

**AGREEMENT**  
**between the**  
**GREAT NECK BOARD OF EDUCATION**  
**and the**  
**ASSOCIATION OF SUPERVISORS AND**  
**ADMINISTRATORS**  
**of the**  
**GREAT NECK EDUCATIONAL STAFF, INC.**

**JULY 1, 2024 – JUNE 30, 2029**



# Great Neck Public Schools



*Where Discovery Leads to Greatness*

---

## Table of Contents

---

Preamble .....	1
Article 1: Appropriate Unit.....	1
Article 2: Recognition .....	1
Article 3: Negotiation Procedure.....	2
Article 4: Priority of Agreement.....	2
Article 5: Benefits of Common Application.....	2
Article 6: Association Status and Rights .....	2
Article 7: Assignment and Transfer .....	3
Article 8: Employee Security.....	4
Article 9: Conference Attendance .....	5
Article 10: Personnel Records and Files.....	5
Article 11: Defense and Indemnity.....	5
Article 12: Staffing .....	5
Article 13: Consultation Procedures .....	6
Article 14: Staff Development Activities .....	7
Article 15: Compensation .....	7
Article 16: Insurance and Retirement Benefits .....	11
Article 17: Retirement Plan.....	11
Article 18: Sick Leave and Personal Leave .....	11
Article 19: Leaves Without Pay.....	15
Article 20: Tax Sheltered Annuities .....	16
Article 21: Grievance Procedures .....	17
Article 22: Taylor Law .....	18
Article 23: Duration Present Contract.....	18
Article 24: APPR.....	18
Article 25: Evaluation.....	19
Appendix A1: Salary Schedule – July 1, 2024 through June 30, 2025 .....	20
Appendix A2: Salary Schedule – July 1, 2025 through June 30, 2026 .....	21
Appendix A3: Salary Schedule – July 1, 2026 through June 30, 2027 .....	22
Appendix A4: Salary Schedule – July 1, 2027 through June 30, 2028 .....	23
Appendix A5: Salary Schedule – July 1, 2028 through June 30, 2029 .....	24

---

**Preamble**

---

AGREEMENT entered into to take effect July 1, 2024 by and between the BOARD OF EDUCATION, GREAT NECK UNION FREE SCHOOL DISTRICT, TOWN OF NORTH HEMPSTEAD, NASSAU COUNTY, NEW YORK (hereinafter called the "Board"), and the ASSOCIATION OF SUPERVISORS AND ADMINISTRATORS OF THE GREAT NECK EDUCATIONAL STAFF, INC., a corporation organized under the Membership Corporation Law of the State of New York (hereinafter called the "Association") on behalf of its members (hereinafter called "Employees").

WITNESSETH

WHEREAS, the Board and the Association recognize and declare that providing a quality education for the children and adults of Great Neck is their mutual aim and that the character of such education depends in part upon the quality and morale of the supervisory and administrative personnel; and

WHEREAS, the parties have reached certain understandings which they desire to confirm in the Agreement;

NOW, THEREFORE, it is mutually agreed that:

---

**Article 1: Appropriate Unit**

---

The appropriate employer-employee negotiating unit in accordance with Article 14 of the Civil Service Law to which this Agreement applies consists of all part time, as well as full time, annually employed personnel duly certified as supervisors or administrators either under Civil Service law or State Education law and whose duties require 51% or more of individual's position time with administrative or supervisory responsibilities, including those employed in each of the positions in Appendix A annexed hereto and excluding the Superintendent of Schools, Deputy Superintendent, Assistant Superintendents, Human Resources Director, and also excluding all other employees of the District.

Before the Board initiates action to have a member of the unit declared a managerial or confidential employee, the Board agrees to discuss its intentions with the employee and with the Association's representatives. In the event the matter cannot be resolved, the Board agrees to refer to the PERB for decision.

---

**Article 2: Recognition**

---

The recognition of the Association by the Board pursuant to Article 14 of the Civil Service Law as the exclusive representative of the employees in the employer-employee negotiating unit defined in Article 1 above is confirmed and extended for the maximum period permitted by law.

---

**Article 3: Negotiation Procedure**

---

- A. The Association will, by January 15<sup>th</sup> of the year of the expiration of the contract, make every reasonable effort to inform the Board of its contract proposals requiring specific budget allocations.
- B. The Board will, upon request, furnish the Association with reasonable information that will assist in the development or evaluation of proposals.
- C. Upon request of the Association the Board will provide copies of negotiation proposals for each bargaining unit affecting terms and conditions of employment covered by this agreement within ten days of receipt of such a request.
- D. Upon request, copies of all contracts and memoranda of agreement negotiated between the Board and representative of any employee negotiating unit shall be forwarded by the Superintendent, or their designee, to the President of the Association within ten days following ratification by both parties thereto.

---

**Article 4: Priority of Agreement**

---

- A. Where the provisions of the Agreement are in conflict with District policy or procedures, this Agreement shall govern, except as provided by law.
- B. Nothing contained herein shall be construed to deny or restrict the rights any employee may have under the New York State Education or Civil Service Laws or any other applicable laws and regulations. The rights granted hereunder shall be deemed to be in addition to those provided elsewhere.
- C. If any provision of this Agreement is or becomes invalid or legally unenforceable, all other provisions of this Agreement shall nevertheless continue in full force and effect, and the parties will meet at a mutually convenient time to negotiate substitute terms for such invalid or unenforceable provision.

---

**Article 5: Benefits of Common Application**

---

Any improvement made by the Board in the benefits of any other District employees in areas of common application (for example, insurance, tax-sheltered annuity programs, or terminal allowance) shall also be available to the employees covered by this Agreement, provided they elect to include such benefits within the total economic package granted to the Association of Supervisors and Administrators of the Great Neck Educational Staff, Inc.

---

**Article 6: Association Status and Rights**

---

- A. Right of Organization

Employees shall have the right to join and participate in the activities of the Association.

B. Right of Representation

Employees shall have the right to be represented by the Association to negotiate collectively with the Board in the determination of compensation and terms and conditions of employment, and the resolution of grievances.

C. Records and Reports

1. When an employee is hired or transferred into a position listed in Appendix A, the Board will notify the Association in writing, giving name, address, position, rate of pay, assignment, and the date assignment started.
2. When an employee is hired or transferred into a position which is supervisory or administrative, yet which is not listed on Appendix A, the Board will clearly define the position through a written job description and either add it to Appendix A and so notify the Association, or declare such position to be one covered by another bargaining unit. In any case, the Board shall, in writing, inform the Association of the decision and the basis for it.
3. The Association shall certify to the Board the names of its authorized representative for negotiations, discussions, or grievance purposes.

D. Dues Deduction

Subject to reasonable procedural requirements, employees may sign and deliver to the Board by November 1<sup>st</sup> of the school year an assignment, authorizing deduction of membership dues of the Association, SANYS, the National Education Association, A.A.S.A., C.A.S. and A.S.B.O.

E. Association Time

Duly authorized representatives of the Association shall be free within reason with due regard for their professional responsibilities to transact Association business on school property during the school day.

- F. The social and/or political activities of members of the Association will not be a concern of the school district provided that such activity does not interfere with the discharge of professional duties.

