

**AGREEMENT BETWEEN**  
**RINGWOOD BOARD OF EDUCATION**  
**AND**  
**RINGWOOD ADMINISTRATORS ASSOCIATION**

**JULY 1, 2015 - JUNE 30, 2018**

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## PREAMBLE

This AGREEMENT made and entered into as of this 1<sup>st</sup> day of July 2015 by and between the Board of Education of the Ringwood School District and the Ringwood Administrators Association, New Jersey Principals and Supervisors Association (Hereinafter referred to as RAA).

WHEREAS RAA has submitted satisfactory evidence that it represents a majority of supervisory employees in the titles covered by this agreement; and

WHEREAS RAA is therefore deemed to be the exclusive collective bargaining representative;

WHEREAS an agreement entered into by and between the parties on July 1, 2015 by its term will expire June 30, 2018.

Now therefore it is agreed as follows:

## **ARTICLE 1 – RECOGNITION**

Pursuant to the provisions of Chapter 303 of the Laws of 1968, as amended by Chapter 123 of the Laws of 1974, the Ringwood Board of Education hereby recognizes the Ringwood Administrators Association as majority representative and the exclusive and sole representative for collective negotiations with respect to the salary and the terms and conditions of employment for the following personnel, whether under contract, on leave, now employed or as may be hereinafter employed by the Board:

### **PRINCIPALS**

**VICE PRINCIPAL**

**EFFECTIVE 7/1/2015**

**DIRECTOR OF SPECIAL SERVICES**

**EFFECTIVE 7/1/2015**

## ARTICLE 2 - GRIEVANCE PROCEDURES

### A. Definitions

1. A "grievance" is a claim by a member of the Association that he/she has been treated unfairly or improperly in terms of the application or violation of this contract, Board policies and Administrative decisions affecting terms and conditions of employment.
2. An "aggrieved person" is the person or persona making the claim.
3. A grievance to be considered under this procedure must be initiated within thirty (30) calendar days.

### B. Purpose

The purpose of this procedure is to secure, at the lowest possible level, solutions to any grievance that may arise affecting members of RAA.

### C. Procedures

1. The time limits indicated at each level should be considered as the maximum times and every effort should be made to expedite the process. The time limits specified may, however, be extended or reduced by mutual written agreement.
2. The following shall be the order of appeal in all cases involving an aggrieved member in this unit:

<u>Grievant</u>	<u>Step 1</u> <u>(Informal)</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>
Vice Principal	-----	Principal	Superintendent	Board
Principal			Superintendent	Board
<b>Director of Special Services</b>			<b>Superintendent</b>	<b>Board</b>

## ARTICLE 2- GRIEVANCE PROCEDURES (continued)

- Step 1. The grievant shall first discuss the grievance informally with his/her immediate superior (as per Section 2). Such complaint shall be made within the 30 calendar day limit. If no satisfactory disposition of grievance is reached informally, the grievant may move to the next appropriate step.
- Step 2. (Vice Principals Only)  
If the grievance has not been satisfactorily resolved informally in Step 1, the grievant shall have ten (10) school days to file a formal written grievance with his/her immediate superior. Failure to file the grievance within this or any other time limits stated shall serve to show abandonment of the grievance by the grievant. The superior administrator shall respond in writing to this grievance within ten (10) school days, sending a copy of the grievance and his/her response to both the grievant and the Superintendent.
- Step 3. If no satisfactory resolution of the grievance is reached at Step 2 or the grievant is a principal, the grievant shall have ten (10) school days to file a written grievance with the Superintendent. The Superintendent shall, within ten (10) school days, notify the Grievant of the specific date for a meeting to review the grievance. The Superintendent shall then submit a written decision on the grievance to the grievant within twenty (20) days from the time of the meeting.
- Step 4. If no satisfactory resolution is reached at Step 3, the grievant shall have ten (10) school days to file a written appeal with the Board of Education. Said request shall be made in writing with copies to the Superintendent and the Board Secretary. The Board will, as early as possible, but not later than two (2) months after the hearing, render a decision in writing and forward same to the grievant.

