

# **GREENVILLE PUBLIC SCHOOLS ADMINISTRATIVE HANDBOOK and**

**GREENVILLE ADMINISTRATIVE ASSOCIATION  
(GAA)**

**July 1, 2022- June 30, 2025**



## **ARTICLE I**

### **INTRODUCTION**

- A. The Administrative Handbook is a working agreement between the Greenville Board of Education, hereinafter called the "Board," and between the persons in the following administrative positions, hereinafter called the "Association": Administrators including; building principals; assistant principals; director of student services, director of athletics and director of facilities; director of food services; and director of transportation. The term "Administration" is inclusive for the above positions in this document except where specifically changed.
- B. This document was written with the cooperative efforts of a committee of three (3) Board of Education representatives and three (3) representatives of the Administrators. It is the intent that the Administrative Handbook will be a continuing document with a review to be held annually. Articles in the Administrative Handbook may be added, deleted or altered only by written mutual consent of all parties. Reviews may be requested by either the Board or the Administrators.
- C. The Review Committee will consist of three (3) Board of Education members or designees and three (3) Administrators. Each group will select their own representatives.

## **ARTICLE II**

### **INDIVIDUAL CONTRACTS**

- A. The Board shall use a standardized contract where reasonably practicable. The Board of Education will approve contract extensions on or before **June 1<sup>st</sup>** of each year. Administrative contracts shall be for a minimum of a two (2) year period (providing satisfactory performance and the District's financial condition permits as determined and evaluated by the School Board}. Upon 30 days written notice, a contract's period may be decreased to one year from the date of the last renewal for economic reasons, including the privatization of services, at the sole discretion of the School Board. Such contract period reduction will not be considered a breach of contract with this

Association or with the individual Administrator or Director. In addition, by mutual agreement, an administrator may be granted a one (1) year contract.

Individual contracts shall be consistent with the terms of this administrative handbook. In the event of a conflict between an individual contract in this administrative handbook, the handbook shall be controlling. (Parties to revise individual contract to state, the individual contract is subject to the terms of the GAA Handbook)

- B. Administrators must meet any certification or qualification requirements imposed by law or regulation.

### **ARTICLE III**

#### **STAFFING PATTERN**

- A. The Board and Administrators recognize the value of maintaining an effective administrative staffing pattern for the well-being of the quality education program in the Greenville Public Schools. In addition, day-to-day operations and legal mandates placed on the district require appropriate administrative assignments. For the purpose of determining enrollment in a building, it is agreed that all students enrolled in a building through Greenville Public Schools shall count as enrolled students; special consideration for students attending classes in the building, but not enrolled in Greenville Public Schools may be included (i.e. I.S.D. programs, St. Charles students, etc.) The following administrative positions are recognized as desired for optimum efficient operation of the school district under present conditions:
  - 1. The High School shall have under present grade structure:
    - a. A High School Principal.
    - b. A full-time Assistant High School Principal for the first six hundred (600) students and another full-time Assistant Principal for each additional four hundred fifty (450) students.
  - 2. The Middle School shall have under present grade structure:
    - a. A Middle School Principal.

b. A full-time Assistant Principal for the first five hundred (500) students and another full-time Assistant Principal for each additional four hundred (400) students.

3. The Elementary Schools shall have a Principal for each building of two hundred seventy-five (275) or more students.

a. Should Satterlee operate as part of Greenville Public Schools, that building shall be assigned to a Principal who shall be provided additional compensation as outlined in Article III B unless said principal's building has less than 275 students.

b. Should the situation in Section 3(a) occur, the Principal with the extra building shall be relieved of other district-wide assignments.

c. Guidelines

1. There should be a Director of Student Services
2. There should be a Director of Athletics
3. There should be a Director of Facilities
4. There should be a Director of Transportation
5. There should be a Director of Food and Nutrition Service
6. There should be a Director of Instructional Technology
7. There should be a Director of Child Care & Licensing

B. The Board recognizes that when it becomes necessary to assign additional duties to an Administrator every effort will be made to assign those duties in a fair and equitable manner. Should the newly assigned duties require a substantial increase in the Administrator's time, consideration will be given, at the discretion of the Board, to either reduce those assigned duties or increase compensation.

1. Administrators/directors who choose to become active participants in extra duty assignments and/or district committee work, such as Strategic Planning, may be compensated using the following guidelines.

a. Administrator/Director Work Schedule (Extra Days) Guidelines

1. During each year of this agreement, the administrator/director shall work the number of days designated by her/his individual contract.
2. During the school year, administrators/directors will follow the school district calendar concerning holidays and will be available to work as

needed. Any call-in to work must be in accordance with the need for individual action, which cannot be left, to the next scheduled workday. The Superintendent will make the determination.

- 3. *Administrators/Directors, who are requested to work days in addition to those set forth in their contract, shall be paid at the per diem rate or granted compensatory time as arranged with the Superintendent.***
- 4. *The per diem rate shall be the salary of the administrator/director divided by the number of working days as set forth in individual contracts.***
- 5. *Changes in individual contracts, which impact compensation, must be agreed upon by G.A.A. and the Superintendent.***

#### **ARTICLE IV**

#### **EVALUATION**

- A. Administrators shall be fairly evaluated using readily definable criteria mutually established by the Superintendent and the Administrators. The evaluation instrument should be established with administrative input.
- B. Each Administrator will be formally evaluated by the Superintendent every year or more often as determined by the Superintendent. Assistant principals and directors will be evaluated by their immediate supervisor. If the evaluation results in less than an overall evaluation of effectiveness, the Administrator shall then be given an opportunity to correct and improve upon the designated deficiencies and insufficiencies.
- C. In March each year, the Superintendent will review evaluations of Administrators and recommend administrative contracts for the succeeding school year. Individual administrative contracts will be acted upon by the Board of Education no later than April 30<sup>th</sup>.
- D. The Administrator may prepare a response to his/her evaluation which shall become a part of the evaluation.

- E. Should no evaluation be conducted prior to May 1, the Administrator's performance shall be deemed to be effective.

F. **ARTICLE V**

**REDUCTION AND RECALL**

- A. When a reduction in the administrative work force shall take place, that reduction shall comply with paragraph 8 of the individual administrative contract. Said Administrator shall retain his/her right to seniority in position and a certified Administrator shall retain his/her right to seniority in the teaching ranks. Seniority in position is defined as follows:
1. Administrator has the right to seniority in his/her position category.  
Categories are:
    - a) Principal
    - b) Assistant Principal
    - c) Director of Athletics
    - d) Director of Student Services
    - e) Director of Facilities
    - f) Director of Food and Nutrition Service
    - g) Director of Transportation
    - h) Director of Instructional Technology
  2. If administrator is certified and qualified, he/she may be considered to bump a lesser seniority administrator in another position category.
- B. Seniority as an Administrator shall be based on continuous length of service as an Administrator in the Greenville Public Schools. One (1) year of administrative seniority shall be acquired for each one (1) year of administrative service.
- C. All Administrators who are reduced from their administrative positions shall have recall rights equivalent to their years of service to the district as an administrator, but recall rights shall not exceed five (5) years. (Refer to paragraph 8 in individual administrative contract.)
- D. In the event that the Board determined it is necessary to reduce administrative staff, Administrators with the least seniority may be reduced in hours or laid off from an administrative position at the end of the current school year.

Reasons may include but are not limited to uncertainty of adequate operating funds, a cutback in school services or an anticipated drop in student enrollment.

E. Each certified Administrator shall be placed on the seniority list for teachers in March of each year at the appropriate place commensurate with his/her length of service as a teacher or administrator in the district. Seniority on the teaching list shall accrue one (1) year for each two (2) years served as an administrator.

F. Assignments to available teaching positions for Administrators shall be made by the Board from the seniority list described in the above paragraph of this Article. Criteria used for filling available positions shall be in the following order:

1. Qualified by virtue of both:
  - a. A valid Teaching Certificate
  - b. An area of Highly Qualified Status
2. The length of continuous service, beginning with the person with the greatest length of such service.

The remainder of this page left blank intentionally

## **ARTICLE VI**

### **PROFESSIONAL DEVELOPMENT**

All Administrators and Directors are encouraged to become active in their professional associations. Administrators and Directors are encouraged to attend State Professional Conferences yearly. Expenses for attendance at professional conferences and meetings shall come from designated budgets and be in keeping with expense procedures.

## **ARTICLE VII**

### **PROGRESSIVE DISCIPLINE**

- A. The Board agrees that its rules and regulations governing employee conduct shall be reasonable and prudent and that any discipline shall not be arbitrary or capricious.
- B. Before disciplining an Administrator, the following procedure shall apply:
  - 1. Meetings shall be held between the Administrator and his/her immediate supervisor dealing with the employee conduct of concern. A suggested remedial action may be specified in writing at the request of either party.
  - 2. If the employee's conduct persists, a written warning and/or plan of improvement may be issued to the administrator including recommended corrective action and a time frame for completion.
  - 3. If the conduct continues to persist, further disciplinary action may result. The District reserves the right to impose discipline commensurate with the severity of the offense if it warrants departure from progressive discipline standards.



## **ARTICLE VIII**

### **GRIEVANCE PROCEDURE**

A. A grievance may be filed whenever it has been alleged that there has been a violation of this handbook. Definition: The term "grievance" shall be interpreted to mean a complaint by an Administrator individually or collectively.

B. Procedure:

1. Step One. An Administrator may present his complaint in writing and dated, to the Superintendent of Schools within fourteen (14) calendar days, after he has been aggrieved by a presently occurring incident or condition which is the basis for his complaint. The Superintendent shall schedule a conference within fourteen (14) calendar days to attempt to resolve the complaint. A written decision on the matter shall be given to the Administrator within fourteen (14) calendar days following the conference.

2. Step Two. If the aggrieved Administrator desires to pursue his complaint further, he must appeal in writing to the Board within fourteen (14) calendar days after receiving a copy of the decision rendered under Step One of this procedure. The Board shall hear the grievance within forty-five (45) calendar days of receipt. A written decision on the matter shall be given to the Administrator within fourteen (14) calendar days following the conference. The Association shall not be obligated to process any grievance beyond Step Two of the Grievance Procedure. This provision shall not prevent a discharged employee from seeking individual relief at the employee's expense through the courts.

3. Time Limitation. No complaint shall be processed unless initiated and carried to the next step within the time provided herein or as extended by mutual agreement.

