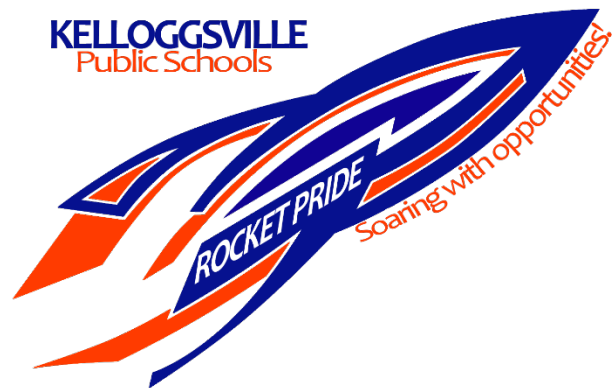


Kelloggsville Public Schools



Administrative Employee Group

Guidelines, Working Conditions & Benefits

July 01, 2024 – June 30, 2027

KELLOGGSVILLE PUBLIC SCHOOLS

Table of Contents

Introduction	01
Classifications	01
Contractual Conditions.....	02
Leave Policy	03
Experience	08
Professional Development/Growth.....	08
Evaluation	09
Dismissal/Suspension/Non-Renewal	09
Resignation/Terminal Leave	10
Retirement	10
Vacancies/Change in Assignments.....	11
Salary Schedule	11
Benefits	11
Dress & Grooming	12
Sick Leave Bank	12
Schedules	
Schedule A Salary	
Schedule B Benefits	
Schedule C Accumulated Leave Days Compensation	
Schedule D Retirement Compensation	
Schedule E Long-Term Disability	
Schedule F Life Insurance	

1.0 INTRODUCTION:

1.1 The purpose of this handbook is to outline the terms and conditions of employees for the Administrative group of employees of Kelloggsville Public Schools. It is an outline of job descriptions, contract conditions, and benefits that will apply to all members of the group.

2.0 CLASSIFICATIONS:

Level 1	Assistant Superintendent of Human Resources
Level 1	Assistant Superintendent of Curriculum & Instruction
Level 2	Assistant Superintendent of Finance (w/ Masters)
Level 2	Assistant Superintendent of Finance (w/o Masters)
Level 2	Director of Curriculum & Instruction (w/ Masters)
Level 2	High School Principal
Level 2	Middle School Principal
Level 2	Elementary Principal
Level 2	Director of Student Services
Level 2	Technology Director
Level 2	Executive Administrative Assistant
Level 3	Director of 54 th St. Academy
Level 3	HS/MS/Elementary Assistant Principal
Level 3	Early Childhood Dean of Students
Level 3	HS Academic Dean of Students
Level 3	HS/MS Dean of Student Intervention & Behavior (w/ Masters)
Level 3	HS/MS Dean of Student Intervention & Behavior (w/o Masters)
Level 3	Athletic Director (Experienced – Admn Cert.)
Level 4	MS Athletic Director (Leadership Stipend)
Level 4	Director of Facilities Building & Grounds
Level 5	Network Administrator
Level 5	Network Technician
Level 5	Payroll + Benefits
Level 5	Purchasing + Pupil Accounting
Level 5	Director of School Security
Level 5	Marketing + Communications Coordinator
Level 6	Director of Transportation
Level 6	Food Service Director
Level 6	Assistant Food Service Director
Level 6	School Nurse
Level 6	Dean of Student Services (BA Required)
Level 6	Academic Intervention Specialist (BA Required)

3.0 CONTRACTUAL CONDITIONS:

3.1 Length of contract;

3.1.1 All employees will have a one-year contract until a probationary period is met. After the probationary period (60 workdays) is successfully completed a contract will be issued for the balance of time remaining in the current year as designated in the chart in 3.2.1. The one-year contract period for the district is July 01 through June 30.

3.2 Work Days;

3.2.1 The work day schedule for the employee classifications:

Classification	Classification & Position	Length of Contract	Work Days
Level 1	Assistant Superintendent of Human Resources	1 year	260 days
Level 1	Assistant Superintendent of Curriculum & Instruction	1 year	260 days
Level 2	Assistant Superintendent of Finance (w/ Masters)	1 year	260 days
Level 2	Assistant Superintendent of Finance (w/o Masters)	1 year	260 days
Level 2	Director of Curriculum & Instruction (w/ Masters)	1 year	260 days
Level 2	HS/MS/Elementary Principal	1 year	260 days
Level 2	Director of Student Services	1 year	260 days
Level 2	Technology Director	1 year	260 days
Level 2	Executive Administrative Assistant	1 year	260 days
Level 3	Director of 54 th St. Academy	1 year	220 days
Level 3	HS/MS/Elementary Assistant Principal	1 year	220 days
Level 3	Early Childhood Dean of Students	1 year	210 days
Level 3	HS Academic Dean of Students	1 year	220 days
Level 3	HS/MS Dean of Student Intervention & Behavior (w/ Masters)	1 year	220 days
Level 3	HS/MS Dean of Student Intervention & Behavior (w/o Masters)	1 year	220 days
Level 3	Athletic Director (Experienced – Admn Cert.)	1 year	210 days
Level 4	MS Athletic Director (Leadership Stipend)		
Level 4	Director of Facilities Building & Grounds	1 year	260 days
Level 5	Network Administrator	1 year	260 days
Level 5	Network Technician	1 year	260 days
Level 5	Payroll + Benefits	1 year	260 days
Level 5	Purchasing + Pupil Accounting	1 year	260 days
Level 5	Director of School Security	1 year	260 days
Level 5	Marketing + Communications Coordinator	1 year	260 days
Level 6	Director of Transportation	1 year	260 days

Level 6	Food Service Director	1 year	260 days
Level 6	Assistant Food Service Director	1 year	220 days
Level 6	School Nurse	1 year	195 days
Level 6	Dean of Student Services (BA Required)	1 year	210 days
Level 6	Academic Intervention Specialist (BA Required)	1 year	210 days

3.3 Working Hours;

3.3.1 It is expected that a workday during the school year consist of at least 8 hours with appropriate breaks and time for lunch.

3.3.2 During the summer, administrators that work 260 days shall work a minimum of six (6) hours per day, 30 hours per week, Monday-Thursday.

3.4 Projects/Additional Responsibilities;

3.4.1 The Superintendent may assign additional projects to members of the group. They will be paid based on the project factor.

3.4.1.1 Project Factors are listed in Schedule A.

4.0 LEAVE POLICY:

4.1 Sick Leave/Personal Business;

4.1.1 Each employee will receive twelve (12) sick days per year to be accumulated without limit.

4.1.1.1 A maximum of five (5) days per fiscal year for serious illness in the immediate family shall be allowed. The purpose of this leave is to care for the ill person and shall not be used for child-care. The five (5) days is charged to sick leave.

“Immediate family” includes: husband, wife, parents, step-parents, children, step-children, brothers, sisters, grandparents, mother-in-law, father-in-law, or any other person living in the same household.

4.1.1.2 The Administrator, if injured while actively engaged in his/her school duties, will decide whether to be compensated under the accumulative sick leave or on the basis of Worker’s Compensation in accordance with regulations and policies established by the State of Michigan. The first ten (10) days

following the injury will not be deducted from sick leave.

4.1.1.3 Sick leave days may be used for personal business per District Guidelines and approval of the Superintendent. Personal days are not cumulative from year to year. Personal days allocated to the position classifications are as follows:

Classification	Position	Personal Days Per Year	Sick Leave Days Per Year
Level 1	Assistant Superintendent of Human Resources	5 days	12 days
Level 1	Assistant Superintendent of Curriculum & Instruction	5 days	12 days
Level 2	Assistant Superintendent of Finance (w/ Masters)	5 days	12 days
Level 2	Assistant Superintendent of Finance (w/o Masters)	5 days	12 days
Level 2	Director of Curriculum & Instruction (w/ Masters)	5 days	12 days
Level 2	HS/MS/Elementary Principal	5 days	12 days
Level 2	Director of Student Services	5 days	12 days
Level 2	Technology Director	5 days	12 days
Level 2	Executive Administrative Assistant	5 days	12 days
Level 3	Director of 54 th St. Academy	3 days	12 days
Level 3	HS/MS/Elementary Assistant Principal	3 days	12 days
Level 3	Early Childhood Dean of Students	3 days	12 days
Level 3	HS Academic Dean of Students	3 days	12 days
Level 3	HS/MS Dean of Student Intervention & Behavior (w/ Masters)	3 days	12 days
Level 3	HS/MS Dean of Student Intervention & Behavior (w/o Masters)	3 days	12 days
Level 3	Athletic Director (Experienced – Admn Cert.)	3 days	12 days
Level 4	MS Athletic Director (Leadership Stipend)		
Level 4	Director of Facilities Building & Grounds	3 days	12 days
Level 5	Network Administrator	3 days	12 days
Level 5	Network Technician	3 days	12 days
Level 5	Payroll + Benefits	3 days	12 days
Level 5	Purchasing + Pupil Accounting	3 days	12 days
Level 5	Director of School Security	3 days	12 days
Level 5	Marketing + Communications Coordinator	3 days	12 days
Level 6	Director of Transportation	2 days	12 days
Level 6	Food Service Director	2 days	12 days
Level 6	Assistant Food Service Director	2 days	12 days
Level 6	School Nurse	2 days	12 days
Level 6	Dean of Student Services (BA Required)	2 days	12 days
Level 6	Academic Intervention Specialist (BA Required)	2 days	12 days

