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AD/9173

AGREEMENT Between
LOCUST VALLEY CENTRAL SCHOOL DISTRICT
and the
LOCUST VALLEY ADMINISTRATORS' ASSOCIATION

July 1, 2007 - June 30, 2011

RECEIVED

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NYS PUBLIC EMPLOYMENT
RELATIONS BOARD

22

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LOCUST VALLEY CENTRAL SCHOOL DISTRICT
AGREEMENT

I. Recognition

The District hereby recognizes the Association as the exclusive bargaining agent for elementary school principals, secondary school principals, secondary school assistant principals, elementary assistant principals, department leaders 6 -12, coordinators, director of guidance, administrative dean, and the director of health, physical education, intramurals and athletics (K-12).

II. Administrative Guidelines

The successful operation and management of the Locust Valley Central School District depends to a large extent on the continued and concerned cooperation of our educational administrators. The Board recognizes that our administrators, in turn, are entitled to a clear and adequate understanding of their rights and benefits. The following guidelines are intended to provide that basic information.

III. Administrative Responsibility

The Board of Education and the Superintendent consider administrators an integral part of the management team. It is understood that the Superintendent will consult regularly with his/her Administrative Staff, individually or as a group, on matters of curriculum development, budget preparation, staff negotiations, administrative procedures, educational practices, improvement in employment, in-service education of staff, and other matters of significance as determined by the Board of Education.

Administrators should consider that they have a continuing advisory capacity with respect to the Superintendent and take the initiative in bringing needed matters to his/her attention. As members of the management team, Administrators should anticipate an active role in the presentation of educational studies, briefings, and recommendations to the Board of Education and the public.

Administrators with a teaching assignment shall be required to post homework assignments, upcoming tests and projects on the website. Updates and changes in homework assignments are the responsibility of the students; however, the administrator will make every effort to update the website as changes occur.

IV. Management Rights Clause

The Board has complete authority over the policies and administration of the school system. The Board shall continue to retain the exclusive rights among other customary rights of school boards and employers: to determine the

standards of selection for employment, to direct its employees, to hire, promote, transfer and assign employees, to take disciplinary action, to deny tenure, to maintain the efficiency of the District operation, to determine the methods, means and personnel by which District operations are to be conducted, to determine the contents of jobs, to take all necessary actions to carry out its mission and to exercise complete control and discretion over the District's organization and the technology of performing District affairs. The foregoing rights shall not be exercised in a manner which violates any specific provision of this Agreement.

V. Legal Protection

In the exercise of their responsibilities, Administrators will be provided with the fullest legal protection consistent with the applicable regulations of the Commissioner, Education Law, Civil Service Law and written Board policy. Nothing in these Guidelines shall be construed to deny or restrict the rights any Administrator may have under the foregoing laws or any other applicable laws and regulation. The rights provided for in these Guidelines shall be in addition to those provided elsewhere.

VI. Professional Advancement

A. Conference Attendance

The Board of Education requires Administrators to keep abreast of professional developments and to alert the Superintendent to new opportunities for improvement in all phases of educational activity.

Administrators are encouraged to suggest workshops, seminars, conferences or other professional meetings which may provide valuable new perspectives and the Superintendent will approve such attendance or participation to the extent that school responsibilities and available funds permit. The Board will reimburse Administrators for all reasonable expenses when attending approved conferences, workshops, seminars or meetings (including fees, meals, lodging and transportation).

B. Unpaid Leaves

Unpaid leaves of absence for up to two years may be granted to an administrator on the recommendation of the Superintendent and approval of the Board, for health or professional purposes.

VII. Promotion and Vacancies

All promotional vacancies will be brought to the attention of the Administrators of the District and the Superintendent will give full consideration to the application of any Administrator requesting appointment to such vacancy. All applicants for an administrative position will be evaluated on preparation, experience, personal qualifications and demonstrated competence. The Board or the Superintendent should seek the advice of members of the Association prior to the establishment or

elimination of administrative positions. The Board's decision in these matters is final.

