent of Schools in advance, or (in extraordinary circumstances) approved after the fact. In the event such written advance approval is not provided to the unit member and in the absence of extraordinary circumstances warranting approval after the fact, there will be no additional payment for such "Committee" work. The hourly rate for unit members performing such "Committee" work shall be \$55.00 per hour. There shall be no retroactive monies paid to any unit members in connection with the change in the foregoing hourly rate.

Based upon the foregoing, and notwithstanding any past practice to the contrary Administrators shall not be compensated for any other time including, but not limited to, attendance at PTA meetings, concerts, student performances, emergencies (as determined by the Superintendent in her sole discretion), sporting events, co-curricular activities, extra-curricular activities and similar types of events. Notwithstanding the foregoing, when required to report to work for an emergency, as determined by the Superintendent of Schools, the affected administrator shall be eligible to work and be compensated (in accordance with the hourly rate set forth above) for a minimum of 1.5 hours with the approval of the Superintendent of Schools

d) (10.14) – Tax Sheltered Annuity

Delete "giving" and replace with "given"

e) (10.18) – Health Insurance (HMO)

Delete references to HMO

f) (10.19 (a)) – Health Insurance Premium Contribution

Delete and replace with the following:

i) (10.23) – Retiree Health Insurance Coverage

Delete “(Article II, D.)” and replace with the following “(Article XI, D., Sick Leave Incentive Program)”

j) (10.25) – Welfare Fund Benefits

Change \$1,5000, to \$1,500.00.

k) (10.32) NEW- (J. ADMINISTRATOR MENTOR PROGRAM)

Effective during the 2022/23 school year, a committee shall be created made up of equal membership of MVAG members and Central Office Administration to develop recommendations for the criteria for the selection of candidates to serve as mentors and any other matters related to the Mentor Program for the 2023/24 school year and beyond.

Effective with the 2022/23 school year, the Superintendent shall designate unit members willing to serve as mentors for new administrators in their first year of employment. The Superintendent shall determine whether a mentor will be appointed for a particular new administrator in their first year of employment and shall have final approval of the particular unit member(s) selected to serve as the mentor(s) for each candidate. The Superintendent shall further determine whether to continue to provide a mentor to the new administrator beyond the first year of employment to the extent the Superintendent decides it is in the best interests of the District and the mentee to do so. A unit member chosen by the Superintendent to mentor a new administrator will receive a mentor stipend in the amount of \$1,500 per year for each new administrator mentored (prorated for less than full year of service).

2. Article IX – Administrative and Supervisory Responsibilities

(9.6) – High School Department Chairs

Delete and replace with the following:

High School Department Chairs may have 7-12 responsibilities as determined by the District.

3. Article I – Recognition (1.1)

a) Delete reference to “Dean of Mount Vernon High School”.

b) Delete last sentence of first paragraph and replace with the following:

IN WITNESS WHEREOF, the parties have executed this document by their duly authorized representatives this _____ day of August 2022.

MEMBERS OF THE NEGOTIATING COMMITTEES

FOR THE UNION:

Dr. J. Hunter McGregor
Dr. Chris Maynor

FOR THE EMPLOYER:

W. Bennett
[Signature]

admin 10 month 2020-2021 with .75

9/30/2022

	A	B	C	E	F	G	H	I	J	K	L	M	N	O	P
1	Levels →														
2				Level	Level	Level	Level	Level	Level	Level	Level	Level	Level	Level	Level
3				APS A6MA30	APS A7MA45	APS A8MA60	APS A9PHD	APE A6MA30	APE A7MA45	APE A8MA60	APE A9PHD	DPT A6MA30	DPT A7MA45	DPT A8MA60	DPT A9PHD
4				# Steps	# Steps	# Steps	# Steps	# Steps	# Steps	# Steps	# Steps	# Steps	# Steps	# Steps	# Steps
5				13	13	13	13	13	13	13	13	13	13	13	1
7		1	1	121,485	125,163	130,184	131,970	118,349	121,901	126,786	128,572	112,178	113,957	115,729	117,51
8		2	1A	121,842	125,610	130,620	132,408	118,729	122,284	127,168	128,954	112,564	114,340	116,111	117,89
9		3	2	122,193	126,056	131,059	132,843	119,112	122,667	127,548	129,336	112,947	114,722	116,494	118,28
10		4	3	123,237	126,907	131,931	133,715	119,877	123,426	128,316	130,103	113,711	115,489	117,256	119,04
11		5	4	124,109	127,783	132,807	134,594	120,645	124,193	129,081	130,867	114,475	116,255	118,021	119,81
12		6	5	124,982	128,657	133,681	135,467	121,409	124,961	129,843	131,629	115,237	117,017	118,790	120,57
13		7	6	125,853	129,529	134,555	136,336	122,168	125,726	130,609	132,991	116,003	117,781	119,554	121,93
14		8	7	127,394	131,067	136,144	138,526	123,605	127,215	132,149	134,528	117,390	119,167	120,934	123,31
15		9	8	129,031	132,754	137,925	140,308	125,243	128,848	133,880	136,260	118,879	120,756	122,571	124,95
16		10	9	130,613	134,517	139,689	142,072	126,871	130,565	135,646	138,024	120,465	122,295	124,158	126,54
17		11	10	132,547	136,449	141,620	144,004	128,804	132,497	137,577	139,958	122,395	124,227	126,090	128,47
18		12	11	134,405	138,307	143,480	145,862	130,625	134,318	139,394	141,776	124,253	126,086	127,947	130,32
19		13	12	135,747	139,650	144,823	147,205	131,968	135,662	140,737	143,119	125,596	127,429	129,289	131,67

