

CONTRACT

between the

SOUTH WINDSOR BOARD OF EDUCATION

and the

SOUTH WINDSOR ADMINISTRATORS' ASSOCIATION

July 1, 2023 – June 30, 2026

12127967v.2

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ARTICLE 1 - AGREEMENT

- A. This Agreement shall be effective from July 1, 2023 through June 30, 2026.
- B. This Agreement constitutes the full and complete agreement between the parties on all negotiable issues. Except where the Board proposes a change in conditions in employment or is otherwise obligated to negotiate over any related impact, neither party shall be required to negotiate on any issue, whether or not covered herein. Any required negotiations shall be in accordance with the provisions of Conn. Gen. Stat. 10-153F(e).

ARTICLE 2 - WAGES

The agreed upon salaries and related terms and conditions may be found in Exhibit A of this Agreement.

Effective July 1, 2020, the base salaries of administrators who have completed five years of service as an administrator in South Windsor shall be comprised of the following two components: 1) cash compensation, in such amounts as are set forth in the Administrative Salary Schedules; and 2) an additional sum (noted in the chart below) which the administrator elects to have deducted from his/her salary on a pre-tax basis as permitted under IRC Section 403(b) as amended, and then contributed toward the purchase of a 403(b) tax sheltered annuity of his/her choice from the accounts offered by the Board.

Level 1	Elementary Associate Principals	\$500
Level 2	Curriculum Specialists	\$1,000
Level 3	Middle School Associate Principals High School Associate Principals Athletic Director Special Education Supervisors Director of Equity and Inclusion	\$1,500
Level 4	Principals Director of Special Services Director of Technology Systems & Programs	\$3,000

Administrators shall not be eligible for annuity until they have completed five years of service as an administrator in South Windsor.

ARTICLE 3 - BENEFITS

- A. The Board of Education agrees to provide health/dental insurance benefits for each administrator.

2023-2026 BOE pays 77% Administrator pays 23%

The Board shall offer a High Deductible Health Plan with Health Savings Account (HSA).

Annual Deductible: \$2,250/\$4,500

Co-insurance: 20% after deductible for out of network

Out of Pocket Maximum In-Network: \$3,250/\$6,500

Out of Pocket Maximum Out of Network: \$4,500/\$9,000

Prescription coverage: Treated as any other medical expense, subject to deductible, once deductible is met, then \$5/30/45 copay per prescription for in-network, 20% co-insurance after deductible for out of network, subject to co-insurance limits

The Board will fund one thousand one hundred twenty-five dollars (\$1,125) of the HSA deductible amount for single coverage and two thousand, two hundred fifty dollars (\$2,250) of the deductible amount for two person or family coverage. The Board's contribution toward the HSA deductible will be deposited into the HSA accounts in two equal installments on or around September 1 and January 1. The parties acknowledge that the Board's contribution toward the funding of the HSA plan is not an element of the underlying insurance plan, but rather relates to the manner in which the deductible shall be funded for actively employed administrators. The Board shall have no obligation to fund any portion of the HSA deductible for retirees or other individuals upon their separation from employment.

The Board shall offer a dental plan with a shared maximum of \$2,000.

The Board shall offer a vision insurance plan that administrators may elect to receive at the full cost of the administrator.

A Health Reimbursement Account (HRA) will be set up for any Administrator who is precluded from participating in a Health Savings Account ("HSA") because the Administrator receives Medicare and/or veterans' benefits. The annual maximum reimbursement by the Board for Administrators participating in the HRA shall not exceed the dollar amount of the Board's annual HSA contribution for Administrators enrolled in the HSA. The Board shall have no responsibility for any administrative and/or monthly costs associated with the set-up and/or administration of the HRA.

Note: If an administrator participates in the HSA, he/she is not eligible to participate in the medical component of the FSA noted in section B.

The Board of Education may change the identity of the carriers (or third party administrators) identified in the contract to provide medical, prescription drug, dental, vision and/or life insurance in whole or in part. Prior to changing carriers (or third party administrators) under this section, the Board shall notify the President of the Association at least (30) days in advance of the nature of the change and the reasons for the change. Any changes in carrier (or third party administrators) must provide substantially equal or better benefits, administration and network to the members of the bargaining unit and their dependents, considering the plan as a whole. If during the thirty day period set forth above, the parties cannot agree that this is the case, either Board or the Association may invoke arbitration as provided under this Agreement for the purpose of determining whether the proposed change or changes will result in substantially equal or better considering the plan as a whole. Any arbitration under this clause will be final and binding as provided by the contract, preferably before an arbitrator experienced in insurance matters.