## **ARTICLE IX**

### **COMPENSATION**

A. Administrative salaries will be as listed on the salary schedule agreed upon by the Board and the Association. (Appendix #1)

B. **The duration of the Administrative Salary Schedule will at a minimum, coincide with the duration of the teacher salary schedule(s) as listed in the GEA Master Agreement.**

C. Longevity-

~~1. Longevity shall be acknowledged through incremental stipends for on the agreed upon salary schedule. In order to qualify for Salary Increment Level 15, the administrator must have earned 5 post Masters Degree graduate level credits. Support administrators must provide documentation of 30 hours of professional development in years 10-14 in order to reach Salary Increment Level 15.~~

~~2. Administrators who previously worked for Greenville Public Schools shall be granted one (1) year of service credit for every two (2) years of district service up to Step 6.~~

~~3. Administrators who have administrative experience in another school system in the same or similar capacity to their role in Greenville may be granted one (1) year of service credit for every two (2) years working in that capacity up to Step 6.~~

2. Administrators who previously worked for Greenville Public Schools as a teacher shall be granted one (1) year of service credit for every two (2) years of district service up to Step 6. Additional years of administrative experience may be awarded as outlined below. 3. Administrators who have administrative experience in a school system in the same or similar capacity to their role at Greenville Public Schools may be granted years of experience up to

Step six (6) and then two (2) for one (1) years of service credit for all remaining years of experience. 4. In the event of hard-to-fill positions, the superintendent or their designee has the discretion to alleviate from the aforementioned structure up to six (6) steps. More than six (6) additional steps may be awarded when agreed upon by the Greenville Administrator Association.

D. District Administrative Committee Leadership. To qualify, the Superintendent or his designee will contact individual Administrator regarding job description/assignment, which will be mutually agreed upon by those assigned. The Superintendent or his designee will notify the business office of the assignment and pay recommendation. The administrator will lead; facilitate specific teams to realizing its goal, product, strategy and present final products/plan to Superintendent/Assistant Superintendent. Areas or assignment may include but are not limited to: safety, federal programs, health, parent involvement, records, curriculum revision into standards, communication, instructional modification, increase staff development, district-wide action plans (operations/educational).

To receive compensation GAA members will:

- ◆ Facilitate/leads one committee for a minimum of 40 hours
- ◆ Administrators who successfully complete their committee assignment will receive a stipend of \$1,000.

The board agrees to compensate for further education at the following rates:

Principals, Assistant Principals, Special Education, Technology and Athletic Directors:

MA+20	\$1,500	MA+40/EDS	\$1,850	MA+60/Doctorate	\$2,500
-------	---------	-----------	---------	-----------------	---------

Instructional Technology, Operations, Transportation and Food & Nutrition Directors: MSBO Certification \$500

Each administrator will be responsible to supply the Personnel Office with current certification.

## **ARTICLE X**

### **MERIT PAY**

Merit pay shall be administered through the awarding of steps on the salary schedule. If an administrator's overall effectiveness rating is effective or highly effective, they shall be awarded their step for the next year. If an administrator's overall effectiveness rating is minimally effective or ineffective, they shall not be awarded a step for the next year.

## **ARTICLE XI**

### **FRINGE BENEFITS**

A. Fringe benefits afforded Administrators shall be no less than the fringe benefits teachers receive unless otherwise negotiated.

A.1 Under the terms of the contractual handbook, Administrators are ineligible to participate in a voluntary severance plan / early retirement incentive.

A.2 In appreciation for service to the school district, an employee who retires in an administrative role, with at least fifteen years of service to Greenville Public Schools will receive terminal pay in the amount of \$200 per year.

B. The Board shall reimburse Administrators the cost of tuition for courses taken which satisfy the following criteria:

1. Prior approval of the Superintendent of Schools is necessary.

2. Hours taken must apply to a program leading to a degree and/or are job related.

3. In any one (1) school year, for no more than 12 credit hours.

4. For one hundred percent (100%) tuition reimbursement upon receipt of transcript or grade report that indicates successful course completion. However, tuition payments received from other sources will offset the tuition payment paid by the Board.

5. Tuition benefits under this article are limited to state approved Michigan colleges or universities. Out-of-state payments will not exceed the tuition rate of Michigan State University

C. In addition:

1. The Board shall purchase Group Term Life Insurance with accidental death and dismemberment benefits in the amount of two (2) times the Administrator's contracted salary rounded to the nearest thousand.

2. The Board agrees to provide each Administrator with a Group Dependent Life Insurance for eligible dependents in the following amounts:

- For the dependent spouse of the Administrator - \$2,000.
- For each dependent child, fourteen (14) days to six (6) months - \$250.
- For each dependent child of the Administrator - \$2,000.

3. The Board shall provide each Administrator, Group Vision Insurance, Group Dental Insurance and Group Health Insurance which shall be no less than the benefit teachers receive. Cash in Lieu of insurance shall be \$300 more than the teachers (annually)

4. The Board shall pay all dues to professional, state and national organizations.

5. **LTD Insurance:** The Board shall provide, without cost, to each full-time Administrator Long-Term Disability Insurance. Benefits shall be paid at 66-2/3 percent of salary up to a monthly maximum of Six Thousand Dollars (\$6,000) and shall begin after expiration of the greater of: (1) the Administrator's accumulated sick leave, or (2) ninety (90)

calendar days to age 65, less any offsets for social security and teacher retirement.

6. **Sick Leave Days:** Sick leave shall be credited as follows:

a. 215 days or below administrator or less = 10 sick leave days

b. 220 days or more administrator = 12 sick leave days

7. **Personal Leave:** All administrators will receive three (3) personal leave days.

8. **Administrative Certification:** Fees for Michigan Administrative re-certification shall be paid by the Board.

9. All Administrators will receive a \$1,650 stipend for technology.

10. For less than twelve-month employees, after the sixth day of canceled instruction, administrators do not report. Non-report days will be made up when instruction is rescheduled.

**IN WITNESS WHEREOF**, the parties have caused this Agreement to be executed by their duly authorized representatives this 1st day of July, 2022.

**BOARD OF EDUCATION  
GREENVILLE PUBLIC SCHOOLS**

By \_\_\_\_\_  
President

By \_\_\_\_\_  
Secretary

**GREENVILLE ADMINISTRATORS**

By\_\_\_\_\_

By\_\_\_\_\_

## APPENDIX 1 ADMINISTRATIVE SALARY

2019/ 2020											
Elementary Principals			Assistant Principals			High School Principal			Middle School Principal		
Days Worked: 215			Days Worked: 210			Days Worked: 260			Days Worked: 220		
Step	Annual Salary	Daily Rate	Step	Annual Salary	Daily Rate	Step	Annual Salary	Daily Rate	Step	Annual Salary	Daily Rate
1	\$87,205.00	\$405.60	1	\$79,795.00	\$379.98	1	\$98,148.00	\$377.49	1	\$88,980.00	\$404.45
2	\$87,665.00	\$407.74	2	\$80,256.00	\$382.17	2	\$98,608.00	\$379.26	2	\$89,440.00	\$406.55
3	\$88,126.00	\$409.89	3	\$80,717.00	\$384.37	3	\$99,079.00	\$381.07	3	\$89,901.00	\$408.64
4	\$88,587.00	\$412.03	4	\$81,177.00	\$386.56	4	\$99,530.00	\$382.81	4	\$90,362.00	\$410.74
5	\$89,030.00	\$414.09	5	\$81,638.00	\$388.75	5	\$99,990.00	\$384.58	5	\$90,822.00	\$412.83
6	\$89,473.00	\$416.15	6	\$82,099.00	\$390.95	6	\$100,451.00	\$386.35	6	\$91,283.00	\$414.92
7	\$89,915.00	\$418.21	7	\$82,559.00	\$393.14	7	\$100,912.00	\$388.12	7	\$91,744.00	\$417.02
8	\$90,359.00	\$420.27	8	\$83,020.00	\$395.33	8	\$101,373.00	\$390.27	8	\$92,205.00	\$419.11
9	\$90,801.00	\$422.33	9	\$83,481.00	\$397.52	9	\$101,834.00	\$392.43	9	\$92,666.00	\$421.21
10	\$91,244.00	\$424.39	10	\$83,942.00	\$399.71	10	\$102,295.00	\$394.60	10	\$93,127.00	\$423.30
11	\$91,686.00	\$426.45	11	\$84,403.00	\$401.90	11	\$102,756.00	\$396.76	11	\$93,588.00	\$425.40
12	\$92,128.00	\$428.51	12	\$84,864.00	\$404.09	12	\$103,217.00	\$398.92	12	\$94,049.00	\$427.49
13	\$92,570.00	\$430.57	13	\$85,325.00	\$406.28	13	\$103,678.00	\$401.08	13	\$94,510.00	\$429.59
14	\$93,011.00	\$432.63	14	\$85,786.00	\$408.47	14	\$104,139.00	\$403.24	14	\$94,971.00	\$431.68
15	\$93,453.00	\$434.69	15	\$86,247.00	\$410.66	15	\$104,600.00	\$405.39	15	\$95,432.00	\$433.78
16	\$93,894.00	\$436.75	16	\$86,708.00	\$412.85	16	\$105,061.00	\$407.55	16	\$95,893.00	\$435.87
17	\$94,336.00	\$438.81	17	\$87,169.00	\$415.04	17	\$105,522.00	\$409.71	17	\$96,354.00	\$437.97
18	\$94,777.00	\$440.87	18	\$87,630.00	\$417.23	18	\$105,983.00	\$411.87	18	\$96,815.00	\$440.06
19	\$95,219.00	\$442.93	19	\$88,091.00	\$419.42	19	\$106,444.00	\$414.03	19	\$97,276.00	\$442.16
20	\$95,660.00	\$445.00	20	\$88,552.00	\$421.61	20	\$106,905.00	\$416.19	20	\$97,737.00	\$444.25
21	\$96,102.00	\$447.06	21	\$89,013.00	\$423.80	21	\$107,366.00	\$418.35	21	\$98,198.00	\$446.35
22	\$96,543.00	\$449.12	22	\$89,474.00	\$425.99	22	\$107,827.00	\$420.51	22	\$98,659.00	\$448.44
23	\$96,985.00	\$451.18	23	\$89,935.00	\$428.18	23	\$108,288.00	\$422.67	23	\$99,120.00	\$450.54
24	\$97,426.00	\$453.24	24	\$90,396.00	\$430.37	24	\$108,749.00	\$424.83	24	\$99,581.00	\$452.63
25	\$97,868.00	\$455.30	25	\$90,857.00	\$432.56	25	\$109,210.00	\$426.99	25	\$100,042.00	\$454.73
26	\$98,309.00	\$457.36	26	\$91,318.00	\$434.75	26	\$109,671.00	\$429.15	26	\$100,503.00	\$456.82
27	\$98,751.00	\$459.42	27	\$91,779.00	\$436.94	27	\$110,132.00	\$431.31	27	\$100,964.00	\$458.92
28	\$99,192.00	\$461.48	28	\$92,240.00	\$439.13	28	\$110,593.00	\$433.47	28	\$101,425.00	\$461.01
29	\$99,634.00	\$463.54	29	\$92,701.00	\$441.32	29	\$111,054.00	\$435.63	29	\$101,886.00	\$463.11
30	\$100,075.00	\$465.60	30	\$93,162.00	\$443.51	30	\$111,515.00	\$437.79	30	\$102,347.00	\$465.20
31	\$100,517.00	\$467.66	31	\$93,623.00	\$445.70	31	\$111,976.00	\$439.95	31	\$102,808.00	\$467.30
32	\$100,958.00	\$469.72	32	\$94,084.00	\$447.89	32	\$112,437.00	\$442.11	32	\$103,269.00	\$469.39
33	\$101,400.00	\$471.78	33	\$94,545.00	\$450.08	33	\$112,898.00	\$444.27	33	\$103,730.00	\$471.49
34	\$101,841.00	\$473.84	34	\$95,006.00	\$452.27	34	\$113,359.00	\$446.43	34	\$104,191.00	\$473.58
35	\$102,283.00	\$475.90	35	\$95,467.00	\$454.46	35	\$113,820.00	\$448.59	35	\$104,652.00	\$475.68



