

AGREEMENT

between the

**SYOSSET CENTRAL SCHOOL DISTRICT
COUNTY OF NASSAU, SYOSSET, NEW YORK**

And The

SYOSSET PRINCIPALS ASSOCIATION

JULY 1, 2017 - JUNE 30, 2020

SYOSSET CENTRAL SCHOOL DISTRICT

Syosset, New York

BOARD OF EDUCATION

Dr. Michael Cohen - President

Tracy Frankel - Vice President

Carol C. Cheng

Christopher DiFilippo

Andrew Feldman

Rob Gershon

Anna Levitan

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SCHOOL DISTRICT ADMINISTRATION

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Superintendent of Schools

Ms. Adele Bovard

Deputy Superintendent of Schools

Dr. Patricia M. Rufo

Assistant Superintendent for Business

Dr. Joseph LaMelza

Assistant Superintendent for Pupil Personnel Services

Ms. V. Dolly Kranz

Assistant to the Superintendent for Teaching and Learning

Ms. Joanne Mannion

Assistant to the Superintendent for Curriculum,
Research and Administrative Support

2017 - 2018

Instructional Materials Center

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PREAMBLE

The District and the Syosset Principals Association acknowledge that there is a significant mutuality of interest in the desire to achieve the finest possible education for the children of Syosset which is consistent with the aspirations of the community. It is agreed that this desire is best advanced in an atmosphere of harmonious and cooperative relationship between the District and the Association. It is toward this end, with mutual respect for the rights, responsibilities and duties of each other that the District and the Association enter into this Agreement.

Pursuant to the provisions of the Public Employment Relations Board, the District adopts the following Agreement covering recognition of an administrative organization and the methods of negotiations between the District and the Association.

DEFINITIONS

Board: Board of Education, Syosset Central School District, Town of Oyster Bay, Syosset, New York.

Association: Syosset Principals Association, Syosset Central School District, Town of Oyster Bay, Syosset, New York.

Principal: The term "Principals" is intended to include the Principal and the Assistant Principal.

ARTICLE I AGREEMENT

AGREEMENT made and entered into by and between the SYOSSET CENTRAL SCHOOL DISTRICT (hereinafter referred to as the "DISTRICT") and the SYOSSET PRINCIPALS ASSOCIATION (hereinafter referred to as the "ASSOCIATION") for the period of July 1, 2017 through June 30, 2020.

ARTICLE II RECOGNITION

The DISTRICT hereby recognizes the ASSOCIATION as the exclusive negotiation agent for all Principals employed by the DISTRICT.

ARTICLE III PRINCIPALS

- A. Rights of Individuals. The legal rights inherent in the ruling and regulations of the Commissioner of Education affecting certificated personnel are in no way abridged by the Agreement.

- B. Application of Agreements. The ASSOCIATION and the DISTRICT affirm that all agreements reached shall apply equally to all Principals whether or not they are ASSOCIATION members.

ARTICLE IV AREAS FOR DISCUSSION AND AGREEMENT

This recognition constitutes an agreement between the DISTRICT and the ASSOCIATION to reach mutual understandings regarding matters related to terms and conditions of employment. The DISTRICT and the ASSOCIATION recognize that the BOARD is the legally-constituted body responsible for the determination of policies covering all aspects of the DISTRICT. The BOARD recognizes that it must operate in accordance with all statutory provisions of the State, and such other rules and regulations as are promulgated by the Commissioner of Education in accordance with such statutes. The BOARD cannot reduce, negotiate, or delegate its legal responsibilities.

ARTICLE V PROCEDURES FOR NEGOTIATIONS

- A. Negotiating Teams. The DISTRICT'S designated representatives will meet with representatives designated by the ASSOCIATION for the purpose of discussion and reaching mutually satisfactory agreements regarding wages, benefits, and other terms and conditions of employment.
- B. Opening Negotiations. Upon a request from either party for a meeting to open negotiations, a mutually acceptable meeting date shall be set, not more than ten (10) calendar days following such request. All issues proposed for discussion shall be submitted in writing by the parties five (5) calendar days in advance of the first scheduled meeting. The parties shall submit in writing all additional issues upon which they wish to negotiate no later than five (5) days before the second meeting. The second meeting and all necessary subsequent meetings shall be called at times and in a place mutually agreed upon by the parties, and with the minimum possible time between meetings.
- C. Negotiation Procedures. Designated representatives of the DISTRICT shall meet at such mutually agreed upon places and times with the representatives of the ASSOCIATION for the purpose of effecting a free exchange of facts, opinions, proposals, and counterproposals in an effort to reach mutual understanding and agreement. Both

parties agree to conduct such negotiations in good faith and to deal openly and fairly with each other on all appropriate matters. Following the initial meetings as described in paragraph B above, such additional meetings shall be held as the parties may require to reach an understanding on the issue(s) or until an impasse is reached.

- D. Exchange of Information. Both parties shall furnish each other, upon reasonable request, all available information pertinent to the issue(s) under consideration.
- E. Consultants. The parties may call upon consultants to assist in preparing for negotiations, and to advise them or negotiate for them during conference sessions. The expense of such consultants shall be borne by the party requesting them.
- F. Committee Reports. The parties agree that, during the period of negotiations and prior to reaching an Agreement to be submitted to the BOARD and the ASSOCIATION, the proceedings of the negotiations shall not be released to the general public without prior approval of both parties.
- G. Reaching Agreement. When consensus is reached covering the areas under discussion, the proposed Agreement shall be reduced to writing as a memorandum of understanding and submitted to the ASSOCIATION and the BOARD for approval. Following approval by a majority of the ASSOCIATION membership and by the majority of the BOARD, acting upon recommendation(s) submitted at a regular BOARD meeting, the AGREEMENT will be official.
- H. Resolving Differences. In case of disagreement about the meaning of application of this Article or in the event an Agreement is not reached by negotiations after full consideration of proposals and counterproposals, the parties agree to proceed according to the provisions of the Public Employees' Relations Act.

ARTICLE VI GRIEVANCE PROCEDURES

A "grievance" shall be defined as a claim by a member of the unit of a violation, misinterpretation or misapplication of the terms of this Agreement. It is recognized that most grievances will find equitable solutions at the lowest possible level without resorting to formal procedures. However, where an aggrieved party

or parties desire(s) to follow formal procedures, the following steps will be taken:

1. The Principal will attempt to resolve the matter informally with the Deputy Superintendent.
2. If the grievance is not resolved informally, it shall be presented to the Deputy Superintendent in writing (with a copy to the ASSOCIATION). The Deputy Superintendent shall render a written decision to the principal (with a copy to the ASSOCIATION) within five (5) calendar days after receipt of the written grievance.
3. The ASSOCIATION may appeal the Deputy Superintendent's decision to the Superintendent within twenty (20) days after the Principal has received such written decision. Copies of the supervisor's written decision shall be submitted with the appeal.
4. If the Principal and the ASSOCIATION are not satisfied with the Superintendent's decision, the ASSOCIATION may file an appeal with the BOARD within ten (10) school days.
5. The BOARD shall hold a hearing on the grievance within ten (10) school days after receipt of the appeal. The hearing shall be conducted in executive session.
6. The BOARD shall render a decision on the grievance within five (5) school days after the conclusion of the hearing.
7. No grievance shall be entertained under these provisions and such will be deemed waived unless the written grievance is filed within forty-five (45) school days after the individual knew or should have known the facts giving rise to the grievance.
8. Arbitration:
 - a. If the Principal and/or the ASSOCIATION are not satisfied with this decision and the ASSOCIATION determines that the grievance is meritorious, it may submit the grievance to arbitration by written notice to the DISTRICT within fifteen (15) school days of the decision at Step 6.
 - b. Within fifteen (15) school days after such written notice of submission to arbitration, the DISTRICT or its designee, and the ASSOCIATION, will agree upon a mutually

acceptable arbitrator competent in the area of the grievance, and will obtain a commitment from said arbitrator to serve. If the parties are unable to agree upon an arbitrator or to obtain such a commitment within the specified period, a request for a list of arbitrators will be made to the American Arbitration Association by either party. The parties will then be bound by the rules and procedures of the American Arbitration Association.

c. The selected arbitrator will hear the matter promptly and will issue his/her decision not later than fourteen (14) calendar days from the date of the close of the hearing, or, if oral hearings having been waived, then from the date the final statements and proofs are submitted to him/her. The arbitrator's decision will be in writing and will set forth his/her findings of facts, reasoning and conclusions on the issue.

d. The arbitrator shall confine his/her decision to the application and interpretation of this Agreement, and he/she shall be without power or authority to make any decision (1) which is contrary to, or inconsistent with the terms of this Agreement, (2) on any matter not included in this Agreement, or (3) which violates any provision of law or any rule or regulation having the force and effect of law.

e. If made in accordance with his/her authority and jurisdiction under this Agreement, the decision of the arbitrator shall be final and binding upon all parties with respect to all matters submitted to him/her except for issues involving terms of this Agreement affecting educational policy, in which event, the decision shall be advisory only.

f. The costs for the services of the arbitrator, including expenses, if any, will be borne equally by the DISTRICT and the ASSOCIATION.

ARTICLE VII SUBSTANTIVE PROVISIONS

A. Description of Position.

It is recognized that Principals exercise administrative responsibilities with relation to the staff in their schools. The ASSOCIATION and the DISTRICT accept and support the policy statement of the BOARD, dated, August, 1967, relative to the function and responsibilities of

elementary and secondary Principals. One of these functions and responsibilities is that of writing evaluations based on personal investigation of all personnel assigned to a Principal's building, and requiring these personnel to sign the Principal's evaluation. This function and responsibility are hereby reaffirmed by the BOARD and by the Superintendent.

B. Contract Year.

The Principals are responsible for the organization and administration of the building, as well as the organization and supervision of the work of the staff assigned to the building.

- i. **Elementary Principals:** The work year for Elementary Principals shall commence five (5) days prior to the first Superintendent's Conference Day of the school year, and end five (5) days after the "rating day" at the end of the Regents exam period in June, or June 30th whichever comes first. In addition, elementary principals shall work two (2) additional days during July and August to be scheduled in consultation with the Superintendent or his/her designee. Finally, unit members may elect to work up to three (3) additional work days during July and/or August, scheduled in consultation with the Superintendent or his/her designee. Elementary Principals who elect to work up to three (3) additional work days during July and/or August shall be permitted to take an equal number of paid leave days during the period of September to June next following the summer during which the additional days are worked. The scheduling of these paid leave days shall be subject to the approval of the Superintendent, which shall not be unreasonably withheld. Paid leave days may not be carried over from year to year.
- ii. **Secondary Principals and Assistant Principals:** The work year for Secondary Principals and Assistant Principals shall be twelve (12) months less twenty-three (23) days of vacation to be taken during the months of July and/or August. Scheduling of vacation shall be approved by the Superintendent which approval shall not be unreasonably withheld. In addition to his/her regularly scheduled work year, each Secondary Principal shall be responsible

for working two (2) additional days during the year to be scheduled in consultation with the Superintendent or his/her designee. Secondary Principals and Assistant Principals may use up to three (3) of their twenty three (23) vacation days during periods of time other than July and August, subject to the approval of the Superintendent, which shall not be unreasonably withheld. Vacation days may not be carried over from year to year.

- iii. All Principals will not be regularly assigned during the recess periods such as Christmas, Easter and the mid-winter recess. The Superintendent will have discretion in assigning Principals when he/she considers it necessary during these recess periods. The Principals may voluntarily choose to work during these recess periods at their discretion. The Principal in each building will be expected to be on call during each recess period.

C. Salary and Fringe Benefits:

1. First Year (2017-2018)

- a. The salary schedule for the 2017-2018 school year shall be created by increasing the salary schedule in effect on June 30, 2017 by 1.3%, to be effective July 1, 2017.