Should any Federal statute or regulation be mandated to take effect during the term of this Agreement, triggering the imposition of an excise tax with respect to any of the contractually agreed upon insurance plans offered herein, the parties agree to commence mid-term negotiations in accordance with the Teacher Negotiation Act. During such mid-term negotiations, the parties will reopen Article 3 of the contract for the purpose of addressing the impact of the excise tax. No other provision of the contract shall be reopened during such mid-term negotiations.

- B. The Board shall make available on an optional basis a Section 125 Flexible Spending Account for Accident and Health Insurance (IRC Sections 105 and 106) and Dependent Care Assistance (IRC Section 129).
- C. Retirees from the South Windsor system who are not participating in Medicare Part A are entitled to enroll in the following group insurance plans by properly informing the agent of the Superintendent of such enrollment in accordance with and subject to the limitations of statute:
 - 1. The same group health insurance and group dental plan as is available to active employees
 - 2. Retirees employed prior to July 1, 1991, may continue to participate (up to age 65) in the group life insurance plan, at their own expense, up to an amount equal to one-half the dollar amount of salary at the time of retirement.

The retiree shall pay the full group rate to the Board at such reasonable billing schedule as determined by the Board.

ARTICLE 4 - SICK LEAVE

The members of SWAA will be entitled to 18 days of leave without salary deduction due to sickness annually, which will accrue to 260 days. Elementary School Associate Principals will be entitled 15 days of leave without salary deduction due to sickness annually, which will accrue to 260 days.

Effective August 1, 2015, the South Windsor Board of Education shall provide members of the South Windsor Administrators' Association with access to a 403(b) Plan and a Medical Trust Plan. Upon retirement, employees' sick leave stipends, as described in Article 10, shall be deposited by the Board into one of these two accounts.

ARTICLE 5 - LIFE INSURANCE

The Board of Education agrees to provide term life insurance at double the salary of each SWAA member.

ARTICLE 6 - TRAVEL REIMBURSEMENT

- A. An administrator except as provided for in 6B shall be reimbursed at the current IRS or GSA rate (whichever is greater) for all authorized travel required of the administrator in fulfillment of his/her duties.

- B. Unless the administrator indicates by October 1 a preference for reimbursement as stated in 6A above, administrators in positions listed below will receive an annual travel expense payment as indicated.

<u>Position</u>	<u>Annual Payment</u>
Principals	\$700
Director of Special Services	\$700
Associate Principals	\$700
Curriculum Specialists	\$700
Supervisors of Special Education	\$700
Director of Health, Physical Education & Athletics	\$700
Director of Technology Systems & Programs	\$700
Director of Equity and Inclusion	\$700

ARTICLE 7 - PROFESSIONAL DEVELOPMENT

- A. The Board of Education agrees to continue its commitment to a staff development program for the South Windsor Administrators. This program, effective July 1, 1996, provides the following:
 - a. Upon presentation of evidence of course completion at an accredited college or university, administrators shall be paid an amount not to exceed the resident rate for a 3 hour graduate course at the University of Connecticut per administrator for each year of the contract. Such courses must have prior approval of the Superintendent.
 - b. The Board of Education shall pay the full costs not to exceed \$2,500 of administrators' attendance at national professional conferences after three years as an administrator for the South Windsor Public Schools. Costs commonly associated with such conference attendance shall be understood to be airfare, hotel costs, meals, ground transportation and tips, as well as registration.

The following number of administrators shall benefit on a three-year cycle:

One/One	Elementary Principals
Three/Two/Two	Secondary Principals
One/One/One	Director of Special Services
	Director of Health/Physical Education & Athletics
	Director of Technology Systems & Programs
Three/Three/Three	Curriculum Specialists
	Special Education Supervisors
	Director of Equity and Inclusion

- c. The Board of Education may but need not grant a leave of absence for academic pursuit. The grant, denial or imposition of terms and conditions by the Board in respect to such leave shall be conclusive.