---

**Article 7: Assignment and Transfer**

---

- A. Each employee shall be provided with a current job description and an administrative table of organization.
- B. Except in emergencies, which by their nature do not permit advanced notice, an employee shall not be transferred to another assignment without reasonable prior written notice stating the specific reason for the member's transfer, and with reasonable opportunity for the employee to state their objections, if any. Once the transfer decision has been made, the Association will receive written notice of the transfer.

- C. An emergency or involuntary transfer shall not be effective for longer than the end of the school year in which it is made, unless the Superintendent upon further and direct review with the individual affected and a representative of the Association shall determine that the transfer shall continue for a longer period of time. In the interim, regular procedures for filling the original vacancy shall be pursued, except in cases where a position is about to be eliminated or substantially reclassified.
- D. The Board will continue as a regular practice the policy that vacancies or new positions in any administrative or supervisory capacity in the District whether or not within the bargaining unit, shall not be filled from outside the bargaining unit until all employees within the bargaining unit have had adequate written notice of the requirements for such vacancy and the salary range, and an opportunity to have their applications for such vacancy considered before such position is filled.
- E. If the range on the salary or the requirements are subsequently modified or waived, employees in the bargaining unit shall continue to be promptly notified, and to have their applications under the modified or waived requirements considered before such position is filled.
- F. No agreement arrived at with any other bargaining unit shall be interpreted as including that unit in the evaluation, transfer, or promotion of any employee of this Association.
- G. When a selection committee is formed, administrators and supervisory employees will continue to participate in the selection and/or promotion of employees. When a building promotional vacancy occurs or a new building promotional position is established, a selection committee will be formed with equal numbers of administrators and teachers on the committee. The chair of the selection committee will be selected by the Superintendent and/or their designee with the remaining administrative members selected by the President of SAGES.
- H. SAGES, as a bargaining unit, will have the opportunity to provide written feedback to the Superintendent on an annual basis during the probationary period of Assistant Superintendents, summarizing the experience and observations of SAGES members prior to the tenure decision.
- I. When a temporary SAGES vacancy occurs requiring an interim appointment, SAGES will be consulted during the process.

---

## **Article 8: Employee Security**

---

Once a school budget has been adopted by the Board for a given school year, no administrator or supervisor for whom budgetary provision has been made in said budget will be released by the elimination of their budgeted position, nor will the salary of any person be decreased, except that the continuation of Federally-Funded positions is contingent upon the availability of Federal funds. (The words "once a school budget has been adopted by the Board for a given school year" refer to the date of the District meeting at which the voters approved the budget for the ensuing school year or the August meeting of the School Board at which the tax rate is set, whichever comes first).



---

**Article 9: Conference Attendance**

---

Employees shall be permitted to attend State, Regional, National or International professional or business conferences. The present standards for approval of attendance at conferences, including the kind and number of such approvals, shall be maintained for the life of this Agreement. The District will pay the cost of all approved conferences.

---

**Article 10: Personnel Records and Files**

---

- A. The only record with respect to any employee for any official purpose shall be the employee's official personnel file. Such file shall contain only materials which an employee has generated, evaluations made subsequent to July 1, 1968, and communications which the employee had the opportunity to read. An employee will be supplied with a copy of any new item, inserted in the employee's file after July 1, 1976, within five workdays after such insertion. Any response filed by an employee must, also be included in such file, but no implication of any kind shall be drawn from any failure to make such response.
- B. Subject to reasonable procedural requirements, an employee shall have the right to review this file during the regular workday. A supervisor or administrator who wishes to examine the personnel file should telephone the Human Resources Department in advance of the preferred time for such examination, preferably the day before, in order that the file and desk space may be made available for such purpose. The Human Resources Department shall arrange for the necessary desk space. In the event space is not available at the preferred time, owing to previously scheduled testing and interviewing activities, examination of the file will be scheduled for the earliest mutually convenient time, but no later than five working days following the employee's request.

---

**Article 11: Defense and Indemnity**

---

The Board shall cooperate with and render legal and other assistance to employees who find themselves involved in civil and criminal legal difficulties in accordance with the provisions of Sections 3023 and 3028 of the Education Law of the State of New York.

---

**Article 12: Staffing**

---

- A. No change in the current class-size policies of the Board shall be made without prior consultation with the principals.
- B. Upon request, the number and the assignment of paraprofessional employees will be discussed with the principals designated by the Association, and with the Human Resources Director, prior to the next school year.
- C. No new paraprofessional employee shall be hired or assigned to any school without prior consultation with the school principal involved, and any reassignment or termination of services shall be subject to discussion with the principal involved and the Human Resources Director.

- D. Secretarial, clerical, custodian and paraprofessional employees working within the District Office or a school building function under the direct assignment, administration and supervision of the principal or, in the case of central office personnel, their immediate supervisor. With respect to paraprofessionals, the principal will have final authority after consultation with the BRC or other faculty committee as appropriate.

---

### **Article 13: Consultation Procedures**

---

- A. The Association shall have the right to consult with the Superintendent and/or the Board.
- B. Meetings of the Superintendent and the Executive Board will be held upon the written request of either of the parties. Requests for meetings should contain specific statements of matters to be discussed. A meeting at a mutually convenient time and place will be held within ten school days of the date of the request or as soon thereafter as possible.
- C. Facts, opinions, proposals, and counterproposals will be exchanged freely at these meetings in an effort to reconcile differences and to reach mutual understanding and agreement. Such discussion or agreement shall not alter the provisions of this agreement.
- D. A record of agreements reached and information regarding such agreements may be disseminated by either party subject to advance notification to the other party.
- E. The Superintendent shall provide the Executive Board with reasonable notice of any change in policy or administrative regulation affecting the terms and conditions of service prior to implementation. The Executive Board will acknowledge all such proposals, indicating which ones, if any, require further exploration. The Executive Board has the right to request a delay in the implementation of the proposed change in order to permit further study. In no event shall such delay exceed five months.
- F. Other than responding to a direct question from a Board of Education member, no matter will be taken up with the Board of Education by the Association unless first discussed with the Superintendent. All written communication between the Association and the Board of Education shall be transmitted through the Superintendent of Schools.
- G. The school calendar shall be developed in consultation with the Association.

---

## **Article 14: Staff Development Activities**

---

- A. All employees of the Association shall be permitted to participate in any existing inservice programs or courses, subject to space availability. In addition, the Board will provide \$1,500 per year for administrative or supervisory staff development programs. Such programs shall be designed and carried out by the employees with the approval of the Superintendent.
- B. The District shall establish an annual pool of \$30,000 (non-cumulative) which shall be used to reimburse tuition costs for unit members enrolled in a doctoral program in education, or in an education-related field, or a field approved or pre-approved by the Superintendent that is related to their employment, offered by a duly accredited college or university, as recognized by the New York State Education Department. Reimbursement shall be limited to a maximum of \$5,000 per year per unit member, except that if excess funds remain unused in the pool in any given year, the maximum limit per unit member, for that year, will increase to \$10,000. In any year, if the pool does not have enough funds to reimburse eligible employees up to the maximum allowed, the remaining funds in the pool will be evenly distributed to eligible members. In order to be eligible for tuition reimbursement pursuant to this contractual provision, a unit member must provide proof of enrollment in a course of student leading to a doctoral degree as described above, and notify the Superintendent. Submission of reimbursable expenses must be in accordance with District procedures.

