

Downingtown Area School District
Administrators' Compensation Plan
Act 93



Effective:
July 1, 2024 – June 30, 2029

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The Downingtown Area School District Board of Directors recognizes that Act 93 has given Administrators the opportunity to meet and discuss in "good faith" with the Board of Directors on wages, benefits, and information as to how these were developed and are to be administered.

The Downingtown Area School District Board of Directors wants to meet and discuss in "good faith" those items that are important to the welfare of the management team. It is the Board of Directors' intention to present (in writing) a fair and equitable compensation plan.

GUIDELINES FOR MEET AND DISCUSS

Compensation will be determined through a "good faith" meet and discuss procedure. In general, the following three meetings should be enough to comply with "good faith" meet and discuss procedures:

Meeting 1 - A background session where both Administrators and Board Members share concerns and where background information is presented and discussed.

Meeting 2 - A proposal session where Administrators present specific proposals on a set of principles for a compensation plan.

Meeting 3 - A session where the Board explains the decisions it has made about Administrators' compensation plan.

The Downingtown Area School District Board of Directors accepts the above guidelines for "Meet and Discuss".

TERMS OF AGREEMENT

Length of Agreement

The agreement will be for a five year period beginning July 1, 2024 and extending through June 30, 2029.

Salaries and Ranges

Effective July 1, 2024, any Administrator whose 2023-2024 Board approved salary falls below the revised 2023-2024 range chart, included in this agreement as Appendix II, will have a one-time adjustment increasing the Administrator's salary to the revised 2023-2024 range minimum. This one time adjustment is to be effective July 1, 2024 and is not retroactive.

Range movement will be based on the percentage provided by PSBA annually.

- All twelve (12) month salary ranges are based on 260 days per year;
- Ten month salary ranges are based on:
 - 205 days per year; or
 - 191 days per year.

The annual salary of any Administrator working less than the scheduled days for the fiscal year will be prorated based on actual days worked.

An employee whose salary reaches the maximum of their range, as well as those who are above the maximum in the first year of this agreement, will receive their year end increase. If the year end increase amount is more than the approved PSBA market movement of the range, the difference of the annual increase will be paid in equal amounts in accordance with the payroll calendar, will be PSERS eligible, and will not be included in the base salary for the following year's increase.

Salary Increases

Annual salary increases will be effective July 1 of each new fiscal year.

Salary increases will be based on performance and goals using the following 4 point rating scale.

	Distinguished	Proficient	Needs Improvement	Failing/Unsatisfactory
Performance	3.00%	2.75%	1.500%	0%
Goal 1	0.50%	0.30%	0.125%	0%
Goal 2	0.50%	0.30%	0.125%	0%

Administrators with an effective start date after January 1 would be responsible for completing one (1) goal and only eligible for up to a .5% increase.

Administrators with an effective start date of April 1 or later would not be responsible for any goals and would not receive an increase July 1. The new administrator will be hired based on the following year's range.

Year-end evaluations for the administrators must be completed and submitted to Human Resources by May 15 each year for raises to be effective July 1.

Pay Information

- Salary increases will be effective in the first pay of July for all twelve (12) month employees. Ten (10) month employees will be effective in the first pay of September.
- All employees shall be required to receive their pay by means of direct deposit to a financial institution of their own choosing.

Adjustments

A pool of money will be budgeted each year to be used to maintain competitiveness in salaries at the recommendation of the Superintendent and Director of Human Resources.

Performance Evaluations

Individual evaluations will be conducted at least annually by the Superintendent or designee. Rating must be supported by specific narrative documentation. If performance is rated as less than proficient, the Administrator will meet with the appropriate supervisor to cooperatively develop an improvement plan. The improvement plan will be submitted to the Superintendent or designee for review and approval. If overall performance is rated as failing/unsatisfactory, the Administrator will not receive an increase for the year and may be subject to disciplinary action, up to and including dismissal.

School Board Policies on District Website

The District Website contains information pertaining to the policies set forth in this plan, as well as other School Board policies applicable to employees. It is the responsibility of every employee to know the current policies and comply with them. The District Website is the Internet website located at www.dasd.org.

Non-compliance with these policies can result in disciplinary action up to and including a withdrawal of the offer of employment or termination of employment.

HEALTH BENEFITS

All eligible Administrators shall be offered healthcare benefits as described in the DAEA Agreement in addition to the benefits defined below with the exception of Option 3, which is being eliminated. The current dental plan will be continued until the DAEA contract is ratified.