# 2019/ 2020

Director of Athletics- GAA			Director of Student Services - GAA			Director of Food Services - GAA		
Days Worked:		225	Days Worked:		225	Days Worked:		225
Step	Annual Salary	Daily Rate	Step	Annual Salary	Daily Rate	Step	Annual Salary	Daily Rate
1	\$84,889.00	\$377.28	1	\$79,718.00	\$354.30	1	\$52,793.00	\$234.64
2	\$85,354.00	\$379.35	2	\$80,183.00	\$356.37	2	\$53,345.00	\$237.09
3	\$85,819.00	\$381.42	3	\$80,648.00	\$358.44	3	\$53,897.00	\$239.54
4	\$86,283.00	\$383.48	4	\$81,113.00	\$360.50	4	\$54,450.00	\$242.00
5	\$86,748.00	\$385.55	5	\$81,578.00	\$362.57	5	\$55,003.00	\$244.46
6	\$87,213.00	\$387.61	6	\$82,042.00	\$364.63	6	\$55,555.00	\$246.91
7	\$87,678.00	\$389.68	7	\$82,507.00	\$366.70	7	\$56,108.00	\$249.37
8	\$88,336.00	\$392.60	8	\$84,158.00	\$374.04	8	\$57,230.00	\$254.36
9	\$88,993.00	\$395.52	9	\$84,363.00	\$374.95	9	\$57,370.00	\$254.98
10	\$89,651.00	\$398.45	10	\$84,570.00	\$375.87	10	\$57,510.00	\$255.60
11	\$89,980.00	\$399.91	11	\$84,776.00	\$376.78	11	\$57,510.00	\$255.60
12	\$90,309.00	\$401.37	12	\$84,982.00	\$377.70	12	\$57,510.00	\$255.60
13	\$90,528.00	\$402.35	13	\$85,189.00	\$378.62	13	\$57,649.00	\$256.22
14	\$90,746.00	\$403.32	14	\$85,395.00	\$379.53	14	\$57,789.00	\$256.84
15	\$90,965.00	\$404.29	15	\$85,601.00	\$380.45	15	\$57,789.00	\$256.84
16	\$91,184.00	\$405.26	16	\$85,807.00	\$381.36	16	\$57,789.00	\$256.84
17	\$91,623.00	\$407.21	17	\$86,220.00	\$383.20	17	\$58,072.00	\$258.10
18	\$92,061.00	\$409.16	18	\$86,633.00	\$385.04	18	\$58,072.00	\$258.10
19	\$92,500.00	\$411.11	19	\$87,045.00	\$386.87	19	\$58,351.00	\$259.34
20	\$92,938.00	\$413.06	20	\$87,458.00	\$388.70	20	\$58,631.00	\$260.58
21	\$93,815.00	\$416.96	21	\$88,283.00	\$392.37	21	\$58,914.00	\$261.84
22	\$93,945.00	\$417.53	22	\$88,418.00	\$392.97	22	\$58,983.00	\$262.15
23	\$94,074.00	\$418.11	23	\$88,552.00	\$393.56	23	\$59,053.00	\$262.46
24	\$94,203.00	\$418.68	24	\$88,687.00	\$394.16	24	\$59,123.00	\$262.77
25	\$94,333.00	\$419.26	25	\$88,821.00	\$394.76	25	\$59,193.00	\$263.08
26	\$94,616.00	\$420.52	26	\$89,077.00	\$395.90	26	\$59,249.00	\$263.33
27	\$94,899.00	\$421.77	27	\$89,333.00	\$397.04	27	\$59,305.00	\$263.58
28	\$95,182.00	\$423.03	28	\$89,588.00	\$398.17	28	\$59,361.00	\$263.83
29	\$95,465.00	\$424.29	29	\$89,844.00	\$399.31	29	\$59,418.00	\$264.08
30	\$95,748.00	\$425.55	30	\$90,100.00	\$400.44	30	\$59,474.00	\$264.33
31	\$96,083.00	\$427.04	31	\$90,416.00	\$401.85	31	\$59,586.00	\$264.83
32	\$96,418.00	\$428.52	32	\$90,731.00	\$403.25	32	\$59,698.00	\$265.32
33	\$96,753.00	\$430.01	33	\$91,047.00	\$404.65	33	\$59,811.00	\$265.83
34	\$97,088.00	\$431.50	34	\$91,362.00	\$406.05	34	\$59,923.00	\$266.32
35	\$97,423.00	\$432.99	35	\$91,678.00	\$407.46	35	\$60,035.00	\$266.82

# 2019/ 2020

Director of Transportation- GAA			Director of Operations -GAA			Director of Instructional Technology - GAA		
Days Worked:		260	Days Worked:		260	Days Worked:		225
Step	Annual Salary	Daily Rate	Step	Annual Salary	Daily Rate	Step	Annual Salary	Daily Rate
1	\$52,436.00	\$201.68	1	\$68,524.00	\$263.55	1	\$79,718.00	\$354.30
2	\$52,901.00	\$203.47	2	\$68,989.00	\$265.34	2	\$80,183.00	\$356.37
3	\$53,366.00	\$205.25	3	\$69,454.00	\$267.13	3	\$80,648.00	\$358.44
4	\$53,830.00	\$207.04	4	\$69,919.00	\$268.92	4	\$81,113.00	\$360.50
5	\$54,295.00	\$208.83	5	\$70,383.00	\$270.70	5	\$81,578.00	\$362.57
6	\$54,760.00	\$210.62	6	\$70,848.00	\$272.49	6	\$82,042.00	\$364.63
7	\$55,225.00	\$212.40	7	\$71,313.00	\$274.28	7	\$82,507.00	\$366.70
8	\$55,689.00	\$214.19	8	\$71,778.00	\$276.07	8	\$82,972.00	\$368.77
9	\$56,154.00	\$215.98	9	\$72,243.00	\$277.86	9	\$83,437.00	\$370.84
10	\$56,619.00	\$217.77	10	\$72,708.00	\$279.65	10	\$83,902.00	\$372.91
11	\$57,084.00	\$219.56	11	\$73,173.00	\$281.44	11	\$84,367.00	\$374.98
12	\$57,549.00	\$221.35	12	\$73,638.00	\$283.23	12	\$84,832.00	\$377.05
13	\$58,014.00	\$223.14	13	\$74,103.00	\$285.02	13	\$85,297.00	\$379.12
14	\$58,479.00	\$224.93	14	\$74,568.00	\$286.81	14	\$85,762.00	\$381.19
15	\$58,944.00	\$226.72	15	\$75,033.00	\$288.60	15	\$86,227.00	\$383.26
16	\$59,409.00	\$228.51	16	\$75,498.00	\$290.39	16	\$86,692.00	\$385.33
17	\$59,874.00	\$230.30	17	\$75,963.00	\$292.18	17	\$87,157.00	\$387.40
18	\$60,339.00	\$232.09	18	\$76,428.00	\$293.97	18	\$87,622.00	\$389.47
19	\$60,804.00	\$233.88	19	\$76,893.00	\$295.76	19	\$88,087.00	\$391.54
20	\$61,269.00	\$235.67	20	\$77,358.00	\$297.55	20	\$88,552.00	\$393.61
21	\$61,734.00	\$237.46	21	\$77,823.00	\$299.34	21	\$89,017.00	\$395.68
22	\$62,199.00	\$239.25	22	\$78,288.00	\$301.13	22	\$89,482.00	\$397.75
23	\$62,664.00	\$241.04	23	\$78,753.00	\$302.92	23	\$89,947.00	\$399.82
24	\$63,129.00	\$242.83	24	\$79,218.00	\$304.71	24	\$90,412.00	\$401.89
25	\$63,594.00	\$244.62	25	\$79,683.00	\$306.50	25	\$90,877.00	\$403.96
26	\$64,059.00	\$246.41	26	\$80,148.00	\$308.29	26	\$91,342.00	\$406.03
27	\$64,524.00	\$248.20	27	\$80,613.00	\$310.08	27	\$91,807.00	\$408.10
28	\$64,989.00	\$250.00	28	\$81,078.00	\$311.87	28	\$92,272.00	\$410.17
29	\$65,454.00	\$251.79	29	\$81,543.00	\$313.66	29	\$92,737.00	\$412.24
30	\$65,919.00	\$253.58	30	\$82,008.00	\$315.45	30	\$93,202.00	\$414.31
31	\$66,384.00	\$255.37	31	\$82,473.00	\$317.24	31	\$93,667.00	\$416.38
32	\$66,849.00	\$257.16	32	\$82,938.00	\$319.03	32	\$94,132.00	\$418.45
33	\$67,314.00	\$258.95	33	\$83,403.00	\$320.82	33	\$94,597.00	\$420.52
34	\$67,779.00	\$260.74	34	\$83,868.00	\$322.61	34	\$95,062.00	\$422.59
35	\$68,244.00	\$262.53	35	\$84,333.00	\$324.40	35	\$95,527.00	\$424.66