---

## **Article 15: Compensation**

---

A. Employees' Salaries

All regular services rendered shall be paid for on the basis of the salary schedules set forth in Appendix A1-A5, which reflect the following wage increases:

Effective July 1, 2024, implement the salary schedule annexed hereto as Appendix "A".

Effective July 1, 2025, the salary schedule in effect for the 2024-2025 school year shall be increased by 1.65% plus step.

Effective July 1, 2026, the salary schedule in effect for the 2025-2026 school year shall be increased by 1.8% plus step.

Effective July 1, 2027, the salary schedule in effect for the 2026-2027 school year shall be increased by 1.85% plus step.

Effective July 1, 2028, the salary schedule in effect for the 2027-2028 school year shall be increased by 1.9% plus step.

Employees with an effective hire date of July 1<sup>st</sup> through January 31<sup>st</sup> will move to the next step in the salary schedule on the following July 1 (i.e., the first July 1 date that they are actually employed by the District). Employees with an effective hire date of February 1<sup>st</sup> through June 30<sup>th</sup> will not move to the next salary step until the beginning of the second full school/fiscal year of employment (i.e., the second July 1 date they are actually employed by the District). The parties agree that this provision shall be effective for persons hired on or after July 1, 2007.

B. Definition of Positions

1. Eleven-month Positions

An eleven-month employee shall work the teacher's work year plus the workdays from September 1<sup>st</sup> through the opening of school and from the closing of school in June through June 30<sup>th</sup>, as well as a total of twenty (20) days during the months of July and August (does not include July 4<sup>th</sup>). The work year is also subject to Articles 15(D)(5), (I), and (J).

2. Eleven and one half-month Positions

An eleven and one half-month position consists of an eleven-month position, as defined in Article 15(B)(1) above, plus ten (10) days additional days during the months of July and August.

C. Salary on Transfer

In determining salary on transfer, the Superintendent may in their discretion recommend the appropriate higher step.

D. Pay Beyond Effective Contract Salary

1. The Board and the Association recognize that as a matter of principle there can be no rigid time limits set upon an individual's performance when carrying out the duties and tasks assigned to their position. However, the Board also recognizes both the need and desirability to pay individuals amounts beyond their salaries when in extraordinary situations and for substantial periods an administrator, upon request, assumes duties and responsibilities, which are above and beyond the call of duty and clearly belong to another position. In such cases, the Superintendent, following consultation with the Association, shall have the sole discretion to recommend the amount of additional compensation, which shall be, in their opinion, commensurate with the extra work performed.
2. Work requested or required by the Superintendent or their delegate that is performed during an employee's vacation period shall be compensated on a pro-rata per-diem basis including travel time, with the reimbursement for round trip travel expense.
3. The District shall contribute \$3,000 annually to the 403(b) account of each unit member who, in the sole discretion of the Superintendent, meets the high performance standards of the District. Effective July 1, 2024, the foregoing payment shall increase to \$5,000 annually upon a unit members' completion of ten (10) years of continuous SAGES service. The Superintendent's decision shall be final and not subject to the grievance procedure or to review in any forum. In the event the unit member does not meet the high performance standards, the unit member shall be provided with a Personal Improvement Plan to assist the unit member to meet the Superintendent's expectations for the following year. This clause shall not be subject to budgetary restrictions.

4. In rare instances where a unit member has been pre-approved by the Superintendent, or their designee, to perform work on a day when school is not in session, the unit member shall be paid at their per diem rate, or, with the approval of the Superintendent, or their designee, the unit member may instead take one "comp day" during the regular work year for each approved day worked, provided, however, that such comp day(s) must be taken before the end of that same school year or calendar year whichever is later, or else such comp days shall be lost.
  5. In order to most effectively meet the needs of the District, the Coordinator of Information Systems, Coordinator of Technical Support Services, Director of Athletics, Director of Business Services (Business Administrator), Director of Facilities and Operations, Director of Community Education, Director of Special Education, District Registrar, and School Lunch Manager, with the prior approval of the Superintendent, or their designee, may rearrange their work schedules by moving one or more days from work periods to non-work periods. For example, the administrator may propose working a number of extra days over July and August and take a commensurate number of vacation days during some other period. The swapped days must be taken before the end of that same school year or calendar year, whichever is later, or else the days shall be lost.
- E. Except where such instruction is clearly part of the regular duties as defined in the current job description, an employee shall be compensated additionally for inservice course instruction at a rate no less than the highest paid by the Board to any other instructor for comparable course.
- F. Administrators or supervisors whose duties require them to use their personal automobile shall be reimbursed for such use at the current district-mileage rate.
- G. Compensation for Longevity

Unit members shall receive non-cumulative longevity payments as follows:

Years of Full-Time Service	Effective July 1, 2024	Effective July 1, 2028
After 10 years of full-time service to the District	\$2,500	\$3,000
After 12 years of full-time service to the District	\$3,500	\$4,000
After 15 years of full-time service to the District	\$4,500	\$5,000
After 18 years of full-time service to the District	\$6,000	\$6,500

Unpaid leave does not count towards the calculation of years of service. A unit member's anniversary date shall be calculated as the date the unit member was appointed to a full-time position in the District, excluding any unpaid leave. For unit members whose anniversary date falls between July 1<sup>st</sup> and December 31<sup>st</sup>, longevity payments will commence on July 1<sup>st</sup> of the calendar year the unit member is to complete the required years of service. For unit members whose anniversary date falls between January 1<sup>st</sup> and June 30<sup>th</sup>, the above longevity payments will commence on the July 1<sup>st</sup> of that same calendar year in which they completed the required years of service. (Note: a unit member who enters the unit from other District service mid-year will have their longevity payment prorated for the first year in the new position).

For unit members hired into the Unit on or after July 1, 2024, years of service must be continuous.

- H. A unit member who holds a doctoral degree in education or in an education- related field or a field approved or pre-approved by the Superintendent that is related to their employment shall be paid an annual stipend in the amount of \$3,000.
- I. Effective July 1, 2024, the Superintendent of Schools, in their sole discretion, may approve up to three (3) remote working days for a unit member between July 1st and August 31st of each year. The unit member shall submit request for remote workdays to the Superintendent of Schools, or their designee, on a mutually agreed upon form. It is understood that unit members must be able to physically report within a reasonable time to the District during an approved remote work day.
- J. Effective July 1, 2024, the Superintendent of Schools may designate two (2) days during the year (e.g., one in the beginning and one at the end) where a unit member cannot be absent from work unless approved by the Superintendent of Schools for extenuating circumstances.

---

**Article 16: Insurance and Retirement Benefits**

---

**A. Health Insurance**

The District will continue the present health insurance plan and its available options on a family coverage basis. Each active participating unit member shall contribute 20% of the annual premium, which shall increase to 21% effective January 1, 2029.

SAGES members who opt out of health insurance or reduce coverage from family to individual, will be reimbursed 50% of the expense the District would have had to pay to provide coverage for such employee and dependents, as the case may be.

