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8 Contract Agreement
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13 Between
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18 Plumsted Township Board of Education
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23 And
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28 Plumsted Township Administrators' Association
29

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33 July 1, 2023 – June 30, 2027
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3 1. Bargaining Unit
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5 A. Recognition
6

7 The Plumsted Township Board of Education (hereinafter referred to as the
8 “Board”) recognizes the Plumsted Township Administrators’ Association
9 (hereinafter referred to as “PTAA”) as the official and exclusive bargaining agent
10 for collective negotiations concerning salaries and terms and conditions of
11 employment for all certificated supervisory staff, including the following groups
12 within the school district:

13
14 Directors
15 Principals
16 Vice Principals
17 Supervisors
18

19 All other staff, including part-time stipend positions are excluded, unless the
20 parties agree to include other titles, as being appropriate for this bargaining unit.
21

22 B. Definition
23

24 Unless otherwise indicated, the term “administrator” when used hereinafter in this
25 agreement, shall refer to all employees represented by the PTAA as defined in the
26 recognition clause.
27

28 2. Negotiations of Successor Agreement
29

30 A. Procedure
31

32 The parties agree to enter into collective negotiations in accordance with Chapter
33 123, N.J.S.A. 34:13A-1 et. Seq. in a good faith effort to reach agreement on
34 matters concerning salary and terms and conditions of administrator’s
35 employment. Any agreement so negotiated shall apply to all administrators, be
36 reduced to writing, be signed by the Board and the PTAA, and be officially
37 adopted by the Board and the Association.
38

39 B. Modification
40

41 This Agreement shall not be modified in whole or in part by the parties except by
42 an instrument in writing duly executed by both parties.
43

44 3. Compliance – Master Agreement
45

46 Any individual contract between the Board and any individual administrator,
47 heretofore or hereafter executed, shall be subject to and consistent with the terms and
48 conditions of this agreement. If any individual contract contains any language
49 inconsistent with the master agreement, the master agreement, for its duration, shall
50 be controlling.

1
2
3 4. Cause
4

5 The Board and the PTAA agree that no administrator shall be reprimanded without
6 cause and in accordance with New Jersey Statutes.
7

8 5. Administrative Contract Year
9

10 The Board and the PTAA agree that all administrators shall be employed under
11 twelve (12) month contracts effective July 1st and terminating on June 30th of each
12 year. Administrators with a start date prior to March 1st of any given school year (7/1
13 – 6/30) are eligible for an increment in the following school year.
14

15 Eleven-month supervisory and administrative positions, if any, shall work from
16 August 1st to June 30th following the teacher calendar when school is in session. The
17 salary for the positions shall be 11/12 of the salary for a twelve-month position.
18

19 6. Administrative Calendar
20

21 The Board and the PTAA agree that the administrative calendar shall be as follows:
22

23 Administrators will be on duty, with the exception of previously arranged and
24 approved vacation schedules, in the summer months. Summer months are defined as
25 all days occurring between the last teacher workday of one school year and the first
26 teacher workday of the subsequent school year. During the school year, from the first
27 teacher workday until the last teacher workday, administrators will follow the Board
28 approved school calendar. As stated in item 5, the eleven (11) month supervisor and
29 administrative positions, if any, is not contracted during the month of July.
30

31 7. Vacation Schedule
32

33 A. The Board agrees that all members of the PTAA shall be entitled to twenty (20)
34 working days of paid vacation time, which may be taken at any time during the
35 contract year. Vacation days are accrued at the rate of 1.667 days per month. The
36 twenty (20) vacation days, or annual prorated amount, are available for use on the
37 first day of their employment or new contract year (July 1st). It is agreed that any
38 vacations to be taken during the time school is in session shall be only with the
39 prior approval of the Superintendent of Schools and may not exceed five (5) days.
40

41 B. The Board agrees that all members of the PTAA are entitled to twenty-five (25)
42 working days of paid vacation time after completing ten (10) years of service with
43 the district. Vacation days are accrued at the rate of 2.083 days per month. The
44 twenty-five (25) vacation days are available for use on the first day of the new
45 contract year (July 1st). Only years of service with the district as an administrator
46 will be counted as credit toward this provision.
47

48 No more than five (5) days in a row shall be taken during the school year and no
49 more than fifteen (15) days in a row shall be taken during the summer. Additional
50 consecutive days may be approved by the Superintendent.