ARTICLE 8 - VACATION AND PERSONAL LEAVE

- A. Vacation
 - a. Administrators hired on or after July 1, 2013 shall be entitled to twenty-five (25) vacation days each year (pro-rated if employed less than twelve-months). Administrators hired prior to July 1, 2013 shall have the following vacation benefits (pro-rated if employed less than twelve-months):
 - (1) The December school vacation;

- (2) either February or April school vacation or a combination of days from each, not to exceed 5 days. (If a holiday falls within one or both of these weeks, it counts as a holiday, not a vacation day); and
 - (3) four weeks' time during the summer or twenty working days.
- b. For all administrators, vacation time is neither cumulative, transferable nor reimbursable except that if any administrator is required by the Superintendent to cancel a previously approved vacation or work on a holiday and the Superintendent concurs that such vacation or holiday time cannot reasonably be taken during the remainder of the fiscal year, then he/she shall be allowed to carry the entire "scheduled" vacation time or holiday, in whole or part, into the next year. If such vacation or holiday is not used in that next ensuing year, it shall be deemed forfeited.
 - c. The scheduling of all vacation days must be approved in advance by the Superintendent or his/her designee.
 - d. When the district is closed for a holiday, administrators shall have a paid holiday. There are no floating holidays for administrators.

B. Personal Leave

With the understanding that advance notification be given whenever possible, a total of five days without salary deduction will be allowed, but not accumulate from year to year for the following:

- a. Religious holy days – not to exceed 3 per year
- b. Emergency or severe illness in the immediate family
- c. Death in the family or attendance at funerals
- d. Marriage (self, children, parents, siblings, and siblings of spouse) not to exceed two days for each occurrence
- e. Attendance at graduation exercises (self, spouse, son, daughter)
- f. Birth or adoption of child or grandchild
- g. Personal business that cannot be conducted outside of regular work hours (reason must be stated)
- h. Legal reasons – attendance in court, or other legal demands outside the administrator's control

In extenuating circumstances, days, other than those covered by this portion of this Agreement, may be granted without salary deduction at the discretion of the Superintendent.

C. Work Year for Elementary School Associate Principal

The work year for an elementary school associate principal will consist of 201 working days. The scheduled work schedule will be five days prior to the first day that teachers report, all school and professional development days, and five days after the last day of school. The remaining days will be based on mutually agreeable schedule with the building principal.

ARTICLE 9 - MATERNITY/CHILD BEARING LEAVE

A. Maternity/Child Bearing Leave

1. Pregnancy and Child Bearing Leave

- a. Disabilities caused or contributed to by pregnancy, miscarriage, abortion, childbirth, and recovery therefrom, shall be treated as temporary disabilities for all job-related purposes. (The term "temporary disability" shall be interpreted as being within the meaning of the term "sick" as used in Section 10-156 of the Connecticut General Statutes.)
- b. Accumulated sick leave shall be available for use during periods of such disability.
- c. Disability leave beyond any accumulated sick leave shall be available for such reasonable further period of time as an employee is determined by her physician to be disabled from performing the duties of the job because of pregnancy or conditions attendant thereto.
- d. Policies involving commencement and duration of leave, the availability of extensions, the accrual of seniority and other benefits and privileges, protection under health or temporary disability plans, and payment of sick leave, shall be applied to disability due to pregnancy or childbirth on the same terms and conditions as they are applied to other temporary disabilities.
- e. Employees requesting child bearing leaves shall submit not less than 30 days written notice of the anticipated date of ending performance of duties.
- f. The employee is required to return to work as soon as her personal physical condition allows. If the employee is unable to return to work within 6 weeks after delivery, a statement, specifically noting the individual's condition, including a date as to when she will be physically able to assume her regular duties, must be received from the employee's physician.
- g. Pregnancy or childbirth shall not be the basis for termination of employment or compulsory resignation.