The employee healthcare benefit information contained in this plan is only a brief summary of the benefits that the District offers. For a full explanation of particular benefits and eligibility, the specific benefit plan documents should be consulted.

Employee contributions for insurance coverage shall be made through the District's Cafeteria Plan on a before-tax basis to the extent allowed under Internal Revenue Service Code Section 125 and related regulations.

A group enrollment period shall be held each year in May for a minimum of 14 calendar days with changes to be effective on July 1.

Newly hired Administrators must enroll in the medical, prescription, dental, vision and/or option out plan(s) within thirty-one (31) days following the date of eligibility. Otherwise, enrollment is subject to the group enrollment period or change in life event, as defined by the carrier.

Other changes to health care elections can be made during the plan year only for a qualifying change in employment or family status. Elections must be made within 31 days of the event.

The Board reserves the right to revisit the healthcare plans during the term of the agreement should laws such as the Patient Protection and Affordable Care Act (PPACA) and other relevant legislation necessitate a change.

Premium Contributions

The Administrator shall contribute in accordance with the premium contributions outlined in the DAEA agreement.

- Ten (10) month employees are eligible for full time Administrator benefits and shall have their benefit contributions deducted on a 20 pay basis (September to June).
- Twelve (12) month employees have their benefit contributions deducted on a 24 pay basis (July to June).

Waiver Payment

At the open enrollment period, an administrative employee may annually opt out of District benefit plans and receive taxable income. These taxable payments shall be prorated and included in the employee's paycheck, but would not be included in the base salary for retirement purposes. Proof of other insurance coverage indicating that coverage was not purchased through the Marketplace will be required annually to receive opt out payment. The waiver will continue to be offered if the waiver does not adversely impact the cost or result in penalties for the group plan when applied under the Affordable Care Act provisions. Should the opt-out provision negatively impact the District, the waiver payments will be discontinued.

- Medical \$1,600 per year
- Prescription Drug \$400 per year
- Dental \$200 per year

Other Insurance

Life Insurance

The District shall pay 100% of the premium for life insurance coverage. The amount of coverage shall be equivalent to three (3) times the annual base salary for each Administrator, rounded to the nearest \$1,000, including double indemnity for accidental death and dismemberment. Limitations apply.

Income Protection Insurance

The District shall pay 100% of the premium for group coverage for income protection. Administrators shall have the opportunity to elect that such insurance coverage be treated as a taxable or non-taxable benefit. Monthly benefits shall be equal to 60% of basic earnings not to exceed \$10,000 per month with a minimum monthly benefit of \$100 or 10% of the gross monthly benefit, whichever is greater. Benefits begin after the greater of 60 days or the end of accumulated sick leave.

Voluntary Life Insurance (Optional)

Administrators shall have an opportunity to purchase additional life insurance coverage at his/her expense subject to the terms and conditions of the carrier.

Other Benefits

Tuition Reimbursement

Administrative employees will be reimbursed for 100% of the tuition costs for all graduate, doctoral and pre-approved certification programs. Reimbursement is for tuition only, no fees or materials. The

reimbursement amount for an Administrator will be capped at \$15,000 per year. For any Administrator taking courses beyond the first doctorate, the cap will be \$5,000 annually. Reimbursement will be made if a grade of "B" or better is obtained, or "pass" in a pass/fail course.

For Doctoral programs only, the Administrator may receive payment prior to course completion. The Administrator is required to submit course documentation upon completion. If the grade of "B" or better is not attained, the Administrator must repay the tuition within 30 days.

Administrators who resign and have received tuition reimbursement payment(s) within one year of the Administrator's last day worked will be responsible to repay the district 100% of the reimbursed amount. The district will use the check issued date to determine reimbursed amounts to be included in repayment.

Administrators who are responsible to repay tuition reimbursement, will have such monies owed deducted from their final paychecks. If the pay amount is less than money owed, the Administrator must make payment in full within 30 days.

Professional Organizations

The District will pay each Administrator's dues to pre-approved national, state and local professional organizations.

Tax Sheltered Annuity Payment

For all Administrators, after one year of service, the District will contribute 3% of the Administrator's annual earnings per fiscal year (July 1 through June 30) to a 403(b) that is established by the employee.