4.2 Holidays and Vacations:

4.2.1 Employees will be granted vacation days, which are not cumulative, as per the following schedule:

Classification	Position	Years of Service	Vacation Days
Level 1	Assistant Superintendent of Human Resources	0 + years	25 days
Level 1	Assistant Superintendent of Curriculum & Instruction	0 + years	25 days
Level 2	Assistant Superintendent of Finance (w/ Masters)	0 + years	25 days
Level 2	Assistant Superintendent of Finance (w/o Masters)	0 + years	25 days
Level 2	Director of Curriculum & Instruction (w/ Masters)	0 + years	25 days
Level 2	HS/MS/Elementary Principal	0 + years	25 days
Level 2	Director of Student Services	0 + years	25 days
Level 2	Technology Director	0 + years	25 days
Level 2	Executive Administrative Assistant	0 + years	25 days
Level 3	Director of 54 th St. Academy	0 + years	0 days – Follows School Calendar
Level 3	HS/MS/Elementary Assistant Principal	0 + years	0 days – Follows School Calendar
Level 3	Early Childhood Dean of Students	0 + years	0 days – Follows School Calendar
Level 3	HS Academic Dean of Students	0 + years	0 days – Follows School Calendar
Level 3	HS/MS Dean of Student Intervention & Behavior (w/ Masters)	0 + years	0 days – Follows School Calendar
Level 3	HS/MS Dean of Student Intervention & Behavior (w/o Masters)	0 + years	0 days – Follows School Calendar
Level 3	Athletic Director (Experienced – Admn Cert.)	0 + years	0 days – Follows School Calendar
Level 4	MS Athletic Director (Leadership Stipend)		
Level 4	Director of Facilities Building & Grounds	0 + years	25 days
Level 5	Network Administrator/Network Technician	0-3 years	15 days
		4 years	20 days
		5 + years	25 days
Level 5	Payroll + Benefits	0-3 years	15 days
		4 years	20 days
		5 + years	25 days
Level 5	Purchasing/Pupil Accounting	0-3 years	15 days
		4 years	20 days
		5 + years	25 days
Level 5	Director of School Security	0-3 years	15 days
		4 years	20 days
		5 + years	25 days
Level 5	Marketing + Communications Coordinator	0-3 years	15 days
		4 years	20 days
		5 + years	25 days
Level 6	Director of Transportation	0 -3 years	15 days
		4 years	20 days
		5 + years	25 days
Level 6	Food Service Director	0-3 years	15 days
		4 years	20 days
		5 + years	25 days
Level 6	Assistant Food Service Director	0 + years	0 days – Follows School Calendar
Level 6	School Nurse	0 + years	0 days – Follows School Calendar
Level 6	Dean of Student Services (BA Required)	0 + years	0 days – Follows School Calendar
Level 6	Academic Intervention Specialist (BA Required)	0 + years	0 days – Follows School Calendar

4.2.2 Vacation days may be taken during the school year per approval of the Superintendent. The vacation request must be to the Superintendent sixty (60) days before the requested leave date. Vacation days (two consecutive days) may be taken while school is in session with the approval of the Superintendent.

4.2.3 Unused vacation days may not be rolled over to the following year.

4.2.4 Up to ten (10) unused vacation days may be rolled into sick leave days.

4.2.5 Paid holidays will be allocated to the following classifications and positions:

Classification & Position

Level 1 Assistant Superintendent of HR
Level 1 Assistant Superintendent of Curriculum & Inst.
Level 2 Assistant Superintendent of Finance
Level 2 Director of Curriculum & Instruction
Level 2 HS/MS/Elementary Building Principals
Level 2 Director of Student Services
Level 2 Technology Director
Level 2 Executive Administrative Assistant
Level 4 Director of Facilities Building & Grounds
Level 5 Network Administrator
Level 5 Network Technician
Level 5 Payroll & Benefits
Level 5 Purchasing + Pupil Accounting
Level 5 Director of School Security
Level 5 Marketing + Communications Coordinator
Level 6 Director of Transportation
Level 6 Food Service Director

Holidays

July 4th
Friday before Labor Day
Labor Day
The day before Thanksgiving
Thanksgiving
Friday following Thanksgiving
Christmas Eve Day
Christmas Day
New Year's Eve Day
New Year's Day
Good Friday (if during Spring Break)
Memorial Day

Excluded from Holidays

Level 3 Director of 54th St. Academy
Level 3 HS/MS/Elementary Assistant Principal
Level 3 Early Childhood Dean of Students
Level 3 HS Academic Dean of Students
Level 3 HS/MS Dean of Student Intervention & Behavior
Level 3 Athletic Director
Level 4 MS Athletic Director
Level 6 School Nurse
Level 6 Dean of Student Services
Level 6 Assistant Food Service Director

Level 6 Academic Intervention Specialist

4.3 Bereavement Leave;

4.3.1 Five (5) days leave, with pay and not chargeable against sick leave allowance, shall be granted as per the following:

IMMEDIATE FAMILY

<i>Not Chargeable</i>	<i>Chargeable</i>
Spouse	Sister-in-law
Parent	Brother-in-law
Child/Stepchild	Daughter-in-law & Son-in-law
Grandchild	Any other persons in household
Brother/Sister	Niece & Nephew
Step-Parent	Aunt & Uncle
Mother-in-law & Father-in-law	Cousin
Grandparent	

4.3.2 One (1) day shall be granted for attendance at a funeral of a person outside the immediate family. A maximum of two (2) days is allowed and deducted from sick leave or vacation leave, whichever the member designates.

4.4 Other Leave;

4.4.1 In the event an Administrator is called for jury duty or to give testimony before a judicial tribunal, he/she will be compensated for the difference in salary and the compensation received for the performance of such obligation. Time spent on jury duty shall not be chargeable against vacation or sick leave provided such leave was not volunteered by the member

4.4.2 Presentations at professional organizations need approval by the Superintendent for leave time. Any compensation will be turned into the District.

4.4.3 Sabbatical leave will not be granted.

4.5 Snow Days or Other Acts of God;

4.5.1 Administrators shall not report unless directed by the Superintendent.

5.0 EXPERIENCE:

- 5.1 Credit for experience in the same or like position on the salary schedule is at the discretion of the Superintendent of schools. No member shall receive more years credit that he/she has earned.

6.0 PROFESSIONAL DEVELOPMENT/GROWTH:

6.1 The District will:

- 6.1.1 Pay membership dues to professional organizations as approved by the Superintendent.
- 6.1.2 All Levels shall be reimbursed graduate education tuition as approved by the Superintendent. Reimbursement shall be at the tuition graduate class rate, and will be pre-paid.
 - 6.1.2.1 All courses must receive prior approval by the Superintendent.
 - 6.1.2.2 Proof of passing the course must be provided to the Superintendent.
 - 6.1.2.3 The administrator will reimburse the district for 100% of the tuition cost as follows:
 - 6.1.2.3.1 The class is dropped by the administrator.
 - 6.1.2.3.2 The Administrator leaves the district as an employee for other employment, retirement, or for personal reasons (termination and/or layoff are exempt from this provision). The Administrator is liable to the district for any district paid tuition for a twelve (12) month period of time from their completion of the class and their departure from the district.
 - 6.1.2.3.3 Any non-graduate training paid for the district will be treated as per 6.1.2.3.1, 6.1.2.3.2.
- 6.1.3 Pay for attendance at professional meetings at local, state and national levels as approved by the Superintendent. Reimbursement for conference registration, travel, room expenses, and reasonable stipend per day for food allowance will be provided at the discretion of the Superintendent.

- 6.1.4 Principals will be allowed to attend national conferences and conventions on a rotating basis. At least two will be approved each year. Additional requests may be approved at the discretion of the Superintendent.
- 6.1.5 Mileage reimbursement for travel, in the course of performing in the position, is at the IRS Rate on 01 September of each year.

7.0 EVALUATION:

- 7.1 The Superintendent (or his/her designee) shall evaluate the member, at least annually, using the criteria and evaluation process mutually agreed to by the Administrator and/or the District evaluation process.
- 7.2 In the event that areas of growth are indicated, the Superintendent or his/her designee will create an **Individual Growth Plan (IGP)**, stating areas of weakness and indicators of sufficient progress towards continuing employment with the District.

8.0 DISMISSAL/SUSPENSION/NON-RENEWAL:

- 8.1 Dismissal;
 - 8.1.1 During the term employment, the Administrator shall be subject to discharge for good and just cause by the Board of Education.
 - 8.1.2 No discharge shall be effective unless written charges have been served upon the Administrator and he/she shall have had an opportunity for a fair hearing before the Board with at least ten (10) days notice of such in writing. Such hearing shall be public or private at the option of the employee. At such hearing, the member may have legal representation of his/her own choice and at his/her own expense. The member shall have the right to fully face and cross-examine his/her accusers, and present any evidence on his/her behalf. The hearing shall be designed in all respects to provide full due process to the employee.
- 8.2 Suspension;
 - 8.2.1 The employee may be subject to suspension for good and just cause by the Board and/or Superintendent. At all times, the member has full right to due process and the right to fully cross-examine his/her accusers.
- 8.3 Non-Renewal;
 - 8.3.1 In the event that non-renewal of the contract is to be considered, the

Board shall on or before March 31 of each year take official action to determine whether or not to extend the contract for another year. In the event that the contract is not going to be renewed, the member must be notified in writing of the Board's official action.

9.0 RESIGNATION/TERMINAL LEAVE:

9.1 An administrative employee that leaves Kelloggsville Public Schools after five consecutive years of service shall be entitled to compensation for unused accumulated leave based upon the District guidelines. In order to qualify for this benefit, the member must give notice to the district no later than **June 30**. In the event a member leaves after **July 01 through August 31**, he/she shall receive 50% of the established rate for unused leave and years of service. If a member leaves after **September 01 through June 30** of the following year 0% termination compensation will be given. Articles 6.1.2.3.2 and 6.1.2.3.3 are also applicable to termination compensation. Exceptions may be made at the discretion of the Superintendent and/or Board of Education

9.2 In the event an administrative employee wishes to terminate his/her contract, after the school year has begun and prior to the end of the school year, written notice must be given to the Board of Education ninety (90) days prior to leaving or he/she shall forfeit any right to unpaid vacation time (if applicable) or terminal leave.

9.1 and 9.2 jointly apply in determining if any terminal leave compensation is due. Exceptions may be made at the discretion of the Superintendent and/or Board of Education.

9.2.1 The compensation rates are listed in Schedule C.

9.3 In the event a member owes the district for college/university tuition or for training (6.1.2.3, 6.1.2.3.1, 6.1.2.3.2, 6.1.2.3.3), the district shall deduct the amount from termination compensation and from any wages due to the employee.

10.0 RETIREMENT:

10.1 An employee who retires from Kelloggsville after five consecutive years of service shall be entitled to compensation for unused accumulated leave and years of service based upon the district guidelines. In order to qualify for this benefit, the employee must notify the district no later than **May 1, unless given special permission by the Superintendent.**

10.1.1 The compensation rates are listed in Schedule D.

11.0 VACANCIES/CHANGE IN ASSIGNMENT:

11.1 Any member may apply for any vacancies for which he/she is certified and qualified.

11.2 The Superintendent has right of assignment for all members of the group.

12.0 SALARY SCHEDULE:

12.1 All members shall be paid according to the salary guidelines as approved by the Board of Education.

12.2 All members shall be paid in 24 equal installments the 2nd and 4th Friday of every month for the 2024-25 school year and bi-weekly for years 2025-26 and 2026-27.

12.3 The group has the right to meet with the Superintendent to discuss salary and benefits prior to approval by the Board.

12.3.1 Salary Schedules are listed in Schedule A.

13.0 BENEFITS:

13.1 The Board shall provide qualifying members (195 days or more) with the following benefits:

13.1.1 Insurance:

13.1.1.1 Health Insurance – Schedule B

13.1.1.2 Dental – Schedule B

13.1.1.3 Vision – Schedule B

13.1.1.4 Long Term Disability – Schedule E

13.1.1.5 Term Life Insurance – Schedule F

13.2 Qualifying part-time Administrators shall receive pro-rated insurance benefits, where permitted by the insurance carrier. Qualifying Administrators (195 days or more) shall receive cash in lieu of the benefit, if so elected. Any health insurance premiums paid by the Administrator will be with pre-tax dollars as per the Flexible Benefits Plan.

13.2.1 Cash in Lieu of Benefits: Schedule A

14.0 DRESS AND GROOMING:

14.1 All members of the group need to understand that they are representatives of Kelloggsville Public Schools and should represent themselves in a professional manner at all times. Kelloggsville Administrators are expected to dress appropriately for each occasion.

15.0 SICK LEAVE BANK:

15.1 The members of this group may organize and manage a “sick leave bank” for Administrators/Directors/Supervisors/Administrative Assistants.

16.0 JOB DESCRIPTIONS:

16.1 All employees will be evaluated and employed based upon the Board of Education approved job descriptions.

Administrator Salary Schedule A

Last Update: 10/16/24						
Level	Step	Position	Factor	2024-25	2025-26	2026-27
				Base = \$50,644	Base = \$52,163	Base = \$53,728
Level 1	1	Assistant Superintendent	2.42	\$122,558	\$126,234	\$130,022
260 Days	2	of Human Resources	2.45	\$124,078	\$127,799	\$131,634
	3		2.48	\$125,597	\$129,364	\$133,245
	4		2.51	\$127,116	\$130,929	\$134,857
	5		2.54	\$128,636	\$132,494	\$136,469
	6		2.57	\$130,155	\$134,059	\$138,081
	7		2.60	\$131,674	\$135,624	\$139,693
	8		2.63	\$133,194	\$137,189	\$141,305
	9		2.66	\$134,713	\$138,754	\$142,916
	10		2.69	\$136,232	\$140,318	\$144,528
	11		2.70	\$136,739	\$140,840	\$145,066
	12		2.71	\$137,245	\$141,362	\$145,603
	13-15		2.72	\$137,752	\$141,883	\$146,140

Level 1	1	Assistant Superintendent	2.42	\$122,558	\$126,234	\$130,022
260 Days	2	of Curriculum & Instruction	2.45	\$124,078	\$127,799	\$131,634
	3		2.48	\$125,597	\$129,364	\$133,245
	4		2.51	\$127,116	\$130,929	\$134,857
	5		2.54	\$128,636	\$132,494	\$136,469
	6		2.57	\$130,155	\$134,059	\$138,081
	7		2.60	\$131,674	\$135,624	\$139,693
	8		2.63	\$133,194	\$137,189	\$141,305
	9		2.66	\$134,713	\$138,754	\$142,916
	10		2.69	\$136,232	\$140,318	\$144,528
	11		2.70	\$136,739	\$140,840	\$145,066
	12		2.71	\$137,245	\$141,362	\$145,603
	13-15		2.72	\$137,752	\$141,883	\$146,140

Level 2	1	Assistant Superintendent	2.20	\$111,417	\$114,759	\$118,202
260 Days	2	of Finance (w/ Masters)	2.22	\$112,430	\$115,802	\$119,276
	3		2.25	\$113,949	\$117,367	\$120,888
	4		2.28	\$115,468	\$118,932	\$122,500
	5		2.31	\$116,988	\$120,497	\$124,112
	6		2.34	\$118,507	\$122,061	\$125,724
	7		2.37	\$120,026	\$123,626	\$127,335
	8		2.40	\$121,546	\$125,191	\$128,947
	9		2.43	\$123,065	\$126,756	\$130,559
	10		2.46	\$124,584	\$128,321	\$132,171
	11		2.47	\$125,091	\$128,843	\$132,708
	12		2.48	\$125,597	\$129,364	\$133,245
	13-15		2.49	\$126,104	\$129,886	\$133,783

**Administrator
Salary Schedule A**

Level	Step	Position	Factor	2024-25	2025-26	2026-27
				Base = \$50,644	Base = \$52,163	Base = \$53,728
Level 2	1	Assistant Superintendent	1.95	\$98,756	\$101,718	\$104,770
260 Days	2	of Finance (w/o Masters)	1.98	\$100,275	\$103,283	\$106,381
	3		2.00	\$101,288	\$104,326	\$107,456
	4		2.02	\$102,301	\$105,369	\$108,531
	5		2.05	\$103,820	\$106,934	\$110,142
	6		2.07	\$104,833	\$107,977	\$111,217
	7		2.09	\$105,846	\$109,021	\$112,292
	8		2.12	\$107,365	\$110,586	\$113,903
	9		2.14	\$108,378	\$111,629	\$114,978
	10		2.15	\$108,885	\$112,150	\$115,515
	11		2.17	\$109,897	\$113,194	\$116,590
	12		2.20	\$111,417	\$114,759	\$118,202
	13-15		2.21	\$111,923	\$115,280	\$118,739

Level 2	1	Director of Curriculum &	2.20	\$111,417	\$114,759	\$118,202
260 Days	2	Instruction (w/ Masters)	2.22	\$112,430	\$115,802	\$119,276
	3		2.25	\$113,949	\$117,367	\$120,888
	4		2.28	\$115,468	\$118,932	\$122,500
	5		2.31	\$116,988	\$120,497	\$124,112
	6		2.34	\$118,507	\$122,061	\$125,724
	7		2.37	\$120,026	\$123,626	\$127,335
	8		2.40	\$121,546	\$125,191	\$128,947
	9		2.43	\$123,065	\$126,756	\$130,559
	10		2.46	\$124,584	\$128,321	\$132,171
	11		2.47	\$125,091	\$128,843	\$132,708
	12		2.48	\$125,597	\$129,364	\$133,245
	13-15		2.49	\$126,104	\$129,886	\$133,783

Level 2	1	High School Principal	2.18	\$110,404	\$113,715	\$117,127
260 Days	2		2.21	\$111,923	\$115,280	\$118,739
	3		2.24	\$113,443	\$116,845	\$120,351
	4		2.27	\$114,962	\$118,410	\$121,963
	5		2.30	\$116,481	\$119,975	\$123,574
	6		2.33	\$118,001	\$121,540	\$125,186
	7		2.36	\$119,520	\$123,105	\$126,798
	8		2.39	\$121,039	\$124,670	\$128,410
	9		2.42	\$122,558	\$126,234	\$130,022
	10		2.45	\$124,078	\$127,799	\$131,634
	11		2.46	\$124,584	\$128,321	\$132,171
	12		2.47	\$125,091	\$128,843	\$132,708
	13-15		2.48	\$125,597	\$129,364	\$133,245

**Administrator
Salary Schedule A**

Level	Step	Position	Factor	2024-25	2025-26	2026-27
				Base = \$50,644	Base = \$52,163	Base = \$53,728
Level 2	1	Middle School Principal	2.11	\$106,859	\$110,064	\$113,366
260 Days	2		2.14	\$108,378	\$111,629	\$114,978
	3		2.17	\$109,897	\$113,194	\$116,590
	4		2.20	\$111,417	\$114,759	\$118,202
	5		2.23	\$112,936	\$116,323	\$119,813
	6		2.26	\$114,455	\$117,888	\$121,425
	7		2.29	\$115,975	\$119,453	\$123,037
	8		2.32	\$117,494	\$121,018	\$124,649
	9		2.35	\$119,013	\$122,583	\$126,261
	10		2.38	\$120,533	\$124,148	\$127,873
	11		2.39	\$121,039	\$124,670	\$128,410
	12		2.40	\$121,546	\$125,191	\$128,947
	13-15		2.41	\$122,052	\$125,713	\$129,484

Level 2	1	Elementary Principal	2.09	\$105,846	\$109,021	\$112,292
260 Days	2		2.12	\$107,365	\$110,586	\$113,903
	3		2.15	\$108,885	\$112,150	\$115,515
	4		2.18	\$110,404	\$113,715	\$117,127
	5		2.21	\$111,923	\$115,280	\$118,739
	6		2.24	\$113,443	\$116,845	\$120,351
	7		2.27	\$114,962	\$118,410	\$121,963
	8		2.30	\$116,481	\$119,975	\$123,574
	9		2.33	\$118,001	\$121,540	\$125,186
	10		2.36	\$119,520	\$123,105	\$126,798
	11		2.37	\$120,026	\$123,626	\$127,335
	12		2.38	\$120,533	\$124,148	\$127,873
	13-15		2.40	\$121,546	\$125,191	\$128,947

Level 2	1	Director of Student Services	2.15	\$108,885	\$112,150	\$115,515
260 Days	2		2.18	\$110,404	\$113,715	\$117,127
	3		2.21	\$111,923	\$115,280	\$118,739
	4		2.24	\$113,443	\$116,845	\$120,351
	5		2.27	\$114,962	\$118,410	\$121,963
	6		2.30	\$116,481	\$119,975	\$123,574
	7		2.33	\$118,001	\$121,540	\$125,186
	8		2.36	\$119,520	\$123,105	\$126,798
	9		2.39	\$121,039	\$124,670	\$128,410
	10		2.42	\$122,558	\$126,234	\$130,022
	11		2.43	\$123,065	\$126,756	\$130,559
	12		2.44	\$123,571	\$127,278	\$131,096
	13-15		2.46	\$124,584	\$128,321	\$132,171

**Administrator
Salary Schedule A**

Level	Step	Position	Factor	2024-25	2025-26	2026-27
				Base = \$50,644	Base = \$52,163	Base = \$53,728
Level 2	1	Technology Director	1.77	\$89,640	\$92,329	\$95,099
260 Days	2		1.80	\$91,159	\$93,893	\$96,710
	3		1.83	\$92,679	\$95,458	\$98,322
	4		1.86	\$94,198	\$97,023	\$99,934
	5		1.89	\$95,717	\$98,588	\$101,546
	6		1.92	\$97,236	\$100,153	\$103,158
	7		1.95	\$98,756	\$101,718	\$104,770
	8		1.98	\$100,275	\$103,283	\$106,381
	9		2.01	\$101,794	\$104,848	\$107,993
	10		2.04	\$103,314	\$106,413	\$109,605
	11		2.05	\$103,820	\$106,934	\$110,142
	12		2.06	\$104,327	\$107,456	\$110,680
	13-15		2.07	\$104,833	\$107,977	\$111,217

Level 2	1	Executive Administrative	1.34	\$67,863	\$69,898	\$71,996
260 Days	2	Assistant	1.36	\$68,876	\$70,942	\$73,070
	3		1.38	\$69,889	\$71,985	\$74,145
	4		1.40	\$70,902	\$73,028	\$75,219
	5		1.42	\$71,914	\$74,071	\$76,294
	6		1.44	\$72,927	\$75,115	\$77,368
	7		1.46	\$73,940	\$76,158	\$78,443
	8		1.48	\$74,953	\$77,201	\$79,517
	9		1.50	\$75,966	\$78,245	\$80,592
	10		1.52	\$76,979	\$79,288	\$81,667
	11		1.54	\$77,992	\$80,331	\$82,741
	12		1.56	\$79,005	\$81,374	\$83,816
	13-15		1.57	\$79,511	\$81,896	\$84,353

Level 3	1	Director of 54th St. Academy	1.54	\$77,992	\$80,331	\$82,741
220 Days	2		1.56	\$79,005	\$81,374	\$83,816
20 Days Prior	3		1.58	\$80,018	\$82,418	\$84,890
15 Days After	4		1.60	\$81,030	\$83,461	\$85,965
Teacher Calendar	5		1.62	\$82,043	\$84,504	\$87,039
	6		1.64	\$83,056	\$85,547	\$88,114
	7		1.66	\$84,069	\$86,591	\$89,188
	8		1.68	\$85,082	\$87,634	\$90,263
	9		1.70	\$86,095	\$88,677	\$91,338
	10		1.72	\$87,108	\$89,720	\$92,412
	11		1.74	\$88,121	\$90,764	\$93,487
	12		1.76	\$89,133	\$91,807	\$94,561
	13-15		1.77	\$89,640	\$92,329	\$95,099

Level 3	1	HS Assistant Principal	1.75	\$88,627	\$91,285	\$94,024
220 Days	2		1.77	\$89,640	\$92,329	\$95,099
20 Days Prior	3		1.79	\$90,653	\$93,372	\$96,173
15 Days After	4		1.80	\$91,159	\$93,893	\$96,710
Teacher Calendar	5		1.82	\$92,172	\$94,937	\$97,785
	6		1.84	\$93,185	\$95,980	\$98,860
	7		1.86	\$94,198	\$97,023	\$99,934
	8		1.88	\$95,211	\$98,066	\$101,009
	9		1.90	\$96,224	\$99,110	\$102,083
	10		1.92	\$97,236	\$100,153	\$103,158
	11		1.93	\$97,743	\$100,675	\$103,695
	12		1.94	\$98,249	\$101,196	\$104,232

**Administrator
Salary Schedule A**

Level	Step	Position	Factor	2024-25	2025-26	2026-27
				Base = \$50,644	Base = \$52,163	Base = \$53,728
Level 3	1	MS Assistant Principal	1.71	\$86,601	\$89,199	\$91,875
220 Days	2		1.73	\$87,614	\$90,242	\$92,949
20 Days Prior	3		1.75	\$88,627	\$91,285	\$94,024
15 Days After	4		1.77	\$89,640	\$92,329	\$95,099
Teacher Calendar	5		1.79	\$90,653	\$93,372	\$96,173
	6		1.81	\$91,666	\$94,415	\$97,248
	7		1.83	\$92,679	\$95,458	\$98,322
	8		1.85	\$93,691	\$96,502	\$99,397
	9		1.87	\$94,704	\$97,545	\$100,471
	10		1.89	\$95,717	\$98,588	\$101,546
	11		1.90	\$96,224	\$99,110	\$102,083
	12		1.91	\$96,730	\$99,631	\$102,620

Level 3	1	Elem. Assistant Principal	1.70	\$86,095	\$88,677	\$91,338
220 Days	2		1.72	\$87,108	\$89,720	\$92,412
20 Days Prior	3		1.74	\$88,121	\$90,764	\$93,487
15 Days After	4		1.76	\$89,133	\$91,807	\$94,561
Teacher Calendar	5		1.78	\$90,146	\$92,850	\$95,636
	6		1.80	\$91,159	\$93,893	\$96,710
	7		1.82	\$92,172	\$94,937	\$97,785
	8		1.84	\$93,185	\$95,980	\$98,860
	9		1.86	\$94,198	\$97,023	\$99,934
	10		1.87	\$94,704	\$97,545	\$100,471
	11		1.88	\$95,211	\$98,066	\$101,009
	12		1.89	\$95,717	\$98,588	\$101,546
	13-15		1.90	\$96,224	\$99,110	\$102,083

Level 3	1	Early Childhood Dean of	1.18	\$59,760	\$61,552	\$63,399
210 Days	2	Students	1.20	\$60,773	\$62,596	\$64,474
10 Days Prior	3		1.21	\$61,279	\$63,117	\$65,011
15 Days After	4		1.22	\$61,786	\$63,639	\$65,548
Teacher Calendar	5		1.24	\$62,799	\$64,682	\$66,623
	6		1.26	\$63,811	\$65,725	\$67,697

Level 3	1	HS Academic Dean of	1.54	\$77,992	\$80,331	\$82,741
220 Days	2	Students	1.57	\$79,511	\$81,896	\$84,353
20 Days Prior	3		1.60	\$81,030	\$83,461	\$85,965
15 Days After	4		1.63	\$82,550	\$85,026	\$87,577
Teacher Calendar	5		1.66	\$84,069	\$86,591	\$89,188
	6		1.69	\$85,588	\$88,155	\$90,800
	7		1.72	\$87,108	\$89,720	\$92,412
	8		1.75	\$88,627	\$91,285	\$94,024
	9		1.78	\$90,146	\$92,850	\$95,636
	10		1.81	\$91,666	\$94,415	\$97,248
	11		1.82	\$92,172	\$94,937	\$97,785
	12		1.83	\$92,679	\$95,458	\$98,322
	13-15		1.84	\$93,185	\$95,980	\$98,860

Administrator Salary Schedule A

Level	Step	Position	Factor	2024-25	2025-26	2026-27
				Base = \$50,644	Base = \$52,163	Base = \$53,728
Level 3	1	HS Dean of Student	1.70	\$86,095	\$88,677	\$91,338
220 Days	2	Intervention & Behavior	1.73	\$87,614	\$90,242	\$92,949
20 Days Prior	3	(Masters Degree Required)	1.76	\$89,133	\$91,807	\$94,561
15 Days After	4		1.79	\$90,653	\$93,372	\$96,173
Teacher Calendar	5		1.82	\$92,172	\$94,937	\$97,785
	6		1.85	\$93,691	\$96,502	\$99,397
	7		1.88	\$95,211	\$98,066	\$101,009
	8		1.91	\$96,730	\$99,631	\$102,620
	9		1.94	\$98,249	\$101,196	\$104,232
	10		1.95	\$98,756	\$101,718	\$104,770
	11		1.96	\$99,262	\$102,239	\$105,307
	12		1.97	\$99,769	\$102,761	\$105,844

Level 3	1	HS Dean of Student	1.60	\$81,030	\$83,461	\$85,965
220 Days	2	Intervention & Behavior	1.63	\$82,550	\$85,026	\$87,577
20 Days Prior	3	(No Masters Degree)	1.66	\$84,069	\$86,591	\$89,188
15 Days After	4		1.69	\$85,588	\$88,155	\$90,800
Teacher Calendar	5		1.72	\$87,108	\$89,720	\$92,412
	6		1.75	\$88,627	\$91,285	\$94,024
	7		1.78	\$90,146	\$92,850	\$95,636
	8		1.81	\$91,666	\$94,415	\$97,248
	9		1.84	\$93,185	\$95,980	\$98,860
	10		1.85	\$93,691	\$96,502	\$99,397
	11		1.86	\$94,198	\$97,023	\$99,934
	12		1.87	\$94,704	\$97,545	\$100,471

Level 3	1	MS Dean of Student	1.50	\$75,966	\$78,045	\$80,592
220 Days	2	Intervention & Behavior	1.52	\$76,979	\$79,288	\$81,667
20 Days Prior	3	(Masters Degree Required)	1.54	\$77,992	\$80,331	\$82,741
15 Days After	4		1.56	\$79,005	\$81,374	\$83,816
Teacher Calendar	5		1.58	\$80,018	\$82,418	\$84,890
	6		1.60	\$81,030	\$83,461	\$85,965

Level 3	1	MS Dean of Student	1.40	\$70,902	\$73,028	\$75,219
220 Days	2	Intervention & Behavior	1.42	\$71,914	\$74,071	\$76,294
20 Days Prior	3	(No Masters Degree)	1.44	\$72,927	\$75,115	\$77,368
15 Days After	4		1.46	\$73,940	\$76,158	\$78,443
Teacher Calendar	5		1.48	\$74,953	\$77,201	\$79,517
	6		1.50	\$75,966	\$78,245	\$80,592

Level 3	1	Athletic Director	1.46	\$73,940	\$76,158	\$78,443
210	2	(Experience)	1.48	\$74,953	\$77,201	\$79,517
15 Days Prior	3	Admin Cert. Required	1.50	\$75,966	\$78,245	\$80,592
10 Days After	4		1.52	\$76,979	\$79,288	\$81,667
Teacher Calendar	5		1.54	\$77,992	\$80,331	\$82,741
	6		1.56	\$79,005	\$81,374	\$83,816
	7		1.58	\$80,018	\$82,418	\$84,890
	8		1.60	\$81,030	\$83,461	\$85,965
	9		1.62	\$82,043	\$84,504	\$87,039
	10		1.63	\$82,550	\$85,029	\$87,577
	11		1.64	\$83,056	\$85,547	\$88,114
	12		1.65	\$83,563	\$86,069	\$88,651

**Administrator
Salary Schedule A**

Level	Step	Position	Factor	2024-25	2025-26	2026-27
				Base = \$50,644	Base = \$52,163	Base = \$53,728
Level 4	1	MS Athletic Director	0.10	\$5,064	\$5,216	\$5,373
	2	Leadership Stipend	0.11	\$5,571	\$5,738	\$5,910
	3		0.12	\$6,077	\$6,260	\$6,447
	4		0.13	\$6,584	\$6,781	\$6,985
	5		0.14	\$7,090	\$7,303	\$7,522
	6		0.15	\$7,597	\$7,824	\$8,059

Level 4	1	Director of Facilities	1.45	\$73,434	\$75,636	\$77,906
260 Days	2	Building & Grounds	1.47	\$74,447	\$76,680	\$78,980
	3		1.49	\$75,460	\$77,723	\$80,055
	4		1.51	\$76,472	\$78,766	\$81,129
	5		1.53	\$77,485	\$79,809	\$82,204
	6		1.55	\$78,498	\$80,853	\$83,278
	7		1.57	\$79,511	\$81,896	\$84,353
	8		1.59	\$80,524	\$82,939	\$85,428
	9		1.61	\$81,537	\$83,982	\$86,502
	10		1.63	\$82,550	\$85,026	\$87,577
	11		1.64	\$83,056	\$85,547	\$88,114
	12		1.65	\$83,563	\$86,069	\$88,651
	13-15		1.66	\$84,069	\$86,591	\$89,188

Level 5	1	Network Technician	1.00	\$50,644	\$52,163	\$53,728
260 Days	2		1.01	\$51,150	\$52,685	\$54,265
	3		1.02	\$51,657	\$53,206	\$54,803
	4		1.03	\$52,163	\$53,728	\$55,340
	5		1.04	\$52,670	\$54,250	\$55,877
	6		1.05	\$53,176	\$54,771	\$56,414
	7		1.08	\$54,696	\$56,336	\$58,026
	8		1.10	\$55,708	\$57,379	\$59,101
	9		1.12	\$56,721	\$58,423	\$60,175
	10		1.14	\$57,734	\$59,466	\$61,250
	11		1.16	\$58,747	\$60,509	\$62,324
	12		1.18	\$59,760	\$61,552	\$63,399

Level 5	1	Network Administrator	1.15	\$58,241	\$59,987	\$61,787
260 Days	2		1.18	\$59,760	\$61,552	\$63,399
	3		1.21	\$61,279	\$63,117	\$65,011
	4		1.24	\$62,799	\$64,682	\$66,623
	5		1.27	\$64,318	\$66,247	\$68,235
	6		1.30	\$65,837	\$67,812	\$69,846
	7		1.33	\$67,357	\$69,377	\$71,458
	8		1.36	\$68,876	\$70,942	\$73,070
	9		1.39	\$70,395	\$72,507	\$74,682
	10		1.42	\$71,914	\$74,071	\$76,294
	11		1.44	\$72,927	\$75,115	\$77,368
	12		1.46	\$73,940	\$76,158	\$78,443

**Administrator
Salary Schedule A**

Level	Step	Position	Factor	2024-25	2025-26	2026-27
				Base = \$50,644	Base = \$52,163	Base = \$53,728
Level 5	1	Payroll + Benefits	1.06	\$53,683	\$55,293	\$56,952
260 Days	2		1.09	\$55,202	\$56,858	\$58,564
	3		1.12	\$56,721	\$58,423	\$60,175
	4		1.15	\$58,241	\$59,987	\$61,787
	5		1.18	\$59,760	\$61,552	\$63,399
	6		1.21	\$61,279	\$63,117	\$65,011
	7		1.24	\$62,799	\$64,682	\$66,623
	8		1.27	\$64,318	\$66,247	\$68,235
	9		1.30	\$65,837	\$67,812	\$69,846
	10		1.31	\$66,344	\$68,334	\$70,384
	11		1.32	\$66,850	\$68,855	\$70,921
	12		1.33	\$67,357	\$69,377	\$71,458
	13-15		1.34	\$67,863	\$69,898	\$71,996

Level 5	1	Purchasing/Pupil Acct.	1.06	\$53,683	\$55,293	\$56,952
260 Days	2		1.09	\$55,202	\$56,858	\$58,564
	3		1.12	\$56,721	\$58,423	\$60,175
	4		1.15	\$58,241	\$59,987	\$61,787
	5		1.18	\$59,760	\$61,552	\$63,399
	6		1.21	\$61,279	\$63,117	\$65,011
	7		1.24	\$62,799	\$64,682	\$66,623
	8		1.27	\$64,318	\$66,247	\$68,235
	9		1.30	\$65,837	\$67,812	\$69,846
	10		1.31	\$66,344	\$68,334	\$70,384
	11		1.32	\$66,850	\$68,855	\$70,921
	12		1.33	\$67,357	\$69,377	\$71,458
	13-15		1.34	\$67,863	\$69,898	\$71,996

Level 5	1	Director of School Security	1.27	\$64,318	\$66,247	\$68,235
260 Days	2		1.30	\$65,837	\$67,812	\$69,846
	3		1.33	\$67,357	\$69,377	\$71,458
	4		1.36	\$68,876	\$70,942	\$73,070
	5		1.39	\$70,395	\$72,507	\$74,682
	6		1.42	\$71,914	\$74,071	\$76,294
	7		1.45	\$73,434	\$75,636	\$77,906

Level 5	1	Marketing + Communications	1.00	\$50,644	\$52,163	\$53,728
260 Days	2	Coordinator	1.01	\$51,150	\$52,685	\$54,265
	3		1.02	\$51,657	\$53,206	\$54,803
	4		1.03	\$52,163	\$53,728	\$55,340
	5		1.04	\$52,670	\$54,250	\$55,877
	6		1.05	\$53,176	\$54,771	\$56,414
	7		1.08	\$54,696	\$56,336	\$58,026
	8		1.10	\$55,708	\$57,379	\$59,101
	9		1.12	\$56,721	\$58,423	\$60,175
	10		1.14	\$57,734	\$59,466	\$61,250
	11		1.16	\$58,747	\$60,509	\$62,324
	12		1.18	\$59,760	\$61,552	\$63,399

**Administrator
Salary Schedule A**

Level	Step	Position	Factor	2024-25	2025-26	2026-27
				Base = \$50,644	Base = \$52,163	Base = \$53,728
Level 6	1	Director of Transportation	0.96	\$48,618	\$50,076	\$51,579
260 Days	2		0.98	\$49,631	\$51,120	\$52,653
	3		1.00	\$50,644	\$52,163	\$53,728
	4		1.02	\$51,657	\$53,206	\$54,803
	5		1.04	\$52,670	\$54,250	\$55,877
	6		1.06	\$53,683	\$55,293	\$56,952
	7		1.08	\$54,696	\$56,336	\$58,026
	8		1.10	\$55,708	\$57,379	\$59,101
	9		1.12	\$56,721	\$58,423	\$60,175
	10		1.14	\$57,734	\$59,466	\$61,250
	11		1.16	\$58,747	\$60,509	\$62,324
	12		1.18	\$59,760	\$61,552	\$63,399
	13-15		1.19	\$60,266	\$62,074	\$63,936

Level 6	1	Food Service Director	1.12	\$56,721	\$58,423	\$60,175
260 Days	2		1.14	\$57,734	\$59,466	\$61,250
	3		1.16	\$58,747	\$60,509	\$62,324
	4		1.18	\$59,760	\$61,552	\$63,399
	5		1.20	\$60,773	\$62,596	\$64,474
	6		1.22	\$61,786	\$63,639	\$65,548
	7		1.24	\$62,799	\$64,682	\$66,623
	8		1.26	\$63,811	\$65,725	\$67,697
	9		1.28	\$64,824	\$66,769	\$68,772
	10		1.30	\$65,837	\$67,812	\$69,846
	11		1.32	\$66,850	\$68,855	\$70,921
	12		1.34	\$67,863	\$69,898	\$71,996

Level 6	1	Asst. Food Service Director	0.93	\$47,099	\$48,512	\$49,967
220 Days	2		0.96	\$48,618	\$50,076	\$51,579
	3		0.99	\$50,138	\$51,641	\$53,191
	4		1.02	\$51,657	\$53,206	\$54,803
	5		1.05	\$53,176	\$54,771	\$56,414
	6		1.07	\$54,189	\$55,814	\$57,489
	7		1.10	\$55,708	\$57,379	\$59,101
	8		1.13	\$57,228	\$58,944	\$60,713
	9		1.15	\$58,241	\$59,987	\$61,787
	10		1.18	\$59,760	\$61,552	\$63,399
	11		1.21	\$61,279	\$63,117	\$65,011
	12		1.23	\$62,292	\$64,160	\$66,085

Level 6	1	Dean of Student Services	0.83	\$42,035	\$43,295	\$44,594
210 Days	2	(BA Degree Required)	0.85	\$43,047	\$44,339	\$45,669
10 Days Prior	3		0.87	\$44,060	\$45,382	\$46,743
15 Days After	4		0.89	\$45,073	\$46,425	\$47,818
7 Hrs/Day	5		0.91	\$46,086	\$47,468	\$48,892
1470 Hours	6		0.93	\$47,099	\$48,512	\$49,967
	7		0.95	\$48,112	\$49,555	\$51,042

**Administrator
Salary Schedule A**

Level	Step	Position	Factor	2024-25	2025-26	2026-27
				Base = \$50,644	Base = \$52,163	Base = \$53,728
Level 6	1	School Nurse	0.78	\$39,502	\$40,687	\$41,908
195 Days	2		0.80	\$40,515	\$41,730	\$42,982
6 Hrs/Day	3		0.82	\$41,528	\$42,774	\$44,057
1170 Hours	4		0.84	\$42,541	\$43,817	\$45,132
	5		0.86	\$43,554	\$44,860	\$46,206
	6		0.88	\$44,567	\$45,903	\$47,281
	7		0.90	\$45,580	\$46,947	\$48,355
	8		0.92	\$46,592	\$47,990	\$49,430
	9		0.94	\$47,605	\$49,003	\$50,504

Level 6	1	Academic Intervention	1.00	\$50,644	\$52,163	\$53,728
210 Days	2	Specialist	1.02	\$51,657	\$53,206	\$54,803
10 Days Prior	3	(BA Degree Required)	1.04	\$52,670	\$54,250	\$55,877
15 Days After	4		1.06	\$53,683	\$55,293	\$56,952
7 Hrs/Day	5		1.08	\$54,696	\$56,336	\$58,026
1470 Hours	6		1.10	\$55,708	\$57,379	\$59,101
	7		1.12	\$56,721	\$58,423	\$60,175
	8		1.14	\$57,734	\$59,466	\$61,250
	9		1.16	\$58,747	\$60,509	\$62,324

		Leadership Project		2024-25	2025-26	2026-27
	1			\$1,500	\$1,500	\$1,500
	2			\$2,000	\$2,000	\$2,000
	3			\$2,500	\$2,500	\$2,500
	4			\$3,000	\$3,000	\$3,000
	5			\$3,500	\$3,500	\$3,500
	6			\$4,000	\$4,000	\$4,000
	7			\$4,500	\$4,500	\$4,500
	8			\$5,000	\$5,000	\$5,000
	9			\$5,700	\$5,700	\$5,700

		Cash-In-Lieu-Of		2024-25	2025-26	2026-27
Level 1, 2, 3, 4	Health	Full Family		\$6,500	\$6,500	\$6,500
		Single + Other		\$4,800	\$4,800	\$4,800
		Single		\$2,500	\$2,500	\$2,500
Level 5	Health	Full Family		\$4,500	\$4,500	\$4,500
		Single + Other		\$2,500	\$2,500	\$2,500
		Single		\$1,500	\$1,500	\$1,500
Level 6	Health	Full Family		\$2,500	\$2,500	\$2,500
		Single + Other		\$1,500	\$1,500	\$1,500
		Single		\$500	\$500	\$500
All Levels	Dental	Full Family		\$840	\$840	\$840
		Single		\$260	\$260	\$260
All Levels	Vision			\$220	\$220	\$220

All Levels		Tuition Reimbursement		2024-25	2025-26	2026-27
------------	--	-----------------------	--	---------	---------	---------

**Administrator
Salary Schedule A**

		Per Graduate Class		Reimbursement Rate = Tuition Graduate Class Rate		

*All Levels		Cell Phone Reimbursement	2024-25	2025-26	2026-27
		Except for District Provided Phones	\$600	\$600	\$600

KELLOGGSVILLE PUBLIC SCHOOLS
SCHEDULE OF MEDICAL BENEFITS
Exclusive Provider Organization (EPO) High Deductible Health Plan (HDHP)
Effective Date: January 1, 2024

Benefit Year: The 12-month period beginning each January 1 and ending each December 31.

EPO Benefits are provided or coordinated by your primary care provider (“PCP”) or provided by a participating provider for office services. Services may require prior certification with the Benefit Administrator (except in a medical emergency). For a directory of Priority Health participating providers, call the Customer Service Department at **616 956-1954 or 800 956-1954** or access the Find a Doctor tool on the Priority Health website at priorityhealth.com.

Prior Certification: Prior certification is required for all inpatient hospital or facility services. Providers must access the Priority Health provider portal to prior certify services. You do not need prior certification from the Benefit Administrator for hospital stays for a mother and her newborn of up to 48 hours following a vaginal delivery and 96 hours following a cesarean section. Other services requiring prior certification are:

- Home Health Care
- Skilled Nursing, Sub acute & Long-term Acute Facility Care
- Inpatient Rehabilitation Care
- Durable Medical Equipment over \$1,000
- Clinical Trials (all stages) for Cancer or a Life-threatening Illness/Condition
- Transplants
- Advanced Diagnostic Imaging Services
- Prosthetic Devices over \$1,000
- Certain Surgeries and Treatments

The full list of services that require prior certification is included in the Plan Document and Summary Plan Description (PDSPD) and may be updated from time to time. A current listing is also available by calling the Priority Health Customer Service Department at **616 956-1954 or 800 956-1954**. Other services may be prior certified by you or your provider to determine medical/clinical necessity before treatment. Prior certification is not a guarantee of coverage or a final determination of benefits under this Plan.

If you are receiving intensive treatment for mental health services, including inpatient hospitalization and partial hospitalization, your PCP must notify the Behavioral Health Department as soon as possible at **616 464-8500 or 800 673-8043** for assistance.

Deductibles:

The deductible is the dollar amount of covered services you must incur during the benefit year before benefits will be paid. The deductible is applicable to all covered services except:

- Preventive health services that are listed in Priority Health’s preventive health care guidelines.
- Routine maternity services provided in your physician’s office (deductible **will** apply to delivery, facility charges and anesthesia charges associated with the delivery).

If you have individual coverage, you must meet the individual deductible below. If you have more than one person in your family, you have family coverage and only the family deductible applies. The family deductible can be satisfied by only one family member or by any combination of family members.

The deductible amounts renew each benefit year. This plan does not carry over any deductible amounts incurred in the prior benefit year.

The deductible will include any monies paid for covered pharmacy services.

Out-of-Pocket Maximums:

The out-of-pocket maximum limits the total amount of covered expenses that you or your covered dependents will pay during a benefit year. Once the applicable out-of-pocket maximum is met, all further medical and pharmacy covered services for that benefit year will be paid at 100% without requirement of copayment.

If you have individual coverage, you must meet the individual out-of-pocket maximum below. If you have more than one person on your contract, you have family coverage and only the family out-of-pocket applies. The family out-of-pocket can be satisfied by only one family member or by any combination of family members.

Your out-of-pocket maximum renews each benefit year.

Notwithstanding the above, the following out-of-pocket costs do not apply towards the out-of-pocket maximum: Expenses that are not covered and services that exceed the annual day or dollar benefit maximums for a specific benefit (denied as non-covered services).

The following information is provided as a summary of benefits available under your plan. This summary is not intended as a substitute for your PDSPD. It is not a binding contract. Limitations and exclusions apply to benefits listed below. A complete listing of covered services, limitations and exclusions is contained in the PDSPD and any applicable amendments to the Plan.

BENEFITS	
Deductibles	\$1,600 per individual; \$3,200 per family per benefit year.
Benefit Percentage Rate	90% paid by the plan; 10% paid by the participant, unless otherwise noted.
Out-of-Pocket Limits (Includes deductible, coinsurance and copayment expenses.)	\$2,600 per individual; \$5,200 per family per benefit year.
BENEFITS	
Preventive Health Care Services - Preventive Health Care Services are described in Priority Health’s Preventive Health Care Guidelines available online at priorityhealth.com or you may request a copy from the Customer Service Department. Priority Health’s Guidelines include preventive services required by legislation. The list below also includes procedures approved by your Employer in addition to those included in the Priority Health Guidelines.	
Routine Adult Physical Exams, Screening and Counseling	Covered at 100%. Deductible does not apply.
Women’s Preventive Health Care Services	Covered at 100%. Deductible does not apply.
Routine Laboratory Tests, Screening and Counseling	Covered at 100%. Deductible does not apply.
Routine Prostate-Specific Antigen (PSA)	Covered at 100%. Deductible does not apply.
Well Child and Adolescent Care, Screening and Assessments	Covered at 100%. Deductible does not apply.
Immunizations	Covered at 100%. Deductible does not apply.
Certain Drugs and Medications	Covered at 100%. Deductible does not apply.
Diabetic Care Services Program Provided by Virta Health only.	Covered at 100%. Deductible does not apply.
Medical Office/Home Services	
Your Primary Care Provider (PCP) -Office Visit (Your selected or assigned PCP and/or PCP Practice.) (Face-to-face visit.)	Covered at 90% after deductible.
Virtual Care Services (Telehealth includes telephonic and telemedicine.) (Including medication management visits.)	Covered at 100% after deductible.
Retail Health Clinic Visits (Located within the United States)	Covered at 90% after deductible.
Specialists and Providers Other Than Your PCP and/or PCP Practice - Office Visits (Face-to-face visit.)	Covered at 90% after deductible.
Office Surgery	Covered at 90% after deductible.
Office Injections	Covered at 90% after deductible.
Allergy Injections	Covered at 90% after deductible.
Allergy Testing and Serum	Covered at 90% after deductible.
Diagnostic Radiology and Lab Services (Performed in physician’s office or free standing facility.)	Covered at 90% after deductible.
Advanced Diagnostic Imaging Services (Includes MRI, CAT Scans, PET Scans, CT/CTA and Nuclear Cardiac Studies.) (Performed in physician’s office or freestanding facility.) Prior certification required.	Covered at 90% after deductible.

BENEFITS	
Medical Office/Home Services (continued)	
Obstetrical Services by Physician (Including prenatal and postnatal care.)	Routine prenatal and postnatal visits are covered at 100%, deductible waived under the Preventive Health Care Services benefits above. See the Hospital Services section for facility and physician benefits related to obstetrical services, including delivery and nursery services.
Maternity Education Classes	Attendance at an approved maternity education program is covered at 100% after deductible.
Education Services (Other than as provided in Priority Health's Preventive Health Care Guidelines.)	Covered at 90% after deductible.
Hospital Services	
Inpatient Hospital and Inpatient Longterm Acute Care Services Prior certification is required except in emergencies or for hospital stays for a mother and her newborn of up to 48 hours following a vaginal delivery and 96 hours following a cesarean section.	Covered at 90% after deductible.
Inpatient Professional and Surgical Charges	Covered at 90% after deductible.
Human Organ Tissue Transplants Covered only with prior certification from Benefit Administrator.	Covered at 90% after deductible.
Approved Clinical Trial Expenses (Routine expenses related to approved clinical trial.)	Covered at 90% after deductible.
Outpatient Hospital Care and Observation Care Services (Including ambulatory surgery center facility charges.)	Covered at 90% after deductible.
Outpatient Hospital Professional and Surgical Charges	Covered at 90% after deductible.
Maternity Services in Hospital (Delivery, facility and anesthesia services.)	Covered at 90% after deductible.
Hospital Diagnostic Laboratory & Radiology Services	Covered at 90% after deductible.
Hospital Advanced Diagnostic Imaging Services (Includes MRI, CAT Scans, PET Scans, CT/CTA and Nuclear Cardiac Studies.) Prior certification required for outpatient services.	Covered at 90% after deductible.
Certain Surgeries and Treatments <ul style="list-style-type: none"> • Bariatric Surgery* • Reconstructive Surgery: blepharoplasty of upper eyelids, breast reduction, panniculectomy*, rhinoplasty*, septorhinoplasty* and surgical treatment of male gynecomastia. • Skin Disorder Treatments: Scar revisions, keloid scar treatment, treatment of hyperhidrosis, excision of lipomas, excision of seborrheic keratoses, excision of skin tags, treatment of vitiligo and port wine stain and hemangioma treatment. • Varicose Veins Treatments • Sleep Apnea Treatment Procedures 	<p>Covered at 90% after deductible.</p> <p>*Prior certification required for bariatric surgery, panniculectomy, rhinoplasty and septorhinoplasty.</p> <p>Additional limitations may apply.</p> <p>Coverage is limited to one bariatric surgery per lifetime unless medically/clinically necessary.</p>

BENEFITS	
Medical Emergency and Urgent Care Services	
Emergency Room Services	Covered at 90% after deductible. Reasonable and customary limitations apply for services provided by a non-participating provider.
Ambulance Services	Covered at 90% after deductible. Reasonable and customary limitations apply for services provided by a non-participating provider.
Urgent Care Facility Services	Covered at 90% after deductible.
Behavioral Health Services - Prior certification by our Behavioral Health Department is required, except in emergencies, for inpatient services as noted below: Call 616 464-8500 or 800 673-8043.	
Inpatient Mental Health & Substance Use Disorder Services (Including subacute residential treatment facility and partial hospitalization.) Prior certification required except in emergencies.	Covered at 90% after deductible.
Outpatient Mental Health Services (Face-to-face visit)	The first three visits (within 90 days of discharge) from a network hospital for mental health inpatient care are covered at 100% after deductible. Visits thereafter apply as noted below. Covered at 90% after deductible.
Outpatient Substance Use Disorder Services (Face-to-face visit)	Covered at 90% after deductible.
Family Planning and Reproductive Services	
Infertility Counseling & Treatment (Covered for diagnosis and treatment of underlying cause only.)	Covered at 50% after deductible. Prescription drugs for infertility treatment paid as shown under the prescription drug benefits shown below.
Vasectomy Covered only when performed in physician's office or when in connection with other covered inpatient or outpatient surgery.	Covered at 90% after deductible.
Tubal Ligation/Tubal Obstructive Procedures (Included as part of the Women's Preventive Health Services benefits.)	Covered at 100%, deductible waived when performed at outpatient facilities. If received during an inpatient stay, only the services related to the tubal ligation/tubal obstructive procedures are covered at 100%, deductible waived.
Birth Control Services Medical Plan (i.e. doctor's office) (Included as part of the Women's Preventive Health Services benefits.) Includes; diaphragms, implantables, injectables, and IUD (insertion and removal), etc.	Covered at 100%, deductible waived.
Elective Abortions	Not covered.
Rehabilitative Medicine Services – Not related to Autism Treatment	
Physical and Occupational Therapy	Covered at 90% after deductible up to a benefit maximum of 60 visits per benefit year.
Speech Therapy	Covered at 90% after deductible up to a benefit maximum of 60 visits per benefit year.
Cardiac Rehabilitation and Pulmonary Rehabilitation	Covered at 90% after deductible up to a benefit maximum of 60 visits per benefit year.
Chiropractic and Osteopathic Manipulation Services (Includes maintenance care.)	Covered at 90% after deductible up to a benefit maximum of 30 visits per benefit year.

BENEFITS	
Services Related to the Treatment of Autism Spectrum Disorder	
Physical and Occupational Therapy for the Treatment of Autism Spectrum Disorder	Covered at 90% after deductible.
Speech Therapy for the treatment of Autism Spectrum Disorder	Covered at 90% after deductible.
Applied Behavior Analysis (ABA) for the treatment of Autism Spectrum Disorder Prior certification required.	Covered at 90% after deductible.
Other Services	
Durable Medical Equipment Prior certification is required for charges over \$1,000.	Covered at 100% after deductible.
Prosthetic & Orthotic/Support Devices Prior certification is required for charges over \$1,000.	Covered at 100% after deductible.
Temporomandibular Joint Dysfunction or Syndrome Treatment	Covered at 50% after deductible.
Orthognathic Treatment	Covered at 50% after deductible.
Non-Hospital Facility Services – Including skilled nursing care services received in a: <ul style="list-style-type: none"> • Skilled Nursing Care Facility • Subacute Facility • Inpatient Rehabilitation Facilities Treatment • Hospice Facilities (Combined maximum for all services.) Prior certification required, except Hospice Facilities.	Covered at 90% after deductible up to a maximum of 90 days per benefit year.
Home Health Services and Infusion Therapy (Including hospice services, excluding rehabilitative medicine.) Prior certification required, except hospice services.	Covered at 90% after deductible.
Custodial Care/Private Duty Nursing/Home Health Aides	Not covered.
Hearing Care Services	One hearing exam, one audiometric exam and one basic hearing aid per ear every 36 months. Hearing and audiometric exams covered full. Hearing aid covered in full to a maximum benefit of \$1,500 for monaural and \$2,542 for binaural hearing aids every 36 months. Deductible waived.
Pharmacy Benefits – Participating Pharmacies	
Prescription Drugs – Managed Formulary Includes disposable needles and syringes for diabetics and infertility medications. CGM available at pharmacy only, covered at 100%. Excludes select sexual dysfunction medications. Any medications provided in Priority Health’s Preventive Health Care Guidelines, including certain women’s prescribed contraceptive methods are covered at 100%, copayments waived. Brand-name contraceptives (except those without a generic equivalent) are subject to applicable copayments. Expenses for non-covered prescription drugs will not be applied towards your deductible or out of pocket maximum.	Covered prescription drugs apply to the deductible and the out-of-pocket maximum. Copayments apply after the deductible has been satisfied. <u>Retail Pharmacy (up to 31 days):</u> Tier 1 Drugs: \$10 copayment Tier 2 - 5 Drugs: \$40 copayment <u>Infertility Drugs:</u> 50% copayment <u>Mail Service Program (90 days):</u> Tier 1 Drugs: \$20 copayment Tier 2 - 3 Drugs: \$80 copayment For information about the mail order program, visit their website at express-scripts.com .

SaveOn Specialty Drug Program	<p>Filled through Accredo - specialty drug mail-order pharmacy.</p> <p>Copayments vary based on the specific drug, but will be \$0 if you sign up for the SaveonSP Program. Any copayment will not apply to your out-of-pocket limit (but copayment will be \$0 if you use the SaveonSP program).</p> <p>If you qualify for this program, you will be contacted by SaveonSP, otherwise for further details please call SaveonSP at 1-800-683-1074.</p>
<p>Pursuant to IRS Publication 969 – <i>Health Savings Accounts and Other Tax-Favored Health Plans</i> – participation in a prescription drug plan that provides benefits before the deductible is met makes the plan disqualifying coverage since it’s not a high deductible health plan, and may make you ineligible to contribute tax-free dollars to a health savings account due to your HSA losing its tax exemption. Contributions made to an HSA that lost its tax exemption, either on behalf of an individual, or by an individual who is not eligible for an HSA under IRS rules will be treated as taxable income. Please consult your tax advisor.</p>	
<p>Coverage Information</p>	
Waiting Period Requirement	<p><u>Administration:</u> Date of hire. <u>Support/Secretarial:</u> 60 days following date of hire.</p>
Full-Time Employee	30 hours worked per week.
Retiree Coverage	Not applicable.
Dependent Children	Covered up to the end of the month in which they turn age 26. Age 26 and older covered if mentally or physically incapacitated dependent.
Motor Vehicle Injuries	Plan shall pay primary to any motor vehicle insurance.
Motorcycle Injuries	Plan shall pay primary to any motorcycle insurance.

In accordance with the terms and conditions of the PDSPD, you are entitled to covered services when these services are:

- A. Medically/clinically necessary; and
- B. Not excluded in the PDSPD.

You will be responsible for those services that are beyond those approved, beyond the benefit maximums or excluded from coverage.

If the hospital confinement extends beyond the number of certified days, the additional days will not be covered unless:

- The extension of days is medically/clinically necessary, and
- Prior certification for the extension is obtained before exceeding the number of prior certified days.

For emergency admissions, the Benefit Administrator should be notified by the end of the next business day following the admission or as soon as reasonably possible.



PO Box 610
 Southfield, MI 48037
 248-901-3705

KELLOGGSVILLE PUBLIC SCHOOLS Dental Benefits Plan
 Custodial

Group # 42109

The Plan-at-a-Glance

PPO Networks: ADN Dental Network, DenteMax

Maximum Benefits

September 1st through August 31st

Annual Maximum	\$1,000 per eligible individual for covered class I, II and III services
Lifetime Maximum	\$1,500 per eligible individual for covered class IV services
TMJ Services	Applies to annual maximum, up to lifetime maximum of \$1000

Class I Preventive Services – 50%

*****Incentive Plan Increases 10% per year to 100%**

Routine Oral Examinations	Twice per plan year
Prophylaxis (Cleaning), Periodontal Maintenance	Twice per plan year
Topical Application of Fluoride	Twice per plan year to age 18
Bitewing X-Rays	Twice per plan year
Full-Mouth Series or Panoramic X-Rays	Once per 36 months
All Other X-Rays	

Class II Restorative Services – 50%

*****Incentive Plan Increases 10% per year to 100%**

Composite and Amalgam fillings**	
Space Maintainers	Up to age 14
Inlays, Onlays and Crowns	
Root Canal Therapy	
Periodontal Root Planing	
Periodontal Surgery	
Oral Surgery and Extractions	Medical plan primary for certain procedures
General Anesthesia or IV Sedation	With covered oral surgery
Occlusal Guards	For Bruxism Only
TMJ Appliances and Services	

Class III Major Services – 50%

Annual deductible applies

Complete and Partial Removable Dentures
 Fixed Partial Dentures (Bridges)
 Denture Repair and Adjustment
 Denture Reline or Rebase
 Addition of Teeth to Partial Dentures

Class IV Orthodontic Services – 50%

Limited and Interceptive Treatment	Removable and Fixed Appliance Therapy, up to age 19
Comprehensive Treatment	Fixed Appliance Therapy, up to age 19

Not Covered

Sealants Implants and Related Restorations Cosmetic Treatment

Deductible – \$25 Individual Lifetime Class I & II, \$25 Individual/\$50 Family Annual Class III

Missing Tooth Clause – None

12 Month Billing Limitation

**Composite and resins are not covered for posterior teeth, alternate benefit applies

Waiting Periods – None

**Prosthetics are considered on delivery date

COB – Standard

***Annual Routine Exam or Propyhy required for increase or retention of higher benefit level

****Note – Quotes of benefits do not constitute a guarantee of payment. Eligibility is determined at time of service. Covered benefits may have limitations or exclusions affecting plan payment. Refer to plan document for additional coverage details and limitations. Predetermination is strongly encouraged for all non-emergency dental treatment exceeding \$250.00 in charges. The treatment plan should be submitted to ADN prior to beginning any treatment.**

KELLOGGSVILLE PUBLIC SCHOOLS
VISION PLAN SPECIFICATIONS
KEA/KESSA/Secretarial + Clerical/Administrative

The BOE will provide vision insurance for qualifying members, as per the following specifications:

1. Plan Year: September 01, 2024 through August 31, 2027

2. **Steps for Employee Reimbursement:**
 - A. The employee will obtain vision services from provider of their choice and pay at the point of service.
 - B. The employee will submit a **detailed paid receipt with a reimbursement form** to the central office.
 - C. The employer will remit an amount to the employee as per the listed **maximum rates after the \$25.00 individual/\$50.00 family deductible has been met.**
 - D. Total reimbursement; The Board will allocate **\$800** for vision insurance for qualifying employees. The employee and family members will not exceed the **\$800** allocation per year.

3. You will receive reimbursement for **one pair of glasses or contacts per person per plan year.**

LISTED BELOW ARE THE SCHEDULED RATES FOR MAXIMUM REIBURSEMENT:

ONE:		ONE TYPE OF LENS:	
EXAM (Optometrist)	\$ 100.00	Regular Lens	\$155.00
(Ophthalmologist)	\$ 100.00	Bifocals	\$155.00
		Trifocals-Progressive	\$195.00
ONE:		High Index	\$195.00
CONTACTS: Standard/Cosmetic	\$200.00		

ITEMS NOT COVERED

- Non-Glare Coatings are not covered
- Polycarbonates are not covered
- Warranties are not covered
- Refractions are not covered

ONE:	
FRAMES	\$180.00

In addition to the cost of the lens

POLAROID:

Single Lenses	\$100.00
Bifocal	\$145.00
Trifocal-Progressive	\$170.00

PHOTOCHROMICS: (sun or gradient tints/color coated)

Single Lenses	\$ 80.00
Bifocal	\$120.00
Trifocal-Progressive	\$170.00

Oversize/Rimless/Blended Bifocal:

Included in lens allowance shown above-employees pay the balance

Vision Plan Reimbursements:

The plan allows the employee and dependents to receive reimbursement for **one eye exam and either one pair of glasses or contacts per plan year up to the total reimbursement per qualifying employee.** You must pay for the invoice at the point of service before reimbursement can be made and submit a detailed paid receipt with a reimbursement form to the Central Office.

**** For your convenience, we have subscribed with RxOptical's Vision Advantage Program for added savings, if you choose. Use the RXOptical card if interested.**

LONG-TERM DISABILITY & LIFE INSURANCE

A. L.T.D. Plan Specifications

1. There will be ninety (90) day modified file waiting period.
2. The maximum benefit shall be 66 2/3% of your regular contractual salary subject to subject to a maximum schedule amount of \$2,500.
3. The combined limit can be 70%.
4. There will be a pre-existing condition waiver.
5. There will be a social security freeze.
6. There will be a primary social security offset.
7. There will be no exclusion on Mental & Nervous (two year limitation).
8. There will be a primary employee retirement offset.
9. Up to one year of health insurance premiums will be paid by the Board provided the employee does not have other coverage initiated by the disability.

B. Life Insurance

1. \$25,000 benefit for qualifying employees.

**Schedule C
Administrator
Accumulated Leave Days Compensation**

Accumulated Leave Days Compensation for Classifications as Per 9.2.1

Classifications	Accumulated Leave Days	Leave Per Day Amount	Retirement Per Day Amount
Level 1 - Level 2 - Level 3	1-49 Days	\$70.00	\$95.00
	50-125 Days	\$80.00	\$105.00
	126-200 Days	\$95.00	\$120.00
	201 + Days	\$105.00	\$130.00

Classifications	Accumulated Leave Days	Leave Per Day Amount	Retirement Per Day Amount
Level 4 - Level 5	1-49 Days	\$50.00	\$70.00
	50-125 Days	\$55.00	\$75.00
	126-200 Days	\$60.00	\$80.00
	201 + Days	\$65.00	\$90.00

Classifications	Accumulated Leave Days	Leave Per Day Amount	Retirement Per Day Amount
Level 6	1-49 Days	\$12.00	\$25.00
	50-125 Days	\$18.00	\$30.00
	126-200 Days	\$25.00	\$35.00
	201 + Days	\$30.00	\$45.00

**Schedule D
Administrator
Retirement Compensation**

Retirement Compensation for Classifications as Per 10.1.1
--

Classifications	Years of Service	Compensation Per Service Year
Level 1 - Level 2 - Level 3	10 Years	\$100.00
	11-15 Years	\$105.00
	16-20 Years	\$110.00
	21-25 Years	\$118.00
	26-30 Years	\$125.00
	31+ Years	\$130.00

Classifications	Years of Service	Compensation Per Service Year
Level 4 - Level 5	10 Years	\$55.00
	11-15 Years	\$60.00
	16-20 Years	\$70.00
	21-25 Years	\$80.00
	26-30 Years	\$90.00
	31+ Years	\$95.00

Classifications	Years of Service	Compensation Per Service Year
Level 6	10 Years	\$35.00
	11-15 Years	\$45.00
	16-20 Years	\$50.00
	21-25 Years	\$55.00
	26-30 Years	\$60.00
	31+ Years	\$65.00

SCHEDULE E

LONG-TERM DISABILITY

A. L.T.D. Plan Specifications

1. There will be ninety (90) day modified file waiting period.
2. The maximum benefit shall be 66 2/3% of your regular contractual salary subject to a maximum schedule amount of \$7,500.
3. The combined limit can be 70%.
4. There will be a pre-existing condition waiver.
5. There will be a social security freeze.
6. There will be a primary social security offset.
7. There will be no exclusion on Mental & Nervous (two year limitation).
8. There will be a primary employee retirement offset.
9. Up to one year of health insurance premiums will be paid by the Board provided the employee does not have other coverage initiated by the disability.

SCHEDULE F

LIFE INSURANCE

A. Life Insurance

1. The term group life insurance amounts for each level are as follows:

Classification	Position	Term Life Amount
Level 1	Asst. Superintendent of Human Resources	\$300,000
Level 1	Asst. Superintendent of Curriculum & Instruction	\$300,000
Level 2	Asst. Superintendent of Finance	\$150,000
Level 2	Director of Curriculum (w/ Masters)	\$150,000
Level 2	High School Principal	\$150,000
Level 2	Middle School Principal	\$150,000
Level 2	Elementary Principal	\$150,000
Level 2	Director of Special Services	\$150,000
Level 2	Technology Director	\$150,000
Level 2	Executive Administrative Assistant	\$150,000
Level 3	Director of 54 th St. Academy	\$150,000
Level 3	HS/MS/Elementary Assistant Principal	\$150,000
Level 3	Early Childhood Dean of Students	\$150,000
Level 3	HS Academic Dean of Students	\$150,000
Level 3	HS/MS Dean of Student Intervention & Behavior	\$150,000
Level 3	Athletic Director (Experienced – Admn Cert.)	\$150,000
Level 4	MS Athletic Director (Leadership Stipend)	
Level 4	Director of Facilities Building & Grounds	\$150,000
Level 5	Network Administrator	\$150,000
Level 5	Network Technician	\$150,000
Level 5	Payroll + Benefits	\$150,000
Level 5	Purchasing + Pupil Accounting	\$150,000
Level 5	Director of School Security	\$150,000
Level 5	Marketing + Communications Coordinator	\$150,000
Level 6	Director of Transportation	\$40,000
Level 6	Food Service Director	\$40,000
Level 6	Assistant Food Service Director	\$40,000
Level 6	School Nurse	\$40,000
Level 6	Dean of Student Services (BA Required)	\$40,000
Level 6	Academic Intervention Specialist (BA Required)	\$40,000