admin 11 month 2020-2021 with 3/4%

	S	T	U	V	W	X	Y	Z	AA	AB	AC	AD
1												
2	Level	Level	Level	Level	Level	Level	Level	Level	Level	Level	Level	Level
3	DSPEDMA+60	DSPED PHD	ADSPEMA+30	ADSPEMA+45	ADSPEMA+60	ADSPED PHD	DSTSVMA+30	DSTSVMA+45	DSTSVMA+60	DSTSV PHD	DIR MA+30	DIR MA+45
4	# Steps	# Steps	# Steps	# Steps	# Steps	# Steps	# Steps	# Steps	# Steps	# Steps	# Steps	# Steps
5	13	13	13	13	13	13	13	13	13	13	13	13
7	149,390	151,176	128,942	135,542	140,963	142,732	143,231	152,689	158,395	160,163	121,764	125,548
8	149,871	151,657	129,388	135,989	141,411	143,181	143,709	153,167	158,874	160,641	122,186	125,968
9	150,353	152,142	129,834	136,435	141,858	143,626	144,181	153,644	159,350	161,121	122,606	126,386
10	151,314	153,101	130,915	137,325	142,749	144,519	145,135	154,592	160,303	162,069	123,455	127,226
11	152,275	154,060	131,618	138,219	143,643	145,199	146,088	155,546	161,252	163,020	124,290	128,066
12	153,237	155,023	132,511	139,112	144,533	146,300	147,038	156,498	162,203	163,974	125,134	128,909
13	154,196	156,578	133,405	140,002	145,425	147,783	147,992	157,447	163,156	165,511	125,977	129,752
14	156,002	158,385	135,018	141,679	147,129	149,488	149,664	159,237	164,940	167,301	127,439	131,274
15	158,067	160,446	136,753	143,541	149,070	151,426	151,447	161,176	166,984	169,344	129,137	133,021
16	160,008	162,390	138,501	145,386	150,443	153,322	153,222	163,096	168,910	171,267	130,826	134,714
17	161,944	164,321	140,415	147,301	152,878	155,239	155,135	165,012	170,824	173,181	132,761	136,644
18	163,798	166,180	142,254	149,139	154,717	157,024	156,976	166,851	172,661	175,020	134,617	138,504
19	165,138	167,523	143,598	150,481	156,060	158,366	158,319	168,192	174,003	176,364	135,959	139,847

admin 11 month 2020-2021 with 3/4%

	AH	AI	AJ	AK	AL	AM	AN
1							
2	Level	Level	Level	Level	Level	Level	Level
3	P EL MA+45	P EL MA+60	P L PHD	SUPSTMA+30	SUPSTMA+45	SUPSTMA+60	SUPST PHD
4	# Steps	# Steps	# Steps	# Steps	# Steps	# Steps	# Steps
5	13	13	13	13	13	13	13
7	143,665	149,440	151,226	126,390	130,168	135,358	137,146
8	144,147	149,922	151,707	126,809	130,589	135,779	137,565
9	144,628	150,402	152,189	127,229	131,009	136,199	137,984
10	145,591	151,363	153,149	128,068	131,849	137,039	138,827
11	146,555	152,324	154,110	128,910	132,691	137,881	139,667
12	147,512	153,282	155,070	129,755	133,532	138,721	140,507
13	148,476	154,246	156,626	130,596	134,375	139,563	141,945
14	150,276	156,106	158,489	132,174	135,952	141,198	143,579
15	152,187	158,120	160,504	133,869	137,753	143,054	145,436
16	154,125	160,059	162,438	135,608	139,543	144,944	147,325
17	156,058	161,991	164,375	137,543	141,477	146,874	149,257
18	157,917	163,848	166,231	139,399	143,334	148,731	151,112
19	159,261	165,193	167,571	140,742	144,676	150,073	152,456