## ARTICLE 2- GRIEVANCE PROCEDURES (continued)

### Step 5. Advisory Arbitration

- a. If the aggrieved person is not satisfied with the disposition of his/her grievance at Step 4, he/she may, within ten (10) school days after a decision by the Board, submit the grievance to advisory arbitration. Only those grievances pertaining to contractual matters may proceed to this level.
- b. Within ten (10) school days after such written notice of submission to advisory arbitration, the Board and the aggrieved, or his/her representative, shall attempt to agree upon a mutually acceptable arbitrator and shall obtain a commitment from said arbitrator to serve. If the parties are unable to agree upon an arbitrator or to obtain such a commitment within the specified period, a request for a list of arbitrators may be made to the American Arbitration Association by either party. The parties shall then be bound by the rules and procedures of the American Arbitration Association in the selection of an arbitrator.
- c. The arbitrator so selected shall confer with the representatives of the Board and the aggrieved, or his/her representative, and hold meetings promptly and shall issue the decision not later than twenty (20) days from the date of the close of the hearings or, if oral hearings have been waived, from the date the final statements and proof on the issues are submitted to him/her. The arbitrator shall be without power or authority to make any decision that requires the commission of an act prohibited by law or which is violative of the terms of the Agreement. The arbitrator shall further be without the power or authority to add anything to or subtract anything from the specific provisions of this Agreement. The decision of the arbitrator shall be submitted to the Board, the Association and the aggrieved.
- d. The cost for the services of the arbitrator, including per diem expenses, if any, and the actual and necessary travel, subsistence expenses and the cost of the hearing room, shall be borne equally by the Board and the party submitting the grievance. Any other expenses incurred shall be paid by the party incurring same.

### ARTICLE 3 - SICK LEAVE POLICY

- A. Definition of Sick Leave - Sick leave is hereby defined to mean the absence from one's post of duty because of personal disability due to illness or because he/she has been excluded from the school by the school district's medical authorities due to a contagious disease or has been quarantined for such a disease in his/her immediate household.
- B. Members of the Association on twelve (12) month contracts shall be allowed sick leave with full pay in the amount of twelve (12) days in any given year. Employees on less than twelve (12) month contracts shall be allowed comparable pro-rated sick leave.
- C. Accumulated Sick Leave - All days of allowable sick leave not utilized in any year shall be cumulative, to be used for additional sick leave if needed in subsequent years.
- D. In the event of the resignation, retirement or death of the member, the member or his/her estate shall receive compensation for unused sick leave at the rate of \$70 per day with the maximum amount not to exceed \$7,000.00.



## ARTICLE 4 - TEMPORARY LEAVES OF ABSENCE

This section shall cover brief absences not chargeable to sick leave. The provisions for leave at full pay stated below shall be during one (1) school year.

- A. All Administrators shall be entitled to the following leaves of absence at full pay:
  - 1. An allowance of five (5) days paid leave shall be granted for the death of a member of the immediate family. Immediate family shall be considered spouse/partner, child/step-child, parent/step-parent, brother/brother-in-law, sister/sister-in-law, mother/mother-in-law, father/father-in-law, son-in-law/daughter-in-law, grandchild, or any member of the immediate household.
  - 2. Three (3) days for illness in the immediate family, defined to mean the employee's spouse/partner, child/step-child or blood relative  
Illness means serious illness requiring the employee's attendance, as attested to by a physician.
  - 3. Four (4) days for personal business that cannot be taken care of outside the normal school day
- B. Application for leave under A1, A2 or A3 shall be made as soon as the time required becomes known.
- C. The Board agrees that any A3, personal days, not taken by the end of the school year may be transferred and carried over as accumulative sick leave.
- D. Leave under A3, except for appearances under subpoena, is not available on consecutive days. Such leave is also not available on any day before or after a holiday weekend or vacation. Nor is it available during the first five days or the last five days of the school calendar year.

## ARTICLE 5 - LEAVES OF ABSENCE

An extended leave of absence for up to one (1) year without pay, may be granted to an Administrator upon recommendation of the Superintendent and of approval by the Board of Education. An Administrator who is granted such leave shall return to a comparable position in the job title held at the time the leave was granted. An employee returning from pregnancy disability and/or child rearing leave is entitled to all benefits to which employees returning from other leaves would be entitled.

### A. Pregnancy Disability/Adoption/Child Rearing Leave

1. Pregnancy Disability Leave - Any Administrator may apply to the Board for an extended pregnancy disability leave. Such leave shall be granted in conformance with the following procedures:
  - a. Such request shall be submitted in writing to the Superintendent and accompanied by a physician's written confirmation of the anticipated date of disability and the anticipated date of delivery. This confirmation shall be sent to the Board no later than ninety (90) days prior to the anticipated date of delivery.
  - b. The Administrator may use her accumulated sick days during the disability period.
  - c. The period of disability leave for pregnancy shall be determined by the Administrator's physician subject to confirmation by the Board's physician, if required.
  - d. In addition to the medical certificate of disability referred to in "a" above, the Administrator shall be required to produce an additional medical certificate within fourteen (14) calendar days following the date of delivery. This certificate shall state the specific period and termination date of the postpartum disability period. In the event that normal conditions do not prevail for postpartum, the Administrator's physician may submit an additional certificate.