- 1 C. Any day which is normally scheduled as a vacation day according to the Board
2 approved school calendar wherein the Superintendent of Schools requires the
3 presence of an administrator(s) in district will be added to the administrator(s)
4 vacation time.
5
6 D. The Board agrees that all members may carry over ten (10) unused vacation days
7 for use in the next contract year.
8
9 E. The parties agree that total pro-rated cash payment for accumulated earned
10 vacation time (accumulated during a particular year) shall be paid to any
11 administrator who resigns or retires prior to the completion of the contract year, as
12 long as proper written notice has been given to the Superintendent of Schools sixty
13 (60) days).
14
15 F. All administrators will be required to be on duty during the week immediately
16 prior to the opening of school.
17
18 G. Vacation requested must be approved in advance by the Superintendent or
19 designee.
20

21 8. Fringe Benefits
22

- 23 A. Medical Benefits: The Board shall pay the full premium for each administrator
24 and in cases when appropriate for family plan insurance coverage, less any
25 employee contributions mandated by P.L. 2011, Chapter 78, under the full New
26 Jersey State Plan, or an equal to or better plan.
27
28 B. Dental Insurance: The Plumsted Township Board of Education will provide a
29 Dental Program equal to or better than the present dental plan, which includes a
30 minimum of the following:
31
32 a. 100% reimbursement for Preventative Services with no deductible
33 b. 80% reimbursement for Basic Services after \$25.00 deductible per
34 person.
35 c. 50% reimbursement for Major Services after \$50.00 deductible per
36 person.
37
38
39 C. Prescription Coverage: The Board of Education shall provide a co-pay
40 prescription plan. The co-pay plan will be \$5.00 generic and \$20.00 brand.
41
42 D. If plan allows and employee is eligible, payment in lieu of insurance protection
43 will be made for employees who waive coverage as follows:
44 Medical - \$3,500
45 Dental - \$500
46 Prescription - \$1,000
47

48 Waiver of medical coverage will require proof of medical coverage elsewhere.
49

- 50 E. The Board agrees that administrators shall be entitled to twelve (12) sick days per contract year, to be cumulative without limit. A person with an approved vacation

1 schedule may not utilize sick time during that vacation period, unless the illness or
2 injury requiring use of sick leave commences prior to the vacation period, or
3 unless a person who has begun a vacation is stricken with a catastrophic illness.
4 However, a person who is terminating employment with the district for any
5 reason, and is directed to utilize all accumulated vacation time prior to his/her final
6 day, shall not be permitted to use sick leave during a vacation period for any
7 reason.

8
9 F. Any administrator hire before July 1, 2016 is eligible for the following benefit:

10
11 After ten (10) years of service as an administrator with the district, the Board
12 shall purchase accumulated sick days upon separation at a rate of 33% of the
13 administrator's per diem rate (1/240) not to exceed \$15,000.00.

14
15 G. The Board shall pay administrators membership fees to the NJPSA and/or other
16 professional/civic groups deemed necessary to maintain or improve professional
17 skills, not to exceed the active membership cost of NJPSA premier and either
18 NAESP or NAASP.

19
20 H. Costs for participation in graduate courses or equivalent, seminars, workshops,
21 convocations, conferences, conventions, as may be incurred by administrators,
22 with prior approval of the Superintendent, shall be borne by the Board in an
23 amount not to exceed \$5,000 per member, per contract year. It is agreed that upon
24 return from seminars, etc., the administrator will file a written report to the
25 Superintendent, which will include, but not limited to, the benefits to the
26 administrator and the district that were derived from said participation. The cost
27 of any professional development as required by the Superintendent is not to be
28 included in the \$5,000.

29
30 Courses must be approved in advance by the Superintendent and an administrator
31 must receive a "B" or better to be eligible for reimbursement. Official transcripts
32 of the grade and proof of tuition must be submitted.

33
34 Administrators who leave the district within two (2) years of receiving
35 reimbursement of tuition shall reimburse the Board 50% of what the Board paid in
36 tuition payments, unless the administrator is not renewed for the next school year.

37
38 I. The Board agrees to pay to the surviving spouse or estate upon the death of
39 any administrator under contract any accumulated, unused earned vacation
40 time available at the date of demise. The Board further agrees to pay to the
41 surviving spouse or estate upon death of an administrator under contract unused
42 sick time at a full rate of pay, capped at \$15,000.