**B. Group Insurance**

The District will purchase a group term life insurance policy in the amount of \$200,000 for each unit member. Such coverage shall be provided to the unit members employed by the District upon the policy's effective date and all new employees added to the unit subsequent to the policy's effective date. Such coverage shall continue subsequent to the employee's retirement until the employee attains age 65, and the premium for such coverage shall be paid by the District. If a member reaches age 70 while still actively employed, the member's coverage will decrease to \$100,000 while still employed and no coverage will continue into retirement.

**C. Same dental program as GNTA/Office Staff.****D. Optical Insurance**

A total maximum annual reimbursement of \$500 shall be provided for each employee and their family for the examination and/or replacement of glasses/contacts.

---

**Article 17: Retirement Plan**

---

The District shall continue the retirement benefits provided to employees without cost to the employee, except as required by law.

---

**Article 18: Sick Leave and Personal Leave**

---

- A. Each member will be credited with 15 days of leave of absence (sick leave) with a full pay during each year provided such absence is due to illness of the employee, or sickness or death in the employee's immediate family.

In illnesses or death involving an employee's immediate family, paid sick leave shall be available for not more than twenty school days per year. With the approval of the Superintendent, leave with pay may be extended up to twenty additional school days. Each employee shall be allowed to use sick leave allowance as a result of the death of a relative not in the immediate family up to a maximum of five days per occurrence. Sick leave shall be cumulative. If an employee is absent for one or more of the reasons above specified beyond the number of days standing to the employee's credit, the employee shall automatically be dropped from the payroll for the period of such absence except as noted below.

- B. The annual sick leave allowance shall be credited to the account of each employee on July 1<sup>st</sup> except in the case of an employee commencing employment with the Great Neck Public Schools whose account will be credited on September 1<sup>st</sup> of the first year of employment.

Notwithstanding the above, a unit member who retires with an effective date of retirement on any date during July through August 1<sup>st</sup> shall be credited six sick days and no personal days on the July 1<sup>st</sup> of the year of their retirement.

- C. Whenever a member incurs an on-the-job injury necessitating absence from work, the employee shall receive the regular salary and fringe benefits to which they would have been entitled during such absence, for a maximum period of twelve months from the date of injury, without loss of accumulated sick leave, less any workers' compensation benefits paid during the period of absence.
- D. Leave of absence with pay shall be granted in cases where administrators are quarantined and all other employee benefits shall continue without deduction for the duration of the period of quarantine.
- E. Unit members shall be entitled to up to three personal leave days in any school year without loss of pay to attend to personal business, with the approval of the Superintendent, or their designee. Personal leave days beyond three days in any school year must receive prior approval from the Superintendent, or their designee, with reason for the leave provided. Approval of personal leave days beyond three days will be deducted from employee's sick leave balance, provided that such balance exists. Application for the use of personal leave beyond three days shall not be unreasonably denied.
- F. When the employee applies to the Superintendent, or their designee, the specific reason for the personal leave request need not be cited. Personal leave days not used prior to June 30<sup>th</sup> of the school year will be added to the employee's accumulated sick leave on July 1<sup>st</sup>.
- G. The District shall establish a bank for use upon authorization of the Superintendent for emergency situations in which an individual employee has exhausted their sick or personal days. Effective July 1, 2007, in the first year of the Agreement, each employee shall contribute one day to the bank, and the District shall contribute a sufficient number of days such that, with the employees' contributed days, the total number of days in the bank equals 100 days. The bank shall be replenished each July 1<sup>st</sup> during the term of the Agreement, but in no event shall the District be required to contribute more than 65 days for any one year. Such days shall be available to an administrator who has exhausted their sick and personal leave days for purposes of an emergency or serious illness or disability. The bank shall be jointly administered by two persons appointed by SAGES and two persons appointed by the Superintendent. The parties shall mutually develop any further procedures necessary to implement the bank.



- H. At the time of retirement, an employee shall receive pay for accumulated unused sick leave at the rate of one day's pay for each three days up to a maximum of 131 days. Upon the completion of ten (10) years of SAGES service, an employee shall receive payment for accumulated unused sick leave at a rate of one day's pay for each two days accumulated up to a maximum of 165 days. Unpaid leave does not count towards the calculation of years of service.

In order to qualify for this benefit, the employee must notify the District of their intention to retire not later than February 1<sup>st</sup> in the year that they plan to retire.

In the event a SAGES member dies while in service their estate shall be entitled to such payment.

In order to qualify for payment of accumulated unused sick leave, unit members must retire effective no later than August 1<sup>st</sup>, absent emergency circumstances or unless otherwise agreed by the Superintendent. Such unit members shall work ten days during July and shall be compensated for the entire month on a pro-rated basis at the unit member's new salary. Any additional days approved by the Superintendent beyond July 31<sup>st</sup> will be compensated on a per diem basis.

Effective January 10, 2011, the total of each unit member's unused vacation days will be frozen, and in no event shall such total exceed 50 days. (The days beyond 30 but less than 51 may be drawn down with the pre-approval of the Superintendent.) Effective July 1, 2011, unit members will receive compensation upon separation from service for accrued vacation days calculated at the rate of 1/220<sup>th</sup> of the individual's annual salary as of June 30<sup>th</sup>, provided, however, that in no event shall a unit member be compensated for more than 30 unused vacation days. Subject to the provisions of Article 15(D)(4), should the three days referred to therein have been utilized, the Superintendent may approve the accrual of additional compensatory days. For those positions not referred to in Article 15(D)(4), and thus not eligible for the three days, the Superintendent may approve compensatory days if the criteria set forth therein is otherwise met.

The District agrees that all payments to SAGES members at the time of retirement, i.e., the "retirement benefit" [inclusive of sick day, vacation day, and retirement incentive, if applicable, as well as the annual merit pay benefit from the previous school year, if applicable] shall be made by an Employer Non-Elective Contribution to the member's 403(b) account. The District shall only make such Employer Non-Elective Contributions to the extent permitted by law and not to exceed the maximum contribution levels permitted under the Internal Revenue Code of 1986 as described below.

**No Cash Option.** Except as specifically set forth herein, no employee may receive cash in lieu of or as an alternative to any of the Employer Non-Elective Contribution(s) described herein.

**Contribution Provisions and Limitations.** The initial Employer Non-Elective Contribution of the retirement benefit shall be made within 60 days of the effective date of the employee's retirement. However, in any applicable year, the Employer Non-Elective Contribution shall not cause employee's 403(b) account to exceed the applicable contribution limit under Section 415 of the Code, as revised and adjusted pursuant to the provisions of the Code (the "contribution limit"). Therefore, in the event that the retirement benefit exceeds the contribution limit at the time of

retirement, the employer shall contribute an amount equal to the contribution limit as its initial Employer Non-Elective Contribution and defer payment of said excess for each year up to five years as permitted by law and regulations. Employer Non-Elective Contributions for each such subsequent year following the retirement year shall be made between January 1 and January 31 thereof. In the event that any retirement benefit funds remain unpaid after the final five-year deferred payment as set forth above has been made, such remaining retirement benefit amount shall not be contributed to the former employee's 403(b) account, but shall instead be distributed to the former employee, subject to applicable taxes and withholdings. In the event of the death of any former unit member prior to the full distribution of funds into their 403(b) account, Employer Non-Elective Contributions shall be made to the maximum extent permitted by law and regulations and any remaining amount shall not be contributed to the deceased employee's 403(b) account, but shall instead be distributed to the estate of said former unit member, subject to applicable taxes and withholdings. In such cases, payment of such remaining amount shall be made to the unit member's estate not later than 60 days following the employer's receipt of Letters Testamentary or Letters of Administration identifying the individual duly authorized to administer the estate of the deceased former unit member.