## ARTICLE 5 - LEAVES OF ABSENCE (continued)

- e. An Administrator may return to work immediately following the medically certified disability period upon notice to the Board which must be given at the same time as the initial notice of pregnancy request for disability leave is presented to the Board.
- f. In the event that normal conditions attendant upon pregnancy and birth do not prevail, the Administrator may apply to the Board in writing to return to her position prior to the termination of the disability period for which leave had been requested initially. Such return shall be effective no later than ninety (90) calendar days from the date of application by the employee seeking early return from disability leave.
- g. The Board of Education has the right to confirm the conclusion of any physician's certificate provided under the ARTICLE by having the Administrator examined by its own physician at the Board's expense. If the two (2) physicians disagree, they shall choose a third (3), mutually agreed upon, physician who shall examine the Administrator and whose decision shall be final and binding upon the parties.
- h. The Board may relieve any pregnant Administrator from her duties if her work performance has noticeably declined due to health reasons and she cannot obtain a physician's certificate that she is medically able to continue working, or for other reasons applicable to all Administrators under Title 18A. No pregnant Administrator may be relieved from her duties solely on the fact that she is pregnant or that her pregnancy has reached a specific number of months.
- i. A non-tenured Administrator shall only be entitled to leave up to the expiration of her contract. A non-tenured Administrator shall not be denied re-employment on the basis that she is pregnant or on leave.

## ARTICLE 5 - LEAVES OF ABSENCE (continued)

### 2. Adoption Leave

- a. Administrators adopting a child may apply to the Board for an unpaid leave to receive custody of the child. Such request shall be submitted in writing to the Superintendent and be accompanied by written confirmation of the Administrator receiving notice of qualification for adoption. Said request shall be submitted within fifteen (15) days of receipt of said notification. This leave shall include round trip travel time to receive custody of the child.
- b. Notification by the Administrator of either (a) intent to return, (b) request for an extension, or (c) shortening of time for a previously approved adoption leave, shall be submitted in writing to the Superintendent.
- c. A non-tenured Administrator shall only be entitled to leave up to the expiration of his or her contract. A non-tenured Administrator shall not be denied re-employment on the basis that he or she is on leave.

### 3. Child Rearing Leave

- a. In the case of the birth or adoption of a child, any Administrator shall have the right to apply for a leave without pay for child rearing purposes. In cases where both husband and wife are employees in this school system, only one of said persons may be entitled to such leave at any one time. Application for a child rearing leave must be filed at least ninety (90) days before the anticipated birth of the child, or within fifteen (15) days of receipt of notice of qualification for adoption. Written confirmation of the Administrator receiving notice of qualification for adoption shall accompany the application for leave.
- b. Child rearing leave for the Administrator on pregnancy disability leave shall begin immediately upon the termination of the pregnancy disability as certified by the employee's physician subject to section 1 above.

## ARTICLE 5 - LEAVES OF ABSENCE (continued)

- c. Notification by the Administrator of either (a) intent to return, (b) request for an extension, or (c) shortening of time for a previously approved child rearing leave, shall be submitted in writing to the Superintendent no later than April 1.
- d. A non-tenured Administrator shall only be entitled to leave up to the expiration of his or her contract. A non-tenured Administrator shall not be denied re-employment on the basis that he or she is on leave.

### B. Illness

- 1. The Board may grant to any Administrator under tenure a leave of absence for illness upon request not to exceed two (2) academic school years. Upon the expiration of this period of time a request for resignation or separation shall be made. Medical evidence for such request must be submitted.
- 2. A leave of absence shall be requested by the Administrator under tenure in the case of any illness that would cause absence for a period in excess of sick leave or accumulated sick leave of two (2) or more consecutive months.
- 3. In addition to sick leave and accumulated sick leave days the Board may, at its discretion, grant a percentage of base pay to this extended period of illness. Medical proof must be submitted and verified for the granting of said leave of absence, and the granted leave of absence shall be reviewed each six (6) months.

### C. Educational Conferences

The Superintendent may, at his/her discretion, authorize Administrators to attend educational conferences or to visit educational institutes without loss of pay if, in his/her opinion, it is professionally desirable.

## ARTICLE 5 - LEAVES OF ABSENCE (continued)

### D. Emergency Reasons

Twelve-month employees absent for any other emergency reason not heretofore specified shall be deducted 1/240 of their annual salary or any other arrangement at the discretion of the Superintendent.

### E. Extended Leave

Any unpaid extended leave for a period of one (1) school year may be granted to an Administrator for reasons other than illness or maternity at the discretion of the Board.