For Administrators covered under the 2019-2024 Administrators Compensation Agreement:

- The district will match each dollar that the Administrator contributes to a 403b or 457 account, up to a maximum percentage of the Administrator's annual earnings per fiscal year (July 1 through June 30) as outlined below:
 - Group 1 - 3%
 - Group 2 - 1%

Executive Flexible Benefit Plan

The District shall provide a source of funds equal to 2.5% of the Administrator's base salary (pro-rated for actual earnings) up to a maximum of \$2,500 annually, treated as taxable income to the participant, and paid in equal installments in accordance with the benefit deduction schedule for 12 and 10 month staff.

- Any Administrator who participated in the Executive Flexible Benefit Plan during the 2015-2016 plan year and who had an account greater than \$2,500 will be grandfathered at that amount for the length of this Agreement.

Paid Leave Time

During the first fiscal year of employment and the last fiscal year of employment, paid leave allowances will be prorated based on the actual days worked. Employees must work at least one (1) day in the new fiscal year in order to re-establish paid leave eligibility at the beginning of the year. If an employee has overdrawn the number of paid days earned based on days worked, the subsequent or final pay will be adjusted to recover any money owed to the District.

Personal Days

- Administrators employed 12 months will be granted three personal days annually. After all vacation days have been used, an unlimited number of additional personal days may be granted at the discretion of the Superintendent.
- Administrators employed 10 months will be granted five personal days annually. Additional personal days may be granted at the discretion of the Superintendent.

Sick Days

Administrative employees employed 12 months will be granted 12 days of sick leave per year with unlimited accumulation.

- Twelve (12) days of sick leave per year may be used for an immediate family member's illness. Days used for family illness shall be deducted from accumulated sick leave. Members of the immediate family include father, mother, brother, sister, son, daughter, husband, wife, parent-in-law or near relative who resides in the same household, or any person with whom the employee has made his/her home.
- Available sick time may be used for an approved Family Medical Leave Act(FMLA) absence for the qualifying illness of an immediate family member as defined by the FMLA.

Administrative employees employed 10 months will be granted 10 days of sick leave per year with unlimited accumulation.

- Ten (10) days of sick leave per year may be used for an immediate family member's illness. Days used for family illness shall be deducted from accumulated sick leave. Members of the immediate family include father, mother, brother, sister, son, daughter, husband, wife, parent-in-law or near relative who resides in the same household, or any person with whom the employee has made his/her home. The relationship of the family member who is ill must appear on the Administrator's attendance form.
- Available sick time may be used for an approved Family Medical Leave Act(FMLA) absence for the qualifying illness of an immediate family member as defined by the FMLA.

Vacation Days

Administrators employed 12 months will receive vacation days annually based on the following:

Completed Years of Administrative Service as of July 1 each year	Vacation Day Accrual
<1	Prorated
1-10	20
11	21
12	22
13	23
14	24
15	25
16	26
17	27
18	28
19	29
20+	30

- Vacation schedule is based on employment from July 1 through June 30.
- As of June 30 of each year, if an Administrator has over 10 remaining vacation days, the Administrator will be paid for up to a maximum of 10 unused vacation days leaving no less than

10 days in the bank. Payment will be made based on the Administrator's per diem rate as of June 30.

- The maximum carry over to the following year is 50 vacation days.
- Administrators will be paid through normal payroll process for any unused, but accrued vacation days at resignation from the District based on the Administrator's daily rate at that time.
- For the purposes of vacation accrual credit, any teacher within the Downingtown Area School District who becomes an Administrator will be granted credit for years of service as follows:
 - If an Administrator has less than 10 years teaching service within the Downingtown Area School District, then their service will count towards the completion of the accrual stated above.
 - If an Administrator has over 10 years teaching service within the Downingtown Area School District when the person becomes an Administrator, then the new Administrator will receive an additional vacation day for each additional year of service over 10 years up to a maximum of 5 additional days. Then, additional vacation days will be accrued as stated above.
- Any support staff employee within the Downingtown Area School District who becomes an Administrator, will not receive less than the number of vacation days the Administrator would have received as a support staff employee. Any additional vacation days will be accrued upon completion of 10 years as an Administrator.

Bereavement Days

Administrators may be granted the following leave of absence:

- Up to three (3) consecutive days for the death of an immediate family member (father, mother, brother, sister, son, daughter, husband, wife, parent-in-law, grandchild, grandparent, or near relative who resides in the same household or any person with whom the employee has made his/her home) to prepare and attend funeral services. At the discretion of the Superintendent or designee, the period of absence with pay may be extended as the circumstances of the case warrant.
- One (1) day leave of absence for the death of his/her near relative (first cousin, aunt, uncle, niece, nephew, son-in-law, daughter-in-law, brother-in-law, sister-in-law or grandparent-in-law) to attend the funeral service. At the discretion of the Superintendent or designee, the period of absence with pay may be extended as the circumstances of the case warrant.

RESIGNATION OR RETIREMENT

Notification Period

Administrators shall give a 60 day notice of resignation or retirement. The Superintendent or designee may waive such notice at her/his discretion.

Retirement Benefits

The retiree benefits described below are subject to the prevailing benefits in the current Act 93 Compensation Plan for active Administrators.

Administrators retiring who have served 10 years in an administrative position in DASD; and who qualify for normal retirement under the Public School Employees' Retirement System, or who are at least age 55 with 25 years of PSERS service, or have 35 years of PSERS service regardless of age are entitled to health and life benefits.

Retiree Group Health Plans

- Administrators, along with their spouses, may continue to participate in the group medical, dental, prescription drug and vision plan, until the lesser of ten (10) years or the retiree's age

65. If the insurance coverage the District offers to employees should change, the same change will apply to retirees.

- A premium contribution, equal to the greater of an active Administrator's contribution or maximum health care reimbursement amount by the Public School Employees' Retirement System will be required of the retiree.
- If a retiree has a spouse covered under the health benefits who reaches age 65 prior to the retiree benefits exhausting at the lesser of 10 years or the retiree's age 65, then Medicare becomes the spouse's primary insurer and the District insurance becomes the secondary insurer at the time that spouse reaches age 65.

Retiree Life Insurance

- Retirees will be entitled to life insurance at 2.5 times the salary, rounded to the nearest \$1,000, of the Administrator's salary at the time of retirement until the lesser of 10 years or age 65, at the District's expense.

Sick, Vacation, and Personal Day Payments

Payments will be paid as a non-elective employer contribution into the retiree's 403(b) account as soon as administratively practicable. If such amounts cause a retiree's 403(b) account to exceed the annual contribution limitation for 403(b) plans, then the District in the following calendar year shall contribute any excess amounts.

- **Sick Days** - Upon retirement, Administrators will be granted \$55 per day for all accrued, but unused sick days.
- **Vacation Days** - Upon retirement, Administrators will be paid for all accrued, but unused vacation days at the Administrator's per diem rate.
- **Personal Day Payment** - In lieu of a personal day payout, an Administrator will receive a payment at retirement calculated by using the following formula:
= .0015 * years of service recorded by PSERS * average of 3 highest DASD full year salary

Grandfathered Payment

In addition to the above, Administrators who were covered under the 2004-2007 Group 1 and Group 2 Compensation Agreement (hire date prior to July 1, 2007) and retire after ten (10) years of administrative service will receive a years of service bonus at retirement of \$1,500 for each year in Downingtown as an Administrator. Such payment to be made directly to a 403(b) account.

Payment Upon Retirement for Administrators retiring who qualify for normal retirement under the Public School Employees' Retirement System, or who are at least age 55 with 25 years of PSERS service, or have 35 years of PSERS service regardless of age

These payments will be made as a non-elective employer contribution into the Administrator's 403(b) accounts as soon as administratively practicable. If such amounts cause a retiree's 403(b) account to exceed the annual contribution limitation for 403(b) plans, then the District in the following calendar year shall contribute any excess amounts.

- **Sick Days** - Administrators shall be granted \$55 per day for accrued but unused sick days.

- **Vacation Days** - Administrators shall be paid per diem for all unused, but accrued vacation days.

Service as an Administrator and a Teacher

Any Administrative employee who retires under the Public School Employees' Retirement System prior to attaining 10 years of service as an Administrator in Downingtown Area School District and therefore does not qualify for the Administrator retirement health benefits offered in this agreement, but was a teacher in the Downingtown Area School District prior to becoming an Administrator, will be eligible to receive the retirement benefits he/she would have been afforded as a teacher in the Downingtown Area School District.

- To qualify for the teacher retirement benefit under the terms of the Agreement between The Downingtown Area Board of Education and The Downingtown Area Education Association, total years of teaching service will be the sum of teaching years plus administrative years of service in the Downingtown Area School District must combine to be at least ten total years of service.

DEATH BENEFITS

An Administrator who dies while actively employed by the District shall receive the following entitlements:

Payments

Sick, Vacation, and Personal Day Payments

- **Vacation Days** - Any accrued, but unused vacation days will be paid at the Administrator's per diem payable to the beneficiary.
- **Sick Days** - Any accrued, but unused sick days will be paid at \$55 per day payable to the beneficiary.
- **Personal Days** - Payout of personal days to the Administrator's beneficiary based on the following formula:
= .0015 * years of service recorded by PSERS * average of 3 highest DASD full year salary

Benefit Coverage

An Administrator who qualifies for an annuity under PSERS and is qualified to receive benefits there under (vested status), and has served a minimum of three (3) years with the District, is entitled to the following coverage for his/her family:

- The spouse and/or eligible dependents covered by the Administrator at the time of death under the District's group health plans will be entitled to continue coverage in the District's plans in accordance with COBRA regulations. The District will pay the costs of premiums for spouse and eligible dependents until the end of the COBRA period for a maximum of three (3) years. Should the spouse or dependent become eligible for coverage in another plan prior to the end of the three year time period, or the dependent(s) become ineligible for coverage as per the District's plan document rules, the District paid premium will cease.

EXECUTION OF AGREEMENT

The Downtown Area School District Board of Directors and Act 93 Administrators accept the terms of this agreement.

BOARD OF DIRECTORS COMMITTEE MEMBERS

Director Caryn Ghrayeb

Director Mindy Ross

School Board President, Lee Wisdom

Board Secretary, Virginia Warihay

ACT 93 COMMITTEE MEMBERS

Dr. Gary Mattei

Dr. Ann Berrios

Mr. Justin Brown

Dr. Kurt Barker

Dr. Nicholas Argonish

Mr. Jonathan Otto

Dr. Anthony Nordone

Ms. Sarah Brooks

Dr. Jamie Nunery

Mr. Chris Cobb

Ms. Catherine Hug

Ms. Renee Harty

APPENDIX I

Administrator's Compensation Plan **Act 93 – Group 1**

This Addendum to the Administrator's Compensation Plan applies to employees who were covered under Group 1 in the Administrator Compensation Agreement for July 1, 2019 to June 30, 2024 shall remain in effect from July 1, 2024 through June 30, 2029.

1. Enhanced Dental Option
 - Covered charges for preventive, basic and major dental services paid at 100% of the prevailing fees established by the insurer; limited to a maximum of \$2,000 per year per family member;
 - Orthodontia services paid at 100% of the prevailing fees established by the insurer; limited to a \$2,000 lifetime maximum per individual;
 - Prosthodontics are covered;
 - Cosmetic services shall be covered up to \$500 per year; and
 - Use of Delta Dental's Premier or PPO Network for In-Network Providers.
 - Group 1 Administrators who elect the enhanced dental plan will contribute 23% of the premium.
2. Enhanced Vision Plan Option
 - Vision examination, lenses and frames every twelve (12) months; and
 - Employees shall be reimbursed, directly through the District, 100% of the provider's charges, less any amount paid through the Administrator's medical plan, for one vision examination and up to \$350 for contacts, lenses, and frames every 12 months.

Group 1 Administrators who elect the enhanced vision plan will contribute 23% of the premium.
3. Tax Sheltered Annuity Contribution - Each Administrator will be allotted \$3,500 as a contribution to the employee's tax sheltered annuity.
4. Tax Sheltered Annuity Payment - Group 1 Administrators will not have a one year wait period on the matching payments. Eligibility will begin with the first day of employment.
5. Personal Days - Personal days will be unlimited in number and granted at the discretion of the Superintendent.