VIII. Work Schedule

The work year for administrators is as follows:

11 months

Principals, Assistant Principals, Director of Guidance Services
Director of Health, Physical Education & Athletics

10.5 months

Administrative Dean

10 months

Department Leaders, K-12 Coordinator

A ten-month position covers the teacher's work year plus the workdays from September 1 or the date when teachers report, whichever is earlier, through the opening of school, and from the closing of school in June through June 30. Ten-month Administrators may be required to report to work as directed for new teacher orientation. When such reporting schedule is prior to September 1 and outside the "teachers' work-year" such days shall be compensated as follows:

- First day: No additional compensation
- Days beyond the first day shall be compensated at \$300 per day. (This provision is separate and in addition to the days in the existing three days at \$300 per day referenced in Article IX) This rate and the three existing days in Article IX shall increase by the same percentage by which the salary schedule increases each year.

A ten and a half month position consists of a ten-month position, as defined above, plus two weeks (ten days) between July 1 and August 31 as approved by the Superintendent.

An eleven-month position consists of a ten-month position, as defined above, plus four weeks (twenty days) between July 1 and the date when teachers report as approved by the Superintendent.

It is understood that the administrators will not be required to be on duty during periods which are annually defined in the calendar of school attendance as vacation periods or holidays for teachers except under emergency conditions. Administrators are not required to report on days when school is closed because of weather, power failure, etc. except in emergencies. An emergency is any situation so designated by the Superintendent of Schools.

IX. Compensation for Work During Vacation

If an administrator shall work during his/her vacation time, at the District's request, the administrator shall be compensated at the per diem rate of the administrator's basic salary. For summer work (excluding curriculum writing) 10-month administrators, or 11-month administrators (who work in excess of the required twenty (20) days), shall be compensated at a per diem rate of \$300 per day for the first three days per year. This rate shall increase by the same percentage by which the salary schedule increases each year.

X. Child Care Leave

Leave of absence without pay and without step advancement shall be granted to an administrator who has been employed by the District more than one (1) year upon the following conditions:

1. The administrator is to notify the District at least sixty (60) days prior to the expected date of birth that the administrator intends to take child care leave. In the case of an adopted child, the parties shall mutually agree to a commencement date.
2. The child care leave shall be granted up to but not longer than two (2) years.
3. An administrator may return from leave only at the beginning of a semester. As a condition of accepting leave, an administrator must sign a statement provided by the District specifying that a failure on the part of the administrator to return within the time specified for return to their duties constitutes a resignation from service with the District.
4. An administrator who has completed more than half of a semester of a school term prior to departure on child care leave will receive half-step credit for such semester in determining the place on the salary scale on return.
5. Administrators who apply for a child leave of up to two (2) years must notify the District by May 1 of their intention to return the following September. Administrators intending to return from such leave at the beginning of the second semester must notify the District sixty (60) days in advance.

XI. Fringe Benefits

A. Paid Sick Leave and Personal Leave

At the present time, the Board has not found it necessary to adopt a formal policy limiting the amount of paid leave time an Administrator will receive during necessary absence due to personal illness or other compelling necessity. This is a tribute to the degree of personal responsibility which the

Administrative Staff has consistently exhibited. Administrators are entitled to an accounting of the paid leave time taken. If, as a result of new legislation or other significant development affecting sick leave, it becomes advisable to adopt a formal policy for Administrators, such policy will not be less favorable than the most liberal policy enjoyed by any other District employee group.

B. Health Insurance

The District shall continue the present health insurance plan offered by the New York State Health Insurance Program (Empire Plan; Core plus medical enhancements plus psychiatric enhancements) and its alternatives such as HIP, VYTRA, etc., for the duration of this contract, provided such programs remain available.

Employees who select an individual option if such an individual option is made available by the NYS Health Insurance Program, will pay, in addition to the foregoing rates, the extra cost of such option.

Effective July 1, 2007, employees shall contribute 15% of the cost of their health insurance premium (both individual and family coverage). Effective July 1, 2010, the employee contribution rate shall be 16% (both individual and family coverage)

At the discretion of the District, the District may offer an alternative lower cost health plan, in addition to the existing New York State Health Insurance Plan, at no cost to the employee for any employee who wishes to switch from the present New York State Health Insurance Plan and its options. Employees who switch to this lower cost plan may switch back to the New York State Health Insurance Plan prior to retirement subject to the rules and regulations of the New York State Health Insurance Plan.