admin 10 month 2021-2022 with 1%

9/20/2022

	B	C	E	F	G	H	I	J	K	L	M	N	O	P
2			Level	Level	Level	Level	Level	Level	Level	Level	Level	Level	Level	Level
3			APS A6MA30	APS A7MA45	APS A8MA60	APS A9PHD	APE A6MA30	APE A7MA45	APE A8MA60	APE A9PHD	DPT A6MA30	DPT A7MA45	DPT A8MA60	DPT A9PHD
4			# Steps	# Steps	# Steps	# Steps	# Steps	# Steps	# Steps	# Steps	# Steps	# Steps	# Steps	# Steps
5			13	13	13	13	13	13	13	13	13	13	13	13
7	1	1	122,700	126,415	131,486	133,290	119,532	123,120	128,054	129,858	113,300	115,097	116,886	118,691
8	2	1A	123,060	126,866	131,926	133,732	119,916	123,507	128,440	130,244	113,690	115,483	117,272	119,077
9	3	2	123,415	127,317	132,370	134,171	120,303	123,894	128,823	130,629	114,076	115,869	117,659	119,465
10	4	3	124,469	128,176	133,250	135,052	121,076	124,660	129,599	131,404	114,848	116,644	118,429	120,232
11	5	4	125,350	129,061	134,135	135,940	121,851	125,435	130,372	132,176	115,620	117,418	119,201	121,008
12	6	5	126,232	129,944	135,018	136,822	122,623	126,211	131,141	132,945	116,389	118,187	119,978	121,782
13	7	6	127,112	130,824	135,901	138,305	123,390	126,983	131,915	134,321	117,163	118,959	120,750	123,152
14	8	7	128,668	132,378	137,505	139,911	124,841	128,487	133,470	135,873	118,564	120,359	122,143	124,551
15	9	8	130,321	134,082	139,304	141,711	126,495	130,136	135,219	137,623	120,068	121,964	123,797	126,206
16	10	9	131,919	135,862	141,086	143,493	128,140	131,871	137,002	139,404	121,670	123,518	125,400	127,805
17	11	10	133,872	137,813	143,036	145,444	130,092	133,822	138,953	141,358	123,619	125,469	127,351	129,756
18	12	11	135,749	139,690	144,915	147,321	131,931	135,661	140,788	143,194	125,496	127,347	129,226	131,632
19	13	12	137,104	141,047	146,271	148,677	133,288	137,019	142,144	144,550	126,852	128,703	130,582	132,989

admin 11 month 2021-2022 with 1%

	AL	AM	AN
1			
2	Level	Level	Level
3	SUPSTMA+45	SUPSTMA+60	SUPST PHD
4	# Steps	# Steps	# Steps
5	13	13	13
7	131,470	136,712	138,517
8	131,895	137,137	138,941
9	132,319	137,561	139,364
10	133,167	138,409	140,215
11	134,018	139,260	141,064
12	134,867	140,108	141,912
13	135,719	140,959	143,364
14	137,312	142,610	145,015
15	139,131	144,485	146,890
16	140,938	146,393	148,798
17	142,892	148,343	150,750
18	144,767	150,218	152,623
19	146,123	151,574	153,981
20			
21			
22			

admin 10 month 2022-2023 with 1%

9/20/2022

	A	B	C	E	F	G	H	I	J	K	L	M	N	O	P	
1	Levels -->															
2	Steps -->			Level	Level	Level	Level	Level	Level	Level	Level	Level	Level	Level	Level	
3				APS A6MA30	APS A7MA45	APS A8MA60	APS A9PHD	APE A6MA30	APE A7MA45	APE A8MA60	APE A9PHD	DPT A6MA30	DPT A7MA45	DPT A8MA60	DPT A9PHD	
4				# Steps	# Steps	# Steps	# Steps	# Steps	# Steps	# Steps	# Steps	# Steps	# Steps	# Steps	# Steps	# Steps
5				13	13	13	13	13	13	13	13	13	13	13	13	13
6																
7		1	1	123,927	127,679	132,801	134,623	120,727	124,351	129,335	131,157	114,433	116,248	118,055	119,871	
8		2	1A	124,291	128,135	133,245	135,069	121,115	124,742	129,724	131,546	114,827	116,638	118,445	120,261	
9		3	2	124,649	128,590	133,694	135,513	121,506	125,133	130,111	131,935	115,217	117,028	118,836	120,661	
10		4	3	125,714	129,458	134,583	136,403	122,287	125,907	130,895	132,718	115,996	117,810	119,613	121,431	
11		5	4	126,604	130,352	135,476	137,299	123,070	126,689	131,676	133,498	116,776	118,592	120,393	122,211	
12		6	5	127,494	131,243	136,368	138,190	123,849	127,473	132,452	134,274	117,553	119,369	121,178	123,001	
13		7	6	128,383	132,132	137,260	139,688	124,624	128,253	133,234	135,664	118,335	120,149	121,958	124,381	
14		8	7	129,955	133,702	138,880	141,310	126,089	129,772	134,805	137,232	119,750	121,563	123,364	125,791	
15		9	8	131,624	135,423	140,697	143,128	127,760	131,437	136,571	138,999	121,269	123,184	125,035	127,461	
16		10	9	133,238	137,221	142,497	144,928	129,421	133,190	138,372	140,798	122,887	124,753	126,654	129,081	
17		11	10	135,211	139,191	144,466	146,898	131,393	135,160	140,343	142,772	124,855	126,724	128,625	131,051	
18		12	11	137,106	141,087	146,364	148,794	133,250	137,018	142,196	144,626	126,751	128,620	130,518	132,941	
19		13	12	138,475	142,457	147,734	150,164	134,621	138,389	143,565	145,996	128,121	129,990	131,888	134,311	