2. Second Year (2018-2019)

- a. The salary schedule for the 2018-2019 school year shall be created by increasing the salary schedule in effect on June 30, 2018 by 1.3%, to be effective July 1, 2018.

3. Third Year (2019-2020)

- a. The salary schedule in effect for the 2019-2020 school year shall be created by increasing the salary schedule in effect on June 30, 2019 by 1.3%, to be effective July 1, 2019.

- 4. In order to advance from the M.A. + 60 column to the M.A. + 75 column or from the doctorate to the doctorate + 15 column, 9 of the required 15 credits may be from in-service and 6 shall be from university based courses. Credits for advancement to these columns must be earned subsequent to

July 1, 1989.

5. The parties acknowledge that the extended benefit allocation was granted for the 2017-2018 school year (the amount of said allocation shall be retroactively adjusted to reflect the new salaries of each member after applying the increases referenced in Article VII (C)(1)-(3) of the contract and was subject to withholdings) and shall be continued during the 2018-2019 school year in the amount of 2.5% of each member's then-current salary subject to withholdings. Effective June 30, 2019, the foregoing shall cease.

Effective July 1, 2019, each unit member will be granted an enhanced base adjustment ("EBA") to salary in the amount of 2.5% of the unit member's then-current salary, which is to be paid in a lump sum subject to the appropriate withholdings during the month of the July. This payment will be paid annually, shall be subject to regular withholdings, and shall be reported as regular pay for TRS purposes.

6. The DISTRICT will provide direct deposit for all unit members. This includes all transactions for which the receiving institutions are capable of receiving electronic transfers. The DISTRICT agrees never to withdraw funds from these accounts.

D. Life Insurance:

The DISTRICT agrees to provide term life insurance for each member of the bargaining unit in the amount of \$100,000. Effective July 1, 2007, unit members may, at their own expense, purchase additional life insurance in \$10,000 increments, up to a total incremental face value of \$300,000.

E. Health Insurance:

Effective June 30, 2017, the employee's rate for contribution for health insurance shall be 20% of the premium cost for individual or family health coverage, and the DISTRICT shall contribute 80% of the premium cost for individual or family health coverage. If the DISTRICT's composite annual Plan premium rate increase (January over the preceding December) is greater than 10%, then the employee will additionally contribute,

solely for the balance of that calendar year, 50% of the increase in premium costs exceeding the 10%.

The ASSOCIATION will not unreasonably withhold consent to substitute comparable coverage. The ASSOCIATION may reasonably withhold consent if the proposed coverage does not provide employees who retire with the protection currently provided by law to retirees under the current Empire Plan.

A Principal who has participated for one year in any group health insurance option made available by the DISTRICT and who declines any coverage, individual or family, shall be paid one-half of the contribution the DISTRICT would have paid had the Principal not declined. Effective July 1, 2015, unit members hired on or after July 1, 2015 shall be paid \$1,500 for the declination of individual coverage, and \$3,000 for the declination of family coverage. The payment shall be made annually as additional salary and will be paid as a separate check during the spring semester of the corresponding school year. (This provision shall be deemed effective on September 1, 2017 for those unit members who were previously subject to New York State Civil Service rule 122r3).

F. Sick Leave:

Effective July 1, 2010, each unit member will, with the approval of the Superintendent and subject to review by the BOARD, be granted sick leave up to 150 working days in the case of a tenured unit member and 90 working days in the case of any other unit member from the inception of an illness. No deductions from salary will be made by absence due to personal illness unless specific disapproval by the Superintendent or by the BOARD is indicated to the employee and to the Payroll Department.

On basis of their standing as responsible individuals, employees normally will not be required to furnish a doctor's certificate for each absence for personal illness. If a doctor was consulted or was in attendance in connection with a specific illness, this fact should be stated on the absence report. Absence for illness reports should therefore read as follows: either "Personal Illness, doctor not required." or "Personal Illness, Dr. (name) visited (or in attendance)."

If an employee is absent an excessive number of times due

to illness, or appears to be abusing leave privileges, the Superintendent may require the employee to undergo a medical examination by a physician appointed and compensated by the BOARD to determine the employee's physical fitness for the particular work assignment.

G. Temporary Leaves of Absence:

The Superintendent shall excuse from duty, up to a maximum of five (5) days per school year without loss of salary, unit members who are absent from duty by reasons of emergency business, i.e., business that could not have been postponed to a non-school day. In the event the five (5) days for absence have been used, provisions may be made at the discretion of the Superintendent, to allow one (1) additional day's leave for "serious illness" in the immediate family. In such cases, an appropriate reduction of one (1) additional day of leave for serious illness in the immediate family shall be made for the unit member during the following year. The action of the Superintendent in approving or disapproving a request for such temporary leave shall be in accordance with the rules and procedures promulgated by the Superintendent. The foregoing shall not be deemed to allocate a certain number of "days off" which are the property of, to be used or not, at the discretion of a unit member. The Superintendent shall have the discretion to judge, in each individual case, whether or not a temporary leave of absence was for a sufficiently compelling reason to warrant payment of salary when absent from duty. Therefore, in judging requests for temporary leaves of absence, pursuant to this subparagraph the Superintendent asks such questions as: "Is the matter really business or pleasure?", "Could it have been planned for outside working hours?" In the final analysis the request must be based on the absolute necessity of the unit member's absence, the emergency, and the seriousness of the family or business involved. If the need for such absence be known in advance, request for absence without the loss of salary should be made in advance. If, in an emergency situation, such a request cannot be made, the request for excused absence should be made within 24 hours of the return to duty, using the same procedure. Requests must be submitted to the Superintendent or his/her designee.

Subject to the final approval of the Superintendent, permission for absence with no loss of salary may be granted for the following reasons, based upon the

definitions and interpretations listed below:

Typical Approvable Reasons for Temporary Leaves of Absence:

1. Serious illness in family.
2. Death in family, or death of a friend.
3. Graduation ceremony of a family member.
4. Mandated court appearance.
5. Title closing in connection with purchase of home or property.
6. Automobile accident or breakdown with no alternate transportation readily available, or other emergency situation.
7. Taking his/her child to college.
8. Attending the wedding of a family member or close personal friend.
9. Conference with child's teacher.
10. Picking up child from college.

Typical Non-approvable Reasons for Temporary Leaves of Absence:

1. Seeing a child in a play or other performance.
2. Accompanying husband or wife on a business trip or vacation.
3. Appointment with a lawyer, accountant, or physician which could be held on a weekend or after school hours.
4. Granting of days for marriage.
5. Delayed return flight or ship embarkation which was within the unit member's control.

In no case shall the unit member be required to explain in detail the reasons for temporary leave of absence. A

unit member need only state general reasons as outlined under typical approvable reasons for temporary leaves of absence except that, one (1) personal business day per school year may be taken without the unit member stating a general reason provided that such personal business day is not taken on a day that is adjacent to a weekend, holiday, or recess period unless otherwise approved by the administration.

H. Bereavement Leave:

All unit members shall be entitled to three (3) days off with pay in the event of death of an immediate family member. "Immediate family member" for the purpose of this bereavement leave provision only shall be defined as spouse, child, parent, sibling, grandparent, grandchild, parent-in-law, brother-in-law, sister-in-law or other family member residing in the home.

In the event that death of an immediate family member requires the unit member to be absent for more than three (3) days, unit members may utilize a maximum of two (2) personal business days per year. If the unit member has no personal business days available, provisions may be made at the discretion of the Superintendent, to allow up to two (2) additional personal business days of leave. In such case, an appropriate reduction of up to two (2) days leave shall be made upon reemployment of the unit member during the following year.

I. Dental Insurance:

Available to all certified employees enrolled in the plan as of September 1, 1972 and all new employees hired thereafter.

Current Employee Cost Per Month

| | |
|------------|---------|
| Individual | \$ 2.00 |
| Dependent | 12.00 |

Effective July 1, 2007, the monthly premiums for family coverage will be increased by \$7.50 over those in effect for 2006-2007, to provide an additional maximum lifetime benefit of \$1,500, which may be used for any dental product of the employee's choice. The additional cost for individual coverage will be \$3.50.

J. Flexible Spending Plan:

Effective July 1, 2007, an Internal Revenue Code § 125 flexible spending plan including all pre-tax deferment plans permitted by § 125 will be implemented by the DISTRICT, with the DISTRICT's sole expense being limited to the cost of start-up and monthly Plan administration. It is understood that before the plan is utilized by a particular employee, the employee shall first agree in writing to indemnify and save the DISTRICT harmless against any and all claims and/or liabilities, including attorneys' fees, that may arise out of or by reason of action taken or not taken by the DISTRICT for the purpose of complying with this Section.

ARTICLE VIII PROFESSIONAL DEVELOPMENT AND PROMOTION

- A. Assignment or Transfer. Principals shall not be reassigned within a school, or transferred to another building without prior consultation by the Superintendent with the Principal.
- B. Promotion. Notice of vacancies in administrative positions will be made in writing to all Principals indicating required qualifications, application procedures and dates for filing for the position.
- C. Professional Study. Principals are encouraged to pursue programs of graduate or specialized study toward improved educational competence or advanced degrees.
- D. Conferences. Principals shall have the opportunity to advance their professional development by attending such conferences as may be approved by the Superintendent.

ARTICLE IX RESEARCH AND DEVELOPMENT

The parties agree, for the duration of this Agreement, Principals may be considered eligible for Research and Development grants based on application to the Superintendent. Such Research and Development grants shall be at the discretion and direction of the Superintendent and will have direct value for the educational program of the DISTRICT. It is clearly understood that the BOARD may determine such funding, if any, on a year-to-year basis.

ARTICLE X TAYLOR LAW - 204-A

IT IS AGREED BY AND BETWEEN THE PARTIES THAT ANY PROVISION OF THIS AGREEMENT REQUIRING LEGISLATIVE ACTION TO PERMIT ITS IMPLEMENTATION BY AMENDMENT OF LAW OR BY PROVIDING THE ADDITIONAL FUNDS THEREFOR, SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL.

ARTICLE XI DUES

The DISTRICT agrees to pay for the enrollment in either the National Association of Secondary Principals or the National Association of Elementary Principals professional organization, dues for each member covered by this unit.

ARTICLE XII DISTRICT PROVIDED BENEFITS AFTER RETIREMENT OR VESTING

A. General Conditions:

The DISTRICT will provide benefits for Principals who have been employed in the DISTRICT in any professional capacity for a minimum of six school years prior to retirement or vesting of retirement rights at a minimum age of 50. Employment must consist of actual services in the DISTRICT (not unpaid leaves of absence) but need not be consecutive years. All unit members hired on or after May 11, 2015, shall be required to work for the DISTRICT in any professional capacity for a minimum of ten (10) continuous years prior to retirement in order to qualify for health insurance coverage in retirement. Those wishing to avail themselves of these benefits must advise the Superintendent in writing of their intention to retire or vest at least 90 calendar days prior to the proposed date.

B. Conditions Governing the Schedule of Benefits:

The schedule of benefits will vary depending upon the eligibility of the Principal to retire under the New York State Teachers' Retirement System.

1. Benefit Schedule 1 shall apply to principals who become first eligible* for normal retirement under the New York State Teachers' Retirement System during a particular school year and do so during or at the end of that year.

2. Benefit Schedule 2 shall apply to all Principals retiring under the New York State Teachers' Retirement System under conditions other than specified in B(1).

C. Schedule of Benefits:

Schedule 1. (First Eligible*)

1. Health Insurance: For the life of the individual, the DISTRICT will pay the full cost of any of the options of the New York State plan.
2. Dental Insurance: Until the individual's 65th birthday, the DISTRICT will pay all costs for the individual or family plan.
3. Life Insurance: Until the individual's 65th birthday, the DISTRICT will pay the premiums for \$17,500 of group life insurance.
4. Unused Sick Leave/Retirement Benefit Fund: A maximum of \$10,000 under conditions specified in Section D following. Effective July 1, 2007, the cash payment will be increased to a maximum of \$13,500.

