

**October 28, 2024**  
**2024-26 Principals Negotiations**

**Union Proposal #3**

1. Agree to all TAs on District Proposal of September 25, 2024
  
2. Longevity Pay  
Item Dropped
  
3. Deferred Matching  
Item Dropped
  
4. Vacation Buyout  
Item Dropped
  
5. MS Asst Principal Duty Year  
District provided agreeable clarification
  
11. Response to District re Salary Schedule Placement  
Remains open
  
13. Response to District re Salary Schedule: Supervision  
Item dropped (previously TA'ed, but dropped in lieu of updated financial proposal)
  
14. Response to District re Salary Schedule: Principal Academy  
Remains open
  
15. Response to District re Salary Schedule A & B  
Counterproposal:  
Year 1: 5.58% increase  
Year 2: 0.90% increase
  
16. Vacation  
Add two (2) days

Matrix Summary						
	24-25		25-26			
	Base Year	Year 1	Year 1 - % Change from Base	Year 2	Year 2 - % Change from Year 1	Year 1 & Year 2 \$ Total
Salary	1,116,912.00	1,194,868.38	6.98%	1,234,662.37	3.33%	2,429,530.75
Health Ins	215,005.52	226,928.27	5.55%	251,798.63	10.96%	478,726.90
Dental Ins	11,052.00	11,385.00	3.01%	11,725.00	2.99%	23,110.00
Life Ins	972.00	972.00	0.00%	972.00	0.00%	1,944.00
LTD	1,898.75	2,031.28	6.98%	2,098.93	3.33%	4,130.20
STD	781.84	836.41	6.98%	864.26	3.33%	1,700.67
403b Match	22,500.00	22,500.00	0.00%	22,500.00	0.00%	45,000.00
Worker's Compensation	3,241.28	4,421.01	36.40%	4,938.65	11.71%	9,359.66
Phone Stipends	8,100.00	8,100.00	0.00%	8,100.00	0.00%	16,200.00
Medical Exp	4,500.00	4,500.00	0.00%	4,500.00	0.00%	9,000.00
HRA	65,260.00	75,780.00	16.12%	26,300.00	-65.29%	102,080.00
Paid Family Leave	-	-	#DIV/0!	5,432.51	#DIV/0!	5,432.51
TRA	97,729.80	104,550.98	6.98%	108,032.96	3.33%	212,583.94
FICA	85,443.77	91,407.43	6.98%	94,451.67	3.33%	185,859.10
Total Benefits	516,484.96	553,412.38	7.15%	541,714.61	-2.11%	1,095,126.99
			#DIV/0!		#DIV/0!	-
			#DIV/0!		#DIV/0!	-
Total Salary & Benefit	1,633,396.96	1,748,280.76	7.03%	1,776,376.98	1.61%	3,524,657.74
Total Salary & Benefit without HRA	1,568,136.96	1,672,500.76	6.66%	1,750,076.98	4.64%	3,422,577.74
			114,883.80		142,980.03	

starts 1/1/26

	MSBA	MSBA w/o HRA
Year 1 & Year 2	3,524,657.74	3,422,577.74
Double Base Yr	3,266,793.91	3,136,273.91
Difference	257,863.83	286,303.83
Double Base Yr	3,266,793.91	3,136,273.91
MSBA Percentage	7.89%	9.13%
	7.52	8.75

Base	Days	Step 1	Step 2	Step 3	Step 4
HS Principal	256	\$128,182	\$132,272	\$136,363	\$140,454
HS AP (11 mo)	240	\$97,991	\$101,022	\$104,053	\$107,083
MS Principal	256	\$123,830	\$125,161	\$129,156	\$133,150
MS AP (11.5 mo)	250	\$102,447	\$105,615	\$108,783	\$111,951
Elem Principal	256	\$116,559	\$120,164	\$123,769	\$127,374
Elem AP (10 mo)	220	\$91,991	\$94,836	\$97,769	\$100,793
2024-25		Step 1	Step 2	Step 3	Step 4
HS Principal	256	\$135,334	\$139,653	\$143,972	\$148,292
HS AP (11 mo)	240	\$106,459	\$109,659	\$112,860	\$116,059
MS Principal	256	\$130,740	\$132,145	\$136,363	\$140,580
MS AP (11.5 mo)	250	\$110,663	\$114,008	\$117,353	\$120,698
Elem Principal	256	\$123,063	\$126,869	\$130,675	\$134,481
Elem AP (10 mo)	220	\$97,124	\$100,128	\$103,225	\$106,417
2025-26		Step 1	Step 2	Step 3	Step 4
HS Principal	256	\$136,552	\$140,909	\$145,268	\$149,626
HS AP (11 mo)	240	\$107,417	\$110,646	\$113,875	\$117,103
MS Principal	256	\$131,916	\$133,334	\$137,591	\$141,846
MS AP (11.5 mo)	250	\$111,659	\$115,034	\$118,409	\$121,785
Elem Principal	256	\$124,171	\$128,011	\$131,851	\$135,692
Elem AP (10 mo)	220	\$97,998	\$101,029	\$104,154	\$107,375

\$	-	\$579.26	HS	
\$	-	\$483.58	HS AP	3000
\$	-	\$549.14	MS	
\$	-	\$482.79	MS AP	2500
\$	-	\$525.32	Elem	
\$	-	\$483.71	Elem AP	0
	5.58%			
	0.90%	\$584.48	HS	
		\$487.93	HS AP	83.48%
		\$554.08	MS	
		\$487.14	MS AP	87.92%
		\$530.05	Elem	
		\$488.07	Elem AP	92.08%