C. Group Life Insurance

Until June 30, 2011, the District will pay for a group policy providing each administrator with life insurance equal to current annual salary schedule to the nearest one thousand dollars (\$1,000). Administrators shall have the option to purchase at their expense additional life insurance coverage at the group rates charged the District, provided such additional insurance is offered to the District by the carrier. The District retains the right to select the insurance carrier. At age 70, the amount of coverage shall be reduced to 65% of the face value.

D. Dental Insurance

The District shall pay the full premium cost for individual coverage for the MetLife Dental Insurance Plan. For the entire term of this agreement, the District shall pay an additional \$6.50 per month per administrator for those administrators who notify the District in writing that they choose family coverage under the same plan offered to those administrators who are covered by the individual MetLife Dental Insurance Program. Coverage and

benefit increases are provided without additional premium costs. The District shall be entitled to any rebates made by the insurance company.

The dental plan referred to in this agreement shall be subject to the provisions of the insurance policy and such amendments to said policy which may be adopted by the carrier. Sole recourse of nonpayment of any claim shall be against the insurance company on the policy and not against the District.

E. Disability Coverage

Group disability insurance coverage shall be made available to administrators at no cost to the District. The full cost of the coverage, including any increase in premium, is to be borne by the administrators who elect to participate. The Association shall have the right to designate the carrier. Sole recourse under this plan shall be against the insurance carrier and the District shall be held harmless from any possible liability and shall be required to remit payments only to one carrier.

In the event any provision of this contract is inconsistent with the provisions of the Americans with Disabilities Act (ADA), the ADA shall supercede any inconsistent provisions.

F. Employees' Assistance Program

The district will have the right to establish an Employees Assistance Program. Employee use shall be confidential.

G. Tax Sheltered-Annuity

The District shall annually contribute directly into each unit member's 403(b) tax sheltered annuity account in accordance with the following schedule: effective July 1, 2007: \$450 per year; effective July 1, 2008: \$500 per year; effective July 1, 2009: \$600 per year; effective July 1, 2010: \$650 per year. All unit members are responsible for establishing their own 403(b) tax sheltered annuity account from the district's approved list. Payment into the account shall be done by the district on a semi-annual basis. Payment to those unit members who work less than a full year shall be pro-rated accordingly.

The District shall make these payments to a 403(b) program that confirms it can accept the contribution in accordance with applicable Internal Revenue Code rules and regulations. Such payment shall be made to the 403(b) program on or about the 15th day of January and the 15th day of June.

It is expressly understood and agreed that the District makes no warranty or representation, express or implied as to the income tax ramifications of such payment to any administrator including, but not limited to, whether such payment will not be includable in the administrator's gross income for income

tax purposes, whether such payment will exceed the limitations on elective or non-elective contributions to a teacher's Section 403(b) account and whether such payment will adversely affect an administrator's New York State Teacher's Retirement System benefits.

The Association shall, defend, indemnify and hold the District harmless from and against, any and all income taxes, withholding taxes and all other similar taxes or duties, and interest and penalties thereon, and all other damages, liabilities, costs and expenses, including attorney's fees resulting from any final determination by the United States Treasury Department, the Internal Revenue Service, or court of competent jurisdiction disallowing or otherwise holding that any such retirement incentive payment does not constitute a non-elective deferral or such payment is otherwise subject to Social Security or Medicare withholding taxes. This indemnification shall remain in effect after the termination of this contract until the expiration of the applicable Statute of Limitation.

H. Sick Leave Compensation at Retirement

Administrators shall receive the same benefit as available to the instructional staff in this area.

I. Retirement Incentive

1. Conditions:

A retirement incentive shall be available in the first and third years of this agreement. Eligible unit members must notify the District of their intent to retire by no later than the 2nd school day in January 2008 for retirements effective July 1, 2008, and no later than the 2nd school day in January 2010 for retirements effective July 1, 2010.