### F. Sabbatical Leave

The Board agrees to grant up to one (1) Sabbatical Leave each year in accordance with the following:

1. The approval of a Sabbatical Leave is the sole prerogative of the Board. Granting or denying of a Sabbatical shall be made upon the recommendation of the Superintendent with Board approval. The Board's decision is final and binding.
2. The applicant must have ten (10) years of administrative experience in the Ringwood School District.
3. The Sabbatical must be for an approved graduate program and/or recipients of approved scholarships, fellowships, or certifications. The Board shall have the right to inquire of the Administrator or the institution involved written verification from time to time concerning the Administrator's status, progress and accomplishment while on Sabbatical Leave.
4. An Administrator granted a Sabbatical Leave will receive one-half of his/her salary for the period of time a leave is granted, together with all of the fringe benefits he/she would normally receive if he/she were working in the Ringwood School System at the time.
5. The Sabbatical Leave pay shall be based on the salary step the Administrator would have earned had he/she remained on active duty. Those regular deductions as required by law will be withheld from this compensation.

## ARTICLE 5 - LEAVES OF ABSENCE (continued)

6. Upon return from Sabbatical leave, an Administrator will be expected to remain with the Ringwood School System for a minimum of two (2) full school years. He/she shall be placed on the salary schedule at the level which he/she would have achieved had he/she remained actively employed in the system during the period.
7. Requests for Sabbatical leave must be received in writing by the Superintendent no later than January 1<sup>st</sup> and acted upon no later than April 15<sup>th</sup> of the year preceding the school year for which the Sabbatical is requested. The only exception to this provision shall be a recipient of an approved scholarship, fellowship, or certification, who received notification of his/her award after the above deadline. Such a recipient shall receive consideration if the request for sabbatical leave is submitted in writing within ten (10) days of the notification of the award.

## **ARTICLE 6 - RIGHT OF PRIVACY**

Any discussion regarding the performance and evaluation of any member of RAA shall only take place in private session, unless the member(s) in question has (have) given the Board permission in writing to do otherwise.



## ARTICLE 7 - ADMINISTRATORS FILES

Each Administrator's file shall be maintained under the following circumstances:

1. No material derogatory to an Administrator's professional conduct or service shall be placed in the files unless the Administrator has had an opportunity to read the material. The Administrator shall acknowledge that he/she has read such material by affixing his/her signature on the actual copy to be filed, and initialing each page, with the understanding that such signature merely signifies that he/she has read the material to be filed and does not necessarily indicate agreement with its content. The Administrator shall have the right to answer any material filed, and his/her answer shall be attached to the file copy.
2. Upon request by the Administrator, he/she shall, as soon as possible thereafter, be permitted to examine his/her files.
3. The Administrator shall be permitted to receive a reproduction of any material in his/her files.
4. Material will be removed from the files when an Administrator's claim that it is inaccurate or unfair is sustained by the Board or a competent jurisdiction.

## ARTICLE 8 - FRINGE BENEFITS

1. Mileage - Administrators will be reimbursed at the prevailing rate as set by the NJ OMB per mile for travel directly related to school business after submission and approval of a voucher by the Superintendent. The voucher will identify the nature of business conducted.

Definition of reimbursable mileage shall include all school related activities, but not commuting to and from work. For example, reimbursable mileage shall include, but not be limited to:

- a. Mandatory attendance at Ringwood Board of Education meetings, i.e. contractual obligatory meetings, curriculum committee reports, etc
  - b. Attendance at Ringwood Board of Education meetings when presence is requested by the Superintendent
  - c. Attendance at evening or "out-of-district" committee meetings when appointed or requested to attend by the Superintendent i.e. TV Access Channel AWARE - ASAP etc.
  - d. Accompany student activities. Includes use of own vehicle, with approval of the Superintendent, to be used for any educational activity
  - e. Attend meetings, conferences, etc., outside the district when approved or requested by the Superintendent.
  - f. Home and back travel, or nights when attending evening meetings or activities.
2. Printing of Contract - The Board will be responsible for distributing copies of the negotiated contract within ten (10) days after said contract has been approved and signed by both parties.

## ARTICLE 8 - FRINGE BENEFITS (continued)

### 3. Vacation Days -

On the first day of July of each year, twenty-four (24) vacation days will be made available to each member of the Association. Effective on the fifth consecutive year of service, said Administrators' vacation day allotment will be increased to twenty-six (26) days. Unused vacation days will not accrue to the stipulated annual allotment. An Administrator may not take more than ten (10) consecutive days for vacation without the Superintendent's permission. In the event that an Administrator has an accumulation of unused vacation days, he will receive upon his departure from the Ringwood School District, reimbursement, prorated at two (2) days per month, at the current per diem rate for a maximum of twenty-four (24) vacation days.