# 2020/ 2021

Elementary Principals								
Days Worked: 215			Assistant Principals			High School Principal		
Step	Annual Salary	Daily Rate	Step	Annual Salary	Daily Rate	Step	Annual Salary	Daily Rate
1	\$88,077.00	\$409.66	1	\$80,593.00	\$383.78	1	\$99,129.00	\$381.27
2	\$88,542.00	\$411.82	2	\$81,059.00	\$386.00	2	\$99,594.00	\$383.05
3	\$89,007.00	\$413.99	3	\$81,524.00	\$388.21	3	\$100,070.00	\$384.88
4	\$89,472.00	\$416.15	4	\$81,989.00	\$390.42	4	\$100,525.00	\$386.63
5	\$89,920.00	\$418.23	5	\$82,454.00	\$392.64	5	\$100,990.00	\$388.42
6	\$90,368.00	\$420.32	6	\$82,920.00	\$394.86	6	\$101,455.00	\$390.21
7	\$90,814.00	\$422.39	7	\$83,385.00	\$397.07	7	\$101,921.00	\$392.00
8	\$91,262.00	\$424.47	8	\$83,850.00	\$399.29	8	\$103,960.00	\$399.85
9	\$91,709.00	\$426.55	9	\$84,799.00	\$403.80	9	\$104,214.00	\$400.82
10	\$92,157.00	\$428.64	10	\$85,748.00	\$408.32	10	\$104,468.00	\$401.80
11	\$92,380.00	\$429.67	11	\$85,958.00	\$409.32	11	\$104,723.00	\$402.78
12	\$92,604.00	\$430.72	12	\$86,167.00	\$410.32	12	\$104,978.00	\$403.76
13	\$92,828.00	\$431.76	13	\$86,376.00	\$411.31	13	\$105,233.00	\$404.74
14	\$93,052.00	\$432.80	14	\$86,586.00	\$412.31	14	\$105,488.00	\$405.72
15	\$93,275.00	\$433.84	15	\$86,795.00	\$413.31	15	\$105,743.00	\$406.70
16	\$93,499.00	\$434.88	16	\$87,004.00	\$414.30	16	\$105,997.00	\$407.68
17	\$93,946.00	\$436.96	17	\$87,631.00	\$417.29	17	\$106,507.00	\$409.64
18	\$94,394.00	\$439.04	18	\$87,944.00	\$418.78	18	\$107,017.00	\$411.60
19	\$94,841.00	\$441.12	19	\$88,258.00	\$420.28	19	\$107,527.00	\$413.57
20	\$95,288.00	\$443.20	20	\$88,740.00	\$422.57	20	\$108,291.00	\$416.50
21	\$95,736.00	\$445.28	21	\$89,222.00	\$424.87	21	\$109,055.00	\$419.44
22	\$95,981.00	\$446.42	22	\$89,434.00	\$425.88	22	\$109,270.00	\$420.27
23	\$96,226.00	\$447.56	23	\$89,647.00	\$426.89	23	\$109,485.00	\$421.10
24	\$96,472.00	\$448.71	24	\$89,859.00	\$427.90	24	\$109,700.00	\$421.92
25	\$96,717.00	\$449.85	25	\$90,071.00	\$428.91	25	\$109,915.00	\$422.75
26	\$97,007.00	\$451.20	26	\$90,341.00	\$430.20	26	\$110,245.00	\$424.02
27	\$97,297.00	\$452.54	27	\$90,612.00	\$431.49	27	\$110,574.00	\$425.28
28	\$97,587.00	\$453.89	28	\$90,882.00	\$432.77	28	\$110,904.00	\$426.55
29	\$97,878.00	\$455.25	29	\$91,152.00	\$434.06	29	\$111,233.00	\$427.82
30	\$98,168.00	\$456.60	30	\$91,422.00	\$435.34	30	\$111,563.00	\$429.09
31	\$98,511.00	\$458.19	31	\$91,742.00	\$436.87	31	\$111,954.00	\$430.59
32	\$98,855.00	\$459.79	32	\$92,062.00	\$438.39	32	\$112,344.00	\$432.09
33	\$99,199.00	\$461.39	33	\$92,382.00	\$439.91	33	\$112,735.00	\$433.60
34	\$99,542.00	\$462.99	34	\$92,702.00	\$441.44	34	\$113,125.00	\$435.10
35	\$99,886.00	\$464.59	35	\$93,022.00	\$442.96	35	\$113,516.00	\$436.60
Middle School Principal			Days Worked: 220					
Step	Annual Salary	Daily Rate				Step	Annual Salary	Daily Rate
1	\$89,869.00	\$408.50				1	\$89,869.00	\$408.50
2	\$90,335.00	\$410.61				2	\$90,335.00	\$410.61
3	\$90,800.00	\$412.73				3	\$90,800.00	\$412.73
4	\$91,265.00	\$414.84				4	\$91,265.00	\$414.84
5	\$91,731.00	\$416.96				5	\$91,731.00	\$416.96
6	\$92,196.00	\$419.07				6	\$92,196.00	\$419.07
7	\$92,661.00	\$421.19				7	\$92,661.00	\$421.19
8	\$94,514.00	\$429.61				8	\$94,514.00	\$429.61
9	\$94,745.00	\$430.66				9	\$94,745.00	\$430.66
10	\$94,978.00	\$431.72				10	\$94,978.00	\$431.72
11	\$95,210.00	\$432.77				11	\$95,210.00	\$432.77
12	\$95,441.00	\$433.82				12	\$95,441.00	\$433.82
13	\$95,673.00	\$434.88				13	\$95,673.00	\$434.88
14	\$95,904.00	\$435.93				14	\$95,904.00	\$435.93
15	\$96,136.00	\$436.98				15	\$96,136.00	\$436.98
16	\$96,368.00	\$438.04				16	\$96,368.00	\$438.04
17	\$96,831.00	\$440.14				17	\$96,831.00	\$440.14
18	\$97,294.00	\$442.25				18	\$97,294.00	\$442.25
19	\$97,757.00	\$444.35				19	\$97,757.00	\$444.35
20	\$98,452.00	\$447.51				20	\$98,452.00	\$447.51
21	\$99,148.00	\$450.67				21	\$99,148.00	\$450.67
22	\$99,343.00	\$451.56				22	\$99,343.00	\$451.56
23	\$99,538.00	\$452.45				23	\$99,538.00	\$452.45
24	\$99,733.00	\$453.33				24	\$99,733.00	\$453.33
25	\$99,928.00	\$454.22				25	\$99,928.00	\$454.22
26	\$100,228.00	\$455.58				26	\$100,228.00	\$455.58
27	\$100,528.00	\$456.95				27	\$100,528.00	\$456.95
28	\$100,828.00	\$458.31				28	\$100,828.00	\$458.31
29	\$101,128.00	\$459.67				29	\$101,128.00	\$459.67
30	\$101,428.00	\$461.04				30	\$101,428.00	\$461.04
31	\$101,782.00	\$462.65				31	\$101,782.00	\$462.65
32	\$102,137.00	\$464.26				32	\$102,137.00	\$464.26
33	\$102,492.00	\$465.87				33	\$102,492.00	\$465.87
34	\$102,847.00	\$467.49				34	\$102,847.00	\$467.49
35	\$103,202.00	\$469.10				35	\$103,202.00	\$469.10



# 2020/ 2021

## Director of Athletics- GAA

Days Worked: 225

Step	Annual Salary	Daily Rate
1	\$85,738.00	\$381.06
2	\$86,207.00	\$383.14
3	\$86,677.00	\$385.23
4	\$87,146.00	\$387.32
5	\$87,616.00	\$389.40
6	\$88,085.00	\$391.49
7	\$88,555.00	\$393.58
8	\$89,219.00	\$396.53
9	\$89,883.00	\$399.48
10	\$90,547.00	\$402.43
11	\$90,879.00	\$403.91
12	\$91,212.00	\$405.39
13	\$91,433.00	\$406.37
14	\$91,654.00	\$407.35
15	\$91,875.00	\$408.33
16	\$92,096.00	\$409.32
17	\$92,540.00	\$411.29
18	\$92,982.00	\$413.25
19	\$93,425.00	\$415.22
20	\$93,868.00	\$417.19
21	\$94,753.00	\$421.12
22	\$94,884.00	\$421.71
23	\$95,015.00	\$422.29
24	\$95,145.00	\$422.87
25	\$95,276.00	\$423.45
26	\$95,562.00	\$424.72
27	\$95,848.00	\$425.99
28	\$96,133.00	\$427.26
29	\$96,419.00	\$428.53
30	\$96,705.00	\$429.80
31	\$97,044.00	\$431.31
32	\$97,382.00	\$432.81
33	\$97,720.00	\$434.31
34	\$98,059.00	\$435.82
35	\$98,397.00	\$437.32

## Director of Student Services - GAA

Days Worked: 225

Step	Annual Salary	Daily Rate
1	\$80,516.00	\$357.85
2	\$80,985.00	\$359.93
3	\$81,455.00	\$362.02
4	\$81,924.00	\$364.11
5	\$82,393.00	\$366.19
6	\$82,863.00	\$368.28
7	\$83,332.00	\$370.36
8	\$84,999.00	\$377.77
9	\$85,207.00	\$378.70
10	\$85,416.00	\$379.63
11	\$85,624.00	\$380.55
12	\$85,832.00	\$381.48
13	\$86,040.00	\$382.40
14	\$86,249.00	\$383.33
15	\$86,457.00	\$384.25
16	\$86,665.00	\$385.18
17	\$87,083.00	\$387.04
18	\$87,499.00	\$388.88
19	\$87,915.00	\$390.73
20	\$88,332.00	\$392.59
21	\$89,166.00	\$396.29
22	\$89,302.00	\$396.90
23	\$89,438.00	\$397.50
24	\$89,574.00	\$398.11
25	\$89,709.00	\$398.71
26	\$89,968.00	\$399.86
27	\$90,226.00	\$401.00
28	\$90,484.00	\$402.15
29	\$90,743.00	\$403.30
30	\$91,001.00	\$404.45
31	\$91,320.00	\$405.87
32	\$91,639.00	\$407.28
33	\$91,957.00	\$408.70
34	\$92,276.00	\$410.12
35	\$92,595.00	\$411.53

## Director of Food Services - GAA

Days Worked: 225

Step	Annual Salary	Daily Rate
1	\$53,321.00	\$236.98
2	\$53,878.00	\$239.46
3	\$54,436.00	\$241.94
4	\$54,995.00	\$244.42
5	\$55,553.00	\$246.90
6	\$56,111.00	\$249.38
7	\$56,669.00	\$251.86
8	\$57,802.00	\$256.90
9	\$57,944.00	\$257.53
10	\$58,085.00	\$258.16
11	\$58,085.00	\$258.16
12	\$58,085.00	\$258.16
13	\$58,225.00	\$258.78
14	\$58,367.00	\$259.41
15	\$58,367.00	\$259.41
16	\$58,367.00	\$259.41
17	\$58,653.00	\$260.68
18	\$58,653.00	\$260.68
19	\$58,935.00	\$261.93
20	\$59,217.00	\$263.19
21	\$59,503.00	\$264.46
22	\$59,573.00	\$264.77
23	\$59,644.00	\$265.08
24	\$59,714.00	\$265.40
25	\$59,785.00	\$265.71
26	\$59,841.00	\$265.96
27	\$59,898.00	\$266.21
28	\$59,955.00	\$266.47
29	\$60,012.00	\$266.72
30	\$60,069.00	\$266.97
31	\$60,182.00	\$267.48
32	\$60,295.00	\$267.98
33	\$60,409.00	\$268.48
34	\$60,522.00	\$268.99
35	\$60,635.00	\$269.49