2. Eligibility:

- a. Age 55 or greater or tier 1 employees with 35 credited years of service at any age on or before August 31 of the calendar year of retirement.
- b. A minimum of ten (10) years of credited service with New York State Teachers' Retirement System.
- c. A minimum of ten (10) years of credited full time service with Locust Valley Central School District.

3. Incentive Amounts:

Administrators eligible under paragraphs 1 and 2 shall be paid their incentive amount in a lump sum no later than July 15th of the school year following resignation in accordance with the following schedule:

\$1,700 per year for full time service in District up to 10 years of service, with an additional \$1,250 per year for full time service in District for years 11 through 27. The maximum incentive would be \$38,250.

J. Jury Duty - Hearing Panelist

Administrators required to serve on a jury or on a 3020-a hearing panel shall receive their regular pay for such absence. Any monies received from the government for such service, excluding government reimbursement for expenses, shall be given to this District.

K. Section 125 Cafeteria Plan

The District shall establish and maintain a Section 125 "cafeteria plan" in accordance with the laws and regulations of the Internal Revenue Service. Available options and procedures for utilization of the plan shall be agreed to by the District and the unit.

XII. Association Representation

Administrators shall have the right to join and participate in the activities of the Locust Valley Administrators' Association of the Locust Valley Central School District and shall have the right to be represented by the Association to negotiate collectively with the Board in determination of compensation and terms and conditions of employment and the administration of grievances. The Association shall be permitted to use facilities of the schools consistent with law and District policy.

XIII. Grievance Procedure

Because of the close working relationship between members of the Administrative staff and the Superintendent, a specialized formal grievance procedure for Administrators would appear to be out of place in the light of present experiences. However, if at any time, there is a matter which would constitute a grievance under applicable State Law, as applied to the District, an Administrator may make written request to the Superintendent for review, stating the nature of the grievance and the reasons why the relief requested should be granted. If the response of the Superintendent is unsatisfactory, the Superintendent, on written request, will appoint an impartial three-person grievance board, one member to be recommended by the Association, one member of his own choice and one member agreed upon by the Association and the Superintendent in accordance with Section 684 of the General Municipal Law. The three-person Board will hear the grievance and report its recommendations to the Board of Education.

XIV. Salary

A. Salary Schedule

See Appendix 1 for Salary Schedules

Administrators shall advance one salary step each year except those whose end of year performance evaluation is unsatisfactory.

B. Merit Award

The District shall annually budget an amount equal to 1 % of this unit's payroll for payment of potential merit awards to unit members. Specifically, in recognition of outstanding service, the Superintendent may, in his/her discretion, grant a unit member a merit award. Such merit award shall not become part of the unit members' base salary. Moreover, there is no obligation for the District to utilize any or all of the allocated funds in any given year.

C. Longevity

Effective July 1, 2007 each unit member who has completed 10 years of district administrative service shall receive a \$1,250 annual payment. Upon completion of 15 years of district administrative service this amount shall increase to \$1,750. These longevity payments are non-cumulative. Such payment is not to be added to the base salary.

D. Promotion To Coordinator

Should an Incumbent Department Leader be appointed to a K-12 Coordinator position he or she will receive placement on the K-12 Coordinator Salary Schedule at one step higher than his or her placement on the Department Leader Salary Schedule. If said Department Leader is at the top step of the Department Leader Salary Schedule, he or she will receive the difference between the top step and the next to last step in addition to placement on the top step of the K-12 Coordinator Salary Schedule.

E. Market Value Adjustments

In the event the Superintendent, based upon market conditions, determines that the salary placement of one or more incumbents should be adjusted, the Superintendent shall present the Association President a proposed step adjustment for said administrator(s). The adjustment shall be subject to the approval of the Association, provided however, that such approval shall not be unreasonably withheld.

F. Withholding of Step Progression

The Superintendent shall have the right to withhold salary step progression due to unsatisfactory performance in accordance with the following procedure:

Administrators shall advance one salary step each year except those whose end of year performance evaluation is unsatisfactory.