### 4. Professional Advancement Reimbursement - Reimbursement of member expenses for attendance at professional workshops, seminars, meetings, conventions, training programs, etc, to a maximum reimbursement of \$1,000 per member, each year of this agreement. Tenure is not required. All programs must be approved in advance by the Superintendent.

### 5. Graduate Study Reimbursement - Reimbursement of tuition expended for graduate study limited to nine (9) credits at the current William Paterson University graduate study rate for each school year. All courses must be approved in advance by the Superintendent. Reimbursement will be made following the presentation of evidence of course completion and evidence of payment made by the administrator. The total amount of funds that will be available for any fiscal year to reimburse administrators shall be \$6,000. However, for the life of this contract only, any funds not utilized in one year shall roll over into the following year.

### 6. Health Benefits:

- a. Health Insurance benefits will be provided in accordance with the contribution scale set forth in Chapter 78 of Public Law 2011.
- b. Any change in the prescription plan provided by the Board of Education shall provide benefits equal to or better than the level of benefits provided by the SEHBP freestanding Prescription Drug Program.
- c. Full family coverage of dental services will be provided by the Board.

### 7. Each member of RAA shall be allowed a sum not to exceed \$1,000 for membership, dues, subscriptions, etc., in any group such as ASCD or other which help to advance curriculum development or supervisory experience. Such membership must be approved by the Superintendent.

## ARTICLE 8 - FRINGE BENEFITS (continued)

8. The Superintendent has the authority, at his/her discretion, to grant Administrators the privilege of doing some work at home during Christmas and Easter vacations. In cases where said privilege is not granted, the Administrator in question will be expected, as normal, to report for regular school assignment.  
  
Administrators requesting such time shall make known to the Superintendent what project or work would be done and how they could be reached if needed.
9. Attendance at Board of Education Meetings - One member of RAA shall be in attendance at the monthly Work Session meeting. Attendance at meetings other than as stipulated above shall be at the discretion of the Superintendent.
10. The Board of Education will pay to each Administrator an amount not to exceed \$400 per Association member for non-reimbursable medical costs resulting from an annual physical, required as a condition of employment, upon submission of appropriate documentation. Said dollar amount is not transferable.
11. Administrators do not have to report to work on days when, due to inclement weather, school is not in session. On days of delayed openings, administrators are expected to arrive as close to the regular arrival time as weather permits. On days of early closing, administrators may leave their posts upon assurance that the building has been secured and that the children have arrived home safely.
12. Administrators shall be compensated at the rate of \$195 per night for chaperoning overnightfield trips.
13. Administrators shall be compensated at the rate of \$40 per hour not to exceed \$80 per evening for attendance at evening meetings when such meetings have exceeded ten (10) sessions during the school year.
14. The total to be paid for attendance at evening meetings shall be capped at \$3,500 for the entire unit for each year of the contract.

**ARTICLE 8 - FRINGE BENEFITS (continued)**

15. For the school calendar years 2015-2018, the following annual stipends shall be paid to members fo the Association as a stipend for work performed in the following positions:

No Child Left Behind Coordinator	\$2,500
HIB Coordinator	\$1,250
ESL Coordinator	\$1,250
Testing Coordinator	\$1,250
Affirmative Action/504 Coordinator	\$1,250

16. Longevity Guide 2015-2018

The following Longevity Guide shall go into effect on the first day of the 15<sup>th</sup>, 20<sup>th</sup>, and 25<sup>th</sup> year of consecutive years of service in Administration in the Ringwood Public School System.

15-19 years.....	\$2,400
20-24 years.....	\$3,600
25+ years.....	\$4,800

For the purpose of longevity payments being applied toward pension enefits, all longevity payments will be made in the same manner as that of the employee's regular salary. Said longevity payments shall be considered as part of the base salary and therefore be divided into monthly equal payments.

## ARTICLE 9 – HOLIDAYS

Administrators shall have fifteen (15) paid holidays per year, as follows:

- Last Full Day Before New Year's Day
- New Year's Day
- Martin Luther King Day
- President's Day
- Good Friday
- Easter Monday
- Memorial Day
- Independence Day
- Labor Day
- Columbus Day
- Veteran's Day
- Thanksgiving (2)
- Christmas Eve
- Christmas Day

In the event that schools are in session on any of these holidays, the Administrator will be given another day off.

## ARTICLE 10 - MANAGEMENT RIGHTS

The Board of Education specifically retains all of the legal authority including, but not limited to, the following:

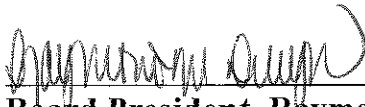
- A. The right to direct the employees of the school district.
- B. To hire, promote, transfer, assign and retain employees in positions in the school district and to suspend, demote, discharge or take other disciplinary action against employees.
- C. To relieve employees of duty because of lack of work or for other legitimate reasons.
- D. To maintain efficiency of the school district operations entrusted to them.
- E. To determine the methods, means and personnel by which operations are to be conducted.
- F. To take whatever actions may be necessary to carry out the mission of the school district in situations of emergency.