Schedule 2. (Post Eligible**)

1. Health Insurance: For the life of any employee who was a member of the bargaining unit on or before June 30, 1993, the DISTRICT will pay the same percentage that the teachers' contract specifies for each year of the individual's retirement, and the Principals will pay the balance.

For the life of any employee who becomes a member of the bargaining unit on or after July 1, 1993, the DISTRICT will pay 85 percent (85%) of the cost of any of the options of the New York State Government Employees Insurance Program.

Effective July 1, 2007, for the life of any individual who retires on or after July 1, 2007, the DISTRICT will pay 90% of the cost of any of the options of the New York State Plan.

2. Dental Insurance: The DISTRICT will pay the same

percentage that the teachers' contract specifies each year of the individual's retirement until the individual's 65th birthday, and the Principal will pay the balance.

3. Life Insurance: Until the individual's 65th birthday, the DISTRICT will pay the premium for \$8,750 of group life insurance.

4. Unused Sick Leave/Retirement Benefit Fund: A maximum of \$3,500 under conditions specified in section D Following. Effective July 1, 2007, the cash payment will be increased to a maximum of \$8,500.

* First Eligible shall be at the end of the semester or the end of the school year in which the Principal is first eligible for normal retirement benefits based on his/her enrollment in the New York State Teachers' Retirement System.

** Post Eligible shall be the year or years following the Principal's first eligibility for normal retirement benefits based on his/her enrollment in the New York States Teachers' Retirement System. Employees who retire under post eligible shall be eligible for a fund of \$8,500 to be used as described above.

D. Retirement Benefit Fund Defined:

1. Computation of Benefit Allocation:

The benefits paid as a cash payment will be based upon the Principal's sick leave computed as follows:

a. The average number of sick leave days used by the teaching staff will be computed for each year.

b. Each person's total record as a professional employee of the District will be compared, year for year, with the average. A Principal will accumulate the difference between those days not used for sickness and the average number of days absence for sickness compiled by the staff for any given year and, concomitantly, may lose up to, but

no more than, the average number of days of absence compiled for any given year.

c. Guidelines may be re-opened for discussion by either party.

ARTICLE XIII IMPLEMENTATION AND AMENDMENT

The Agreement shall become effective upon its approval by a majority of the ASSOCIATION members and a majority of the BOARD members. It may be amended only by mutual consent of both parties with written evidence of said consent being presented by each party to the other. Both parties agree to abide by the full requirements of Article 14 of the State Civil Service Law. The term of this AGREEMENT shall be in effect from July 1, 2017, up to and including June 30, 2020.

SYOSSET CENTRAL SCHOOL DISTRICT

BY:



SUPERINTENDENT OF SCHOOLS
HEREUNTO DULY AUTHORIZED

BY:



PRESIDENT, BOARD OF EDUCATION

SYOSSET PRINCIPALS ASSOCIATION

BY:



PRESIDENT,
HEREUNTO DULY AUTHORIZED

2017-2018 Salary Schedule
Elementary Principals

| Step | MA | MA+10 | MA+20 | MA+30 | MA+40 | MA+50 | MA+60 | MA+75 | D | D+15 |
|------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| 1 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 2 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 3 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 4 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 5 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 6 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 7 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 8 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 9 | \$133,626.00 | \$135,710.00 | \$138,422.00 | \$141,136.00 | \$144,292.00 | \$147,014.00 | \$149,712.00 | \$151,752.00 | \$153,793.00 | \$155,829.00 |
| 10 | \$138,597.00 | \$140,677.00 | \$143,393.00 | \$142,773.00 | \$149,269.00 | \$151,983.00 | \$154,691.00 | \$156,725.00 | \$158,763.00 | \$160,807.00 |
| 11 | \$143,574.00 | \$145,656.00 | \$148,361.00 | \$151,082.00 | \$154,245.00 | \$156,960.00 | \$159,663.00 | \$161,703.00 | \$163,735.00 | \$165,775.00 |
| 12 | \$147,166.00 | \$150,624.00 | \$153,331.00 | \$156,054.00 | \$159,213.00 | \$161,924.00 | \$164,638.00 | \$166,679.00 | \$168,718.00 | \$170,759.00 |
| 13 | \$153,520.00 | \$155,593.00 | \$158,311.00 | \$161,022.00 | \$164,189.00 | \$166,898.00 | \$169,613.00 | \$171,650.00 | \$173,689.00 | \$175,727.00 |
| 14 | \$158,488.00 | \$160,566.00 | \$163,278.00 | \$165,998.00 | \$169,167.00 | \$171,874.00 | \$174,592.00 | \$176,626.00 | \$178,656.00 | \$180,692.00 |
| 15 | \$163,466.00 | \$165,542.00 | \$168,260.00 | \$170,966.00 | \$174,128.00 | \$176,844.00 | \$179,564.00 | \$181,596.00 | \$183,627.00 | \$185,660.00 |
| 16 | \$168,435.00 | \$170,518.00 | \$173,222.00 | \$175,942.00 | \$179,101.00 | \$181,815.00 | \$184,527.00 | \$186,567.00 | \$188,600.00 | \$190,635.00 |
| 17 | \$168,435.00 | \$170,518.00 | \$173,222.00 | \$175,942.00 | \$179,101.00 | \$181,815.00 | \$184,527.00 | \$186,567.00 | \$188,600.00 | \$190,635.00 |
| 18 | \$168,435.00 | \$170,518.00 | \$173,222.00 | \$175,942.00 | \$179,101.00 | \$181,815.00 | \$184,527.00 | \$186,567.00 | \$188,600.00 | \$190,635.00 |
| 19 | \$168,435.00 | \$170,518.00 | \$173,222.00 | \$175,942.00 | \$179,101.00 | \$181,815.00 | \$184,527.00 | \$186,567.00 | \$188,600.00 | \$190,635.00 |
| 20 | \$168,435.00 | \$170,518.00 | \$173,222.00 | \$175,942.00 | \$179,101.00 | \$181,815.00 | \$184,527.00 | \$186,567.00 | \$188,600.00 | \$190,635.00 |
| 21 | \$171,600.00 | \$173,689.00 | \$176,395.00 | \$179,101.00 | \$182,271.00 | \$184,982.00 | \$187,698.00 | \$189,733.00 | \$191,766.00 | \$193,798.00 |
| 22 | \$171,600.00 | \$173,689.00 | \$176,395.00 | \$179,101.00 | \$182,271.00 | \$184,982.00 | \$187,698.00 | \$189,733.00 | \$191,766.00 | \$193,798.00 |
| 23 | \$171,600.00 | \$173,689.00 | \$176,395.00 | \$179,101.00 | \$182,271.00 | \$184,982.00 | \$187,698.00 | \$189,733.00 | \$191,766.00 | \$193,798.00 |
| 24 | \$171,600.00 | \$173,689.00 | \$176,395.00 | \$179,101.00 | \$182,271.00 | \$184,982.00 | \$187,698.00 | \$189,733.00 | \$191,766.00 | \$193,798.00 |
| 25 | \$171,600.00 | \$173,689.00 | \$176,395.00 | \$179,101.00 | \$182,271.00 | \$184,982.00 | \$187,698.00 | \$189,733.00 | \$191,766.00 | \$193,798.00 |
| 26 | \$174,313.00 | \$176,395.00 | \$179,101.00 | \$181,815.00 | \$184,982.00 | \$187,698.00 | \$190,399.00 | \$192,438.00 | \$194,475.00 | \$196,509.00 |

2018-2019 Salary Schedule
Elementary Principals

| Step | MA | MA+10 | MA+20 | MA+30 | MA+40 | MA+50 | MA+60 | MA+75 | D | D+15 |
|------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| 1 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 2 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 3 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 4 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 5 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 6 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 7 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 8 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 9 | \$135,363.00 | \$137,474.00 | \$140,221.00 | \$142,971.00 | \$146,168.00 | \$148,925.00 | \$151,658.00 | \$153,725.00 | \$155,792.00 | \$157,855.00 |
| 10 | \$140,399.00 | \$142,506.00 | \$145,257.00 | \$144,629.00 | \$151,209.00 | \$153,959.00 | \$156,702.00 | \$158,762.00 | \$160,827.00 | \$162,897.00 |
| 11 | \$145,440.00 | \$147,550.00 | \$150,290.00 | \$153,046.00 | \$156,250.00 | \$159,000.00 | \$161,739.00 | \$163,805.00 | \$165,864.00 | \$167,930.00 |
| 12 | \$149,079.00 | \$152,582.00 | \$155,324.00 | \$158,083.00 | \$161,283.00 | \$164,029.00 | \$166,778.00 | \$168,846.00 | \$170,911.00 | \$172,979.00 |
| 13 | \$155,516.00 | \$157,616.00 | \$160,369.00 | \$163,115.00 | \$166,323.00 | \$169,068.00 | \$171,818.00 | \$173,881.00 | \$175,947.00 | \$178,011.00 |
| 14 | \$160,548.00 | \$162,653.00 | \$165,401.00 | \$168,156.00 | \$171,366.00 | \$174,108.00 | \$176,862.00 | \$178,922.00 | \$180,979.00 | \$183,041.00 |
| 15 | \$165,591.00 | \$167,694.00 | \$170,447.00 | \$173,189.00 | \$176,392.00 | \$179,143.00 | \$181,898.00 | \$183,957.00 | \$186,014.00 | \$188,074.00 |
| 16 | \$170,625.00 | \$172,735.00 | \$175,474.00 | \$178,229.00 | \$181,429.00 | \$184,179.00 | \$186,926.00 | \$188,992.00 | \$191,052.00 | \$193,113.00 |
| 17 | \$170,625.00 | \$172,735.00 | \$175,474.00 | \$178,229.00 | \$181,429.00 | \$184,179.00 | \$186,926.00 | \$188,992.00 | \$191,052.00 | \$193,113.00 |
| 18 | \$170,625.00 | \$172,735.00 | \$175,474.00 | \$178,229.00 | \$181,429.00 | \$184,179.00 | \$186,926.00 | \$188,992.00 | \$191,052.00 | \$193,113.00 |
| 19 | \$170,625.00 | \$172,735.00 | \$175,474.00 | \$178,229.00 | \$181,429.00 | \$184,179.00 | \$186,926.00 | \$188,992.00 | \$191,052.00 | \$193,113.00 |
| 20 | \$170,625.00 | \$172,735.00 | \$175,474.00 | \$178,229.00 | \$181,429.00 | \$184,179.00 | \$186,926.00 | \$188,992.00 | \$191,052.00 | \$193,113.00 |
| 21 | \$173,831.00 | \$175,947.00 | \$178,688.00 | \$181,429.00 | \$184,641.00 | \$187,387.00 | \$190,138.00 | \$192,200.00 | \$194,259.00 | \$196,317.00 |
| 22 | \$173,831.00 | \$175,947.00 | \$178,688.00 | \$181,429.00 | \$184,641.00 | \$187,387.00 | \$190,138.00 | \$192,200.00 | \$194,259.00 | \$196,317.00 |
| 23 | \$173,831.00 | \$175,947.00 | \$178,688.00 | \$181,429.00 | \$184,641.00 | \$187,387.00 | \$190,138.00 | \$192,200.00 | \$194,259.00 | \$196,317.00 |
| 24 | \$173,831.00 | \$175,947.00 | \$178,688.00 | \$181,429.00 | \$184,641.00 | \$187,387.00 | \$190,138.00 | \$192,200.00 | \$194,259.00 | \$196,317.00 |
| 25 | \$173,831.00 | \$175,947.00 | \$178,688.00 | \$181,429.00 | \$184,641.00 | \$187,387.00 | \$190,138.00 | \$192,200.00 | \$194,259.00 | \$196,317.00 |
| 26 | \$176,579.00 | \$178,688.00 | \$181,429.00 | \$184,179.00 | \$187,387.00 | \$190,138.00 | \$192,874.00 | \$194,940.00 | \$197,003.00 | \$199,064.00 |