B. Child Rearing Leave

1. Any certified professional employee shall be entitled upon written request submitted to the Superintendent, to an extended leave without pay for purposes of child rearing, apart from any period of childbirth disability leave with pay. Such employee shall be entitled to such leave for any school year, or reasonably requested portion thereof, in which the child is born, adopted, or fostered, and for one additional school year if requested by the employee.
2. Child rearing leave, like other extended leaves, shall be subject to the following provisions:
 - a. Employees requesting leave shall submit a written notice not less than 30 days from the anticipated date of ending performance of duties.
 - b. The cost of insurance and other employee fringe benefits, including payments to the State Teachers' Retirement System, if continued, shall be paid for in full by the employee. Any accumulated sick leave not used will not be lost due to any other leave granted by the Board.
 - c. Administrators on extended maternity and family-related leave shall notify the Superintendent in writing on or before March 15 as to whether they intend to return to duties at the beginning on next school year following such leave. When such a leave commences after March 15, the administrator shall notify the Superintendent at the time of the commencement of the leave whether he or she intends to return to administrative duties at the beginning the next school year following such leave. Any administrator on child rearing leave who plans on returning at the conclusion of the leave, shall be guaranteed all the rights under this Agreement and under the Fair Dismissal Law, Section 10-151, for the period of time such administrator is on leave.
 - d. FMLA leave shall run concurrently with any such leave that qualifies under the FMLA (including maternity/child bearing leave and childrearing leave)

ARTICLE 10 - RETIREMENT

In the case of retirement under the State Teachers' Retirement Fund Plan, administrators who were employed by the Board prior to July 1, 2013 and who provide written notification of retirement (which shall be irrevocable) on or before December 1 of any year that he/she will retire at the end of the school year or six calendar months prior to the administrator's planned retirement date if the administrator will retire in the middle of the school year shall be paid one-half of the sick leave days accrued to their credit. Administrators hired on or after July 1,

2013 shall be paid one-third of the sick leave days accrued to their credit, upon giving notice in accordance with the above timelines. Upon the death of the administrator who was employed by the Board prior to July 1, 2013, the spouse of the administrator, or in the event that there is no then surviving spouse, the issue of the administrator, or in the event that there are no then surviving issue of the administrators, the estate of the administrator shall be paid for one-half the sick leave days accrued to his/her credit. The spouse/issue/estate of administrators hired on or after July 1, 2013 shall be paid one-third of the sick leave days accrued by the deceased administrator. The per diem rate to be paid the administrator shall be computed as 1/260 of this annual salary for the year immediately preceding retirement. Payment under this section shall be made after the July 1 that follows the school year in which the administrator retires.

NOTE: In the event of unforeseen personal circumstances which compel an administrator to give notice of intent to retire after December 1st or six calendar months prior to the administrator's planned retirement date, the Superintendent may waive this condition upon review of the reasons. Such request should be provided in writing.

ARTICLE 11 - LONGEVITY

- A. The Board of Education agrees to a longevity schedule paid on the following anniversaries only:
 - a. After five years of administrative service in South Windsor, a single \$500 payment;
 - b. After ten years of administrative service in South Windsor, a single \$1,000 payment;
 - c. After fifteen years of administrative service in South Windsor, a single \$1,500 payment;
 - d. After twenty years of administrative service in South Windsor, a single \$2,500 payment.

ARTICLE 12 - REDUCTION IN ADMINISTRATIVE STAFF

A. Reduction in Administrative Staff

- a. If the Board, in the exercise of its discretion, determines that it shall reduce the administrative staff of the school system, the Board shall, subject to the provisions of the laws of the State of Connecticut, then implement such reduction(s) by terminating or not renewing the employment of administrators who have been identified using the following guidelines:
 1. Retirements, resignations, non-renewals, and terminations among the administrative staff will first be reviewed to determine if the staff is reduced in sufficient number in this manner to avoid further release of administrators.
 2. If additional administrators must be released, they will be dismissed in accordance with the following rules:
 - a) Tenured administrators with the least amount of seniority shall be dismissed first, except that such administrators may be retained by the Board over more senior administrators based upon skills considered vital to the needs of the schools system as solely determined by the Superintendent with written justification which determination shall not be unreasonable or arbitrary.
 - b) Seniority as used herein shall mean length of continuous service as an administrator in the South Windsor School System. In the event of equal seniority, total years of regular full-time administrative experience shall govern.
 - c) The Board may assign whatever weight it desires to the aforementioned criteria provided its decision is based on said criteria. It is recognized, however, that the Board need not review all of said criteria. For example, an administrator's evaluations may be such (negative) that a review of the other criteria could not offset such evaluations.
- b. Nothing herein shall be construed or interpreted to require the promotion of an administrator to a position of higher rank, authority, or compensation.
- c. The Board of Education shall provide written notice to the employee(s) to be affected by any reduction(s) in staff. In any event, for such termination(s) to be effected at the start of any school year, written notice will be given as prescribed by law.