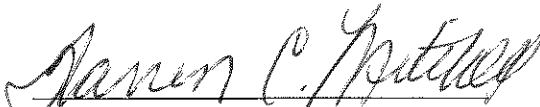
**DURATION OF AGREEMENT**

A. This agreement shall be effective as of July 1, 2015, and shall continue in effect until June 30, 2018, subject to the Association's right to negotiate a successor Agreement as provided by Chapter 123, Public Law 1974. Should no new contract be negotiated by the termination date of this agreement, this contract shall remain in full force and effect until such time as a new contract is negotiated and signed.

B. In witness whereof the parties hereto have caused this Agreement to be signed by their respective presidents, attested by their respective secretaries on this 18<sup>th</sup> day of April, 2016.

**RINGWOOD BOARD  
OF EDUCATION**

  
Board President, Raymond Dwyer

  
Board Secretary, Warren Mitchell

**RINGWOOD ADMINISTRATORS  
ASSOCIATION**

  
President, Paul Scutti

  
Secretary, Nancy Dondero



Elementary Principal

Year 1  
(2015-2016)

Year 2  
(2016-2017)

Year 3  
(2017-2018)

Guide

St.	MA	MA+30	MA+45	St.	MA	MA+30	MA+45	St.	MA	MA+30	MA+45
1	96,000	100,000	104,000	1	96,720	100,750	104,780	1	97,445	101,506	105,566
2	100,320	104,320	108,320	2	101,072	105,102	109,132	2	101,830	105,891	109,951
3	104,333	108,333	112,333	3	105,115	109,145	113,175	3	105,904	109,964	114,024
4	108,506	112,506	116,506	4	109,320	113,350	117,380	4	110,140	114,200	118,260
5	112,846	116,846	120,846	5	113,693	117,723	121,753	5	114,545	118,606	122,666
6	116,796	120,796	124,796	6	117,672	121,702	125,732	6	118,554	122,615	126,675
7	120,884	124,884	128,884	7	121,790	125,820	129,850	7	122,704	126,764	130,824
8	124,510	128,510	132,510	8	125,444	129,474	133,504	8	126,385	130,445	134,505
9	128,246	132,246	136,246	9	129,208	133,238	137,268	9	130,177	134,237	138,297
10	131,772	135,772	139,772	10	132,892	136,926	140,960	10	134,022	138,090	142,159
11	135,396	139,396	143,396	11	136,547	140,581	144,615	11	137,708	141,776	145,844
12	139,120	143,120	147,120	12	140,302	144,336	148,370	12	141,495	145,563	149,631

Increment

St.	MA	MA+30	MA+45	St.	MA	MA+30	MA+45	St.	MA	MA+30	MA+45
1-2	4,320	4,320	4,320	1-2	4,352	4,352	4,352	1-2	4,385	4,385	4,385
2-3	4,013	4,013	4,013	2-3	4,043	4,043	4,043	2-3	4,073	4,073	4,073
3-4	4,173	4,173	4,173	3-4	4,205	4,205	4,205	3-4	4,236	4,236	4,236
4-5	4,340	4,340	4,340	4-5	4,373	4,373	4,373	4-5	4,406	4,406	4,406
5-6	3,950	3,950	3,950	5-6	3,979	3,979	3,979	5-6	4,009	4,009	4,009
6-7	4,088	4,088	4,088	6-7	4,119	4,119	4,119	6-7	4,149	4,149	4,149
7-8	3,627	3,627	3,627	7-8	3,654	3,654	3,654	7-8	3,681	3,681	3,681
8-9	3,735	3,735	3,735	8-9	3,763	3,763	3,763	8-9	3,792	3,792	3,792
9-10	3,527	3,527	3,527	9-10	3,685	3,685	3,685	9-10	3,846	3,846	3,846
10-11	3,624	3,624	3,624	10-11	3,655	3,655	3,655	10-11	3,686	3,686	3,686
11-12	3,723	3,723	3,723	11-12	3,755	3,755	3,755	11-12	3,787	3,787	3,787

**Middle School Principal**

**Year 1  
(2015-2016)**

**Year 2  
(2016-2017)**

**Year 3  
(2017-2018)**

**Guide**

St.	MA	MA+30	MA+45	St.	MA	105545	MA+45	St.	MA	MA+30	MA+45
1	100,500	104,500	108,500	1	101,505	105,545	109,585	1	102,520	106,600	110,681
2	104,269	108,269	112,269	2	105,311	109,351	113,391	2	106,365	110,445	114,525
3	108,179	112,179	116,179	3	109,261	113,301	117,341	3	110,353	114,434	118,514
4	112,236	116,236	120,236	4	113,358	117,398	121,438	4	114,491	118,527	122,652
5	116,164	120,164	124,164	5	117,325	121,365	125,405	5	118,499	122,579	126,659
6	120,230	124,230	128,230	6	121,432	125,472	129,512	6	122,646	126,727	130,807
7	124,438	128,438	132,438	7	125,682	129,722	133,762	7	126,939	131,019	135,100
8	128,482	132,482	136,482	8	129,767	133,807	137,847	8	131,064	135,145	139,225
9	132,657	136,657	140,657	9	133,984	138,024	142,064	9	135,324	139,404	143,485
10	136,969	140,969	144,969	10	138,338	142,378	146,418	10	139,722	143,802	147,883
11	141,078	145,078	149,078	11	142,489	146,529	150,569	11	143,914	147,994	152,074
12	145,310	149,310	153,310	12	146,763	150,803	154,843	12	148,231	152,311	156,392

**Increment**

St.	MA	MA+30	MA+45	St.	MA	MA+30	MA+45	St.	MA	MA+30	MA+45
1-2	3,769	3,769	3,769	1-2	3,806	3,806	3,806	1-2	3,845	3,845	3,845
2-3	3,910	3,910	3,910	2-3	3,949	3,949	3,949	2-3	3,989	3,989	3,989
3-4	4,057	4,057	4,057	3-4	4,097	4,097	4,097	3-4	4,138	4,138	4,138
4-5	3,928	3,928	3,928	4-5	3,968	3,968	3,968	4-5	4,007	4,007	4,007
5-6	4,066	4,066	4,066	5-6	4,106	4,106	4,106	5-6	4,147	4,147	4,147
6-7	4,208	4,208	4,208	6-7	4,250	4,250	4,250	6-7	4,293	4,293	4,293
7-8	4,044	4,044	4,044	7-8	4,085	4,085	4,085	7-8	4,126	4,126	4,126
8-9	4,176	4,176	4,176	8-9	4,217	4,217	4,217	8-9	4,260	4,260	4,260
9-10	4,311	4,311	4,311	9-10	4,354	4,354	4,354	9-10	4,398	4,398	4,398
10-11	4,109	4,109	4,109	10-11	4,150	4,150	4,150	10-11	4,192	4,192	4,192
11-12	4,232	4,232	4,232	11-12	4,275	4,275	4,275	11-12	4,317	4,317	4,317

**Director of Special Services**

Year 1

Year 2

Year 3

(2015-2016)

(2016-2017)

(2017-2018)

**Guide**

St.	MA	MA+30	MA+45	MA+60	St.	MA	MA+30	MA+45	MA+60	St.	MA	MA+30	MA+45	MA+60
1	97,500	101,500	105,500	109,500	1	98,475	102,515	106,555	110,595	1	99,460	103,540	107,621	111,701
2	101,400	105,400	109,400	113,400	2	102,414	106,454	110,494	114,534	2	103,438	107,519	111,599	115,679
3	105,456	109,456	113,456	117,456	3	106,511	110,551	114,591	118,631	3	107,576	111,656	115,736	119,817
4	109,674	113,674	117,674	121,674	4	110,771	114,811	118,851	122,891	4	111,879	115,959	120,039	124,120
5	114,061	118,061	122,061	126,061	5	115,202	119,242	123,282	127,322	5	116,354	120,434	124,515	128,595
6	118,624	122,624	126,624	130,624	6	119,810	123,850	127,890	131,930	6	121,008	125,088	129,169	133,249
7	123,369	127,369	131,369	135,369	7	124,602	128,642	132,682	136,722	7	125,848	129,929	134,009	138,090
8	127,687	131,687	135,687	139,687	8	128,963	133,003	137,043	141,083	8	130,253	134,333	138,414	142,494
9	132,156	136,156	140,156	144,156	9	133,477	137,517	141,557	145,597	9	134,812	138,892	142,973	147,053
10	136,781	140,781	144,781	148,781	10	138,149	142,189	146,229	150,269	10	139,530	143,611	147,691	151,771
11	141,226	145,226	149,226	153,226	11	142,639	146,679	150,719	154,759	11	144,065	148,145	152,226	156,306
12	145,816	149,816	153,816	157,816	12	147,274	151,314	155,354	159,394	12	148,747	152,828	156,908	160,988

**Increment**

St.	MA	MA+30	MA+45	MA+60	St.	MA	MA+30	MA+45	MA+60	St.	MA	MA+30	MA+45	MA+60
1-2	3,900	3,900	3,900	3,900	1-2	3,939	3,939	3,939	3,939	1-2	3,978	3,978	3,978	3,978
2-3	4,056	4,056	4,056	4,056	2-3	4,097	4,097	4,097	4,097	2-3	4,138	4,138	4,138	4,138
3-4	4,218	4,218	4,218	4,218	3-4	4,260	4,260	4,260	4,260	3-4	4,303	4,303	4,303	4,303
4-5	4,387	4,387	4,387	4,387	4-5	4,431	4,431	4,431	4,431	4-5	4,475	4,475	4,475	4,475
5-6	4,562	4,562	4,562	4,562	5-6	4,608	4,608	4,608	4,608	5-6	4,654	4,654	4,654	4,654
6-7	4,745	4,745	4,745	4,745	6-7	4,792	4,792	4,792	4,792	6-7	4,840	4,840	4,840	4,840
7-8	4,318	4,318	4,318	4,318	7-8	4,361	4,361	4,361	4,361	7-8	4,405	4,405	4,405	4,405
8-9	4,469	4,469	4,469	4,469	8-9	4,514	4,514	4,514	4,514	8-9	4,559	4,559	4,559	4,559
9-10	4,625	4,625	4,625	4,625	9-10	4,672	4,672	4,672	4,672	9-10	4,718	4,718	4,718	4,718
10-11	4,445	4,445	4,445	4,445	10-11	4,490	4,490	4,490	4,490	10-11	4,535	4,535	4,535	4,535
11-12	4,590	4,590	4,590	4,590	11-12	4,636	4,636	4,636	4,636	11-12	4,682	4,682	4,682	4,682

Vice Principal

Year 1  
(2015-2016)

Year 2  
(2016-2017)

Year 3  
(2017-2018)

Guide

St.	MA	MA+30	MA+45	St.	MA	MA+30	MA+45	St.	MA	MA+30	MA+45
1	86,000	90,000	94,000	1	86,860	90,675	94,705	1	87,729	91,355	95,415
2	88,580	92,580	96,580	2	89,466	93,274	97,304	2	90,360	93,974	98,034
3	91,237	95,237	99,237	3	92,150	95,952	99,982	3	93,071	96,671	100,732
4	93,975	97,975	101,975	4	94,914	98,709	102,739	4	95,863	99,450	103,510
5	96,794	100,794	104,794	5	97,762	101,550	105,580	5	98,739	102,311	106,372
6	99,698	103,698	107,698	6	100,695	104,475	108,505	6	101,701	105,259	109,319
7	102,688	106,688	110,688	7	103,715	107,489	111,519	7	104,753	108,295	112,355
8	105,769	109,769	113,769	8	106,827	110,592	114,622	8	107,895	111,422	115,482
9	108,942	112,942	116,942	9	110,032	113,789	117,819	9	111,132	114,643	118,703
10	112,210	116,210	120,210	10	113,333	117,198	121,232	10	114,466	118,194	122,263
11	115,577	119,577	123,577	11	116,733	120,593	124,627	11	117,900	121,618	125,687
12	119,044	123,044	127,044	12	120,235	124,090	128,124	12	121,437	125,145	129,213

Increment

St.	MA	MA+30	MA+45	St.	MA	MA+30	MA+45	St.	MA	MA+30	MA+45
1-2	2,580	2,580	2,580	1-2	2,606	2,606	2,606	1-2	2,632	2,632	2,632
2-3	2,657	2,657	2,657	2-3	2,684	2,684	2,684	2-3	2,711	2,711	2,711
3-4	2,737	2,737	2,737	3-4	2,764	2,764	2,764	3-4	2,792	2,792	2,792
4-5	2,819	2,819	2,819	4-5	2,847	2,847	2,847	4-5	2,876	2,876	2,876
5-6	2,904	2,904	2,904	5-6	2,933	2,933	2,933	5-6	2,962	2,962	2,962
6-7	2,991	2,991	2,991	6-7	3,021	3,021	3,021	6-7	3,051	3,051	3,051
7-8	3,081	3,081	3,081	7-8	3,111	3,111	3,111	7-8	3,143	3,143	3,143
8-9	3,173	3,173	3,173	8-9	3,205	3,205	3,205	8-9	3,237	3,237	3,237
9-10	3,268	3,268	3,268	9-10	3,301	3,301	3,301	9-10	3,334	3,334	3,334
10-11	3,366	3,366	3,366	10-11	3,400	3,400	3,400	10-11	3,434	3,434	3,434
11-12	3,467	3,467	3,467	11-12	3,502	3,502	3,502	11-12	3,537	3,537	3,537