2019-2020 Salary Schedule
Elementary Principals

| Step | MA | MA+10 | MA+20 | MA+30 | MA+40 | MA+50 | MA+60 | MA+75 | D | D+15 |
|------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| 1 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 2 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 3 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 4 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 5 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 6 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 7 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 8 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 9 | \$137,123.00 | \$139,261.00 | \$142,044.00 | \$144,830.00 | \$148,068.00 | \$150,861.00 | \$153,630.00 | \$155,723.00 | \$157,817.00 | \$159,907.00 |
| 10 | \$142,224.00 | \$144,359.00 | \$147,145.00 | \$146,509.00 | \$153,175.00 | \$155,960.00 | \$158,739.00 | \$160,826.00 | \$162,918.00 | \$165,015.00 |
| 11 | \$147,331.00 | \$149,468.00 | \$152,244.00 | \$155,036.00 | \$158,281.00 | \$161,067.00 | \$163,842.00 | \$165,934.00 | \$168,020.00 | \$170,113.00 |
| 12 | \$151,017.00 | \$154,566.00 | \$157,343.00 | \$160,138.00 | \$163,380.00 | \$166,161.00 | \$168,946.00 | \$171,041.00 | \$173,133.00 | \$175,228.00 |
| 13 | \$157,538.00 | \$159,665.00 | \$162,454.00 | \$165,235.00 | \$168,485.00 | \$171,266.00 | \$174,052.00 | \$176,141.00 | \$178,234.00 | \$180,325.00 |
| 14 | \$162,635.00 | \$164,767.00 | \$167,551.00 | \$170,342.00 | \$173,594.00 | \$176,371.00 | \$179,161.00 | \$181,248.00 | \$183,332.00 | \$185,421.00 |
| 15 | \$167,744.00 | \$169,874.00 | \$172,663.00 | \$175,440.00 | \$178,685.00 | \$181,472.00 | \$184,263.00 | \$186,348.00 | \$188,432.00 | \$190,519.00 |
| 16 | \$172,843.00 | \$174,981.00 | \$177,755.00 | \$180,546.00 | \$183,788.00 | \$186,573.00 | \$189,356.00 | \$191,449.00 | \$193,536.00 | \$195,623.00 |
| 17 | \$172,843.00 | \$174,981.00 | \$177,755.00 | \$180,546.00 | \$183,788.00 | \$186,573.00 | \$189,356.00 | \$191,449.00 | \$193,536.00 | \$195,623.00 |
| 18 | \$172,843.00 | \$174,981.00 | \$177,755.00 | \$180,546.00 | \$183,788.00 | \$186,573.00 | \$189,356.00 | \$191,449.00 | \$193,536.00 | \$195,623.00 |
| 19 | \$172,843.00 | \$174,981.00 | \$177,755.00 | \$180,546.00 | \$183,788.00 | \$186,573.00 | \$189,356.00 | \$191,449.00 | \$193,536.00 | \$195,623.00 |
| 20 | \$172,843.00 | \$174,981.00 | \$177,755.00 | \$180,546.00 | \$183,788.00 | \$186,573.00 | \$189,356.00 | \$191,449.00 | \$193,536.00 | \$195,623.00 |
| 21 | \$176,091.00 | \$178,234.00 | \$181,011.00 | \$183,788.00 | \$187,041.00 | \$189,823.00 | \$192,610.00 | \$194,699.00 | \$196,784.00 | \$198,869.00 |
| 22 | \$176,091.00 | \$178,234.00 | \$181,011.00 | \$183,788.00 | \$187,041.00 | \$189,823.00 | \$192,610.00 | \$194,699.00 | \$196,784.00 | \$198,869.00 |
| 23 | \$176,091.00 | \$178,234.00 | \$181,011.00 | \$183,788.00 | \$187,041.00 | \$189,823.00 | \$192,610.00 | \$194,699.00 | \$196,784.00 | \$198,869.00 |
| 24 | \$176,091.00 | \$178,234.00 | \$181,011.00 | \$183,788.00 | \$187,041.00 | \$189,823.00 | \$192,610.00 | \$194,699.00 | \$196,784.00 | \$198,869.00 |
| 25 | \$176,091.00 | \$178,234.00 | \$181,011.00 | \$183,788.00 | \$187,041.00 | \$189,823.00 | \$192,610.00 | \$194,699.00 | \$196,784.00 | \$198,869.00 |
| 26 | \$178,875.00 | \$181,011.00 | \$183,788.00 | \$186,573.00 | \$189,823.00 | \$192,610.00 | \$195,381.00 | \$197,474.00 | \$199,564.00 | \$201,652.00 |

**2017-2018 Salary Schedule
Middle School Principals**

| Step | MA | MA+10 | MA+20 | MA+30 | MA+40 | MA+50 | MA+60 | MA+75 | D | D+15 |
|------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| 1 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 2 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 3 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 4 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 5 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 6 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 7 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 8 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 9 | \$151,531.00 | \$154,691.00 | \$157,864.00 | \$161,022.00 | \$164,189.00 | \$168,164.00 | \$170,518.00 | \$172,108.00 | \$173,689.00 | \$175,268.00 |
| 10 | \$156,500.00 | \$159,663.00 | \$162,834.00 | \$165,998.00 | \$169,167.00 | \$172,317.00 | \$175,485.00 | \$177,070.00 | \$178,656.00 | \$180,239.00 |
| 11 | \$161,472.00 | \$164,638.00 | \$167,803.00 | \$170,966.00 | \$174,128.00 | \$177,302.00 | \$180,461.00 | \$182,044.00 | \$183,627.00 | \$185,215.00 |
| 12 | \$166,442.00 | \$169,613.00 | \$172,776.00 | \$175,942.00 | \$179,101.00 | \$182,271.00 | \$185,440.00 | \$187,013.00 | \$188,600.00 | \$190,187.00 |
| 13 | \$171,423.00 | \$174,592.00 | \$177,748.00 | \$180,875.00 | \$184,075.00 | \$187,244.00 | \$190,399.00 | \$191,986.00 | \$193,568.00 | \$195,160.00 |
| 14 | \$176,395.00 | \$179,564.00 | \$182,722.00 | \$185,889.00 | \$189,052.00 | \$192,215.00 | \$195,376.00 | \$196,962.00 | \$198,548.00 | \$200,132.00 |
| 15 | \$181,365.00 | \$184,527.00 | \$186,795.00 | \$190,856.00 | \$194,025.00 | \$197,183.00 | \$200,349.00 | \$201,933.00 | \$203,513.00 | \$205,098.00 |
| 16 | \$186,795.00 | \$189,948.00 | \$193,119.00 | \$196,284.00 | \$199,455.00 | \$202,609.00 | \$205,775.00 | \$207,360.00 | \$208,946.00 | \$210,530.00 |
| 17 | \$186,795.00 | \$189,948.00 | \$193,119.00 | \$196,284.00 | \$199,455.00 | \$202,609.00 | \$205,775.00 | \$207,360.00 | \$208,946.00 | \$210,530.00 |
| 18 | \$186,795.00 | \$189,948.00 | \$193,119.00 | \$196,284.00 | \$199,455.00 | \$202,609.00 | \$205,775.00 | \$207,360.00 | \$208,946.00 | \$210,530.00 |
| 19 | \$186,795.00 | \$189,948.00 | \$193,119.00 | \$196,284.00 | \$199,455.00 | \$202,609.00 | \$205,775.00 | \$207,360.00 | \$208,946.00 | \$210,530.00 |
| 20 | \$186,795.00 | \$189,948.00 | \$193,119.00 | \$196,284.00 | \$199,455.00 | \$202,609.00 | \$205,775.00 | \$207,360.00 | \$208,946.00 | \$210,530.00 |
| 21 | \$189,948.00 | \$193,119.00 | \$196,284.00 | \$199,455.00 | \$202,609.00 | \$205,775.00 | \$208,946.00 | \$210,524.00 | \$212,104.00 | \$213,687.00 |
| 22 | \$189,948.00 | \$193,119.00 | \$196,284.00 | \$199,455.00 | \$202,609.00 | \$205,775.00 | \$208,946.00 | \$210,524.00 | \$212,104.00 | \$213,687.00 |
| 23 | \$189,948.00 | \$193,119.00 | \$196,284.00 | \$199,455.00 | \$202,609.00 | \$205,775.00 | \$208,946.00 | \$210,524.00 | \$212,104.00 | \$213,687.00 |
| 24 | \$189,948.00 | \$193,119.00 | \$196,284.00 | \$199,455.00 | \$202,609.00 | \$205,775.00 | \$208,946.00 | \$210,524.00 | \$212,104.00 | \$213,687.00 |
| 25 | \$189,948.00 | \$193,119.00 | \$196,284.00 | \$199,455.00 | \$202,609.00 | \$205,775.00 | \$208,946.00 | \$210,524.00 | \$212,104.00 | \$213,687.00 |
| 26 | \$192,664.00 | \$195,832.00 | \$199,001.00 | \$202,161.00 | \$205,320.00 | \$208,490.00 | \$211,651.00 | \$213,232.00 | \$214,816.00 | \$216,400.00 |

2019-2020 Salary Schedule
Middle School Principals

| Step | MA | MA+10 | MA+20 | MA+30 | MA+40 | MA+50 | MA+60 | MA+75 | D | D+15 |
|------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| 1 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 2 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 3 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 4 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 5 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 6 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 7 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 8 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 9 | \$155,497.00 | \$158,739.00 | \$161,995.00 | \$165,235.00 | \$168,485.00 | \$172,565.00 | \$174,981.00 | \$176,611.00 | \$178,234.00 | \$179,854.00 |
| 10 | \$160,596.00 | \$163,842.00 | \$167,095.00 | \$170,342.00 | \$173,594.00 | \$176,826.00 | \$180,077.00 | \$181,704.00 | \$183,332.00 | \$184,956.00 |
| 11 | \$165,697.00 | \$168,946.00 | \$172,194.00 | \$175,440.00 | \$178,685.00 | \$181,942.00 | \$185,183.00 | \$186,808.00 | \$188,432.00 | \$190,062.00 |
| 12 | \$170,798.00 | \$174,052.00 | \$177,297.00 | \$180,546.00 | \$183,788.00 | \$187,041.00 | \$190,293.00 | \$191,907.00 | \$193,536.00 | \$195,164.00 |
| 13 | \$175,908.00 | \$179,161.00 | \$182,400.00 | \$185,608.00 | \$188,892.00 | \$192,144.00 | \$195,381.00 | \$197,010.00 | \$198,633.00 | \$200,267.00 |
| 14 | \$181,011.00 | \$184,263.00 | \$187,503.00 | \$190,754.00 | \$194,000.00 | \$197,245.00 | \$200,489.00 | \$202,117.00 | \$203,744.00 | \$205,370.00 |
| 15 | \$186,111.00 | \$189,356.00 | \$191,683.00 | \$195,850.00 | \$199,102.00 | \$202,343.00 | \$205,592.00 | \$207,217.00 | \$208,839.00 | \$210,465.00 |
| 16 | \$191,683.00 | \$194,918.00 | \$198,173.00 | \$201,421.00 | \$204,675.00 | \$207,911.00 | \$211,160.00 | \$212,787.00 | \$214,414.00 | \$216,039.00 |
| 17 | \$191,683.00 | \$194,918.00 | \$198,173.00 | \$201,421.00 | \$204,675.00 | \$207,911.00 | \$211,160.00 | \$212,787.00 | \$214,414.00 | \$216,039.00 |
| 18 | \$191,683.00 | \$194,918.00 | \$198,173.00 | \$201,421.00 | \$204,675.00 | \$207,911.00 | \$211,160.00 | \$212,787.00 | \$214,414.00 | \$216,039.00 |
| 19 | \$191,683.00 | \$194,918.00 | \$198,173.00 | \$201,421.00 | \$204,675.00 | \$207,911.00 | \$211,160.00 | \$212,787.00 | \$214,414.00 | \$216,039.00 |
| 20 | \$191,683.00 | \$194,918.00 | \$198,173.00 | \$201,421.00 | \$204,675.00 | \$207,911.00 | \$211,160.00 | \$212,787.00 | \$214,414.00 | \$216,039.00 |
| 21 | \$194,918.00 | \$198,173.00 | \$201,421.00 | \$204,675.00 | \$207,911.00 | \$211,160.00 | \$214,414.00 | \$216,033.00 | \$217,654.00 | \$219,279.00 |
| 22 | \$194,918.00 | \$198,173.00 | \$201,421.00 | \$204,675.00 | \$207,911.00 | \$211,160.00 | \$214,414.00 | \$216,033.00 | \$217,654.00 | \$219,279.00 |
| 23 | \$194,918.00 | \$198,173.00 | \$201,421.00 | \$204,675.00 | \$207,911.00 | \$211,160.00 | \$214,414.00 | \$216,033.00 | \$217,654.00 | \$219,279.00 |
| 24 | \$194,918.00 | \$198,173.00 | \$201,421.00 | \$204,675.00 | \$207,911.00 | \$211,160.00 | \$214,414.00 | \$216,033.00 | \$217,654.00 | \$219,279.00 |
| 25 | \$194,918.00 | \$198,173.00 | \$201,421.00 | \$204,675.00 | \$207,911.00 | \$211,160.00 | \$214,414.00 | \$216,033.00 | \$217,654.00 | \$219,279.00 |
| 26 | \$197,706.00 | \$200,957.00 | \$204,209.00 | \$207,451.00 | \$210,693.00 | \$213,946.00 | \$217,189.00 | \$218,812.00 | \$220,438.00 | \$222,063.00 |