APPENDIX II			
ACT 93 SALARY RANGES			
REVISED - 2023-2024			
	Minimum	Midpoint	Maximum
RANGE 1	\$ 144,093	\$ 172,911	\$ 201,730
Director of Facilities, Planning & Management			
Director of Pupil Services			
Director of Technology			
Principal - High School			
RANGE 2	\$ 134,458	\$ 161,350	\$ 188,242
Director of Communications			
Director of Diversity, Equity & Inclusion			
Principal - Middle School			
Principal - 6th Grade Center			
RANGE 3	\$ 130,513	\$ 156,615	\$ 182,718
Assistant Director of Finance			
Assistant Director of HR			
Athletic Director			
DCA Principal & Curriculum Supervisor			
Principal - Elementary			
RANGE 4	\$ 116,338	\$ 139,606	\$ 162,874
Assistant Director of Facilities			
Assistant Principal - High School			
Assistant Principal - Middle School			
Assistant Principal - 6GC/Elementary			
Associate Athletic Director			
Coordinator of Cyber & Blended Learning			
Curriculum Supervisor			
Data & Applications Administrator			
Network & Security Administrator			
Supervisor of Pupil Services			
Supervisor of Special Education			
Supervisor of Transportation			
Systems & Support Administrator			
RANGE 5	\$ 96,913	\$ 116,296	\$ 135,679
Supervisor of Accounting			
Student Assistance Specialist			
Student Services Supervisor			
Supervisor of Payroll Services			
RANGE 6	\$ 88,681	\$ 106,417	\$ 124,154
Assistant Supervisor of Transportation			
Controller			
Database Administrator			
HR Generalist			
Internships & Partnerships Coordinator			
Procurement Manager			
Senior Network & Security Specialist			
Supervisor of Custodial Services			
Supervisor of Maintenance			
Supervisor of Operations			
Systems & Support Supervisor			
RANGE 7	\$ 78,781	\$ 94,537	\$ 110,293
Communications Manager			
Media & Ed Tech Supervisor			
PIMS Coordinator			
Staff Accountant			
RANGE 8	\$ 74,623	\$ 89,547	\$ 104,472
Application Support Specialist			
Assistant to the Athletic Director			
Data Analyst			
Logistics/Inventory Specialist			
Network & Security Specialist			
POSITIONS LESS THAN 260 DAYS			
Prevention Specialist (191 Days)	\$ 70,796	\$ 84,955	\$ 99,114
School Psychologist (205 Days)	\$ 78,626	\$ 94,351	\$ 110,076
School Psychologist (260 Days)	\$ 99,720	\$ 119,664	\$ 139,608

APPENDIX III			
ACT 93 SALARY RANGES			
2024-2025			
	Minimum	Midpoint	Maximum
RANGE 1	\$ 148,848	\$ 178,617	\$ 208,387
Director of Facilities, Planning & Management			
Director of Pupil Services			
Director of Technology			
Principal - High School			
RANGE 2	\$ 138,895	\$ 166,675	\$ 194,454
Director of Communications			
Director of Diversity, Equity & Inclusion			
Principal - Middle School			
Principal - 6th Grade Center			
RANGE 3	\$ 134,820	\$ 161,783	\$ 188,748
Assistant Director of Finance			
Assistant Director of HR			
Athletic Director			
DCA Principal & Curriculum Supervisor			
Principal - Elementary			
RANGE 4	\$ 120,177	\$ 144,213	\$ 168,249
Assistant Director of Facilities			
Assistant Principal - High School			
Assistant Principal - Middle School			
Assistant Principal - 6GC/Elementary			
Associate Athletic Director			
Coordinator of Cyber & Blended Learning			
Curriculum Supervisor			
Data & Applications Administrator			
Network & Security Administrator			
Supervisor of Pupil Services			
Supervisor of Special Education			
Supervisor of Transportation			
Systems & Support Administrator			
RANGE 5	\$ 100,111	\$ 120,134	\$ 140,156
Supervisor of Accounting			
Student Assistance Specialist			
Student Services Supervisor			
Supervisor of Payroll Services			
RANGE 6	\$ 91,607	\$ 109,929	\$ 128,251
Assistant Supervisor of Transportation			
Controller			
Database Administrator			
HR Generalist			
Internships & Partnerships Coordinator			
Procurement Manager			
Senior Network & Security Specialist			
Supervisor of Custodial Services			
Supervisor of Maintenance			
Supervisor of Operations			
Systems & Support Supervisor			
RANGE 7	\$ 81,381	\$ 97,657	\$ 113,933
Communications Manager			
Media & Ed Tech Supervisor			
PIMS Coordinator			
Staff Accountant			
RANGE 8	\$ 77,086	\$ 92,502	\$ 107,920
Application Support Specialist			
Assistant to the Athletic Director			
Data Analyst			
Logistics/Inventory Specialist			
Network & Security Specialist			
POSITIONS LESS THAN 260 DAYS			
Prevention Specialist (191 Days)	\$ 73,132	\$ 87,759	\$ 102,385
School Psychologist (205 Days)	\$ 81,221	\$ 97,465	\$ 113,709
School Psychologist (260 Days)	\$ 103,011	\$ 123,613	\$ 144,215