Each administrator shall be evaluated each year based upon his/her overall annual performance. The following procedure shall be implemented. In cases in which the administrator is at risk for receiving an unsatisfactory end of year rating, the evaluator shall meet with the administrator no later than February 15th to review the administrator's performance. At that meeting, the evaluator shall advise the administrator of specific performance concerns, and shall provide specific suggestions on ways to improve the administrator's performance in the areas of concern. Within two weeks following the meeting, a summary including the specific suggestions for improvement, shall be reduced to writing and given to the administrator. If the Superintendent of Schools is not the evaluator but has concerns about the administrator's performance which the Superintendent wishes to have addressed, the Superintendent must make the evaluator aware of these concerns in a timely manner so that these concerns may be transmitted to the administrator in accordance with the above procedure.

Performance related concerns which occur after February but before June 30th shall be brought to the administrator's attention by mid-July in the same manner as set forth above, and shall be considered as part of the evaluation process for the following school year. Where an administrator engages in egregious misconduct, the administrator will be subject to withholding of step progression at the close of the school year in which the misconduct occurred or was discovered by the District.

An administrator already at the top salary step who receives an unsatisfactory evaluation shall have one percent (1 %) of his/her base salary withheld. If the administrator's performance is rated unsatisfactory the following year, then two percent (2%) of the salary will be withheld, 3% in the third year, and so forth. If, however, the administrator's performance is rated satisfactory in the following year, the administrator will return to the top salary step beginning in the year following his/her satisfactory performance rating.

An administrator, whose performance is rated unsatisfactory for two out of three consecutive years, shall be subject to the two percent (2%) withholding as a result of the second unsatisfactory performance rating.

The procedural aspects of this process shall be subject to the parties' grievance procedure. The decision of the Superintendent, if made in accordance with the above procedures, shall not be subject to arbitration but shall be appealable to the Board of Education.

XV. Meetings with Superintendent

The President of the Association shall have the right to meet monthly with the Superintendent of Schools.

XVI. No Strike Pledge

A. The Board and the Locust Valley Administrators Association recognize that strikes and other forms of work stoppage are contrary to the law and public policy. The Board and the Locust Valley Administrators' Association, therefore, subscribe to the principle that any differences between them shall be resolved without interruption of the educational program in the district.

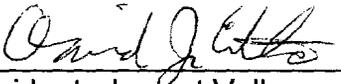
B. The Locust Valley Administrators' Association affirms that it does not assert the right to strike, nor to assist or to participate in any strike, or to impose an obligation on its members to conduct, assist or participate in such a strike.

XVII. Scope of Agreement

The parties recognize that this agreement is the result of professional negotiation between them and is intended to be in full settlement of all issues respecting salaries, hours, and other terms and conditions of employment, and all other matters. Therefore, each of the parties, for the life of the agreement, agrees that the other shall not be obligated to negotiate collectively with respect to any issue not specifically referred to or covered in this agreement.

XIII. Duration of Agreement

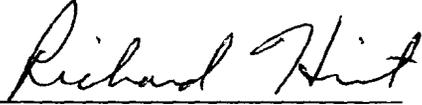
This agreement shall commence July 1, 2007 and shall continue in full force and effect until Midnight, June 30, 2011.