2019-2020 Salary Schedule
Middle School Principals

| Step | MA | MA+10 | MA+20 | MA+30 | MA+40 | MA+50 | MA+60 | MA+75 | D | D+15 |
|------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| 1 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 2 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 3 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 4 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 5 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 6 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 7 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 8 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 9 | \$155,497.00 | \$158,739.00 | \$161,995.00 | \$165,235.00 | \$168,485.00 | \$172,565.00 | \$174,981.00 | \$176,611.00 | \$178,234.00 | \$179,854.00 |
| 10 | \$160,596.00 | \$163,842.00 | \$167,095.00 | \$170,342.00 | \$173,594.00 | \$176,826.00 | \$180,077.00 | \$181,704.00 | \$183,332.00 | \$184,956.00 |
| 11 | \$165,697.00 | \$168,946.00 | \$172,194.00 | \$175,440.00 | \$178,685.00 | \$181,942.00 | \$185,183.00 | \$186,808.00 | \$188,432.00 | \$190,062.00 |
| 12 | \$170,798.00 | \$174,052.00 | \$177,297.00 | \$180,546.00 | \$183,788.00 | \$187,041.00 | \$190,293.00 | \$191,907.00 | \$193,536.00 | \$195,164.00 |
| 13 | \$175,908.00 | \$179,161.00 | \$182,400.00 | \$185,608.00 | \$188,892.00 | \$192,144.00 | \$195,381.00 | \$197,010.00 | \$198,633.00 | \$200,267.00 |
| 14 | \$181,011.00 | \$184,263.00 | \$187,503.00 | \$190,754.00 | \$194,000.00 | \$197,245.00 | \$200,489.00 | \$202,117.00 | \$203,744.00 | \$205,370.00 |
| 15 | \$186,111.00 | \$189,356.00 | \$191,683.00 | \$195,850.00 | \$199,102.00 | \$202,343.00 | \$205,592.00 | \$207,217.00 | \$208,839.00 | \$210,465.00 |
| 16 | \$191,683.00 | \$194,918.00 | \$198,173.00 | \$201,421.00 | \$204,675.00 | \$207,911.00 | \$211,160.00 | \$212,787.00 | \$214,414.00 | \$216,039.00 |
| 17 | \$191,683.00 | \$194,918.00 | \$198,173.00 | \$201,421.00 | \$204,675.00 | \$207,911.00 | \$211,160.00 | \$212,787.00 | \$214,414.00 | \$216,039.00 |
| 18 | \$191,683.00 | \$194,918.00 | \$198,173.00 | \$201,421.00 | \$204,675.00 | \$207,911.00 | \$211,160.00 | \$212,787.00 | \$214,414.00 | \$216,039.00 |
| 19 | \$191,683.00 | \$194,918.00 | \$198,173.00 | \$201,421.00 | \$204,675.00 | \$207,911.00 | \$211,160.00 | \$212,787.00 | \$214,414.00 | \$216,039.00 |
| 20 | \$191,683.00 | \$194,918.00 | \$198,173.00 | \$201,421.00 | \$204,675.00 | \$207,911.00 | \$211,160.00 | \$212,787.00 | \$214,414.00 | \$216,039.00 |
| 21 | \$194,918.00 | \$198,173.00 | \$201,421.00 | \$204,675.00 | \$207,911.00 | \$211,160.00 | \$214,414.00 | \$216,033.00 | \$217,654.00 | \$219,279.00 |
| 22 | \$194,918.00 | \$198,173.00 | \$201,421.00 | \$204,675.00 | \$207,911.00 | \$211,160.00 | \$214,414.00 | \$216,033.00 | \$217,654.00 | \$219,279.00 |
| 23 | \$194,918.00 | \$198,173.00 | \$201,421.00 | \$204,675.00 | \$207,911.00 | \$211,160.00 | \$214,414.00 | \$216,033.00 | \$217,654.00 | \$219,279.00 |
| 24 | \$194,918.00 | \$198,173.00 | \$201,421.00 | \$204,675.00 | \$207,911.00 | \$211,160.00 | \$214,414.00 | \$216,033.00 | \$217,654.00 | \$219,279.00 |
| 25 | \$194,918.00 | \$198,173.00 | \$201,421.00 | \$204,675.00 | \$207,911.00 | \$211,160.00 | \$214,414.00 | \$216,033.00 | \$217,654.00 | \$219,279.00 |
| 26 | \$197,706.00 | \$200,957.00 | \$204,209.00 | \$207,451.00 | \$210,693.00 | \$213,946.00 | \$217,189.00 | \$218,812.00 | \$220,438.00 | \$222,063.00 |

2017-2018 Salary Schedule
Middle School Assistant Principals

| Step | MA | MA+10 | MA+20 | MA+30 | MA+40 | MA+50 | MA+60 | MA+75 | D | D+15 |
|------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| 1 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 2 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 3 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 4 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 5 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 6 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 7 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 8 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 9 | \$122,710.00 | \$132,658.00 | \$130,986.00 | \$133,702.00 | \$136,414.00 | \$139,118.00 | \$141,838.00 | \$143,870.00 | \$145,906.00 | \$147,944.00 |
| 10 | \$131,989.00 | \$134,698.00 | \$137,543.00 | \$140,252.00 | \$142,971.00 | \$144,321.00 | \$147,033.00 | \$149,073.00 | \$151,107.00 | \$153,138.00 |
| 11 | \$135,828.00 | \$138,532.00 | \$141,384.00 | \$144,093.00 | \$146,811.00 | \$149,516.00 | \$152,235.00 | \$154,268.00 | \$156,306.00 | \$158,336.00 |
| 12 | \$141,029.00 | \$143,738.00 | \$146,586.00 | \$149,301.00 | \$152,007.00 | \$154,720.00 | \$157,432.00 | \$159,476.00 | \$161,512.00 | \$163,548.00 |
| 13 | \$146,219.00 | \$148,933.00 | \$151,782.00 | \$154,498.00 | \$157,212.00 | \$159,915.00 | \$162,631.00 | \$164,662.00 | \$166,700.00 | \$168,728.00 |
| 14 | \$151,645.00 | \$154,366.00 | \$157,212.00 | \$159,915.00 | \$162,631.00 | \$165,348.00 | \$168,057.00 | \$170,093.00 | \$172,120.00 | \$174,156.00 |
| 15 | \$161,595.00 | \$159,785.00 | \$162,631.00 | \$165,348.00 | \$168,057.00 | \$170,767.00 | \$173,485.00 | \$175,514.00 | \$177,547.00 | \$179,577.00 |
| 16 | \$162,491.00 | \$165,216.00 | \$168,057.00 | \$170,767.00 | \$173,485.00 | \$176,201.00 | \$178,904.00 | \$180,941.00 | \$182,970.00 | \$185,007.00 |
| 17 | \$162,491.00 | \$165,216.00 | \$168,057.00 | \$170,767.00 | \$173,485.00 | \$176,201.00 | \$178,904.00 | \$180,941.00 | \$182,970.00 | \$185,007.00 |
| 18 | \$162,491.00 | \$165,216.00 | \$168,057.00 | \$170,767.00 | \$173,485.00 | \$176,201.00 | \$178,904.00 | \$180,941.00 | \$182,970.00 | \$185,007.00 |
| 19 | \$162,491.00 | \$165,216.00 | \$168,057.00 | \$170,767.00 | \$173,485.00 | \$176,201.00 | \$178,904.00 | \$180,941.00 | \$182,970.00 | \$185,007.00 |
| 20 | \$162,491.00 | \$165,216.00 | \$168,057.00 | \$170,767.00 | \$173,485.00 | \$176,201.00 | \$178,904.00 | \$180,941.00 | \$182,970.00 | \$185,007.00 |
| 21 | \$165,660.00 | \$168,371.00 | \$171,223.00 | \$173,935.00 | \$176,643.00 | \$179,354.00 | \$182,071.00 | \$184,105.00 | \$186,141.00 | \$188,175.00 |
| 22 | \$165,660.00 | \$168,371.00 | \$171,223.00 | \$173,935.00 | \$176,643.00 | \$179,354.00 | \$182,071.00 | \$184,105.00 | \$186,141.00 | \$188,175.00 |
| 23 | \$165,660.00 | \$168,371.00 | \$171,223.00 | \$173,935.00 | \$176,643.00 | \$179,354.00 | \$182,071.00 | \$184,105.00 | \$186,141.00 | \$188,175.00 |
| 24 | \$165,660.00 | \$168,371.00 | \$171,223.00 | \$173,935.00 | \$176,643.00 | \$179,354.00 | \$182,071.00 | \$184,105.00 | \$186,141.00 | \$188,175.00 |
| 25 | \$165,660.00 | \$168,371.00 | \$171,223.00 | \$173,935.00 | \$176,643.00 | \$179,354.00 | \$182,071.00 | \$184,105.00 | \$186,141.00 | \$188,175.00 |
| 26 | \$168,371.00 | \$171,085.00 | \$173,935.00 | \$176,643.00 | \$179,354.00 | \$182,071.00 | \$184,784.00 | \$186,817.00 | \$188,849.00 | \$190,887.00 |