- d. All separations of administrators under this article shall take place in accordance with the provisions of Section 10-151 of the Connecticut General Statutes. Any hearings necessary in cases of separation(s) of staff members shall be conducted in accordance with the provisions of the Connecticut Teacher Tenure Law.
- e. It is recognized that the Board of Education has sole authority to reduce the educational program and determine the number of administrators which shall be employed. This Article deals with the method in which the staff reduction(s) will be implemented and how staff members to be affected by a reduction(s) in force will be identified.
- f. If an administrator is relieved of his position because of a reduction in staff or abolishment of that position, he will be offered a teaching position for which he is certified to teach (if such teaching vacancy exists) and will be given full credit for his length of educational service.
- g. Any administrator who has been displaced as aforesaid shall be placed on a reappointment list for two (2) years for his former administrative position, and shall remain thereon until reappointed, provided such administrator does not refuse a reappointment. Administrators shall be recalled to positions for which they are certified and qualified and in which they have previous acceptable experience. If a reappointment is offered consistent with the above and is refused by the administrator, he/she shall thereupon be removed from the reappointment list.

ARTICLE 13 - CHANGE OF PAY STATUS

In the event that the Board deems it necessary to reassign an administrator to an administrative position or to a teaching position with a salary lower than that which the displaced administrator previously earned, such administrator's salary shall not be reduced for the first year of the new assignment.

ARTICLE 14 - GRIEVANCE PROCEDURE

A. Purpose

1. The purpose of this procedure is to secure, at the lowest possible administrative level, equitable solutions to problems which may arise under the specific provisions of this Agreement.
2. Nothing herein contained shall be construed as limiting the right of any member of the unit to discuss informally a concern or a problem with any appropriate member of the administration.

B. Definitions

1. A "grievance" shall be defined as a complaint by an administrator that there has been a violation, a misinterpretation or misapplication of a specific provision or provisions of this Agreement.
2. A "grievant" shall mean any administrator or group of administrators directly affected by an alleged violation, misinterpretation or misapplication of a specific provision or provisions of this Agreement who then filed a grievance, or the Association.
3. The term "days" shall be defined as work days.

C. Procedure

Since it is important that grievances or disputes be processed as rapidly as possible, the number of days indicated at each level should be considered the maximum and every effort should be made to expedite the process. The time limits specified may, however, be extended by mutual agreement between the Superintendent of Schools and the grievant provided such agreement is in writing and is signed.

1. Level I - Informal Procedure

Prior to filing a complaint, the grievant may discuss the situation with the Superintendent of Schools in an attempt to informally resolve the situation.

2. Level II - Superintendent of Schools

Within twenty (20) days after the administrator knew or should have known of the alleged grievance, he must file a written complaint with the Superintendent of Schools identifying the specific contract language which the grievant alleges to

have been violated, misinterpreted, or misapplied. Within ten (10) days after receiving the written grievance by the Superintendent, the Superintendent or his/her designee shall meet with the grievant in an effort to resolve the grievance. Within ten (10) days after such meeting, the Superintendent shall render his decision in writing. If for any reason the Superintendent does not render his decision in writing within ten (10) days after the meeting, or if the decision is rendered and the grievant wishes to appeal, the grievant may appeal to Level III.

3. Level III - Board of Education

- (a) In the event that the grievant is not satisfied with the disposition of his/her grievance at Level II or in the event no decision has been rendered within ten (10) days after he/she has first met the Superintendent, he/she shall file the grievance in writing with the Association within ten (10) days after a decision by the Superintendent, or twenty (20) days after he/she has first met with the Superintendent, whichever is sooner. The grievant shall also simultaneously so file the grievance with the Superintendent of Schools.
- (b) Within seven (7) days after receiving the written grievance, the Association may refer it to the Board. The Board, at its next regularly scheduled meeting or within seven (7) days after the receipt of the grievance, whichever is later, shall meet with the grievant and the Association for the purpose of resolving the grievance. A full and accurate record of such hearing shall be kept upon the prior written request of the Association.