43 44 9. Personnel Records

45
46 An employee shall have the right, upon request, to review the contents of their personnel
47 file and to receive copies at Board expense of any documents contained therein. An
48 employee shall be entitled to have representative(s) of the Association accompany them
49 during such review. At least once every 2 years, an employee shall have the rights to
50 indicate those documents and/or other materials in his/her file which they believe to be
obsolete or otherwise inappropriate to retain. Said documents shall be reviewed by the

1 Superintendent or his/her designee and if, they are obsolete or otherwise inappropriate to
2 retain, they shall be destroyed. Disputes over the retention of said documents may be
3 processed through the grievance procedure, commencing at the appropriate level.
4

5 10. Travel Reimbursement
6

7 Any administrator who travels by personal vehicle will be reimbursed for actual mileage
8 at the rate annually established by the New Jersey Office of Management and Budget
9 Circular (the State Rate). Each administrator shall follow the Board policy in supplying
10 the necessary documentation when seeking reimbursement. Should legislation be passed
11 that allows a rate other than the State rate, parties agree to negotiate a new rate.
12

13 11. District Owned Equipment
14

15 The Board has determined it to be necessary to provide the Administrators with a laptop
16 and any other devices approved by the Superintendent of Schools. The Board
17 acknowledges that such equipment may be used personally at no expense to the Board.
18 Any expense incurred by the Board for personal use shall be reimbursed to the Board by
19 the unit member incurring such use. The Administrators also acknowledges that any such
20 use shall not be for illegal purposes.
21

22 12. Promotional Advancement
23

24 Assignments of temporary nature to a position of higher responsibility that is vacant,
25 under the title of "Acting" shall receive a salary equal to one lateral move on the salary
26 guide, as negotiated with the employee. (If the person in this temporary position does not
27 obtain the formal Board appointment after six (6) months, that person automatically
28 reverts to their prior position. This clause shall apply only to positions designated in the
29 recognition clause of this contract.)
30

31 13. Leaves of Absence
32

33 A. Death
34

35 Administrators shall be entitled to bereavement leave in the event of the death of a
36 member of their immediate family for up to five (5) days within a two week period
37 commencing with the date of death without loss of pay. Immediate family shall
38 include grandfather, grandfather-in-law, step-grandfather, grandmother,
39 grandmother-in-law, step grandmother, father, step-father, father-in-law, step
40 father-in-law, mother, step-mother, mother-in-law, step mother-in-law, spouse,
41 child, step-child, brother, step-brother, brother-in-law, sister, step-sister, sister-in-
42 law, and domestic partner as domestic partner as defined by New Jersey statute. Up
43 to one (1) school day within a two-week period commencing with the event of death
44 of aunt, aunt-in-law, uncle, uncle-in-law, niece, step-niece, nephew, step-nephew
45 shall be allowed without loss of pay. Extenuating circumstances may be considered
46 by the Superintendent on a case-by-case basis.
47
48

49 B. Personal Leave Days
50

Administrators are granted three (3) personal days per year. If any are unused at the end of the year, they convert to sick days for the following year.

Definition

Personal days will be defined as those days an administrator will be absent during the school day for which personal matters cannot be taken care of other than on school time, i.e., house closing, emergencies, religious holidays, etc. All requests for personal days must be submitted, through the immediate supervisor, for approval by the Superintendent of Schools, five (5) days in advance, when possible.

C. Good Cause

Other leaves of absence without pay may be granted by the Board for good reason at the discretion of the Board.

D. Extension and Renewals

All extensions, or renewals, of leaves shall be applied for in writing and shall be granted or denied in writing upon appeal of the Board.

14. Sabbatical Leave

A. Application for Leave

Application of intent for sabbatical leave shall be made to the Superintendent of Schools on or before November first of any year. Final date for submitting application shall be March 1st, which application must have been preceded by an application of intent, submitted on or before November 1st. If approved, such leave shall officially begin at the beginning of the school year in accordance with the official school calendar. The Superintendent is to be kept informed of status, monthly. Application shall include a formal sabbatical leave request, and shall also include a program or itinerary to be followed by the professional during the period of at least two years after the expiration of the sabbatical leave.