2018-2019 Salary Schedule
Middle School Assistant Principals

| Step | MA | MA+10 | MA+20 | MA+30 | MA+40 | MA+50 | MA+60 | MA+75 | D | D+15 |
|------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| 1 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 2 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 3 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 4 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 5 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 6 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 7 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 8 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 9 | \$124,305.00 | \$134,383.00 | \$132,689.00 | \$135,440.00 | \$138,187.00 | \$140,927.00 | \$143,682.00 | \$145,740.00 | \$147,803.00 | \$149,867.00 |
| 10 | \$133,705.00 | \$136,449.00 | \$139,331.00 | \$142,075.00 | \$144,830.00 | \$146,197.00 | \$148,944.00 | \$151,011.00 | \$153,071.00 | \$155,129.00 |
| 11 | \$137,594.00 | \$140,333.00 | \$143,222.00 | \$145,966.00 | \$148,720.00 | \$151,460.00 | \$154,214.00 | \$156,273.00 | \$158,338.00 | \$160,394.00 |
| 12 | \$142,862.00 | \$145,607.00 | \$148,492.00 | \$151,242.00 | \$153,983.00 | \$156,731.00 | \$159,479.00 | \$161,549.00 | \$163,612.00 | \$165,674.00 |
| 13 | \$148,120.00 | \$150,869.00 | \$153,755.00 | \$156,506.00 | \$159,256.00 | \$161,994.00 | \$164,745.00 | \$166,803.00 | \$168,867.00 | \$170,921.00 |
| 14 | \$153,616.00 | \$156,373.00 | \$159,256.00 | \$161,994.00 | \$164,745.00 | \$167,498.00 | \$170,242.00 | \$172,304.00 | \$174,358.00 | \$176,420.00 |
| 15 | \$163,696.00 | \$161,862.00 | \$164,745.00 | \$167,498.00 | \$170,242.00 | \$172,987.00 | \$175,740.00 | \$177,796.00 | \$179,855.00 | \$181,912.00 |
| 16 | \$164,603.00 | \$167,364.00 | \$170,242.00 | \$172,987.00 | \$175,740.00 | \$178,492.00 | \$181,230.00 | \$183,293.00 | \$185,349.00 | \$187,412.00 |
| 17 | \$164,603.00 | \$167,364.00 | \$170,242.00 | \$172,987.00 | \$175,740.00 | \$178,492.00 | \$181,230.00 | \$183,293.00 | \$185,349.00 | \$187,412.00 |
| 18 | \$164,603.00 | \$167,364.00 | \$170,242.00 | \$172,987.00 | \$175,740.00 | \$178,492.00 | \$181,230.00 | \$183,293.00 | \$185,349.00 | \$187,412.00 |
| 19 | \$164,603.00 | \$167,364.00 | \$170,242.00 | \$172,987.00 | \$175,740.00 | \$178,492.00 | \$181,230.00 | \$183,293.00 | \$185,349.00 | \$187,412.00 |
| 20 | \$164,603.00 | \$167,364.00 | \$170,242.00 | \$172,987.00 | \$175,740.00 | \$178,492.00 | \$181,230.00 | \$183,293.00 | \$185,349.00 | \$187,412.00 |
| 21 | \$167,814.00 | \$170,560.00 | \$173,449.00 | \$176,196.00 | \$178,939.00 | \$181,686.00 | \$184,438.00 | \$186,498.00 | \$188,561.00 | \$190,621.00 |
| 22 | \$167,814.00 | \$170,560.00 | \$173,449.00 | \$176,196.00 | \$178,939.00 | \$181,686.00 | \$184,438.00 | \$186,498.00 | \$188,561.00 | \$190,621.00 |
| 23 | \$167,814.00 | \$170,560.00 | \$173,449.00 | \$176,196.00 | \$178,939.00 | \$181,686.00 | \$184,438.00 | \$186,498.00 | \$188,561.00 | \$190,621.00 |
| 24 | \$167,814.00 | \$170,560.00 | \$173,449.00 | \$176,196.00 | \$178,939.00 | \$181,686.00 | \$184,438.00 | \$186,498.00 | \$188,561.00 | \$190,621.00 |
| 25 | \$167,814.00 | \$170,560.00 | \$173,449.00 | \$176,196.00 | \$178,939.00 | \$181,686.00 | \$184,438.00 | \$186,498.00 | \$188,561.00 | \$190,621.00 |
| 26 | \$170,560.00 | \$173,309.00 | \$176,196.00 | \$178,939.00 | \$181,686.00 | \$184,438.00 | \$187,186.00 | \$189,246.00 | \$191,304.00 | \$193,369.00 |

2017-2018 Salary Schedule
High School Principal

| Step | MA | MA+10 | MA+20 | MA+30 | MA+40 | MA+50 | MA+60 | MA+75 | D | D+15 |
|------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| 1 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 2 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 3 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 4 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 5 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 6 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 7 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 8 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 9 | \$162,294.00 | \$174,493.00 | \$168,619.00 | \$171,782.00 | \$174,947.00 | \$178,111.00 | \$181,274.00 | \$182,862.00 | \$184,449.00 | \$186,031.00 |
| 10 | \$167,268.00 | \$170,433.00 | \$173,592.00 | \$176,756.00 | \$179,918.00 | \$183,082.00 | \$186,250.00 | \$187,829.00 | \$189,415.00 | \$190,993.00 |
| 11 | \$172,236.00 | \$175,405.00 | \$178,564.00 | \$181,727.00 | \$184,894.00 | \$188,049.00 | \$191,224.00 | \$192,809.00 | \$194,390.00 | \$195,971.00 |
| 12 | \$177,237.00 | \$180,375.00 | \$183,541.00 | \$186,700.00 | \$189,865.00 | \$193,035.00 | \$196,192.00 | \$197,775.00 | \$199,360.00 | \$200,944.00 |
| 13 | \$182,180.00 | \$185,348.00 | \$188,510.00 | \$191,668.00 | \$194,835.00 | \$198,003.00 | \$201,321.00 | \$202,827.00 | \$204,330.00 | \$205,836.00 |
| 14 | \$187,147.00 | \$190,321.00 | \$193,484.00 | \$196,647.00 | \$199,813.00 | \$202,922.00 | \$206,138.00 | \$207,723.00 | \$209,306.00 | \$210,886.00 |
| 15 | \$192,126.00 | \$195,298.00 | \$198,456.00 | \$201,614.00 | \$204,784.00 | \$207,946.00 | \$211,109.00 | \$212,698.00 | \$214,280.00 | \$215,863.00 |
| 16 | \$197,553.00 | \$200,713.00 | \$203,883.00 | \$207,040.00 | \$210,207.00 | \$213,372.00 | \$216,534.00 | \$218,112.00 | \$219,698.00 | \$221,281.00 |
| 17 | \$197,553.00 | \$200,713.00 | \$203,883.00 | \$207,040.00 | \$210,207.00 | \$213,372.00 | \$216,534.00 | \$218,112.00 | \$219,698.00 | \$221,281.00 |
| 18 | \$197,553.00 | \$200,713.00 | \$203,883.00 | \$207,040.00 | \$210,207.00 | \$213,372.00 | \$216,534.00 | \$218,112.00 | \$219,698.00 | \$221,281.00 |
| 19 | \$197,553.00 | \$200,713.00 | \$203,883.00 | \$207,040.00 | \$210,207.00 | \$213,372.00 | \$216,534.00 | \$218,112.00 | \$219,698.00 | \$221,281.00 |
| 20 | \$197,553.00 | \$200,713.00 | \$203,883.00 | \$207,040.00 | \$210,207.00 | \$213,372.00 | \$216,534.00 | \$218,112.00 | \$219,698.00 | \$221,281.00 |
| 21 | \$200,713.00 | \$203,883.00 | \$207,040.00 | \$210,207.00 | \$213,372.00 | \$216,534.00 | \$219,698.00 | \$221,281.00 | \$222,867.00 | \$224,452.00 |
| 22 | \$200,717.00 | \$203,883.00 | \$207,040.00 | \$210,207.00 | \$213,372.00 | \$216,534.00 | \$219,698.00 | \$221,281.00 | \$222,867.00 | \$224,452.00 |
| 23 | \$200,717.00 | \$203,883.00 | \$207,040.00 | \$210,207.00 | \$213,372.00 | \$216,534.00 | \$219,698.00 | \$221,281.00 | \$222,867.00 | \$224,452.00 |
| 24 | \$200,717.00 | \$203,883.00 | \$207,040.00 | \$210,207.00 | \$213,372.00 | \$216,534.00 | \$219,698.00 | \$221,281.00 | \$222,867.00 | \$224,452.00 |
| 25 | \$200,717.00 | \$203,883.00 | \$207,040.00 | \$210,207.00 | \$213,372.00 | \$216,534.00 | \$219,698.00 | \$221,400.00 | \$222,867.00 | \$224,452.00 |
| 26 | \$203,431.00 | \$206,589.00 | \$209,906.00 | \$212,923.00 | \$216,085.00 | \$219,248.00 | \$222,417.00 | \$223,999.00 | \$225,582.00 | \$227,162.00 |

2017-2018 Salary Schedule
High School Principal

| Step | MA | MA+10 | MA+20 | MA+30 | MA+40 | MA+50 | MA+60 | MA+75 | D | D+15 |
|------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| 1 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 2 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 3 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 4 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 5 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 6 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 7 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 8 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 9 | \$162,294.00 | \$174,493.00 | \$168,619.00 | \$171,782.00 | \$174,947.00 | \$178,111.00 | \$181,274.00 | \$182,862.00 | \$184,449.00 | \$186,031.00 |
| 10 | \$167,268.00 | \$170,433.00 | \$173,592.00 | \$176,756.00 | \$179,918.00 | \$183,082.00 | \$186,250.00 | \$187,829.00 | \$189,415.00 | \$190,993.00 |
| 11 | \$172,236.00 | \$175,405.00 | \$178,564.00 | \$181,727.00 | \$184,894.00 | \$188,049.00 | \$191,224.00 | \$192,809.00 | \$194,390.00 | \$195,971.00 |
| 12 | \$177,237.00 | \$180,375.00 | \$183,541.00 | \$186,700.00 | \$189,865.00 | \$193,035.00 | \$196,192.00 | \$197,775.00 | \$199,360.00 | \$200,944.00 |
| 13 | \$182,180.00 | \$185,348.00 | \$188,510.00 | \$191,668.00 | \$194,835.00 | \$198,003.00 | \$201,321.00 | \$202,827.00 | \$204,330.00 | \$205,836.00 |
| 14 | \$187,147.00 | \$190,321.00 | \$193,484.00 | \$196,647.00 | \$199,813.00 | \$202,922.00 | \$206,138.00 | \$207,723.00 | \$209,306.00 | \$210,886.00 |
| 15 | \$192,126.00 | \$195,298.00 | \$198,456.00 | \$201,614.00 | \$204,784.00 | \$207,946.00 | \$211,109.00 | \$212,698.00 | \$214,280.00 | \$215,863.00 |
| 16 | \$197,553.00 | \$200,713.00 | \$203,883.00 | \$207,040.00 | \$210,207.00 | \$213,372.00 | \$216,534.00 | \$218,112.00 | \$219,698.00 | \$221,281.00 |
| 17 | \$197,553.00 | \$200,713.00 | \$203,883.00 | \$207,040.00 | \$210,207.00 | \$213,372.00 | \$216,534.00 | \$218,112.00 | \$219,698.00 | \$221,281.00 |
| 18 | \$197,553.00 | \$200,713.00 | \$203,883.00 | \$207,040.00 | \$210,207.00 | \$213,372.00 | \$216,534.00 | \$218,112.00 | \$219,698.00 | \$221,281.00 |
| 19 | \$197,553.00 | \$200,713.00 | \$203,883.00 | \$207,040.00 | \$210,207.00 | \$213,372.00 | \$216,534.00 | \$218,112.00 | \$219,698.00 | \$221,281.00 |
| 20 | \$197,553.00 | \$200,713.00 | \$203,883.00 | \$207,040.00 | \$210,207.00 | \$213,372.00 | \$216,534.00 | \$218,112.00 | \$219,698.00 | \$221,281.00 |
| 21 | \$200,713.00 | \$203,883.00 | \$207,040.00 | \$210,207.00 | \$213,372.00 | \$216,534.00 | \$219,698.00 | \$221,281.00 | \$222,867.00 | \$224,452.00 |
| 22 | \$200,717.00 | \$203,883.00 | \$207,040.00 | \$210,207.00 | \$213,372.00 | \$216,534.00 | \$219,698.00 | \$221,281.00 | \$222,867.00 | \$224,452.00 |
| 23 | \$200,717.00 | \$203,883.00 | \$207,040.00 | \$210,207.00 | \$213,372.00 | \$216,534.00 | \$219,698.00 | \$221,281.00 | \$222,867.00 | \$224,452.00 |
| 24 | \$200,717.00 | \$203,883.00 | \$207,040.00 | \$210,207.00 | \$213,372.00 | \$216,534.00 | \$219,698.00 | \$221,281.00 | \$222,867.00 | \$224,452.00 |
| 25 | \$200,717.00 | \$203,883.00 | \$207,040.00 | \$210,207.00 | \$213,372.00 | \$216,534.00 | \$219,698.00 | \$221,400.00 | \$222,867.00 | \$224,452.00 |
| 26 | \$203,431.00 | \$206,589.00 | \$209,906.00 | \$212,923.00 | \$216,085.00 | \$219,248.00 | \$222,417.00 | \$223,999.00 | \$225,582.00 | \$227,162.00 |

2018-2019 Salary Schedule
High School Principal

| Step | MA | MA+10 | MA+20 | MA+30 | MA+40 | MA+50 | MA+60 | MA+75 | D | D+15 |
|------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| 1 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 2 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 3 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 4 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 5 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 6 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 7 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 8 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 9 | \$164,404.00 | \$176,761.00 | \$170,811.00 | \$174,015.00 | \$177,221.00 | \$180,426.00 | \$183,631.00 | \$185,239.00 | \$186,847.00 | \$188,449.00 |
| 10 | \$169,442.00 | \$172,649.00 | \$175,849.00 | \$179,054.00 | \$182,257.00 | \$185,462.00 | \$188,671.00 | \$190,271.00 | \$191,877.00 | \$193,476.00 |
| 11 | \$174,475.00 | \$177,685.00 | \$180,885.00 | \$184,089.00 | \$187,298.00 | \$190,494.00 | \$193,710.00 | \$195,316.00 | \$196,917.00 | \$198,519.00 |
| 12 | \$179,541.00 | \$182,720.00 | \$185,927.00 | \$189,127.00 | \$192,333.00 | \$195,544.00 | \$198,742.00 | \$200,346.00 | \$201,952.00 | \$203,556.00 |
| 13 | \$184,548.00 | \$187,758.00 | \$190,961.00 | \$194,160.00 | \$197,368.00 | \$200,577.00 | \$203,938.00 | \$205,464.00 | \$206,986.00 | \$208,512.00 |
| 14 | \$189,580.00 | \$192,795.00 | \$195,999.00 | \$199,203.00 | \$202,411.00 | \$205,560.00 | \$208,818.00 | \$210,423.00 | \$212,027.00 | \$213,628.00 |
| 15 | \$194,624.00 | \$197,837.00 | \$201,036.00 | \$204,235.00 | \$207,446.00 | \$210,649.00 | \$213,853.00 | \$215,463.00 | \$217,066.00 | \$218,669.00 |
| 16 | \$200,121.00 | \$203,322.00 | \$206,533.00 | \$209,732.00 | \$212,940.00 | \$216,146.00 | \$219,349.00 | \$220,947.00 | \$222,554.00 | \$224,158.00 |
| 17 | \$200,121.00 | \$203,322.00 | \$206,533.00 | \$209,732.00 | \$212,940.00 | \$216,146.00 | \$219,349.00 | \$220,947.00 | \$222,554.00 | \$224,158.00 |
| 18 | \$200,121.00 | \$203,322.00 | \$206,533.00 | \$209,732.00 | \$212,940.00 | \$216,146.00 | \$219,349.00 | \$220,947.00 | \$222,554.00 | \$224,158.00 |
| 19 | \$200,121.00 | \$203,322.00 | \$206,533.00 | \$209,732.00 | \$212,940.00 | \$216,146.00 | \$219,349.00 | \$220,947.00 | \$222,554.00 | \$224,158.00 |
| 20 | \$200,121.00 | \$203,322.00 | \$206,533.00 | \$209,732.00 | \$212,940.00 | \$216,146.00 | \$219,349.00 | \$220,947.00 | \$222,554.00 | \$224,158.00 |
| 21 | \$203,322.00 | \$206,533.00 | \$209,732.00 | \$212,940.00 | \$216,146.00 | \$219,349.00 | \$222,554.00 | \$224,158.00 | \$225,764.00 | \$227,370.00 |
| 22 | \$203,326.00 | \$206,533.00 | \$209,732.00 | \$212,940.00 | \$216,146.00 | \$219,349.00 | \$222,554.00 | \$224,158.00 | \$225,764.00 | \$227,370.00 |
| 23 | \$203,326.00 | \$206,533.00 | \$209,732.00 | \$212,940.00 | \$216,146.00 | \$219,349.00 | \$222,554.00 | \$224,158.00 | \$225,764.00 | \$227,370.00 |
| 24 | \$203,326.00 | \$206,533.00 | \$209,732.00 | \$212,940.00 | \$216,146.00 | \$219,349.00 | \$222,554.00 | \$224,158.00 | \$225,764.00 | \$227,370.00 |
| 25 | \$203,326.00 | \$206,533.00 | \$209,732.00 | \$212,940.00 | \$216,146.00 | \$219,349.00 | \$222,554.00 | \$224,278.00 | \$225,764.00 | \$227,370.00 |
| 26 | \$206,076.00 | \$209,275.00 | \$212,635.00 | \$215,691.00 | \$218,894.00 | \$222,098.00 | \$225,308.00 | \$226,911.00 | \$228,515.00 | \$230,115.00 |

2019-2020 Salary Schedule
High School Principal

| Step | MA | MA+10 | MA+20 | MA+30 | MA+40 | MA+50 | MA+60 | MA+75 | D | D+15 |
|------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| 1 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 2 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 3 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 4 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 5 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 6 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 7 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 8 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 9 | \$166,541.00 | \$179,059.00 | \$173,032.00 | \$176,277.00 | \$179,525.00 | \$182,772.00 | \$186,018.00 | \$187,647.00 | \$189,276.00 | \$190,899.00 |
| 10 | \$171,645.00 | \$174,893.00 | \$178,135.00 | \$181,382.00 | \$184,626.00 | \$187,873.00 | \$191,124.00 | \$192,745.00 | \$194,371.00 | \$195,991.00 |
| 11 | \$176,743.00 | \$179,995.00 | \$183,237.00 | \$186,482.00 | \$189,733.00 | \$192,970.00 | \$196,228.00 | \$197,855.00 | \$199,477.00 | \$201,100.00 |
| 12 | \$181,875.00 | \$185,095.00 | \$188,344.00 | \$191,586.00 | \$194,833.00 | \$198,086.00 | \$201,326.00 | \$202,950.00 | \$204,577.00 | \$206,202.00 |
| 13 | \$186,947.00 | \$190,199.00 | \$193,443.00 | \$196,684.00 | \$199,934.00 | \$203,185.00 | \$206,589.00 | \$208,135.00 | \$209,677.00 | \$211,223.00 |
| 14 | \$192,045.00 | \$195,301.00 | \$198,547.00 | \$201,793.00 | \$205,042.00 | \$208,232.00 | \$211,533.00 | \$213,158.00 | \$214,783.00 | \$216,405.00 |
| 15 | \$197,154.00 | \$200,409.00 | \$203,649.00 | \$206,890.00 | \$210,143.00 | \$213,387.00 | \$216,633.00 | \$218,264.00 | \$219,888.00 | \$221,512.00 |
| 16 | \$202,723.00 | \$205,965.00 | \$209,218.00 | \$212,459.00 | \$215,708.00 | \$218,956.00 | \$222,201.00 | \$223,819.00 | \$225,447.00 | \$227,072.00 |
| 17 | \$202,723.00 | \$205,965.00 | \$209,218.00 | \$212,459.00 | \$215,708.00 | \$218,956.00 | \$222,201.00 | \$223,819.00 | \$225,447.00 | \$227,072.00 |
| 18 | \$202,723.00 | \$205,965.00 | \$209,218.00 | \$212,459.00 | \$215,708.00 | \$218,956.00 | \$222,201.00 | \$223,819.00 | \$225,447.00 | \$227,072.00 |
| 19 | \$202,723.00 | \$205,965.00 | \$209,218.00 | \$212,459.00 | \$215,708.00 | \$218,956.00 | \$222,201.00 | \$223,819.00 | \$225,447.00 | \$227,072.00 |
| 20 | \$202,723.00 | \$205,965.00 | \$209,218.00 | \$212,459.00 | \$215,708.00 | \$218,956.00 | \$222,201.00 | \$223,819.00 | \$225,447.00 | \$227,072.00 |
| 21 | \$205,965.00 | \$209,218.00 | \$212,459.00 | \$215,708.00 | \$218,956.00 | \$222,201.00 | \$225,447.00 | \$227,072.00 | \$228,699.00 | \$230,326.00 |
| 22 | \$205,969.00 | \$209,218.00 | \$212,459.00 | \$215,708.00 | \$218,956.00 | \$222,201.00 | \$225,447.00 | \$227,072.00 | \$228,699.00 | \$230,326.00 |
| 23 | \$205,969.00 | \$209,218.00 | \$212,459.00 | \$215,708.00 | \$218,956.00 | \$222,201.00 | \$225,447.00 | \$227,072.00 | \$228,699.00 | \$230,326.00 |
| 24 | \$205,969.00 | \$209,218.00 | \$212,459.00 | \$215,708.00 | \$218,956.00 | \$222,201.00 | \$225,447.00 | \$227,072.00 | \$228,699.00 | \$230,326.00 |
| 25 | \$205,969.00 | \$209,218.00 | \$212,459.00 | \$215,708.00 | \$218,956.00 | \$222,201.00 | \$225,447.00 | \$227,194.00 | \$228,699.00 | \$230,326.00 |
| 26 | \$208,755.00 | \$211,996.00 | \$215,399.00 | \$218,495.00 | \$221,740.00 | \$224,985.00 | \$228,237.00 | \$229,861.00 | \$231,486.00 | \$233,106.00 |