4. Level IV - Binding Arbitration

- (a) If the grievant is not satisfied with the disposition of his/her grievance at Level III, he/she may, within three (3) days after the decision, request in writing to the Association that his/her grievance be submitted to arbitration.
- (b) The Association may within five (5) days after receipt of such request, submit the grievance to arbitration by so notifying the Superintendent in writing.
- (c) The Superintendent and the Association shall within five (5) days after such written notice jointly attempt to select a single arbitrator who is an acknowledged expert as an arbitrator. The rules and procedures of the AAA shall be adhered to.

If the parties are unable to agree on an arbitrator within five (5) days, the petitioning party shall submit the demand for arbitration to the American

Arbitration Association in accordance with its administrative procedures, practices and rules.

Whether or not previously indicated at earlier steps, the provision(s) of the Agreement which are involved shall be identified in the submission to the AAA. A copy of the submission must be provided the Superintendent at the time of its submission to the AAA.

- (d) The arbitrator may only hear and decide grievance based upon alleged misapplication and misinterpretation of this Agreement. The arbitrator shall hear and decide only one grievance in each case. He/she shall be bound by, and must comply with, all of the terms of this Agreement. The decision of the arbitrator shall be binding upon both parties and all employees during the life of this Agreement, except to the extent it is appealable pursuant to Section 52-418 of the Connecticut General Statutes. Fees and expenses of the arbitrator shall be borne equally by the Board and the Association.

- D. 1. The arbitration fee and expenses shall be borne equally by the parties to this Agreement.
2. If a grievance is not filed within the time limits specified herein, then such grievance shall be waived permanently.

ARTICLE 15 - JUST CAUSE

No administrator shall be disciplined, demoted, suffer any loss in pay or benefits or be involuntary transferred to a lower administrator position or a teaching position without just cause.

ARTICLE 16 - BOARD RIGHTS

Subject to the provisions of this Agreement, the Board and the Superintendent reserve and retain the full rights, authority, and discretion, in the proper discharge of their duties and responsibilities, to control, supervise, and manage the South Windsor School System and its professional staff under governing law, rules, and regulations – municipal, state, and federal.

ARTICLE 17 - RECOGNITION

Subject to and in accordance with the law, the Board recognizes the South Windsor Administrators' Association (SWAA) for purposes of professional negotiation as the exclusive representative of the Administrators' unit as defined by the General Statutes of Connecticut.


ARTICLE 18 - DUES

All members of the bargaining unit may join and pay dues to the South Windsor Administrators' Association. The Association shall notify the Board of Education on or before September 1st in each school year of the amount of said dues. For any administrator who has, in writing, voluntarily authorized the deduction of dues, such dues shall be deducted by the Board through payroll deduction in 20 equal installments or shall be paid in a lump sum on or before September 1st of each school year. The Association agrees to indemnify and hold the Board of Education harmless against any and all claims, demands, suits or other forms of liability including attorney's fees and the cost of administrative hearings that shall or may arise out of, or by reason of, action taken by the Board of Education for the purpose of complying with the provisions of this article.

ARTICLE 19 - DIRECT DEPOSIT

Administrators shall be paid via electronic direct deposit into a designated bank account of the employee's choice. Such bank account number shall be provided to the Business Manager or her/his designee prior to the commencement of each school year.

South Windsor Board of Education
Town of South Windsor
South Windsor, CT 06074



Craig Zimmerman, Chairman

11/14/22

Date

South Windsor Administrators' Association



Frank Rizzuto, President

November 10, 2022

Date

EXHIBIT A

Terms and Conditions Which Apply to Salaries

A. Initial Placement and Movement Along Salary Schedule

Newly hired administrator will be placed on the salary schedule on a step which is mutually agreed upon by new hire and school board and generally reflective of experience as an administrator. In no circumstances shall a newly hired administrator receive a salary less than the initial step of the appropriate administrative salary schedule.

B. Stipends

The stipend for the administrator who coordinates the Extended School Year (E.S.Y.) program shall be \$5,000.

The stipend for the administrator responsible for providing technology and videography support for evening meetings and events (e.g. BOE, PBC, etc.) shall be \$2,000.

Every member of the Association who holds a doctorate shall receive \$3,000 added to his or her base salary each year.

C. Salary Schedules 2023-2026

2023-24					
	Step 1	Step 2	Step 3	Step 4	Step 5
	94%	95.50%	97%	98.50%	
High School Principal	\$171,978	\$174,722	\$177,466	\$180,211	\$182,955
Middle School Principal	\$163,245	\$165,850	\$168,455	\$171,060	\$173,665
Spec Services Director	\$162,356	\$164,947	\$167,537	\$170,128	\$172,719
Elementary School Principal	\$156,065	\$158,556	\$161,046	\$163,537	\$166,027
Associate Principal High School	\$150,173	\$152,570	\$154,966	\$157,363	\$159,759
Dir of Equity and Inclusion	\$150,173	\$152,570	\$154,966	\$157,363	\$159,759
Associate Principal Middle School	\$143,692	\$145,985	\$148,278	\$150,571	\$152,864
Associate Principal Elementary	\$112,633	\$114,430	\$116,227	\$118,025	\$119,822
Special Services Supervisor	\$136,545	\$138,724	\$140,903	\$143,082	\$145,261
Curriculum Specialist	\$133,823	\$135,959	\$138,094	\$140,230	\$142,365
Dir of Health PE & Athletics	\$140,858	\$143,106	\$145,354	\$147,601	\$149,849
Dir of Tech Sys & Programs	\$150,876	\$153,283	\$155,691	\$158,098	\$160,506

2024-25					
	Step 1	Step 2	Step 3	Step 4	Step 5
	94%	95.50%	97%	98.50%	
High School Principal	\$178,233	\$181,078	\$183,922	\$186,766	\$189,610
Middle School Principal	\$169,560	\$172,266	\$174,972	\$177,677	\$180,383
Spec Services Director	\$167,737	\$170,414	\$173,091	\$175,767	\$178,444
Elementary School Principal	\$162,741	\$165,338	\$167,935	\$170,532	\$173,129
Associate Principal High School	\$156,314	\$158,809	\$161,303	\$163,798	\$166,292
Dir of Equity and Inclusion	\$156,314	\$158,809	\$161,303	\$163,798	\$166,292
Associate Principal Middle School	\$149,471	\$151,856	\$154,242	\$156,627	\$159,012
Associate Principal Elementary	\$119,449	\$121,355	\$123,261	\$125,167	\$127,073
Special Services Supervisor	\$144,049	\$146,348	\$148,647	\$150,945	\$153,244
Curriculum Specialist	\$138,704	\$140,917	\$143,130	\$145,344	\$147,557
Dir of Health PE & Athletics	\$146,259	\$148,593	\$150,927	\$153,261	\$155,595
Dir of Tech Sys & Programs	\$155,343	\$157,822	\$160,301	\$162,780	\$165,259

2025-26					
	Step 1	Step 2	Step 3	Step 4	Step 5
	94%	95.50%	97%	98.50%	
High School Principal	\$184,693	\$187,640	\$190,588	\$193,535	\$196,482
Middle School Principal	\$176,088	\$178,898	\$181,708	\$184,518	\$187,328
Spec Services Director	\$173,285	\$176,050	\$178,816	\$181,581	\$184,346
Elementary School Principal	\$169,652	\$172,359	\$175,067	\$177,774	\$180,481
Associate Principal High School	\$162,669	\$165,265	\$167,860	\$170,456	\$173,052
Dir of Equity and Inclusion	\$162,669	\$165,265	\$167,860	\$170,456	\$173,052
Associate Principal Middle School	\$155,449	\$157,929	\$160,410	\$162,890	\$165,371
Associate Principal Elementary	\$126,534	\$128,554	\$130,573	\$132,592	\$134,611
Special Services Supervisor	\$151,842	\$154,265	\$156,688	\$159,111	\$161,534
Curriculum Specialist	\$143,744	\$146,038	\$148,331	\$150,625	\$152,919
Dir of Health PE & Athletics	\$151,842	\$154,265	\$156,688	\$159,111	\$161,534
Dir of Tech Sys & Programs	\$159,940	\$162,492	\$165,045	\$167,597	\$170,149