## 2021/ 2022

Elementary Principals			Assistant Principals			High School Principal			Middle School Principal			
Days Worked:		215	Days Worked:		210	Days Worked:		260	Days Worked:		220	
Step	Annual Salary	Daily Rate	Step	Annual Salary	Daily Rate	Step	2021-22 Annual Salary	Daily Rate	Step		Annual Salary	Daily Rate
1	\$94,557	\$439.80	1	\$86,522	\$387.23	1	\$106,421	\$407.74	1	\$90,678.00	\$96,481	\$438.55
2	\$95,056	\$442.12	2	\$87,021	\$389.46	2	\$106,921	\$409.66	2	\$91,147.00	\$96,980	\$440.82
3	\$95,555	\$444.44	3	\$87,521	\$391.70	3	\$107,432	\$411.62	3	\$91,616.00	\$97,479	\$443.09
4	\$96,055	\$446.77	4	\$88,020	\$393.93	4	\$107,920	\$413.49	4	\$92,086.00	\$97,980	\$445.36
5	\$96,536	\$449.00	5	\$88,521	\$396.17	5	\$108,419	\$415.40	5	\$92,555.00	\$98,479	\$447.63
6	\$97,016	\$451.23	6	\$89,020	\$398.40	6	\$108,920	\$417.32	6	\$93,025.00	\$98,979	\$449.90
7	\$97,495	\$453.47	7	\$89,520	\$400.64	7	\$109,419	\$419.23	7	\$93,494.00	\$99,478	\$452.17
8	\$97,976	\$455.70	8	\$90,019	\$402.88	8	\$111,607	\$427.61	8	\$95,364.00	\$101,467	\$461.21
9	\$98,455	\$457.93	9	\$91,038	\$407.44	9	\$111,881	\$428.66	9	\$95,597.00	\$101,715	\$462.34
10	\$98,936	\$460.17	10	\$92,056	\$412.00	10	\$112,154	\$429.71	10	\$95,832.00	\$101,965	\$463.48
11	\$99,177	\$461.29	11	\$92,282	\$413.00	11	\$112,428	\$430.76	11	\$96,066.00	\$102,214	\$464.61
12	\$99,417	\$462.40	12	\$92,506	\$414.01	12	\$112,701	\$431.80	12	\$96,299.00	\$102,462	\$465.74
13	\$99,657	\$463.52	13	\$92,731	\$415.01	13	\$112,974	\$432.85	13	\$96,533.00	\$102,711	\$466.87
14	\$99,898	\$464.64	14	\$92,955	\$416.02	14	\$113,248	\$433.90	14	\$96,767.00	\$102,960	\$468.00
15	\$100,137	\$465.75	15	\$93,180	\$417.02	15	\$113,521	\$434.95	15	\$97,000.00	\$103,208	\$469.13
16	\$100,377	\$466.87	16	\$93,404	\$418.03	16	\$113,795	\$436.00	16	\$97,234.00	\$103,457	\$470.26
17	\$100,858	\$469.11	17	\$94,078	\$421.04	17	\$114,343	\$438.09	17	\$97,701.00	\$103,954	\$472.52
18	\$101,339	\$471.34	18	\$94,414	\$422.55	18	\$114,890	\$440.19	18	\$98,169.00	\$104,452	\$474.78
19	\$101,817	\$473.57	19	\$94,750	\$424.05	19	\$115,437	\$442.29	19	\$98,636.00	\$104,949	\$477.04
20	\$102,298	\$475.81	20	\$95,268	\$426.37	20	\$116,257	\$445.43	20	\$99,337.00	\$105,695	\$480.43
21	\$102,779	\$478.04	21	\$95,786	\$428.69	21	\$117,077	\$448.57	21	\$100,039.00	\$106,441	\$483.82
22	\$103,085	\$479.46	22	\$96,014	\$429.71	22	\$117,308	\$449.46	22	\$100,236.00	\$106,651	\$484.78
23	\$103,306	\$480.49	23	\$96,242	\$430.73	23	\$117,539	\$450.34	23	\$100,433.00	\$106,861	\$485.73
24	\$103,569	\$481.71	24	\$96,470	\$431.75	24	\$117,770	\$451.23	24	\$100,630.00	\$107,070	\$486.68
25	\$103,833	\$482.94	25	\$96,697	\$432.77	25	\$118,001	\$452.11	25	\$100,827.00	\$107,280	\$487.64
26	\$104,143	\$484.39	26	\$96,988	\$434.07	26	\$118,355	\$453.47	26	\$101,129.00	\$107,601	\$489.10
27	\$104,455	\$485.84	27	\$97,277	\$435.36	27	\$118,708	\$454.82	27	\$101,432.00	\$107,924	\$490.56
28	\$104,767	\$487.29	28	\$97,568	\$436.66	28	\$119,063	\$456.18	28	\$101,734.00	\$108,245	\$492.02
29	\$105,079	\$488.74	29	\$97,858	\$437.96	29	\$119,416	\$457.53	29	\$102,037.00	\$108,567	\$493.49
30	\$105,389	\$490.18	30	\$98,148	\$439.26	30	\$119,770	\$458.89	30	\$102,340.00	\$108,890	\$494.95
31	\$105,758	\$491.90	31	\$98,491	\$469.01	31	\$120,189	\$460.50	31	\$102,698.00	\$109,271	\$496.68
32	\$106,128	\$493.62	32	\$98,835	\$442.33	32	\$120,609	\$462.10	32	\$103,056.00	\$109,652	\$498.42
33	\$106,497	\$495.33	33	\$99,179	\$443.87	33	\$121,028	\$463.71	33	\$103,414.00	\$110,032	\$500.15
34	\$106,865	\$497.05	34	\$99,521	\$445.40	34	\$121,448	\$465.32	34	\$103,772.00	\$110,413	\$501.88
35	\$107,234	\$498.76	35	\$99,865	\$446.94	35	\$121,867	\$466.92	35	\$104,130.00	\$110,794	\$503.61

## 2020/ 2021

Director of Athletics- GAA			Director of Student Services - GAA			Director of Food Services - GAA		
Days Worked: 225			Days Worked: 225			Days Worked: 220		
Step	Annual Salary	Daily Rate	Step	Annual Salary	Daily Rate	Step	Annual Salary	Daily Rate
1	\$91,225	\$405.44	1	\$85,668	\$380.75	1	\$56,733	\$257.88
2	\$91,725	\$407.67	2	\$86,168	\$382.97	2	\$57,327	\$260.58
3	\$92,225	\$409.89	3	\$86,668	\$385.19	3	\$57,920	\$263.27
4	\$92,723	\$412.10	4	\$87,167	\$387.41	4	\$58,514	\$265.97
5	\$93,223	\$414.32	5	\$87,667	\$389.63	5	\$59,108	\$268.67
6	\$93,723	\$416.54	6	\$88,166	\$391.85	6	\$59,702	\$271.37
7	\$94,222	\$418.77	7	\$88,665	\$394.07	7	\$60,296	\$274.07
8	\$94,929	\$421.91	8	\$90,440	\$401.95	8	\$61,502	\$279.55
9	\$95,635	\$425.05	9	\$90,660	\$402.93	9	\$61,652	\$280.24
10	\$96,343	\$428.19	10	\$90,882	\$403.92	10	\$61,803	\$280.92
11	\$96,696	\$429.76	11	\$91,104	\$404.91	11	\$61,803	\$280.92
12	\$97,050	\$431.33	12	\$91,325	\$405.89	12	\$61,803	\$280.92
13	\$97,285	\$432.38	13	\$91,548	\$406.88	13	\$61,952	\$281.60
14	\$97,519	\$433.42	14	\$91,769	\$407.86	14	\$62,102	\$282.28
15	\$97,755	\$434.47	15	\$91,990	\$408.85	15	\$62,102	\$282.28
16	\$97,990	\$435.51	16	\$92,212	\$409.83	16	\$62,102	\$282.28
17	\$98,462	\$437.61	17	\$92,655	\$411.80	17	\$62,406	\$283.67
18	\$98,932	\$439.70	18	\$93,099	\$413.77	18	\$62,406	\$283.67
19	\$99,404	\$441.80	19	\$93,542	\$415.74	19	\$62,706	\$285.03
20	\$99,875	\$443.89	20	\$93,986	\$417.71	20	\$63,007	\$286.40
21	\$100,817	\$448.08	21	\$94,872	\$421.66	21	\$63,311	\$287.78
22	\$100,957	\$448.70	22	\$95,018	\$422.30	22	\$63,385	\$288.12
23	\$101,096	\$449.31	23	\$95,162	\$422.94	23	\$63,461	\$288.46
24	\$101,234	\$449.93	24	\$95,307	\$423.58	24	\$63,536	\$288.80
25	\$101,374	\$450.55	25	\$95,451	\$424.22	25	\$63,611	\$289.14
26	\$101,678	\$451.90	26	\$95,726	\$425.45	26	\$63,671	\$289.42
27	\$101,982	\$453.25	27	\$96,001	\$426.67	27	\$63,732	\$289.69
28	\$102,286	\$454.61	28	\$96,275	\$427.89	28	\$63,792	\$289.96
29	\$102,591	\$455.96	29	\$96,550	\$429.11	29	\$63,853	\$290.24
30	\$102,895	\$457.31	30	\$96,825	\$430.33	30	\$63,913	\$290.51
31	\$103,255	\$458.91	31	\$97,165	\$431.84	31	\$64,033	\$291.06
32	\$103,615	\$460.51	32	\$97,503	\$433.35	32	\$64,154	\$291.61
33	\$103,975	\$462.11	33	\$97,843	\$434.86	33	\$64,275	\$292.16
34	\$104,335	\$463.71	34	\$98,181	\$436.36	34	\$64,396	\$292.71
35	\$104,695	\$465.31	35	\$98,521	\$437.87	35	\$64,516	\$293.25