2017-2018 Salary Schedule
High School Assistant Principals

| Step | MA | MA+10 | MA+20 | MA+30 | MA+40 | MA+50 | MA+60 | MA+75 | D | D+15 |
|------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| 1 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 2 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 3 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 4 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 5 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 6 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 7 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 8 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 9 | \$132,089.00 | \$134,577.00 | \$136,836.00 | \$139,105.00 | \$141,231.00 | \$143,033.00 | \$146,506.00 | \$147,711.00 | \$148,912.00 | \$150,114.00 |
| 10 | \$137,290.00 | \$139,557.00 | \$141,814.00 | \$144,076.00 | \$146,188.00 | \$148,009.00 | \$149,813.00 | \$151,850.00 | \$153,879.00 | \$155,913.00 |
| 11 | \$142,264.00 | \$144,527.00 | \$146,779.00 | \$149,047.00 | \$151,169.00 | \$152,979.00 | \$154,782.00 | \$156,821.00 | \$158,858.00 | \$160,894.00 |
| 12 | \$147,243.00 | \$149,501.00 | \$151,754.00 | \$154,027.00 | \$156,142.00 | \$157,952.00 | \$159,755.00 | \$161,795.00 | \$163,826.00 | \$165,860.00 |
| 13 | \$152,208.00 | \$154,468.00 | \$156,722.00 | \$158,990.00 | \$161,122.00 | \$158,405.00 | \$164,727.00 | \$166,766.00 | \$168,795.00 | \$170,826.00 |
| 14 | \$157,184.00 | \$159,442.00 | \$161,712.00 | \$163,965.00 | \$166,086.00 | \$163,380.00 | \$169,710.00 | \$171,741.00 | \$173,771.00 | \$175,812.00 |
| 15 | \$162,157.00 | \$164,416.00 | \$166,679.00 | \$168,936.00 | \$171,065.00 | \$168,347.00 | \$174,677.00 | \$176,709.00 | \$178,741.00 | \$180,774.00 |
| 16 | \$167,123.00 | \$169,385.00 | \$171,052.00 | \$173,907.00 | \$176,033.00 | \$177,835.00 | \$179,648.00 | \$181,687.00 | \$183,719.00 | \$185,758.00 |
| 17 | \$167,123.00 | \$169,385.00 | \$171,052.00 | \$173,907.00 | \$176,033.00 | \$177,835.00 | \$179,648.00 | \$181,687.00 | \$183,719.00 | \$185,758.00 |
| 18 | \$167,123.00 | \$169,385.00 | \$171,052.00 | \$173,907.00 | \$176,033.00 | \$177,835.00 | \$179,648.00 | \$181,687.00 | \$183,719.00 | \$185,758.00 |
| 19 | \$167,123.00 | \$169,385.00 | \$171,052.00 | \$173,907.00 | \$176,033.00 | \$177,835.00 | \$179,648.00 | \$181,687.00 | \$183,719.00 | \$185,758.00 |
| 20 | \$167,123.00 | \$169,385.00 | \$171,052.00 | \$173,907.00 | \$176,033.00 | \$177,835.00 | \$179,648.00 | \$181,687.00 | \$183,719.00 | \$185,758.00 |
| 21 | \$170,295.00 | \$172,551.00 | \$176,013.00 | \$177,070.00 | \$179,195.00 | \$181,007.00 | \$182,814.00 | \$184,858.00 | \$186,888.00 | \$188,921.00 |
| 22 | \$170,295.00 | \$172,551.00 | \$176,013.00 | \$177,070.00 | \$179,195.00 | \$181,007.00 | \$182,814.00 | \$184,858.00 | \$186,888.00 | \$188,921.00 |
| 23 | \$170,295.00 | \$172,551.00 | \$176,013.00 | \$177,070.00 | \$179,195.00 | \$181,007.00 | \$182,814.00 | \$184,858.00 | \$186,888.00 | \$188,921.00 |
| 24 | \$170,295.00 | \$172,551.00 | \$176,013.00 | \$177,070.00 | \$179,195.00 | \$181,007.00 | \$182,814.00 | \$184,858.00 | \$186,888.00 | \$188,921.00 |
| 25 | \$170,295.00 | \$172,551.00 | \$176,013.00 | \$177,070.00 | \$179,195.00 | \$181,007.00 | \$182,814.00 | \$184,858.00 | \$186,888.00 | \$188,921.00 |
| 26 | \$173,004.00 | \$175,262.00 | \$177,524.00 | \$179,791.00 | \$181,909.00 | \$183,719.00 | \$185,527.00 | \$187,562.00 | \$189,592.00 | \$191,632.00 |

2018-2019 Salary Schedule
High School Assistant Principals

| Step | MA | MA+10 | MA+20 | MA+30 | MA+40 | MA+50 | MA+60 | MA+75 | D | D+15 |
|------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| 1 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 2 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 3 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 4 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 5 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 6 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 7 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 8 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 9 | \$133,806.00 | \$136,327.00 | \$138,615.00 | \$140,913.00 | \$143,067.00 | \$144,892.00 | \$148,411.00 | \$149,631.00 | \$150,848.00 | \$152,065.00 |
| 10 | \$139,075.00 | \$141,371.00 | \$143,658.00 | \$145,949.00 | \$148,088.00 | \$149,933.00 | \$151,761.00 | \$153,824.00 | \$155,879.00 | \$157,940.00 |
| 11 | \$144,113.00 | \$146,406.00 | \$148,687.00 | \$150,985.00 | \$153,134.00 | \$154,968.00 | \$156,794.00 | \$158,860.00 | \$160,923.00 | \$162,986.00 |
| 12 | \$149,157.00 | \$151,445.00 | \$153,727.00 | \$156,029.00 | \$158,172.00 | \$160,005.00 | \$161,832.00 | \$163,898.00 | \$165,956.00 | \$168,016.00 |
| 13 | \$154,187.00 | \$156,476.00 | \$158,759.00 | \$161,057.00 | \$163,217.00 | \$160,464.00 | \$166,868.00 | \$168,934.00 | \$170,989.00 | \$173,047.00 |
| 14 | \$159,227.00 | \$161,515.00 | \$163,814.00 | \$166,097.00 | \$168,245.00 | \$165,504.00 | \$171,916.00 | \$173,974.00 | \$176,030.00 | \$178,098.00 |
| 15 | \$164,265.00 | \$166,553.00 | \$168,846.00 | \$171,132.00 | \$173,289.00 | \$170,536.00 | \$176,948.00 | \$179,006.00 | \$181,065.00 | \$183,124.00 |
| 16 | \$169,296.00 | \$171,587.00 | \$173,276.00 | \$176,168.00 | \$178,321.00 | \$180,147.00 | \$181,983.00 | \$184,049.00 | \$186,107.00 | \$188,173.00 |
| 17 | \$169,296.00 | \$171,587.00 | \$173,276.00 | \$176,168.00 | \$178,321.00 | \$180,147.00 | \$181,983.00 | \$184,049.00 | \$186,107.00 | \$188,173.00 |
| 18 | \$169,296.00 | \$171,587.00 | \$173,276.00 | \$176,168.00 | \$178,321.00 | \$180,147.00 | \$181,983.00 | \$184,049.00 | \$186,107.00 | \$188,173.00 |
| 19 | \$169,296.00 | \$171,587.00 | \$173,276.00 | \$176,168.00 | \$178,321.00 | \$180,147.00 | \$181,983.00 | \$184,049.00 | \$186,107.00 | \$188,173.00 |
| 20 | \$169,296.00 | \$171,587.00 | \$173,276.00 | \$176,168.00 | \$178,321.00 | \$180,147.00 | \$181,983.00 | \$184,049.00 | \$186,107.00 | \$188,173.00 |
| 21 | \$172,509.00 | \$174,794.00 | \$178,301.00 | \$179,372.00 | \$181,525.00 | \$183,360.00 | \$185,191.00 | \$187,261.00 | \$189,318.00 | \$191,377.00 |
| 22 | \$172,509.00 | \$174,794.00 | \$178,301.00 | \$179,372.00 | \$181,525.00 | \$183,360.00 | \$185,191.00 | \$187,261.00 | \$189,318.00 | \$191,377.00 |
| 23 | \$172,509.00 | \$174,794.00 | \$178,301.00 | \$179,372.00 | \$181,525.00 | \$183,360.00 | \$185,191.00 | \$187,261.00 | \$189,318.00 | \$191,377.00 |
| 24 | \$172,509.00 | \$174,794.00 | \$178,301.00 | \$179,372.00 | \$181,525.00 | \$183,360.00 | \$185,191.00 | \$187,261.00 | \$189,318.00 | \$191,377.00 |
| 25 | \$172,509.00 | \$174,794.00 | \$178,301.00 | \$179,372.00 | \$181,525.00 | \$183,360.00 | \$185,191.00 | \$187,261.00 | \$189,318.00 | \$191,377.00 |
| 26 | \$175,253.00 | \$177,540.00 | \$179,832.00 | \$182,128.00 | \$184,274.00 | \$186,107.00 | \$187,939.00 | \$190,000.00 | \$192,057.00 | \$194,123.00 |

2019-2020 Salary Schedule
High School Assistant Principals

| Step | MA | MA+10 | MA+20 | MA+30 | MA+40 | MA+50 | MA+60 | MA+75 | D | D+15 |
|------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| 1 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 2 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 3 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 4 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 5 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 6 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 7 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 8 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 9 | \$135,545.00 | \$138,099.00 | \$140,417.00 | \$142,745.00 | \$144,927.00 | \$146,776.00 | \$150,340.00 | \$151,576.00 | \$152,809.00 | \$154,042.00 |
| 10 | \$140,883.00 | \$143,209.00 | \$145,526.00 | \$147,846.00 | \$150,013.00 | \$151,882.00 | \$153,734.00 | \$155,824.00 | \$157,905.00 | \$159,993.00 |
| 11 | \$145,986.00 | \$148,309.00 | \$150,620.00 | \$152,948.00 | \$155,125.00 | \$156,983.00 | \$158,832.00 | \$160,925.00 | \$163,015.00 | \$165,105.00 |
| 12 | \$151,096.00 | \$153,414.00 | \$155,725.00 | \$158,057.00 | \$160,228.00 | \$162,085.00 | \$163,936.00 | \$166,029.00 | \$168,113.00 | \$170,200.00 |
| 13 | \$156,191.00 | \$158,510.00 | \$160,823.00 | \$163,151.00 | \$165,339.00 | \$162,550.00 | \$169,037.00 | \$171,130.00 | \$173,212.00 | \$175,297.00 |
| 14 | \$161,297.00 | \$163,615.00 | \$165,944.00 | \$168,256.00 | \$170,432.00 | \$167,656.00 | \$174,151.00 | \$176,236.00 | \$178,318.00 | \$180,413.00 |
| 15 | \$166,400.00 | \$168,718.00 | \$171,041.00 | \$173,357.00 | \$175,542.00 | \$172,753.00 | \$179,248.00 | \$181,333.00 | \$183,419.00 | \$185,505.00 |
| 16 | \$171,497.00 | \$173,818.00 | \$175,529.00 | \$178,458.00 | \$180,639.00 | \$182,489.00 | \$184,349.00 | \$186,442.00 | \$188,526.00 | \$190,619.00 |
| 17 | \$171,497.00 | \$173,818.00 | \$175,529.00 | \$178,458.00 | \$180,639.00 | \$182,489.00 | \$184,349.00 | \$186,442.00 | \$188,526.00 | \$190,619.00 |
| 18 | \$171,497.00 | \$173,818.00 | \$175,529.00 | \$178,458.00 | \$180,639.00 | \$182,489.00 | \$184,349.00 | \$186,442.00 | \$188,526.00 | \$190,619.00 |
| 19 | \$171,497.00 | \$173,818.00 | \$175,529.00 | \$178,458.00 | \$180,639.00 | \$182,489.00 | \$184,349.00 | \$186,442.00 | \$188,526.00 | \$190,619.00 |
| 20 | \$171,497.00 | \$173,818.00 | \$175,529.00 | \$178,458.00 | \$180,639.00 | \$182,489.00 | \$184,349.00 | \$186,442.00 | \$188,526.00 | \$190,619.00 |
| 21 | \$174,752.00 | \$177,066.00 | \$180,619.00 | \$181,704.00 | \$183,885.00 | \$185,744.00 | \$187,598.00 | \$189,695.00 | \$191,779.00 | \$193,865.00 |
| 22 | \$174,752.00 | \$177,066.00 | \$180,619.00 | \$181,704.00 | \$183,885.00 | \$185,744.00 | \$187,598.00 | \$189,695.00 | \$191,779.00 | \$193,865.00 |
| 23 | \$174,752.00 | \$177,066.00 | \$180,619.00 | \$181,704.00 | \$183,885.00 | \$185,744.00 | \$187,598.00 | \$189,695.00 | \$191,779.00 | \$193,865.00 |
| 24 | \$174,752.00 | \$177,066.00 | \$180,619.00 | \$181,704.00 | \$183,885.00 | \$185,744.00 | \$187,598.00 | \$189,695.00 | \$191,779.00 | \$193,865.00 |
| 25 | \$174,752.00 | \$177,066.00 | \$180,619.00 | \$181,704.00 | \$183,885.00 | \$185,744.00 | \$187,598.00 | \$189,695.00 | \$191,779.00 | \$193,865.00 |
| 26 | \$177,531.00 | \$179,848.00 | \$182,170.00 | \$184,496.00 | \$186,670.00 | \$188,526.00 | \$190,382.00 | \$192,470.00 | \$194,554.00 | \$196,647.00 |