**403(b) Accounts.** The Employer Non-Elective Contribution, as specified above, shall be contributed by the employer to such Code Section 403(b) account as may be selected by the eligible employee. Subject to the foregoing and as a condition to the employer's obligation to make the contribution, each eligible employee must designate to the employer a 403(b) account established with a Code Section 403(b) provider that will accept such contribution.

**IRS Regulations.** This provision shall be subject to IRS regulations and rulings. Should any portion be declared contrary to law, then such portion shall not be deemed valid and subsisting, but all other portions shall continue in full force and effect. As to those portions declared contrary to law, SAGES and the District shall promptly meet and attempt to alter those portions in order to provide the same or similar benefit(s) which conform, as close as possible, to the original intent of the parties.

**Information Provided.** Both the employer and the employee are responsible for providing accurate information to the 403(b) provider. This information includes both elective and Employer Non-Elective Contributions and the amount of the employee's "includible compensation."

**403(b) Plan Provisions.** The provisions of the Employer Non-Elective contributions provided herein shall be deemed incorporated into the terms and provisions of the Section 403(b) Retirement Plan adopted by the Employer as if fully set forth therein.

- I. Effective July 1, 2024, unit members who retire from the District into the New York State Teachers' Retirement System ("NYSTRS") or New York State & Local Retirement System ("NYSLRS"), as applicable, when they are first eligible without penalty as defined by NYSTRS/NYSLRS shall be entitled to payment for continuous years of service in the SAGES Unit. Unit members must provide an irrevocable letter of resignation for the purposes of retirement by February 1st of the year of first eligibility with an effective date of June 30th of the year of first eligibility:

<b>Years of Continuous Service in SAGES</b>	<b>Amount</b>
Years 1 through 10	\$2,500 per year
Years 11+	\$2,000 per year

A full year is defined as twelve (12) months of active service, which does not need to occur within a fixed period. Partial years of service will be calculated on a pro-rated basis (i.e., monthly) during a unit member's career toward the number of full years of service. Unpaid leave does not count towards the calculation of years of service and does not constitute a break in continuous service. In the final year of employment, at least nine (9) complete months of active service shall be considered a full year of service for the purposes of this Article 18(I).

Payment shall only be made for each full year of service (e.g., a unit member works a total of seventeen years and three months; the unit member will receive a benefit payment of seventeen years totaling \$39,000). Payment shall be made in the form of a non-elective employer contribution to the unit member's 403(b) account, to the maximum amount permitted by law as set forth in Article 18(H) above.

---

## **Article 19: Leaves Without Pay**

---

- A. Employees shall, upon the recommendation of the Superintendent, be granted leaves of absence of one year without pay to complete educational requirements or attain a degree, provided such leave is applied for by April 15<sup>th</sup> prior to its commencement. Such leave shall begin July 1<sup>st</sup>. Upon return from such leave, the employee will be reinstated in their previous position or a comparable position and will be placed on the next highest step of the salary schedule and in the salary class attained by the additional study, unless no position for which the employee is eligible and is qualified for by seniority exists at the time of return.
- B. The Board may, upon recommendation of the Superintendent of Schools, grant employees leave of absence for reasons and purposes other than those specified with such conditions as to compensation, reimbursement of expenses, duration of leave and otherwise, as the Board may judge fair and proper. Those on leave of absence for such other reasons or purposes will be reinstated in their previous positions or in comparable positions upon their return, unless no position for which the employee is eligible and is qualified for by seniority exists at the time of return. Persons hired to replace employees on leave of absence shall be informed of their status at the time interviewed for the position.

### C. Dependency Leave

1. An employee shall be allowed a leave of absence without pay when family circumstances require their presence at home for an extended period of time. Such family circumstance shall include, but are not limited to, childcare, parent care or long-term illness of family member.
2. Dependency leave without pay shall not be granted for a period greater than one full school year or less than one-half a school year, unless mutually agreed upon by the employee and the Superintendent.
3. Dependency leave shall be requested in writing at least 60 days prior to the start of such leave, stating the date of the anticipated termination of said leave, if possible. (In the event of an emergency, the 60-day prior- request stipulation may be waived.) The employee shall have the option of extending the leave by one-half a school year or multiple thereof, provided that such request be made at least 60 days before the end of the agreed-upon leave, and also provided that such change does not conflict with any agreement made with a replacement.

### D. Leaves (Post-FMLA Unpaid Leave for an FMLA-Qualifying Reason)

1. Effective July 1, 2024, when an eligible employee is granted FMLA leave for an FMLA-qualifying reason, accrued sick leave used during such leave must run concurrently.
2. Contiguous with and immediately following the conclusion of the employee's full allotment of unpaid FMLA leave for an FMLA-qualifying reason (hereinafter referred to as "Post-FMLA Leave"), the District shall provide six (6) weeks of unpaid leave for an FMLA-qualifying reason for those employees who do not qualify for sick leave and provide appropriate documentation, as determined by the Director of Human Resources, substantiating the need for the Post-FMLA Leave. During the Post-FMLA Leave, health insurance benefits will be provided to the employee under the same conditions that applied before the leave commenced. Spouses who are eligible for this provision shall only be entitled to one 6-week Post-FMLA Leave split at their choosing.
3. This unpaid leave is unrelated to the FMLA leave and is not to be construed as an extension or enhancement of FMLA leave. Unit members who do not qualify for FMLA leave similarly do not qualify for Post-FMLA Leave.
4. Employees must make written application for Post-FMLA Leave at least thirty (30) calendar days before the leave is to commence in order for the benefit to be provided, unless there are extenuating circumstances which preclude timely notice.

---

## Article 20: Tax Sheltered Annuities

---

The Board of Education will make available to employees the opportunity to participate in a reasonable number of tax shelter annuity plans offered by companies empowered to offer such plans in the State of New York. A list of current plans will be made available each year.

---

## **Article 21: Grievance Procedures**

---

### **A. Unprofessional Conduct**

No adverse district action shall be taken as the result of charges of unprofessional conduct before the employee accused has had an opportunity to receive a full review before a board composed equally of representatives designated by the Superintendent and by the Association.

### **B. Rules and Regulations**

Rules and regulations which govern the personal standards of the conduct of employees within school premises shall be uniform district-wide.

### **C. Grievance Defined**

"Grievance" shall mean any claimed violation, misinterpretation, or inequitable application of this contract, or of applicable existing laws, rules, procedures, regulations, administrative orders, or work rules which relate to or involve employee health or safety, physical facilities, materials, or equipment furnished to employees or supervision of employees.

### **D. Procedure**

1. A grievance between an employee and the district shall be settled in the first instance by conference between the employee and the employee's Association representative, if requested, with the grievant's supervisor.
2. If a grievance is not settled by conference as in level 1 above, the employee or the Association may, within 40 employee working days of the time the employee knew or should have known of the alleged violation, misinterpretation or misapplication, request in writing a conference between the employee (with the Association representative) and the Superintendent or their designee. Such request shall be on a form provided by the District and shall specify the exact Article and Section of this Agreement alleged to have been violated. Association- District grievance may be entered directly in writing at this stage.
3. The conference will be set for a date within one week from receipt of a written request stating the nature of the grievance.
4. At the conference, the employee and the employee's representatives may present oral and written statements or arguments, and call witnesses.
5. The Superintendent or the Superintendent's delegate shall answer the grievance in writing within two weeks of the conference.
6. A grievance which is not adjusted as a result of said conference shall within ten working days of the written answer be submitted to the American Arbitration Association.

7. A grievance involving district policy or discretion may be submitted to such Arbitrator only on the question whether such district policy was disregarded or was applied in a discriminatory, arbitrary, or capricious manner so as to constitute an abuse of discretion.
8. The arbitrator shall be selected and matters before themselves shall be determined in accordance with the rules of the American Arbitration Association and the costs of arbitration (exclusive of attorney's fees) shall be shared equally by the parties.
9. The Arbitrator may not add to or detract from the provisions of this Agreement.
10. Decisions of the Arbitrator on any grievance arising under this Agreement concerning its application or interpretation shall be binding upon the parties, EXCEPT that awards based upon alleged violations of the following provisions shall be advisory: Article 5, Article 6(E), Article 7(B), (C) and (D), Article 9, Article 10, Article 12, Article 13 (except sub clause E), Article 14, and Article 19 (except sub clause C).

---

## **Article 22: Taylor Law**

---

### **Requirement of the Amended Taylor Law, Section 204-a**

Any written agreement between a public employer and an employee organization determining the terms and conditions of employment of public employees shall contain the following notice in type not smaller than the largest type used elsewhere in such Agreement.

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

---

## **Article 23: Duration Present Contract**

---

This Agreement shall be effective from July 1, 2024 through June 30, 2029 inclusive.

---

## **Article 24: APPR**

---

The parties recognize their obligation to develop evaluative procedures for Principals in accordance with Education Law § 3012-d. Any appeal of a performance rating must be submitted in writing to the Superintendent no later than 15 calendar days following the unit member's receipt of the rating being appealed. The Superintendent shall issue a decision within 15 calendar days of receipt, and this decision shall be final and not reviewable in any forum. A second consecutive ineffective rating may be appealed to the Board of Education if dismissal is being contemplated. The decision of the Board shall be final and binding and not further reviewable or subject to appeal in any forum.

---

## Article 25: Evaluation

---


The following shall apply to probationary administrators who are not subject to the provisions of Section 3012-d of the Education Law.


Such probationary unit members shall receive two evaluations per year, by their direct supervisor, the first no later than January 31<sup>st</sup> and the second no later than July 15<sup>th</sup>, with the exception noted below in section B.

- A. At least 90 days prior to the end of the probationary period, such probationary administrator shall meet with their direct supervisor to receive verbal confirmation of the probable recommendation to the Superintendent regarding tenure.
- B. All such probationary administrators not being granted continuation of service or tenure shall have an official meeting with their direct supervisor by April 1. A written evaluation will be presented at this time.
- C. Any such probationary administrator who is advised that their services are to be terminated shall be entitled, upon written request, to a meeting with the Superintendent of Schools, or a designated representative of the Superintendent, other than the person who made the recommendation for termination, for a full discussion of the matter.

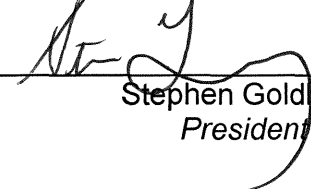
IN WITNESS WHEREOF, this agreement has been duly executed by the parties to take effect the day and year first above written.

**GREAT NECK UNION FREE  
SCHOOL DISTRICT**

  
\_\_\_\_\_  
Grant Toch  
*President, Board of Education*

  
\_\_\_\_\_  
Kenneth R. Bossert, Ed.D.  
*Superintendent of Schools*

**ASSOCIATION OF SUPERVISORS  
AND ADMINISTRATORS OF THE  
GREAT NECK EDUCATIONAL STAFF**

  
\_\_\_\_\_  
Stephen Goldberg  
*President*

## Appendix A1: Salary Schedule – July 1, 2024 through June 30, 2025

Step	Principal HS	Principal MS	Dir of Ath Rec & PE	Principal Elem	Dir of Tech; Dir of Spec Ed & Pupil Svcs; Dir of Adult Ed	Dir of Bus Srv/Bus Admin; AP Secondary	AP Elem; Principal Alt Sch	Asst Dir of Spec Ed; Dir of Facil III	Coord of Info Systems	Dir of Comm Ed; Coord of Tech Support	Sch Lunch Man; Registrar
1	\$224,702	\$215,029	\$215,956	\$209,968	\$205,400	\$192,217	\$185,343	\$169,336	\$170,491	\$156,719	\$114,480
2	\$226,742	\$216,979	\$217,666	\$211,678	\$207,110	\$193,867	\$186,893	\$170,886	\$171,801	\$158,029	\$115,790
3	\$228,782	\$218,929	\$219,376	\$213,388	\$208,820	\$195,517	\$188,443	\$172,436	\$173,111	\$159,339	\$117,100
4	\$230,822	\$220,879	\$221,086	\$215,098	\$210,530	\$197,167	\$189,993	\$173,986	\$174,421	\$160,649	\$118,410
5	\$232,862	\$222,829	\$222,796	\$216,808	\$212,240	\$198,817	\$191,543	\$175,536	\$175,731	\$161,959	\$119,720
6	\$234,902	\$224,779	\$224,506	\$218,518	\$213,950	\$200,467	\$193,093	\$177,086	\$177,041	\$163,269	\$121,030
7	\$236,942	\$226,729	\$226,216	\$220,228	\$215,660	\$202,117	\$194,643	\$178,636	\$178,351	\$164,579	\$122,340
8	\$238,982	\$228,679	\$227,926	\$221,938	\$217,370	\$203,767	\$196,193	\$180,186	\$179,661	\$165,889	\$123,650
9	\$241,022	\$230,629	\$229,636	\$223,648	\$219,080	\$205,417	\$197,743	\$181,736	\$180,971	\$167,199	\$124,960
10	\$243,062	\$232,579	\$231,346	\$225,358	\$220,790	\$207,067	\$199,293	\$183,286	\$182,281	\$168,509	\$126,270
11	\$245,102	\$234,529	\$233,056	\$227,068	\$222,500	\$208,717	\$200,843	\$184,836	\$183,591	\$169,819	\$127,580
12	\$247,142	\$236,479	\$234,766	\$228,778	\$224,210	\$210,367	\$202,393	\$186,386	\$184,901	\$171,129	\$128,890
13	\$249,182	\$238,429	\$236,476	\$230,488	\$225,920	\$212,017	\$203,943	\$187,936	\$186,211	\$172,439	\$130,200
14	\$251,222	\$240,379	\$238,186	\$232,198	\$227,630	\$213,667	\$205,493	\$189,486	\$187,521	\$173,749	\$131,510
15	\$253,262	\$242,329	\$239,896	\$233,908	\$229,340	\$215,317	\$207,043	\$191,036	\$188,831	\$175,059	\$132,820
16	\$255,302	\$244,279	\$241,606	\$235,618	\$231,050	\$216,967	\$208,593	\$192,586	\$190,141	\$176,369	\$134,130
17			\$243,316	\$237,328	\$232,760	\$218,617	\$210,143	\$194,136	\$191,451	\$177,679	\$135,440
18								\$192,761	\$178,989		\$136,750

All above titles are 11-month positions except the Director of Athletics, Recreation & P.E., which is an 11½ month position.



## Appendix A2: Salary Schedule – July 1, 2025 through June 30, 2026

Step	Principal HS	Principal MS	Dir of Ath Rec & PE	Principal Elem	Dir of Tech; Dir of Spec Ed & Pupil Svcs; Dir of Adult Ed	Dir of Bus Srv/Bus Admin; AP Secondary	AP Elem; Principal Alt Sch	Asst Dir of Spec Ed; Dir of Facil III	Coord of Info Systems	Dir of Comm Ed; Coord of Tech Support	Sch Lunch Man; Registrar
1	\$228,914	\$219,060	\$219,971	\$213,884	\$209,241	\$195,824	\$188,810	\$172,539	\$173,672	\$159,672	\$116,736
2	\$230,954	\$221,010	\$221,681	\$215,594	\$210,951	\$197,474	\$190,360	\$174,089	\$174,982	\$160,982	\$118,046
3	\$232,994	\$222,960	\$223,391	\$217,304	\$212,661	\$199,124	\$191,910	\$175,639	\$176,292	\$162,292	\$119,356
4	\$235,034	\$224,910	\$225,101	\$219,014	\$214,371	\$200,774	\$193,460	\$177,189	\$177,602	\$163,602	\$120,666
5	\$237,074	\$226,860	\$226,811	\$220,724	\$216,081	\$202,424	\$195,010	\$178,739	\$178,912	\$164,912	\$121,976
6	\$239,114	\$228,810	\$228,521	\$222,434	\$217,791	\$204,074	\$196,560	\$180,289	\$180,222	\$166,222	\$123,286
7	\$241,154	\$230,760	\$230,231	\$224,144	\$219,501	\$205,724	\$198,110	\$181,839	\$181,532	\$167,532	\$124,596
8	\$243,194	\$232,710	\$231,941	\$225,854	\$221,211	\$207,374	\$199,660	\$183,389	\$182,842	\$168,842	\$125,906
9	\$245,234	\$234,660	\$233,651	\$227,564	\$222,921	\$209,024	\$201,210	\$184,939	\$184,152	\$170,152	\$127,216
10	\$247,274	\$236,610	\$235,361	\$229,274	\$224,631	\$210,674	\$202,760	\$186,489	\$185,462	\$171,462	\$128,526
11	\$249,314	\$238,560	\$237,071	\$230,984	\$226,341	\$212,324	\$204,310	\$188,039	\$186,772	\$172,772	\$129,836
12	\$251,354	\$240,510	\$238,781	\$232,694	\$228,051	\$213,974	\$205,860	\$189,589	\$188,082	\$174,082	\$131,146
13	\$253,394	\$242,460	\$240,491	\$234,404	\$229,761	\$215,624	\$207,410	\$191,139	\$189,392	\$175,392	\$132,456
14	\$255,434	\$244,410	\$242,201	\$236,114	\$231,471	\$217,274	\$208,960	\$192,689	\$190,702	\$176,702	\$133,766
15	\$257,474	\$246,360	\$243,911	\$237,824	\$233,181	\$218,924	\$210,510	\$194,239	\$192,012	\$178,012	\$135,076
16	\$259,514	\$248,310	\$245,621	\$239,534	\$234,891	\$220,574	\$212,060	\$195,789	\$193,322	\$179,322	\$136,386
17			\$247,331	\$241,244	\$236,601	\$222,224	\$213,610	\$197,339	\$194,632	\$180,632	\$137,696
18									\$195,942	\$181,942	\$139,006

All above titles are 11-month positions except the Director of Athletics, Recreation & P.E., which is an 11½ month position.

## Appendix A3: Salary Schedule – July 1, 2026 through June 30, 2027

Step	Principal HS	Principal MS	Dir of Ath Rec & PE	Principal Elem	Dir of Tech; Dir of Spec Ed & Pupil Svcs; Dir of Adult Ed	Dir of Bus Srv/Bus Admin; AP Secondary	AP Elem; Principal Alt Sch	Asst Dir of Spec Ed; Dir of Facil III	Coord of Info Systems	Dir of Comm Ed; Coord of Tech Support	Sch Lunch Man; Registrar
1	\$233,585	\$223,530	\$224,423	\$218,226	\$213,500	\$199,824	\$192,655	\$176,091	\$177,199	\$162,947	\$119,238
2	\$235,625	\$225,480	\$226,133	\$219,936	\$215,210	\$201,474	\$194,205	\$177,641	\$178,509	\$164,257	\$120,548
3	\$237,665	\$227,430	\$227,843	\$221,646	\$216,920	\$203,124	\$195,755	\$179,191	\$179,819	\$165,567	\$121,858
4	\$239,705	\$229,380	\$229,553	\$223,356	\$218,630	\$204,774	\$197,305	\$180,741	\$181,129	\$166,877	\$123,168
5	\$241,745	\$231,330	\$231,263	\$225,066	\$220,340	\$206,424	\$198,855	\$182,291	\$182,439	\$168,187	\$124,478
6	\$243,785	\$233,280	\$232,973	\$226,776	\$222,050	\$208,074	\$200,405	\$183,841	\$183,749	\$169,497	\$125,788
7	\$245,825	\$235,230	\$234,683	\$228,486	\$223,760	\$209,724	\$201,955	\$185,391	\$185,059	\$170,807	\$127,098
8	\$247,865	\$237,180	\$236,393	\$230,196	\$225,470	\$211,374	\$203,505	\$186,941	\$186,369	\$172,117	\$128,408
9	\$249,905	\$239,130	\$238,103	\$231,906	\$227,180	\$213,024	\$205,055	\$188,491	\$187,679	\$173,427	\$129,718
10	\$251,945	\$241,080	\$239,813	\$233,616	\$228,890	\$214,674	\$206,605	\$190,041	\$188,989	\$174,737	\$131,028
11	\$253,985	\$243,030	\$241,523	\$235,326	\$230,600	\$216,324	\$208,155	\$191,591	\$190,299	\$176,047	\$132,338
12	\$256,025	\$244,980	\$243,233	\$237,036	\$232,310	\$217,974	\$209,705	\$193,141	\$191,609	\$177,357	\$133,648
13	\$258,065	\$246,930	\$244,943	\$238,746	\$234,020	\$219,624	\$211,255	\$194,691	\$192,919	\$178,667	\$134,958
14	\$260,105	\$248,880	\$246,653	\$240,456	\$235,730	\$221,274	\$212,805	\$196,241	\$194,229	\$179,977	\$136,268
15	\$262,145	\$250,830	\$248,363	\$242,166	\$237,440	\$222,924	\$214,355	\$197,791	\$195,539	\$181,287	\$137,578
16	\$264,185	\$252,780	\$250,073	\$243,876	\$239,150	\$224,574	\$215,905	\$199,341	\$196,849	\$182,597	\$138,888
17			\$251,783	\$245,586	\$240,860	\$226,224	\$217,455	\$200,891	\$198,159	\$183,907	\$140,198
18									\$199,469	\$185,217	\$141,508

All above titles are 11-month positions except the Director of Athletics, Recreation & P.E., which is an 11½ month position.

## Appendix A4: Salary Schedule – July 1, 2027 through June 30, 2028

Step	Principal HS	Principal MS	Dir of Ath Rec & PE	Principal Elem	Dir of Tech; Dir of Spec Ed & Pupil Svcs; Dir of Adult Ed	Dir of Bus Srv/Bus Admin; AP Secondary	AP Elem; Principal Alt Sch	Asst Dir of Spec Ed; Dir of Facil III	Coord of Info Systems	Dir of Comm Ed; Coord of Tech Support	Sch Lunch Man; Registrar
1	\$238,472	\$228,206	\$229,081	\$222,769	\$217,956	\$204,009	\$196,678	\$179,807	\$180,889	\$166,374	\$121,856
2	\$240,512	\$230,156	\$230,791	\$224,479	\$219,666	\$205,659	\$198,228	\$181,357	\$182,199	\$167,684	\$123,166
3	\$242,552	\$232,106	\$232,501	\$226,189	\$221,376	\$207,309	\$199,778	\$182,907	\$183,509	\$168,994	\$124,476
4	\$244,592	\$234,056	\$234,211	\$227,899	\$223,086	\$208,959	\$201,328	\$184,457	\$184,819	\$170,304	\$125,786
5	\$246,632	\$236,006	\$235,921	\$229,609	\$224,796	\$210,609	\$202,878	\$186,007	\$186,129	\$171,614	\$127,096
6	\$248,672	\$237,956	\$237,631	\$231,319	\$226,506	\$212,259	\$204,428	\$187,557	\$187,439	\$172,924	\$128,406
7	\$250,712	\$239,906	\$239,341	\$233,029	\$228,216	\$213,909	\$205,978	\$189,107	\$188,749	\$174,234	\$129,716
8	\$252,752	\$241,856	\$241,051	\$234,739	\$229,926	\$215,559	\$207,528	\$190,657	\$190,059	\$175,544	\$131,026
9	\$254,792	\$243,806	\$242,761	\$236,449	\$231,636	\$217,209	\$209,078	\$192,207	\$191,369	\$176,854	\$132,336
10	\$256,832	\$245,756	\$244,471	\$238,159	\$233,346	\$218,859	\$210,628	\$193,757	\$192,679	\$178,164	\$133,646
11	\$258,872	\$247,706	\$246,181	\$239,869	\$235,056	\$220,509	\$212,178	\$195,307	\$193,989	\$179,474	\$134,956
12	\$260,912	\$249,656	\$247,891	\$241,579	\$236,766	\$222,159	\$213,728	\$196,857	\$195,299	\$180,784	\$136,266
13	\$262,952	\$251,606	\$249,601	\$243,289	\$238,476	\$223,809	\$215,278	\$198,407	\$196,609	\$182,094	\$137,576
14	\$264,992	\$253,556	\$251,311	\$244,999	\$240,186	\$225,459	\$216,828	\$199,957	\$197,919	\$183,404	\$138,886
15	\$267,032	\$255,506	\$253,021	\$246,709	\$241,896	\$227,109	\$218,378	\$201,507	\$199,229	\$184,714	\$140,196
16	\$269,072	\$257,456	\$254,731	\$248,419	\$243,606	\$228,759	\$219,928	\$203,057	\$200,539	\$186,024	\$141,506
17			\$256,441	\$250,129	\$245,316	\$230,409	\$221,478	\$204,607	\$201,849	\$187,334	\$142,816
18									\$203,159	\$188,644	\$144,126

All above titles are 11-month positions except the Director of Athletics, Recreation & P.E., which is an 11½ month position.

## Appendix A5: Salary Schedule – July 1, 2028 through June 30, 2029

Step	Principal HS	Principal MS	Dir of Ath Rec & PE	Principal Elem	Dir of Tech; Dir of Spec Ed & Pupil Svcs; Dir of Adult Ed	Dir of Bus Srv/Bus Admin; AP Secondary	AP Elem; Principal Alt Sch	Asst Dir of Spec Ed; Dir of Facil III	Coord of Info Systems	Dir of Comm Ed; Coord of Tech Support	Sch Lunch Man; Registrar
1	\$243,584	\$233,098	\$233,953	\$227,521	\$222,617	\$208,387	\$200,886	\$183,695	\$184,749	\$169,958	\$124,594
2	\$245,624	\$235,048	\$235,663	\$229,231	\$224,327	\$210,037	\$202,436	\$185,245	\$186,059	\$171,268	\$125,904
3	\$247,664	\$236,998	\$237,373	\$230,941	\$226,037	\$211,687	\$203,986	\$186,795	\$187,369	\$172,578	\$127,214
4	\$249,704	\$238,948	\$239,083	\$232,651	\$227,747	\$213,337	\$205,536	\$188,345	\$188,679	\$173,888	\$128,524
5	\$251,744	\$240,898	\$240,793	\$234,361	\$229,457	\$214,987	\$207,086	\$189,895	\$189,989	\$175,198	\$129,834
6	\$253,784	\$242,848	\$242,503	\$236,071	\$231,167	\$216,637	\$208,636	\$191,445	\$191,299	\$176,508	\$131,144
7	\$255,824	\$244,798	\$244,213	\$237,781	\$232,877	\$218,287	\$210,186	\$192,995	\$192,609	\$177,818	\$132,454
8	\$257,864	\$246,748	\$245,923	\$239,491	\$234,587	\$219,937	\$211,736	\$194,545	\$193,919	\$179,128	\$133,764
9	\$259,904	\$248,698	\$247,633	\$241,201	\$236,297	\$221,587	\$213,286	\$196,095	\$195,229	\$180,438	\$135,074
10	\$261,944	\$250,648	\$249,343	\$242,911	\$238,007	\$223,237	\$214,836	\$197,645	\$196,539	\$181,748	\$136,384
11	\$263,984	\$252,598	\$251,053	\$244,621	\$239,717	\$224,887	\$216,386	\$199,195	\$197,849	\$183,058	\$137,694
12	\$266,024	\$254,548	\$252,763	\$246,331	\$241,427	\$226,537	\$217,936	\$200,745	\$199,159	\$184,368	\$139,004
13	\$268,064	\$256,498	\$254,473	\$248,041	\$243,137	\$228,187	\$219,486	\$202,295	\$200,469	\$185,678	\$140,314
14	\$270,104	\$258,448	\$256,183	\$249,751	\$244,847	\$229,837	\$221,036	\$203,845	\$201,779	\$186,988	\$141,624
15	\$272,144	\$260,398	\$257,893	\$251,461	\$246,557	\$231,487	\$222,586	\$205,395	\$203,089	\$188,298	\$142,934
16	\$274,184	\$262,348	\$259,603	\$253,171	\$248,267	\$233,137	\$224,136	\$206,945	\$204,399	\$189,608	\$144,244
17			\$261,313	\$254,881	\$249,977	\$234,787	\$225,686	\$208,495	\$205,709	\$190,918	\$145,554
18									\$207,019	\$192,228	\$146,864

All above titles are 11-month positions except the Director of Athletics, Recreation & P.E., which is an 11½ month position.

## NOTES

## NOTES