## 2021/ 2022

Director of Transportation- GAA			Director of Operations -GAA			Director of Instructional Technology - GAA		
Days Worked:		260	Days Worked:		260	Days Worked:		260
Step	Annual Salary	Daily Rate	Step	Annual Salary	Daily Rate	Step	Annual Salary	Daily Rate
1	\$56,350	\$216.73	1	\$73,639	\$283.23	1	\$98,014	\$376.98
2	\$56,850	\$218.65	2	\$74,138	\$285.15	2	\$98,586	\$379.18
3	\$57,349	\$220.57	3	\$74,638	\$287.07	3	\$99,158	\$381.38
4	\$57,848	\$222.49	4	\$75,138	\$288.99	4	\$99,729	\$383.57
5	\$58,348	\$224.41	5	\$75,636	\$290.91	5	\$100,301	\$385.77
6	\$58,847	\$226.34	6	\$76,136	\$292.83	6	\$100,872	\$387.97
7	\$59,347	\$228.26	7	\$76,636	\$294.75	7	\$101,443	\$390.17
8	\$60,533	\$232.82	8	\$78,168	\$300.65	8	\$103,473	\$397.97
9	\$60,682	\$233.39	9	\$78,360	\$301.38	9	\$103,725	\$398.94
10	\$60,831	\$233.97	10	\$78,552	\$302.12	10	\$103,980	\$399.92
11	\$60,979	\$234.54	11	\$78,743	\$302.86	11	\$104,233	\$400.90
12	\$61,128	\$235.11	12	\$78,934	\$303.59	12	\$104,486	\$401.87
13	\$61,275	\$235.67	13	\$79,127	\$304.33	13	\$104,741	\$402.85
14	\$61,423	\$236.24	14	\$79,318	\$305.07	14	\$104,994	\$403.82
15	\$61,573	\$236.82	15	\$79,510	\$305.81	15	\$105,247	\$404.80
16	\$61,721	\$237.39	16	\$79,702	\$306.55	16	\$105,501	\$405.77
17	\$62,017	\$238.53	17	\$80,084	\$308.02	17	\$106,008	\$407.72
18	\$62,314	\$239.67	18	\$80,467	\$309.49	18	\$106,516	\$409.68
19	\$62,612	\$240.81	19	\$80,851	\$310.96	19	\$107,023	\$411.63
20	\$62,907	\$241.95	20	\$81,234	\$312.44	20	\$107,531	\$413.58
21	\$63,502	\$244.24	21	\$82,000	\$315.39	21	\$108,545	\$417.48
22	\$63,589	\$244.57	22	\$82,113	\$315.82	22	\$108,711	\$418.12
23	\$63,677	\$244.91	23	\$82,227	\$316.26	23	\$108,876	\$418.75
24	\$63,764	\$245.25	24	\$82,340	\$316.69	24	\$109,042	\$419.39
25	\$63,851	\$245.58	25	\$82,453	\$317.13	25	\$109,206	\$420.02
26	\$64,043	\$246.32	26	\$82,700	\$318.08	26	\$109,521	\$421.24
27	\$64,234	\$247.06	27	\$82,947	\$319.03	27	\$109,836	\$422.45
28	\$64,426	\$247.79	28	\$83,195	\$319.98	28	\$110,149	\$423.65
29	\$64,617	\$248.53	29	\$83,443	\$320.93	29	\$110,464	\$424.86
30	\$64,809	\$249.27	30	\$83,690	\$321.88	30	\$110,779	\$426.07
31	\$65,036	\$250.14	31	\$83,983	\$323.01	31	\$111,167	\$427.57
32	\$65,263	\$251.01	32	\$84,275	\$324.14	32	\$111,167	\$427.57
33	\$65,490	\$251.88	33	\$84,569	\$325.26			
34	\$65,716	\$252.76	34	\$84,862	\$326.39			
35	\$65,943	\$253.63	35	\$85,154	\$327.52			

## 2022/ 2023

Director of Athletics- GAA 240		
Step	240 days	with 3%
1	\$97,306.79	\$100,225.99
2	\$97,839.81	\$100,775.01
3	\$98,372.83	\$101,324.02
4	\$98,904.71	\$101,871.85
5	\$99,437.73	\$102,420.86
6	\$99,970.75	\$102,969.87
7	\$100,503.77	\$103,518.88
8	\$101,258.03	\$104,295.77
9	\$102,011.13	\$105,071.47
10	\$102,765.39	\$105,848.35
11	\$103,142.51	\$106,236.79
12	\$103,519.64	\$106,625.23
13	\$103,770.68	\$106,883.80
14	\$104,020.57	\$107,141.18
15	\$104,271.60	\$107,399.75
16	\$104,522.64	\$107,658.32
17	\$105,025.86	\$108,176.63
18	\$105,527.93	\$108,693.77
19	\$106,031.15	\$109,212.08
20	\$106,533.22	\$109,729.22
21	\$107,538.51	\$110,764.66
22	\$107,687.53	\$110,918.15
23	\$107,835.40	\$111,070.46
24	\$107,983.27	\$111,222.76
25	\$108,132.28	\$111,376.25
26	\$108,456.68	\$111,710.38
27	\$108,781.08	\$112,044.51
28	\$109,105.48	\$112,378.64
29	\$109,429.87	\$112,712.77
30	\$109,754.27	\$113,046.90
31	\$110,138.28	\$113,442.43
32	\$110,522.28	\$113,837.95
33	\$110,906.29	\$114,233.48
34	\$111,290.29	\$114,629.00
35	\$111,674.30	\$115,024.53

Director of Student Services - GAA Days Worked: 225			
Step	2022		Daily Rate
1	\$85,668.15	\$88,238.20	\$392.17
2	\$86,167.86	\$88,752.89	\$394.46
3	\$86,667.57	\$89,267.59	\$396.74
4	\$87,167.27	\$89,782.29	\$399.03
5	\$87,666.98	\$90,296.99	\$401.32
6	\$88,165.61	\$90,810.58	\$403.60
7	\$88,665.32	\$91,325.28	\$405.89
8	\$90,439.55	\$93,152.74	\$414.01
9	\$90,659.85	\$93,379.65	\$415.02
10	\$90,882.30	\$93,608.77	\$416.04
11	\$91,103.68	\$93,836.79	\$417.05
12	\$91,325.06	\$94,064.81	\$418.07
13	\$91,547.51	\$94,293.93	\$419.08
14	\$91,768.88	\$94,521.95	\$420.10
15	\$91,990.26	\$94,749.97	\$421.11
16	\$92,211.63	\$94,977.98	\$422.12
17	\$92,655.46	\$95,435.12	\$424.16
18	\$93,099.29	\$95,892.27	\$426.19
19	\$93,542.04	\$96,348.30	\$428.21
20	\$93,985.87	\$96,805.44	\$430.25
21	\$94,872.44	\$97,718.62	\$434.30
22	\$95,017.52	\$97,868.05	\$434.97
23	\$95,161.52	\$98,016.37	\$435.63
24	\$95,306.60	\$98,165.80	\$436.29
25	\$95,450.60	\$98,314.12	\$436.95
26	\$95,725.71	\$98,597.48	\$438.21
27	\$96,000.82	\$98,880.84	\$439.47
28	\$96,274.85	\$99,163.09	\$440.72
29	\$96,549.96	\$99,446.45	\$441.98
30	\$96,825.06	\$99,729.82	\$443.24
31	\$97,164.65	\$100,079.59	\$444.80
32	\$97,503.16	\$100,428.26	\$446.35
33	\$97,842.75	\$100,778.03	\$447.90
34	\$98,181.26	\$101,126.70	\$449.45
35	\$98,520.85	\$101,476.47	\$451.01

Director of Food Services - GAA Days Worked: 260			
Step	2022		Daily Rate
1	\$67,049	\$69,060	\$257.88
2	\$67,750	\$69,782	\$260.58
3	\$68,451	\$70,504	\$263.27
4	\$69,153	\$71,228	\$265.97
5	\$69,855	\$71,951	\$268.67
6	\$70,556	\$72,673	\$271.37
7	\$71,259	\$73,397	\$274.07
8	\$72,684	\$74,864	\$279.55
9	\$72,862	\$75,047	\$280.24
10	\$73,039	\$75,231	\$280.92
11	\$73,039	\$75,231	\$280.92
12	\$73,039	\$75,231	\$280.92
13	\$73,216	\$75,412	\$281.60
14	\$73,394	\$75,596	\$282.28
15	\$73,394	\$75,596	\$282.28
16	\$73,394	\$75,596	\$282.28
17	\$73,753	\$75,966	\$283.67
18	\$73,753	\$75,966	\$283.67
19	\$74,107	\$76,331	\$285.03
20	\$74,463	\$76,697	\$286.40
21	\$74,822	\$77,067	\$287.78
22	\$74,910	\$77,157	\$288.12
23	\$74,999	\$77,249	\$288.46
24	\$75,088	\$77,341	\$288.80
25	\$75,177	\$77,432	\$289.14
26	\$75,248	\$77,505	\$289.42
27	\$75,319	\$77,579	\$289.69
28	\$75,390	\$77,652	\$289.96
29	\$75,463	\$77,726	\$290.24
30	\$75,534	\$77,800	\$290.51
31	\$75,676	\$77,946	\$291.06
32	\$75,818	\$78,093	\$291.61
33	\$75,962	\$78,241	\$292.16
34	\$76,104	\$78,387	\$292.71
35	\$76,246	\$78,534	\$293.25



## 2022/ 2023

Director of Transportation- GAA		
Days Worked:		260
Step		Daily Rate
1	\$58,040.32	\$223.23
2	\$58,555.02	\$225.21
3	\$59,069.72	\$227.19
4	\$59,583.31	\$229.17
5	\$60,098.01	\$231.15
6	\$60,612.70	\$233.13
7	\$61,127.40	\$235.11
8	\$62,349.40	\$239.81
9	\$62,502.15	\$240.39
10	\$62,656.00	\$240.98
11	\$62,808.75	\$241.57
12	\$62,961.50	\$242.16
13	\$63,113.15	\$242.74
14	\$63,265.89	\$243.33
15	\$63,419.75	\$243.92
16	\$63,572.50	\$244.51
17	\$63,878.00	\$245.68
18	\$64,183.50	\$246.86
19	\$64,490.10	\$248.04
20	\$64,794.49	\$249.21
21	\$65,406.60	\$251.56
22	\$65,496.26	\$251.91
23	\$65,587.02	\$252.26
24	\$65,676.68	\$252.60
25	\$65,766.33	\$252.95
26	\$65,964.47	\$253.71
27	\$66,161.49	\$254.47
28	\$66,358.51	\$255.23
29	\$66,555.54	\$255.98
30	\$66,753.67	\$256.74
31	\$66,987.22	\$257.64
32	\$67,220.77	\$258.54
33	\$67,454.33	\$259.44
34	\$67,687.88	\$260.34
35	\$67,921.43	\$261.24