If any administrator fails to continue in service after such leave is granted, such administrator shall repay to Plumsted Township Board of Education a sum of money bearing the same ratio to the amount of salary received while on leave that the unperformed part of the two subsequent years of service bears to the full two years, unless such professional is incapacitated, has been discharged, or has been released for good and sufficient reason by the Board from this obligation.

B. Salary

The salary granted to an administrator on sabbatical leave shall be one-half of the salary to which he or she would be entitled if not on leave, less the regular deductions required by law, the Teachers' Pension Fund, and other deductions authorized by the professional. Salary shall be paid in accordance with the general time schedule for payment of salaries in the Plumsted Township School District.

C. At the sole discretion of the Board of Education and upon recommendation of the Superintendent of Schools, sabbaticals may be granted as follows:

1. Six months at full pay or full year at $\frac{3}{4}$ pay;
2. Providing the sabbatical leave is for work towards a Doctoral Degree, on a full time basis, at an accredited institution, in a related field such as administration supervision, curriculum and instruction or subject area specialty related to the applicant's position in the district.

D. During the period of sabbatical leave of absence, personnel may not engage in any remunerative employment, except as may be approved by the Superintendent of Schools, when such employment may be in the interest of the district.

E. The period of sabbatical leave shall count toward retirement in accordance with the rules of the Division of Pensions.

F. It is agreed that administrators on sabbatical leave shall not be entitled to benefits delineated in Paragraph 10, above, during the duration of the sabbatical leave.

G. The professional will submit a final written report to the Superintendent of School which will be reprinted and distributed to the Board of Education. The report will relate the ideas gained, and subsequent benefits expected therefore, and will be submitted not later than ninety days after the beginning of the school year immediately following the sabbatical leave.

H. Sabbatical Leaves Are Designed For:

1. Professional improvement.
2. To improve professional competence so as to benefit the general efficiency of the school system.

I. Number of Leave Authorized

Not more than one (1) administrator eligible under this contract may be granted sabbatical leave for the same year. In granting such leaves of absence, due consideration shall be given to reasonable and equitable distribution of the applicants among the different schools and departments.

In the event more than one (1) administrator of the eligible personnel of the system shall apply, applicants for Doctoral study, independent research and/or problem observation leaves will be given preferential treatment. At all times, the needs of the school system as a whole shall be paramount.

J. Eligibility

Any administrator who has completed seven or more years of full-time continuous satisfactory service in the Plumsted Township School District may be granted a sabbatical leave upon the recommendation of the Superintendent of Schools, and

with the approval of the Board of Education. Such leave shall be understood to include one or more of the following activities:

1. Study in an accredited institution of learning.
2. Independent research and/or observation of problems connected with the schools or within the professional's area of responsibility.
3. Any other program approved by the Superintendent and the Board of Education.

15. Deductions from Salary

Arrangements can be made by all employees through the Board Office to obtain tax-sheltered annuities and/or government savings bonds in accordance with Board policy and practice.

16. Term of Contract

It is agreed that this contract shall be in effect from July 1, 2023 to June 30, 2027 as a four (4) year contract. It is further agreed that the provisions of this contract shall remain in effect without reduction, limitation or modification until such time as a new agreement is reached between the Board and the duly authorized bargaining agent for the school district administrators, or as modified in accordance with Section 2.B of the contract.

Salary

Salary increase for each year of the contract shall be the following:

2023-2024	3.5% increase to the base
2024-2025	3.5% increase to the base
2025-2026	3.5% increase to the base
2026-2027	3.5% increase to the base

Eleven (11) month administrators required to work in July shall be compensated at their current per diem rate of pay for each day worked.

17. Grievance Procedures

A. Definitions

A "grievance" is a complaint by which an employee or employees in the negotiating unit and their representatives may appeal the interpretation, application, or violations of policies, agreements and administrative decisions affecting them, except that the term "grievance" shall not apply to:

- a. Any matter for which a method of review is prescribed by law or which by law is exclusively within the discretion of the Board.
- b. Any rule or regulation of the State Department of Education or State Commissioner of Education having the force and effect of law.
- c. Any matter which according to law is beyond the scope of Board authority.

1
2 B. Principles
3

- 4 1. A grievance to be considered under this procedure shall be presented by
5 the grievant not later than twenty (20) school days after occurrence of the
6 grievance, or not later than twenty (20) days after the grievant should have
7 been aware of the occurrence. The number of days allotted at each step of
8 the grievance procedure is to be considered as a maximum time limit.
9 Every attempt should be made to resolve grievances as quickly as
10 possible.
11
12 2. A grievant may present and process his or her grievance personally or
13 through an appropriate representative. In either event, the grievant may be
14 personally present at all steps of the grievance procedure. Should a
15 grievant want to process his or her grievance personally or through an
16 appropriate representative of his or her own choosing, he or she may do
17 so; however, the majority unit shall be so notified and shall have the right
18 to have its own representative present.
19
20 3. No reprisals shall be taken by the Board or the Administration against any
21 participant because he/she utilizes the grievance procedure.
22
23 4. Should a grievance result from action taken by the Superintendent or the
24 Board, a grievant may present his or her grievance initially at the second
25 step of the grievance procedure.
26
27

28 C. Procedure
29

30 1. STEP ONE:
31

- 32 a. The grievant and his/her representative may file the grievance in writing to
33 the Superintendent. This shall be done not later than five (5) working days
34 following the written decision of the immediate supervisor or such person
35 acting as the immediate supervisor in the latter's absence with the written
36 authorization of the Superintendent.
37
38 b. The grievant and his/her representative and the Superintendent shall meet
39 in attempt to resolve the grievance not later than five (5) working days
40 following the date on which the grievance was filed with the
41 Superintendent.
42
43 c. The Superintendent shall communicate his/her decision in writing to the
44 grievant not later than ten (10) working days after the meeting. A copy of
45 the decision shall also be forwarded at the same time to the Grievance
46 Committee.
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49 2. STEP TWO:
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- a. If the aggrieved person is not satisfied with the disposition of his/her grievance at Step One, or if the Superintendent has not communicated his/her decision in writing to the grievant as provided in Step One, the grievant and his/her representative may request a hearing with the Board or its representative(s) which shall consist of one or more persons designated by the Board. The request shall clearly explain the grievance and be made in writing not later than five (5) working days following the expiration of ten (10) working days provided in sub-section "c" of Step One.
 - b. The grievant and his/her representative and the Board or its representative shall meet in an attempt to resolve the grievance not later than ten (10) working days following the date on which the grievance was filed with the Board. The grievant may have three (3) representatives present when his/her grievance is reviewed by the Board or its representative.
 - c. The Board shall communicate its decision in writing to the grievant not later than fifteen (15) working days following the meeting. A copy of the decision shall also be forwarded at the same time to the Superintendent and the Grievance Committee.

25 3. STEP THREE:

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- a. In the event the grievant is dissatisfied with the determination of the Board aforesaid, and in the further event that the grievance involves the interpretation or application of this contract, the matter may be submitted to arbitration. The grievant shall request in writing that the Association submit the grievance to arbitration. If the Association decides that grievance is meritorious, it may submit the grievance to arbitration. A request for arbitration shall be made in writing no later than fifteen (15) days following the determination of the Board. Failure to request arbitration within said period of time shall constitute an absolute bar to such arbitration unless the Board and the Association shall mutually agree upon a longer time period within which to assert such a demand.
 - b. The Board may also request arbitration concerning any dispute regarding the interpretation or application of this contract. The time limits applicable to the Association are also applicable to the Board.
 - c. The arbitrator shall have no power or authority to add to, subtract from, change or modify any of the terms of this agreement.
 - d. The rules and regulations of the Public Employment Relations Commission shall be followed in the selection of an arbitrator.

- 1 e. The arbitrator so selected shall confer with representatives of the Board
2 and the Association and hold hearings promptly, and he/she shall issue
3 his/her decision not later than twenty (20) days from the close of hearings
4 or if oral hearings have been waived, then from the date that the final
5 statements and proof are submitted to him/her. The arbitrator's decision
6 shall be in writing and shall have set forth his/her findings of facts,
7 reasoning and conclusions on the issue submitted to the Board and the
8 Association and shall be binding.
9
10
11 f. The costs for the services of the arbitrator including per diem expenses, if
12 any, and the cost of the hearing room, if any, shall be borne equally. Any
13 other expenses incurred shall be paid by the party incurring such
14 expenses.
15
16 g. A grievance form shall contain; Grievant, position, date, submitted to,
17 statement of grievance, relief sought, the specific contract clause or Board
18 Policy that was violated, the date of the alleged violation, signature, and
19 date the grievance was submitted.
20

21
22 D. Miscellaneous
23

24 All meetings and hearings under this procedure shall not be conducted in public
25 and shall include only such parties in interest and their designated or selected
26 representatives, heretofore referred to in this Article.
27

28 18. Longevity
29

30 Administrators after completing the indicated years of active employment in the
31 Plumsted Township School District as administrators shall receive the following
32 longevity payment above their step on the salary guide:
33

34	4 years	\$1,000
35	6 years	\$2,000
36	9 years	\$3,000

37
38 Longevity payments shall be made a part of the administrator's regular pay.
39

40 Effective July 1, 2016, administrator's with more than 8 years of service will continue to
41 receive longevity as per the language above. All other administrator's hired after
42 January 1, 2008 will not be eligible for longevity. Longevity payments shall be made
43 part of the administrator's regular pensionable pay.
44

45 19. Salary Adjustment
46

47 The High School Principal shall receive the following salary adjustment payment above
48 their step on the salary guide each year:
49

50 \$5,000/year

The salary adjustment payment shall be made part of the administrator's regular pensionable pay.

DURATION

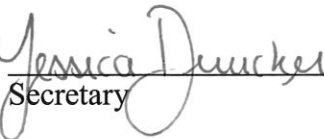
This agreement shall be effective July 1, 2023 and shall continue in effect until June 30, 2027.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be signed by their respective presidents, attested to by their respective secretaries, and their corporate seals to be placed heron.

FOR THE PLUMSTED TOWNSHIP
ADMINISTRATOR'S ASSOCIATION



President



Secretary



Date

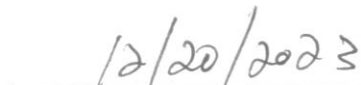
FOR THE PLUMSTED TOWNSHIP
BOARD OF EDUCATION



President



Secretary



Date

Salary Schedules

Principal/Director (12 Month)

Step	2023-2024	2024-2025	2025-2026	2026-2027
1	126,199	128,499	130,840	133,512
2	128,775	131,121	133,510	136,237
3	131,350	133,797	136,235	139,017
4	133,978	136,473	139,015	141,854
5	136,659	139,203	141,795	144,749
6	139,215	141,988	144,632	147,645
7	141,817	144,644	147,526	150,598
8	147,335	147,348	150,285	153,611
9	150,282	153,081	153,095	156,484
10	153,288	156,143	159,052	159,410
OG-1	158,111			163,975
OG-2		162,136		
OG-3			166,244	
OG-4				171,389

Assistant Principal/Supervisor (12 Month)

Step	2023-2024	2024-2025	2025-2026	2026-2027
1	107,022	108,972	110,957	113,224
2	109,206	111,196	113,222	115,534
3	111,468	113,465	115,533	117,892
4	113,777	115,815	117,890	120,298
5	116,099	118,214	120,332	122,753
6	118,341	120,627	122,824	125,295
7	120,708	122,956	125,331	127,891
8	123,221	125,416	127,752	130,501
9	125,688	128,027	130,307	133,021
10	128,202	130,590	133,020	135,682

Principal/Director (11 Month)

Step	2023-2024	2024-2025	2025-2026	2026-2027
1	115,683	117,790	119,936	122,386
2	118,043	120,194	122,384	124,884
3	120,405	122,647	124,882	127,433
4	122,813	125,100	127,430	130,033
5	125,270	127,603	129,979	132,687
6	127,613	130,156	132,579	135,341
7	129,999	132,590	135,232	138,048
8	135,057	135,069	137,761	140,810
9	137,758	140,325	140,337	143,444
10	140,514	143,131	145,797	146,126

Assistant Principal/Supervisor (11 Month)

Step	2023-2024	2024-2025	2025-2026	2026-2027
1	98,104	99,891	101,711	103,788
2	100,106	101,930	103,787	105,907
3	102,179	104,010	105,905	108,068
4	104,295	106,164	108,066	110,273
5	106,424	108,363	110,304	112,524
6	108,479	110,575	112,589	114,855
7	110,649	112,710	114,887	117,233
8	112,953	114,964	117,106	119,626
9	115,214	117,358	119,448	121,936
10	117,519	119,707	121,935	124,375
OG-1	118,399			
OG-2		121,413		
OG-3			124,489	
OG-4				128,343