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Contract Agreement

Between

Plumsted Township Board of Education

And

Plumsted Township Administrators' Association

July 1, 2010 – June 30, 2013

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3 1. Bargaining Unit
4

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 Assistant 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 administrators
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 the following June
12 30th of each school year. Administrators with a start date prior to March 1st of any
13 given school year (7/1 – 6/30) are eligible for an increment in the following school
14 year.
15

16 Ten-month supervisory and administrative positions, if any, shall work from
17 September 1st to June 30th following the teacher calendar when school is in session.
18 The salary for the positions shall be 10/12 of the salary for a twelve-month position.
19

20 6. Administrative Calendar
21

22 The Board and the PTAA agree that the administrative calendar shall be as follows:
23

24 Administrators will be on duty, with the exception of previously arranged and
25 approved vacation schedules, in the summer months. Summer months are defined as
26 all days occurring between the last teacher workday of one school year and the first
27 teacher workday of the subsequent school year. During the school year, from the first
28 teacher workday until the last teacher workday, administrators will follow the Board
29 approved school calendar. As stated in item 5, the ten (10) month supervisor, if any,
30 is not contracted during the aforementioned summer months.
31

32 7. Vacation Schedule
33

34 A. The Board agrees that all members of the PTAA shall be entitled to twenty (20)
35 working days of paid vacation time, which may be taken at any time during the
36 contract year. It is agreed that any vacations to be taken during the time school is
37 in session shall be only with the prior approval of the Superintendent of Schools
38 and may not exceed five (5) days.
39

40 B. The Board agrees that all members of the PTAA are entitled to twenty-five (25)
41 working days of paid vacation time after completing ten (10) years of service with
42 the district. Only years of service with the district as an administrator will be
43 counted as credit toward this provision.
44

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

49 C. Any day which is normally scheduled as a vacation day according to the Board
50 approved school calendar wherein the Superintendent of Schools requires the

1 presence of an administrator(s) in district will be added to the administrator(s)
2 vacation time.
3

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

19 8. Fringe Benefits
20

- 21 A. Medical Benefits: The Board shall pay the full premium for each administrator and
22 in cases when appropriate for family plan insurance coverage under the full New
23 Jersey State Plan, or an equal to or better plan.
24
25 B. Dental Insurance: The Plumsted Township Board of Education will provide a
26 Dental Program equal to or better than the present dental plan, which includes a
27 minimum of the following:
28
29 a. 100% reimbursement for Preventative Services with no deductible.
30 b. 80% Reimbursement for Basic Services after \$25.00 deductible per
31 person.
32 c. 50% Reimbursement for Major Services after \$50.00 deductible per
33 person.
34
35 C. Prescription Coverage: The Board of Education shall provide a co-pay prescription
36 plan. The co-pay plan will be \$5.00 generic and \$10.00 brand.
37
38
39 D. If plan allows and employee is eligible, payment in lieu of insurance protection
40 will be made for employees who waive coverage as follows:
41 Medical - \$3,500
42 Dental - \$500
43 Prescription - \$1,000
44 Waiver of medical coverage will require proof of medical coverage elsewhere.
45
46
47 E. The Board agrees that administrators shall be entitled to twelve (12) sick days per
48 contract year, to be cumulative without limit. A person with an approved vacation
49 schedule may not utilize sick time during that vacation period, unless the illness or
50 injury requiring use of sick leave commences prior to the vacation period, or

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

- 7 F. The Board agrees that total cash payment for accumulated sick days shall be paid
8 as follows:
9

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

- 14 G. The Board shall pay administrators membership fees to the NJPSA and/or other
15 professional/civic groups deemed necessary to maintain or improve professional
16 skills, not to exceed \$1,000.00 per annum.
17

- 18 H. Costs for participation in graduate courses or equivalent, seminars, workshops,
19 convocations, conferences, convention ~~arranged~~ by administrators,
20 with prior approval of the Superintendent, amount not to exceed \$5,000 per member
21 return from seminars, etc., the administrator and the district that were
22 Superintendent, which will include, but not be limited to, the cost of any professional development as
23 included in the \$5,000.
24
25
26
27

28 Courses must be approved in advance
29 must receive a "B" or better to be eligible
30 of the grade and proof of tuition must be provided.

31
32 Administrators who leave the district shall receive reimbursement of tuition shall reimburse
33 tuition payments, unless the administrator elects to be reimbursed in
34 full.

- 35
36 I. The Board agrees to pay to the surviving spouse or estate upon death of
37 any administrator under contract any accumulated, unused earned vacation
38 time available at the date of demise. The Board further agrees to pay to the
39 surviving spouse or estate upon death of an administrator under contract unused
40 sick time at a full rate of pay, capped at \$15,000.
41

- 42 J. Vacation
43 Any unit member, who has completed five (5) years of service as an administrator
44 in the district, may elect to sell back up to five (5) unused vacation days per
45 contract year. Payment shall be at the per diem salary rate in the year earned
46 (1/240 12-month employees or 1/200 10-month employees). An administrator
47 electing to sell back unused vacation days must notify the Board of his/her intent
48 no later than May 15th of the contract year. Payment shall be by check or
49 deposited in a tax shelter annuity account(s) of the administrator's choosing on or
50 about June 30th of the same contract year.

H. Administrators gave this back for the 2010/2011 school year -

1 9. Personnel Records

2
3 An employee shall have the right, upon request, to review the contents of their personnel
4 file and to receive copies at Board expense of any documents contained therein. An
5 employee shall be entitled to have representative(s) of the Association accompany them
6 during such review. At least once every 2 years, an employee shall have the rights to
7 indicate those documents and/or other materials in his/her file which they believe to be
8 obsolete or otherwise inappropriate to retain. Said documents shall be reviewed by the
9 Superintendent or his/her designee and if, they are obsolete or otherwise inappropriate to
10 retain, they shall be destroyed. Disputes over the retention of said documents may be
11 processed through the grievance procedure, commencing at the appropriate level.
12

13 10. Travel Reimbursement

14
15 Any administrator who travels by personal vehicle will be reimbursed for actual mileage
16 at the rate annually established by the New Jersey Office of Management and Budget
17 Circular (the State Rate). Each administrator shall follow the Board policy in supplying
18 the necessary documentation when seeking reimbursement. Should legislation be passed
19 that allows a rate other than the State rate, parties agree to negotiate a new rate.
20

21 11. District Owned Equipment

22
23 The Board has determined it to be necessary to provide the Administrators with a laptop
24 computer, IPAQ/PDA, cellular phone and use of a digital camera. The Board
25 acknowledges that such equipment may be used personally at no expense to the Board.
26 Any expense incurred by the Board for personal use shall be reimbursed to the Board by
27 the unit member incurring such use. The Administrators also acknowledges that any such
28 use shall not be for illegal purposes.
29

30 12. Promotional Advancement

31
32 Assignments of temporary nature to a position of higher responsibility that is vacant,
33 under the title of "Acting" shall receive a salary equal to one lateral move on the salary
34 guide, as negotiated with the employee. (If the person in this temporary position does not
35 obtain the formal Board appointment after six (6) months, that person automatically
36 reverts to their prior position. This clause shall apply only to positions designated in the
37 recognition clause of this contract.)
38

39 13. Leaves of Absence

40
41 A. Death

42
43 Administrators shall be entitled to bereavement leave in the event of the death of a
44 member of their immediate family for up to five (5) days within a two week period
45 commencing with the date of death without loss of pay. Immediate family shall
46 include grandfather, grandfather-in-law, step-grandfather, grandmother,
47 grandmother-in-law, step grandmother, father, step-father, father-in-law, step
48 father-in-law, mother, step-mother, mother-in-law, step mother-in-law, spouse,
49 child, step-child, brother, step-brother, brother-in-law, sister, step-sister, sister-in-
50

1 law, and domestic partner as domestic partner as defined by New Jersey statute.
2 Up to one (1) school day within a two-week period commencing with the event of
3 death of aunt, aunt-in-law, uncle, uncle-in-law, niece, step-niece, nephew, step-
4 nephew shall be allowed without loss of pay. Extenuating circumstances may be
5 considered by the Superintendent on a case-by-case basis.
6

7 B. Personal Leave Days
8

9 Administrators are granted three (3) personal days per year. If any are unused at
10 the end of the year, they convert to sick days for the following year.
11

12 Definition
13

14 Personal days will be defined as those days an administrator will be absent during
15 the school day for which personal matters cannot be taken care of other than on
16 school time, i.e., house closing, emergencies, religious holidays, etc. All requests
17 for personal days must be submitted, through the immediate supervisor, for
18 approval by the Superintendent of Schools, five (5) days in advance, when
19 possible.
20

21 C. Good Cause
22

23 Other leaves of absence without pay may be granted by the Board for good reason
24 at the discretion of the Board.
25

26 D. Extension and Renewals
27

28 All extensions, or renewals, of leaves shall be applied for in writing and shall be
29 granted or denied in writing upon appeal of the Board.
30

31 14. Sabbatical Leave
32

33 A. Application for Leave
34

35 Application of intent for sabbatical leave shall be made to the Superintendent of
36 Schools on or before November first of any year. Final date for submitting
37 application shall be March 1st, which application must have been preceded by an
38 application of intent, submitted on or before November 1st. If approved, such
39 leave shall officially begin at the beginning of the school year in accordance with
40 the official school calendar. The Superintendent is to be kept informed of status,
41 monthly. Application shall include a formal sabbatical leave request, and shall
42 also include a program or itinerary to be followed by the professional during the
43 period of at least two years after the expiration of the sabbatical leave.
44

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

1
2 B. Salary
3

4 The salary granted to an administrator on sabbatical leave shall be one-half of the
5 salary to which he or she would be entitled if not on leave, less the regular
6 deductions required by law, the Teachers' Pension Fund, and other deductions
7 authorized by the professional. Salary shall be paid in accordance with the general
8 time schedule for payment of salaries in the Plumsted Township School District.
9

10
11
12 C. At the sole discretion of the Board of Education and upon recommendation of the
13 Superintendent of Schools, sabbaticals may be granted as follows:
14

- 15 1. Six months at full pay or full year at $\frac{3}{4}$ pay;
16
17 2. Providing the sabbatical leave is for work towards a Doctoral Degree, on a
18 full time basis, at an accredited institution, in a related field such as
19 administration supervision, curriculum and instruction or subject area
20 specialty related to the applicant's position in the district.
21

22 D. During the period of sabbatical leave of absence, personnel may not engage in any
23 remunerative employment, except as may be approved by the Superintendent of
24 Schools, when such employment may be in the interest of the district.
25

26 E. The period of sabbatical leave shall count toward retirement in accordance with
27 the rules of the Division of Pensions.
28

29 F. It is agreed that administrators on sabbatical leave shall not be entitled to benefits
30 delineated in Paragraph 10, above, during the duration of the sabbatical leave.
31

32 G. The professional will submit a final written report to the Superintendent of School
33 which will be reprinted and distributed to the Board of Education. The report will
34 relate the ideas gained, and subsequent benefits expected therefore, and will be
35 submitted not later than ninety days after the beginning of the school year
36 immediately following the sabbatical leave.
37

38 H. Sabbatical Leaves Are Designed For:
39

- 40 1. Professional improvement.
41 2. To improve professional competence so as to benefit the general
42 efficiency of the school system.
43

44 I. Number of Leave Authorized
45

46 Not more than one (1) administrator eligible under this contract may be granted
47 sabbatical leave for the same year. In granting such leaves of absence, due
48 consideration shall be given to reasonable and equitable distribution of the
49 applicants among the different schools and departments.
50

1 In the event more than one (1) administrator of the eligible personnel of the
2 system shall apply, applicants for Doctoral study, independent research and/or
3 problem observation leaves will be given preferential treatment. At all times, the
4 needs of the school system as a whole shall be paramount.
5

6 J. Eligibility
7

8 Any administrator who has completed seven or more years of full-time continuous
9 satisfactory service in the Plumsted Township School District may be granted a
10 sabbatical leave upon the recommendation of the Superintendent of Schools, and
11 with the approval of the Board of Education. Such leave shall be understood to
12 include one or more of the following activities:
13

- 14 1. Study in an accredited institution of learning.
- 15 2. Independent research and/or observation of problems connected with the
16 schools or within the professional's area of responsibility.
- 17 3. Any other program approved by the Superintendent and the Board of
18 Education.
19

20 15. Deductions from Salary
21

22 Arrangements can be made by all employees through the Board Office to obtain
23 tax-sheltered annuities and/or government savings bonds in accordance with
24 Board policy and practice.
25

26 16. Term of Contract
27

28 It is agreed that this contract shall be in effect from July 1, 2010 to June 30, 2013
29 as a three (3) year contract. It is further agreed that the provisions of this contract
30 shall remain in effect without reduction, limitation or modification until such time
31 as a new agreement is reached between the Board and the duly authorized
32 bargaining agent for the school district administrators, or as modified in
33 accordance with Section 2.B of the contract.
34

35 Salary
36

37 Salary increase for each year of the contract shall be the following:
38

39	2010-2011	4.0 % increase to the base
40	2011-2012	4.0 % increase to the base
41	2012-2013	4.0 % increase to the base
42		
43		

44 Ten (10) month administrators required to work in July and August shall be
45 compensated at their current per diem rate of pay for each day worked.
46

47 17. Grievance Procedures
48

49 A. Definitions
50

1 A "grievance" is a complaint by which an employee or employees in the
2 negotiating unit and their representatives may appeal the interpretation,
3 application, or violations of policies, agreements and administrative decisions
4 affecting them, except that the term "grievance" shall not apply to:
5

- 6 a. Any matter for which a method of review is prescribed by law or which by
7 law is exclusively within the discretion of the Board.
- 8 b. Any rule or regulation of the State Department of Education or State
9 Commissioner of Education having the force and effect of law.
- 10 c. Any matter which according to law is beyond the scope of Board authority.
11

12
13 B. Principles
14

- 15 1. A grievance to be considered under this procedure shall be presented by
16 the grievant not later than twenty (20) school days after occurrence of the
17 grievance, or not later than twenty (20) days after the grievant should have
18 been aware of the occurrence. The number of days allotted at each step of
19 the grievance procedure is to be considered as a maximum time limit.
20 Every attempt should be made to resolve grievances as quickly as
21 possible.
22
- 23 2. A grievant may present and process his or her grievance personally or
24 through an appropriate representative. In either event, the grievant may be
25 personally present at all steps of the grievance procedure. Should a
26 grievant want to process his or her grievance personally or through an
27 appropriate representative of his or her own choosing, he or she may do
28 so; however, the majority unit shall be so notified and shall have the right
29 to have its own representative present.
30
- 31 3. No reprisals shall be taken by the Board or the Administration against any
32 participant because he/she utilizes the grievance procedure.
33
- 34 4. Should a grievance result from action taken by the Superintendent or the
35 Board, a grievant may present his or her grievance initially at the second
36 step of the grievance procedure.
37
38

39 C. Procedure
40

41 1. STEP ONE:
42

- 43 a. The grievant and his/her representative may file the grievance in writing to
44 the Superintendent. This shall be done not later than five (5) working days
45 following the written decision of the immediate supervisor or such person
46 acting as the immediate supervisor in the latter's absence with the written
47 authorization of the Superintendent.
48
49
50

- 1 b. The grievant and his/her representative and the Superintendent shall meet
2 in attempt to resolve the grievance not later than five (5) working days
3 following the date on which the grievance was filed with the
4 Superintendent.
5
6 c. The Superintendent shall communicate his/her decision in writing to the
7 grievant not later than ten (10) working days after the meeting. A copy of
8 the decision shall also be forwarded at the same time to the Grievance
9 Committee.
10

11
12 2. STEP TWO:
13

- 14 a. If the aggrieved person is not satisfied with the disposition of his/her
15 grievance at Step One, or if the Superintendent has not communicated
16 his/her decision in writing to the grievant as provided in Step One, the
17 grievant and his/her representative may request a hearing with the Board
18 or its representative(s) which shall consist of one or more persons
19 designated by the Board. The request shall clearly explain the grievance
20 and be made in writing not later than five (5) working days following the
21 expiration of ten (10) working days provided in sub-section "c" of Step
22 One.
23
24 b. The grievant and his/her representative and the Board or its representative
25 shall meet in an attempt to resolve the grievance not later than ten (10)
26 working days following the date on which the grievance was filed with
27 the Board. The grievant may have three (3) representatives present when
28 his/her grievance is reviewed by the Board or its representative.
29
30 c. The Board shall communicate its decision in writing to the grievant not
31 later than fifteen (15) working days following the meeting. A copy of the
32 decision shall also be forwarded at the same time to the Superintendent
33 and the Grievance Committee.
34
35

36
37 3. STEP THREE:
38

- 39 a. In the event the grievant is dissatisfied with the determination of the
40 Board aforesaid, and in the further event that the grievance involves the
41 interpretation or application of this contract, the matter may be submitted
42 to arbitration. The grievant shall request in writing that the Association
43 submit the grievance to arbitration. If the Association decides that
44 grievance is meritorious, it may submit the grievance to arbitration. A
45 request for arbitration shall be made in writing no later than fifteen (15)
46 days following the determination of the Board. Failure to request
47 arbitration within said period of time shall constitute an absolute bar to
48 such arbitration unless the Board and the Association shall mutually agree
49 upon a longer time period within which to assert such a demand.
50

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

D. Miscellaneous

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

18. Longevity

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

4 Years	\$1,000
6 Years	\$2,000
9 Years	\$3,000

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

DURATION

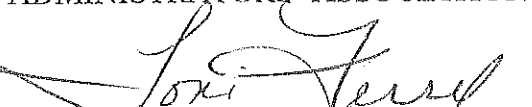
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This Agreement shall be effective July 1, 2010 and shall continue in effect until June 30, 2013.


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 hereon.

FOR THE PLUMSTED TOWNSHIP
ADMINISTRATORS' ASSOCIATION

FOR THE PLUMSTED TOWNSHIP
BOARD OF EDUCATION



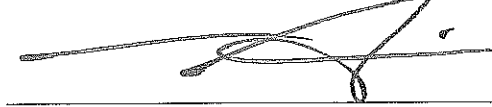
President



President



Secretary



Secretary

Date 1/27/10

Date 1/27/10

Salary Schedules

		2010-2011								
		Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I
Principal		\$101,248	\$105,040	\$108,836	\$112,632	\$117,182	\$120,978	\$124,774	\$128,529	\$132,552
Director		\$92,204	\$95,420	\$98,632	\$101,842	\$105,430	\$108,642	\$111,852	\$115,960	\$120,550
Assistant Principal		\$83,175	\$85,800	\$88,426	\$91,052	\$93,678	\$96,304	\$98,930	\$101,556	\$104,182
Supervisor		\$82,741	\$84,240	\$85,800	\$87,880	\$89,960	\$92,040	\$94,120	\$96,200	\$98,280

		2011-2012								
		Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I
Principal		\$101,496	\$105,297	\$109,242	\$113,189	\$117,137	\$121,869	\$125,817	\$129,765	\$133,670
Director		\$92,660	\$95,892	\$99,237	\$102,577	\$105,916	\$109,647	\$112,988	\$116,326	\$120,598
Assistant Principal		\$83,855	\$86,502	\$89,232	\$91,963	\$94,694	\$97,425	\$100,166	\$102,887	\$105,618
Supervisor		\$83,418	\$86,051	\$87,610	\$89,232	\$91,395	\$93,558	\$95,721	\$97,885	\$100,048

		2012-2013								
		Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I
Principal		\$101,745	\$105,556	\$109,509	\$113,612	\$117,717	\$121,822	\$126,744	\$130,850	\$134,956
Director		\$93,118	\$96,366	\$99,728	\$103,206	\$106,681	\$110,153	\$114,033	\$117,508	\$120,979
Assistant Principal		\$84,540	\$87,209	\$89,962	\$92,801	\$95,642	\$98,482	\$101,322	\$104,162	\$107,002
Supervisor		\$84,100	\$86,755	\$89,493	\$91,114	\$92,801	\$95,051	\$97,300	\$99,500	\$101,800

If a member of the bargaining unit is off guide, they are to receive a 4% increase.