Director of Operations -GAA		
Days Worked:		260
Step		Daily Rate
1	\$75,847.79	\$291.72
2	\$76,362.49	\$293.70
3	\$76,877.19	\$295.68
4	\$77,391.89	\$297.66
5	\$77,905.48	\$299.64
6	\$78,420.18	\$301.62
7	\$78,934.88	\$303.60
8	\$80,513.29	\$309.67
9	\$80,710.31	\$310.42
10	\$80,908.44	\$311.19
11	\$81,105.47	\$311.94
12	\$81,302.49	\$312.70
13	\$81,500.62	\$313.46
14	\$81,697.65	\$314.22
15	\$81,895.78	\$314.98
16	\$82,092.80	\$315.74
17	\$82,486.85	\$317.26
18	\$82,880.90	\$318.77
19	\$83,276.06	\$320.29
20	\$83,671.21	\$321.81
21	\$84,460.42	\$324.85
22	\$84,576.64	\$325.29
23	\$84,693.97	\$325.75
24	\$84,810.19	\$326.19
25	\$84,926.41	\$326.64
26	\$85,181.00	\$327.62
27	\$85,435.58	\$328.60
28	\$85,691.27	\$329.58
29	\$85,945.85	\$330.56
30	\$86,200.43	\$331.54
31	\$86,502.61	\$332.70
32	\$86,803.68	\$333.86
33	\$87,105.86	\$335.02
34	\$87,408.04	\$336.18
35	\$87,709.11	\$337.34

Director of Instructional Technology - GAA		
Days Worked:		260
Step		Daily Rate
1	\$100,954.60	\$388.29
2	\$101,543.47	\$390.55
3	\$102,132.34	\$392.82
4	\$102,721.21	\$395.08
5	\$103,310.09	\$397.35
6	\$103,897.70	\$399.61
7	\$104,486.57	\$401.87
8	\$106,577.40	\$409.91
9	\$106,837.01	\$410.91
10	\$107,099.14	\$411.92
11	\$107,360.02	\$412.92
12	\$107,620.90	\$413.93
13	\$107,883.04	\$414.93
14	\$108,143.92	\$415.94
15	\$108,404.80	\$416.94
16	\$108,665.68	\$417.94
17	\$109,188.70	\$419.96
18	\$109,711.73	\$421.97
19	\$110,233.47	\$423.97
20	\$110,756.50	\$425.99
21	\$111,801.28	\$430.00
22	\$111,972.24	\$430.66
23	\$112,141.94	\$431.32
24	\$112,312.90	\$431.97
25	\$112,482.60	\$432.63
26	\$112,806.79	\$433.87
27	\$113,131.00	\$435.12
28	\$113,453.92	\$436.36
29	\$113,778.13	\$437.61
30	\$114,102.32	\$438.86
31	\$114,502.50	\$440.39
32	\$114,502.50	\$440.39

## 2022/2023

Elementary Principals			Assistant Principals			High School Principal			Middle School Principal		
Days Worked: 215			Days Worked: 210			Days Worked: 260			Days Worked: 220		
Step	2023	Daily Rate	Step	2023	Daily Rate	Step	2023	Daily Rate	Step	2023	Daily Rate
1	\$97,393.31	\$452.99	1	\$89,118.02	\$412.01	1	\$109,613.92	\$421.59	1	\$99,375.83	\$451.71
2	\$97,907.30	\$455.38	2	\$89,632.01	\$414.39	2	\$110,129.00	\$423.57	2	\$99,889.82	\$454.04
3	\$98,421.29	\$457.77	3	\$90,147.09	\$416.77	3	\$110,655.04	\$425.60	3	\$100,403.81	\$456.38
4	\$98,936.37	\$460.17	4	\$90,661.08	\$419.15	4	\$111,158.07	\$427.53	4	\$100,918.89	\$458.72
5	\$99,431.73	\$462.47	5	\$91,176.16	\$421.53	5	\$111,672.05	\$429.51	5	\$101,432.88	\$461.06
6	\$99,925.99	\$464.77	6	\$91,690.15	\$423.90	6	\$112,187.14	\$431.49	6	\$101,947.96	\$463.40
7	\$100,420.25	\$467.07	7	\$92,205.23	\$426.28	7	\$112,701.13	\$433.47	7	\$102,461.94	\$465.74
8	\$100,915.60	\$469.37	8	\$92,719.22	\$428.66	8	\$114,955.44	\$442.14	8	\$104,511.31	\$475.05
9	\$101,408.77	\$471.67	9	\$93,769.11	\$433.51	9	\$115,237.08	\$443.22	9	\$104,766.66	\$476.21
10	\$101,904.12	\$473.97	10	\$94,817.90	\$438.36	10	\$115,518.73	\$444.30	10	\$105,024.21	\$477.38
11	\$102,401.80	\$475.12	11	\$95,050.24	\$439.44	11	\$115,800.39	\$445.39	11	\$105,280.65	\$478.55
12	\$102,399.48	\$476.28	12	\$95,281.48	\$440.51	12	\$116,082.04	\$446.47	12	\$105,536.00	\$479.71
13	\$102,647.15	\$477.43	13	\$95,512.72	\$441.58	13	\$116,363.69	\$447.55	13	\$105,792.45	\$480.87
14	\$102,894.83	\$478.58	14	\$95,743.95	\$442.64	14	\$116,645.34	\$448.64	14	\$106,048.89	\$482.04
15	\$103,141.41	\$479.73	15	\$95,975.19	\$443.71	15	\$116,926.99	\$449.72	15	\$106,304.24	\$483.20
16	\$103,388.00	\$480.87	16	\$96,206.43	\$444.78	16	\$117,208.64	\$450.80	16	\$106,560.69	\$484.37
17	\$103,883.35	\$483.18	17	\$96,900.15	\$447.99	17	\$117,773.04	\$452.97	17	\$107,072.48	\$486.69
18	\$104,378.71	\$485.48	18	\$97,246.46	\$449.59	18	\$118,336.35	\$455.14	18	\$107,585.37	\$489.02
19	\$104,871.87	\$487.78	19	\$97,592.77	\$451.19	19	\$118,899.65	\$457.31	19	\$108,097.17	\$491.35
20	\$105,367.23	\$490.08	20	\$98,126.48	\$453.66	20	\$119,744.61	\$460.56	20	\$108,865.41	\$494.84
21	\$105,862.58	\$492.38	21	\$98,659.10	\$456.12	21	\$120,589.56	\$463.81	21	\$109,634.74	\$498.34
22	\$106,177.11	\$493.85	22	\$98,894.72	\$457.21	22	\$120,827.37	\$464.72	22	\$109,850.64	\$499.32
23	\$106,405.06	\$494.91	23	\$99,129.25	\$458.30	23	\$121,065.19	\$465.64	23	\$110,066.53	\$500.30
24	\$106,675.76	\$496.17	24	\$99,363.78	\$459.38	24	\$121,303.00	\$466.55	24	\$110,282.43	\$501.28
25	\$106,947.55	\$497.43	25	\$99,598.31	\$460.46	25	\$121,540.81	\$467.46	25	\$110,498.33	\$502.27
26	\$107,267.55	\$498.92	26	\$99,897.49	\$461.85	26	\$121,905.75	\$468.87	26	\$110,829.29	\$503.77
27	\$107,588.66	\$500.41	27	\$100,195.58	\$463.23	27	\$122,269.60	\$470.27	27	\$111,161.36	\$505.28
28	\$107,909.76	\$501.91	28	\$100,494.77	\$464.61	28	\$122,634.54	\$471.67	28	\$111,492.33	\$506.78
29	\$108,230.87	\$503.40	29	\$100,793.95	\$465.99	29	\$122,998.39	\$473.07	29	\$111,824.39	\$508.29
30	\$108,550.88	\$504.89	30	\$101,092.04	\$467.37	30	\$123,363.33	\$474.47	30	\$112,156.45	\$509.80
31	\$108,931.16	\$506.66	31	\$101,446.03	\$483.08	31	\$123,795.12	\$476.14	31	\$112,548.79	\$511.59
32	\$109,311.44	\$508.43	32	\$101,800.01	\$470.64	32	\$124,226.92	\$477.80	32	\$112,941.13	\$513.37
33	\$109,691.73	\$510.19	33	\$102,153.99	\$472.28	33	\$124,658.71	\$479.46	33	\$113,333.47	\$515.15
34	\$110,070.92	\$511.96	34	\$102,506.88	\$473.91	34	\$125,091.59	\$481.12	34	\$113,725.81	\$516.94
35	\$110,451.20	\$513.73	35	\$102,860.86	\$475.55	35	\$125,523.39	\$482.78	35	\$114,118.15	\$518.72

2023 / 2024		2023 / 2024		2023 / 2024	
Director of Athletics		Director of Student Services		Director of Food & Nutrition	
Days Worked:	240	Days Worked:		Days Worked:	
Step	Salary	Step	Salary	Step	Salary
1	102,231.00	1	90,003.00	1	70,441.00
2	102,791.00	2	90,528.00	2	71,178.00
3	103,350.00	3	91,052.00	3	71,914.00
4	103,909.00	4	91,578.00	4	72,653.00
5	104,469.00	5	92,103.00	5	73,390.00
6	105,029.00	6	92,626.00	6	74,126.00
7	105,589.00	7	93,152.00	7	74,865.00
8	106,382.00	8	95,016.00	8	76,361.00
9	107,172.00	9	95,248.00	9	76,548.00
10	107,965.00	10	95,481.00	10	76,736.00
11	108,362.00	11	95,714.00	11	76,736.00
12	108,758.00	12	95,946.00	12	76,736.00
13	109,022.00	13	96,180.00	13	76,920.00
14	109,284.00	14	96,412.00	14	77,108.00
15	109,548.00	15	96,645.00	15	77,108.00
16	109,811.00	16	96,878.00	16	77,108.00
17	110,341.00	17	97,344.00	17	77,485.00
18	110,868.00	18	97,810.00	18	77,485.00
19	111,396.00	19	98,275.00	19	77,858.00
20	111,924.00	20	98,742.00	20	78,231.00
21	112,980.00	21	99,673.00	21	78,608.00
22	113,136.00	22	99,825.00	22	78,700.00
23	113,291.00	23	99,977.00	23	78,794.00
24	113,447.00	24	100,129.00	24	78,888.00
25	113,604.00	25	100,280.00	25	78,981.00
26	113,944.00	26	100,570.00	26	79,055.00
27	114,286.00	27	100,858.00	27	79,131.00
28	114,627.00	28	101,146.00	28	79,205.00
29	114,967.00	29	101,434.00	29	79,281.00
30	115,308.00	30	101,725.00	30	79,356.00
31	115,711.00	31	102,081.00	31	79,505.00
32	116,115.00	32	102,437.00	32	79,655.00
33	116,518.00	33	102,793.00	33	79,806.00
34	116,922.00	34	103,150.00	34	79,955.00
35	117,326.00	35	103,507.00	35	80,105.00