President - Locust Valley
Administrators' Association

Oct. 2007

Date



Superintendent of Schools
Locust Valley Central School District

Oct. 10, 2007

Date

Appendix 1

ADMINISTRATIVE SALARY SCHEDULES

A. 2007-2008

Step	Admin. Dean (10.5 Months)	Dept Leader	K-12 Coord.	Director Of Guidance Services (11 months)	Asst. Principal, Dir. P. E. H. & Ath. (11 months)	Elem. Principal	MS Principal	HS Principal
1	\$98,000	\$108,720	\$109,902	\$112,557	\$119,198	\$129,045	\$134,255	\$139,511
2	\$99,540	\$110,396	\$111,578	\$114,382	\$121,036	\$131,057	\$136,319	\$141,671
3	\$101,080	\$112,073	\$113,255	\$116,207	\$122,874	\$133,069	\$138,382	\$143,831
4	\$102,620	\$113,750	\$114,931	\$118,033	\$124,712	\$135,081	\$140,446	\$145,991
5	\$104,160	\$115,426	\$116,608	\$119,858	\$126,550	\$137,093	\$142,509	\$148,152
6	\$105,700	\$117,103	\$118,285	\$121,683	\$128,387	\$139,105	\$144,573	\$150,312
7	\$107,240	\$118,779	\$119,961	\$123,507	\$130,225	\$141,116	\$146,636	\$152,472
8	\$108,780	\$120,456	\$121,638	\$125,334	\$132,063	\$143,128	\$148,700	\$154,632
9	\$110,320	\$122,132	\$123,314	\$127,159	\$133,901	\$145,140	\$150,763	\$156,792
10	\$111,860	\$123,809	\$124,991	\$128,983	\$135,738	\$147,152	\$152,827	\$158,953
11	\$113,400	\$125,486	\$126,668	\$130,808	\$137,576	\$149,164	\$154,890	\$161,113
12	\$114,940	\$127,162	\$128,344	\$132,635	\$139,414	\$151,176	\$156,954	\$163,273
13	\$116,480	\$128,839	\$130,021	\$134,459	\$141,252	\$153,188	\$159,017	\$165,433
14	\$118,020	\$130,515	\$131,697	\$136,284	\$143,090	\$155,200	\$161,081	\$167,594
15	\$119,560	\$132,175	\$133,357	\$137,944	\$144,750	\$156,860	\$162,741	\$169,253

ADMINISTRATIVE SALARY SCHEDULE

B. 2008-2009

Step	Admin. Dean (10.5 Months)	Dept Leader	K-12 Coord.	Director Of Guidance Services (11 months)	Asst. Principal, Dir. P. E. H. & Ath. (11 months)	Elem. Principal	MS Principal	HS Principal
1	\$101,234	\$112,308	\$113,528	\$116,271	\$123,132	\$133,304	\$138,686	\$144,115
2	\$102,825	\$114,039	\$115,260	\$118,156	\$125,030	\$135,382	\$140,817	\$146,346
3	\$104,416	\$115,771	\$116,992	\$120,041	\$126,929	\$137,460	\$142,949	\$148,578
4	\$106,006	\$117,503	\$118,724	\$121,928	\$128,827	\$139,538	\$145,081	\$150,809
5	\$107,597	\$119,235	\$120,456	\$123,813	\$130,726	\$141,617	\$147,212	\$153,041
6	\$109,188	\$120,967	\$122,188	\$125,698	\$132,624	\$143,695	\$149,344	\$155,272
7	\$110,779	\$122,699	\$123,920	\$127,583	\$134,523	\$145,773	\$151,475	\$157,504
8	\$112,370	\$124,431	\$125,652	\$129,470	\$136,421	\$147,852	\$153,607	\$159,735
9	\$113,961	\$126,163	\$127,384	\$131,355	\$138,319	\$149,930	\$155,738	\$161,967
10	\$115,551	\$127,895	\$129,116	\$133,240	\$140,218	\$152,008	\$157,870	\$164,198
11	\$117,142	\$129,627	\$130,848	\$135,125	\$142,116	\$154,086	\$160,002	\$166,430
12	\$118,733	\$131,358	\$132,579	\$137,011	\$144,015	\$156,165	\$162,133	\$168,661
13	\$120,324	\$133,090	\$134,311	\$138,897	\$145,913	\$158,243	\$164,265	\$170,893
14	\$121,915	\$134,822	\$136,043	\$140,782	\$147,812	\$160,321	\$166,396	\$173,124
15	\$123,505	\$136,537	\$137,758	\$142,496	\$149,526	\$162,036	\$168,111	\$174,839
16	\$124,741	\$137,902	\$139,135	\$143,921	\$151,022	\$163,656	\$169,792	\$176,587

ADMINISTRATIVE SALARY SCHEDULE

C. 2009-2010

Step	Admin. Dean (10.5 Months)	Dept Leader	K-12 Coord.	Director Of Guidance Services (11 months)	Asst. Principal, Dir. P. E. H. & Ath. (11 months)	Elem. Principal	MS Principal	HS Principal
1	\$104,575	\$116,014	\$117,275	\$120,108	\$127,195	\$137,703	\$143,262	\$148,870
2	\$106,218	\$117,803	\$119,064	\$122,055	\$129,156	\$139,849	\$145,464	\$151,176
3	\$107,861	\$119,592	\$120,853	\$124,003	\$131,117	\$141,996	\$147,666	\$153,481
4	\$109,505	\$121,381	\$122,642	\$125,951	\$133,079	\$144,143	\$149,868	\$155,786
5	\$111,148	\$123,170	\$124,431	\$127,899	\$135,040	\$146,290	\$152,070	\$158,091
6	\$112,791	\$124,959	\$126,220	\$129,846	\$137,001	\$148,437	\$154,272	\$160,396
7	\$114,435	\$126,748	\$128,009	\$131,793	\$138,962	\$150,584	\$156,474	\$162,701
8	\$116,078	\$128,537	\$129,798	\$133,742	\$140,923	\$152,731	\$158,676	\$165,006
9	\$117,721	\$130,326	\$131,587	\$135,689	\$142,884	\$154,878	\$160,878	\$167,312
10	\$119,365	\$132,115	\$133,376	\$137,637	\$144,845	\$157,024	\$163,080	\$169,617
11	\$121,008	\$133,904	\$135,166	\$139,584	\$146,806	\$159,171	\$165,282	\$171,922
12	\$122,651	\$135,693	\$136,955	\$141,533	\$148,767	\$161,318	\$167,484	\$174,227
13	\$124,295	\$137,482	\$138,744	\$143,480	\$150,728	\$163,465	\$169,685	\$176,532
14	\$125,938	\$139,271	\$140,533	\$145,428	\$152,689	\$165,612	\$171,887	\$178,837
15	\$127,581	\$141,043	\$142,304	\$147,199	\$154,461	\$167,383	\$173,659	\$180,608
16	\$128,857	\$142,453	\$143,727	\$148,671	\$156,005	\$169,057	\$175,395	\$182,415

ADMINISTRATIVE SALARY SCHEDULE

D. 2010-2011

Step	Admin. Dean (10.5 Months)	Dept Leader	K-12 Coord.	Director Of Guidance Services (11 months)	Asst. Principal, Dir. P. E. H. & Ath. (11 months)	Elem. Principal	MS Principal	HS Principal
1	\$108,026	\$119,842	\$121,145	\$124,072	\$131,393	\$142,247	\$147,990	\$153,783
2	\$109,723	\$121,690	\$122,993	\$126,083	\$133,419	\$144,464	\$150,265	\$156,164
3	\$111,421	\$123,538	\$124,841	\$128,095	\$135,444	\$146,682	\$152,539	\$158,546
4	\$113,118	\$125,386	\$126,689	\$130,108	\$137,470	\$148,900	\$154,814	\$160,927
5	\$114,816	\$127,235	\$128,537	\$132,119	\$139,496	\$151,118	\$157,088	\$163,308
6	\$116,513	\$129,083	\$130,385	\$134,131	\$141,522	\$153,335	\$159,363	\$165,689
7	\$118,211	\$130,931	\$132,234	\$136,143	\$143,548	\$155,553	\$161,638	\$168,070
8	\$119,909	\$132,779	\$134,082	\$138,156	\$145,573	\$157,771	\$163,912	\$170,452
9	\$121,606	\$134,627	\$135,930	\$140,167	\$147,599	\$159,989	\$166,187	\$172,833
10	\$123,304	\$136,475	\$137,778	\$142,179	\$149,625	\$162,206	\$168,461	\$175,214
11	\$125,001	\$138,323	\$139,626	\$144,191	\$151,651	\$164,424	\$170,736	\$177,595
12	\$126,699	\$140,171	\$141,474	\$146,203	\$153,677	\$166,642	\$173,011	\$179,976
13	\$128,396	\$142,019	\$143,322	\$148,215	\$155,702	\$168,859	\$175,285	\$182,358
14	\$130,094	\$143,867	\$145,170	\$150,227	\$157,728	\$171,077	\$177,560	\$184,739
15	\$131,791	\$145,697	\$147,000	\$152,056	\$159,558	\$172,907	\$179,389	\$186,568
16	\$133,109	\$147,154	\$148,470	\$153,577	\$161,153	\$174,636	\$181,183	\$188,434