2023 / 2024		2023 / 2024		2023 / 2024	
Director of Transportation		Director of Operations		Director of Operations	
Days Worked:	260	Days Worked:	260	Days Worked:	260
Step	Salary	Step	Salary	Step	Salary
1	59,200.00	1	77,364.00	1	102,973.00
2	59,727.00	2	77,889.00	2	103,575.00
3	60,252.00	3	78,416.00	3	104,176.00
4	60,775.00	4	78,940.00	4	104,775.00
5	61,300.00	5	79,464.00	5	105,376.00
6	61,825.00	6	79,988.00	6	105,976.00
7	62,350.00	7	80,514.00	7	106,576.00
8	63,596.00	8	82,123.00	8	108,709.00
9	63,752.00	9	82,324.00	9	108,974.00
10	63,909.00	10	82,527.00	10	109,241.00
11	64,064.00	11	82,727.00	11	109,507.00
12	64,221.00	12	82,929.00	12	109,773.00
13	64,375.00	13	83,130.00	13	110,041.00
14	64,532.00	14	83,332.00	14	110,307.00
15	64,688.00	15	83,534.00	15	110,572.00
16	64,844.00	16	83,735.00	16	110,839.00
17	65,156.00	17	84,137.00	17	111,372.00
18	65,467.00	18	84,539.00	18	111,905.00
19	65,780.00	19	84,942.00	19	112,439.00
20	66,090.00	20	85,344.00	20	112,972.00
21	66,715.00	21	86,149.00	21	114,037.00
22	66,807.00	22	86,268.00	22	114,211.00
23	66,899.00	23	86,388.00	23	114,385.00
24	66,990.00	24	86,506.00	24	114,559.00
25	67,082.00	25	86,626.00	25	114,732.00
26	67,283.00	26	86,885.00	26	115,063.00
27	67,485.00	27	87,144.00	27	115,394.00
28	67,686.00	28	87,405.00	28	115,722.00
29	67,887.00	29	87,664.00	29	116,054.00
30	68,088.00	30	87,925.00	30	116,384.00
31	68,327.00	31	88,234.00	31	116,792.00
32	68,565.00	32	88,539.00	32	116,792.00
33	68,803.00	33	88,848.00	33	
34	69,043.00	34	89,157.00	34	
35	69,280.00	35	89,463.00	35	



2023 / 2024		2023 / 2024		2023 / 2024		2023 / 2024	
Elementary Principals		Middle School Principal		Assistant Principals		High School Principal	
Days Worked:		Days Worked:	220	Days Worked:	210	Days Worked:	260
Step	Salary	Step	Salary	Step	Salary	Step	Salary
1	99,341.00	1	101,364.00	1	90,900.00	1	111,806.00
2	99,865.00	2	101,888.00	2	91,425.00	2	112,332.00
3	100,389.00	3	102,412.00	3	91,950.00	3	112,868.00
4	100,915.00	4	102,937.00	4	92,474.00	4	113,381.00
5	101,421.00	5	103,462.00	5	93,000.00	5	113,905.00
6	101,925.00	6	103,987.00	6	93,524.00	6	114,431.00
7	102,428.00	7	104,511.00	7	94,049.00	7	114,955.00
8	102,934.00	8	106,601.00	8	94,573.00	8	117,254.00
9	103,437.00	9	106,862.00	9	95,644.00	9	117,542.00
10	103,942.00	10	107,124.00	10	96,714.00	10	117,829.00
11	104,195.00	11	107,387.00	11	96,951.00	11	118,116.00
12	104,447.00	12	107,647.00	12	97,187.00	12	118,404.00
13	104,700.00	13	107,908.00	13	97,423.00	13	118,691.00
14	104,953.00	14	108,170.00	14	97,659.00	14	118,978.00
15	105,204.00	15	108,430.00	15	97,895.00	15	119,266.00
16	105,456.00	16	108,692.00	16	98,130.00	16	119,553.00
17	105,961.00	17	109,213.00	17	98,838.00	17	120,128.00
18	106,467.00	18	109,737.00	18	99,191.00	18	120,703.00
19	106,969.00	19	110,259.00	19	99,545.00	19	121,278.00
20	107,474.00	20	111,042.00	20	100,089.00	20	122,140.00
21	107,980.00	21	111,828.00	21	100,632.00	21	123,002.00
22	108,301.00	22	112,048.00	22	100,873.00	22	123,244.00
23	108,533.00	23	112,268.00	23	101,112.00	23	123,486.00
24	108,810.00	24	112,488.00	24	101,351.00	24	123,729.00
25	109,087.00	25	112,708.00	25	101,590.00	25	123,972.00
26	109,413.00	26	113,046.00	26	101,896.00	26	124,344.00
27	109,741.00	27	113,384.00	27	102,200.00	27	124,715.00
28	110,068.00	28	113,722.00	28	102,505.00	28	125,088.00
29	110,396.00	29	114,060.00	29	102,810.00	29	125,458.00
30	110,722.00	30	114,399.00	30	103,114.00	30	125,830.00
31	111,110.00	31	114,800.00	31	103,475.00	31	126,271.00
32	111,497.00	32	115,200.00	32	103,836.00	32	126,712.00
33	111,886.00	33	115,600.00	33	104,197.00	33	127,152.00
34	112,272.00	34	116,001.00	34	104,557.00	34	127,594.00
35	112,660.00	35	116,400.00	35	104,918.00	35	128,033.00

1. All 260-day administrators receive four weeks of paid vacation, one week that can be carried over or paid if unused as approved by the superintendent
2. All 240 Day Administrators receive four weeks of scheduled leave with a maximum of one week that can be carried over or paid if unused as approved by the superintendent.
3. All 225 Day administrators and below have scheduled time off that cannot be carried over.
4. If additional time is required, it will be pre-agreed upon with the superintendent and compensation will be as defined in Article III Section B., 1., a. *Administrator/Director Work Schedule (Extra Days) Guidelines*.
5. All positions shall have contract dates of July 1 through June 30 and be paid the agreed-upon number of holidays scheduled for that contract year.
6. All administrators shall receive 15 Paid Holiday/ Additional Days off:

HOLIDAYS & Additional Days	Date	260 Day GAA
Independence Day	Monday, July 4, 2022	Paid Holiday
Day after Independence Day	Tuesday, July 5, 2022	Paid Holiday
Friday before Labor Day	Friday, September 2, 2022	Paid Holiday
Labor Day	Monday, September 5, 2022	Paid Holiday
Mid-Fall Break	Monday, October 10, 2022	Paid Additional Day
Wednesday before Thanksgiving	Wednesday, November 23, 2022	Paid Holiday
Thanksgiving Day	Thursday, November 24, 2022	Paid Holiday
Friday after Thanksgiving	Friday, November 25, 2022	Paid Holiday
Winter Break	Wednesday, December 21, 2022	Regular work day
Winter Break	Thursday, December 22, 2022	Regular work day
Christmas Eve	Friday, December 23, 2022	Paid Holiday
Christmas Day	Monday, December 26, 2022	Paid Holiday
Winter Break	Tuesday, December 27, 2022	Regular work day
Winter Break	Wednesday, December 28, 2022	Regular work day
Winter Break	Thursday, December 29, 2022	Regular work day
New Year's Eve	Friday, December 30, 2022	Paid Holiday
New Year's Day	Monday, January 2, 2023	Paid Holiday
Winter Break	Tuesday, January 3, 2023	Regular work day
Mid-Winter Break	Monday, February 20, 2023	Paid Holiday
Spring Break	Monday, March 27, 2023	Regular work day
Spring Break	Tuesday, March 28, 2023	Regular work day
Spring Break	Wednesday, March 29, 2023	Regular work day
Spring Break	Thursday, March 30, 2023	Regular work day
Spring Break	Friday, March 31, 2023	Regular work day
Floating Friday - Formerly Good Friday	Friday, April 7, 2023	Paid Holiday
Swingout	Friday, May 12, 2023	Regular work day
Memorial Day	Monday, May 29, 2023	Paid Holiday
Summer Break Begins	Monday, June 5, 2023	Regular work day

Number of paid days off

15

- All administrators to receive a contract including a calendar at the beginning of school each year.
- The Friday before Labor Day, Mid-Fall Break, the Wednesday before Thanksgiving, and Mid-Winter Break are non-report days for administrators.
- The director of transportation may be reimbursed for mileage to check roads within the district boundaries.

## **APPENDIX 2**

### **ADMINISTRATIVE CAR ALLOWANCE**

Building Principals, Assistant Principals	\$500
Director of Athletics	\$1,500
Director of Student Services	\$1,500
Director of Transportation	\$1,500
Director of Food and Nutrition Service	\$1,500
Director of Facilities	\$1,000
Director of Instructional Technology	\$1,500



### APPENDIX 3 Health Insurance

Effective January 1, 2020			
Rate Category	Deductible	2020 Monthly Premium	Monthly District Paid Hard Cap
HSA High Deductible	1,350/ 2,700		GAA
Single		\$514.35	\$535.87
Two-Person		\$1,234.45	\$1,234.45
Three or More		\$1,543.08	\$1,541.25
Versatile	250/ 500		
Single		\$547.59	\$535.87
Two-Person		\$1,314.21	\$1,209.98
Three or More		\$1,642.79	\$1,512.20
PPO Select	500/ 1,000		
Single		\$590.93	\$564.92
Two-Person		\$1,418.20	\$1,239.03
Three or More		\$1,772.77	\$1,541.25

GAA 2022 Insurance Rate Information					
Rate Category	Deductible	2020 Annual Premium	Annual District Paid	Annual Employee Paid	Per 24 Pay Deduction
HSA High Deductible \$1,400/ \$2,800					
Single		\$6,739.20	\$6,739.20	\$0.00	\$0.00
Two-Person		\$16,174.08	\$16,141.32	\$32.76	\$1.36
Three or More		\$20,217.84	\$19,621.45	\$596.39	\$24.85
Versatile 90% \$250/ \$500					
Single		\$7,174.68	\$6,739.20	\$435.48	\$18.15
Two-Person		\$17,219.16	\$16,141.32	\$1,077.84	\$44.91
Three or More		\$21,524.40	\$19,621.45	\$1,902.95	\$79.29
PPO Select 100% \$500/ \$1,000					
Single		\$7,742.52	\$6,739.20	\$1,003.32	\$41.81
Two-Person		\$18,581.64	\$16,141.32	\$2,440.32	\$101.68
Three or More		\$23,227.32	\$19,621.45	\$3,605.87	\$150.24

2022

## Administrative Extra Duty Pay

### Extra Days (Per Diem)

Additional Assigned Duties (Per Diem x Number of Days)	
Work Days	
Assigned Duties	
Rationale	

### Administrative Stipend

Facilitator/ Leader/ Committee Work - 40 hours- \$1,000	
School Year	
Assigned Duties	
Rationale	
Final Product/ Plan	
Agreed Compensation	

Signatures Required	
Administrator:	Date:
Superintendent:	GAA President: