

ARTICLE 15  
SALARY SCALES

<b>SCHOOL-BASED ADMINISTRATORS</b>					
<b>FISCAL YEAR 2025</b>					
<b>Effective July 1, 2024</b>					
<b>Step</b>	<b>Salary</b>	<b>Salary</b>	<b>Salary</b>	<b>Salary</b>	<b>Salary</b>
<b>1</b>	\$85,270	\$93,256	\$102,482	\$106,613	\$115,574
<b>2</b>	\$89,105	\$97,639	\$106,316	\$110,447	\$119,409
<b>3</b>	\$93,269	\$102,021	\$110,479	\$114,611	\$123,572
<b>4</b>	\$97,431	\$106,404	\$114,643	\$118,774	\$127,735
<b>5</b>	\$101,595	\$110,786	\$118,805	\$122,938	\$131,899
<b>6</b>	\$105,758	\$115,168	\$122,969	\$127,100	\$136,062
<b>7</b>	\$109,922	\$119,551	\$127,132	\$131,264	\$140,224
<b>8</b>	\$114,084	\$123,933	\$131,296	\$135,427	\$144,388
<b>9</b>	\$118,248	\$128,316	\$135,459	\$139,591	\$148,552
<b>10</b>	\$122,411	\$132,698	\$139,622	\$143,753	\$152,715
<b>11</b>	\$126,575	\$137,080	\$143,785	\$147,917	\$156,877
<b>12</b>	\$130,737	\$141,462	\$147,949	\$152,080	\$161,041
<b>13</b>	\$134,901	\$145,845	\$152,112	\$156,244	\$165,204
<b>14</b>	\$139,064	\$150,228	\$156,274	\$160,407	\$169,368
<b>15</b>	\$143,228	\$154,610	\$160,438	\$164,570	\$173,530
<b>16</b>	\$147,391	\$158,992	\$164,601	\$168,733	\$177,694
<b>17</b>	\$151,554	\$163,374	\$168,765	\$172,897	\$181,857
	<b>Grade I</b>	<b>Grade II</b>	<b>Grade III</b>	<b>Grade IV</b>	<b>Grade V</b>

Grade I – AAM High School

Grade II – Asst. Principal Elementary School/Middle School and Cedar Lane

Grade III – Asst. Principal High School and Homewood

Grade IV – Principal Elementary School/Middle School and Cedar Lane

Grade V – Principal High School and Homewood

Notes:

For FY25, effective July 1, 2024, administrators will receive a 3% Cost of Living Adjustment and no step, and on the first pay period in January 2025, administrators will receive a step.

1. With the exception of leadership interns, administrators holding an earned doctorate degree shall receive an additional salary of \$3,000
2. All administrators, except leadership interns, shall become eligible to receive a \$1,500 stipend upon completion of seven (7) consecutive years (formerly 10 years) of service in the same position within this bargaining unit provided the administrator is evaluated as satisfactory or higher during each of those years in that position. Those administrators who continue in the same position within the bargaining unit shall

become eligible to receive a \$1,500 longevity stipend every seven (7) years (formerly 5 years) from receipt of the last stipend thereafter provided the administrator is evaluated as satisfactory or higher during each of those years in that position.

The completed consecutive years of service eligibility period will be July 1 through June 30 of each fiscal year and will be paid to eligible employees no later than the last paycheck in June.

3. Administrators hired on or after April 1 shall not be eligible for any increment negotiated for the subsequent fiscal year.
4. Administrators successfully completing the National Board for Professional Teaching Standards (NBPTS) Nation Board Certification for Principals shall receive a supplement of \$2,000 each year provided that:
  - I. Their National Board Certification for Principals remains in good standing.
  - II. They are assigned to a school-based principal or assistant principal position.

<b>CENTRAL OFFICE ADMINISTRATORS</b>				
<b>FISCAL YEAR 2025</b>				
<b>Effective July 1, 2024</b>				
<b>Step</b>	<b>Salary</b>	<b>Salary</b>	<b>Salary</b>	<b>Salary</b>
<b>1</b>	\$88,440	\$93,256	\$102,482	\$119,641
<b>2</b>	\$92,603	\$97,639	\$106,316	\$122,632
<b>3</b>	\$96,662	\$102,021	\$110,479	\$125,698
<b>4</b>	\$100,929	\$106,404	\$114,643	\$128,841
<b>5</b>	\$105,091	\$110,786	\$118,805	\$132,062
<b>6</b>	\$109,255	\$115,168	\$122,969	\$135,364
<b>7</b>	\$113,417	\$119,551	\$127,132	\$138,748
<b>8</b>	\$117,581	\$123,933	\$131,296	\$142,217
<b>9</b>	\$121,743	\$128,316	\$135,459	\$145,773
<b>10</b>	\$125,905	\$132,698	\$139,622	\$149,417
<b>11</b>	\$130,069	\$137,080	\$143,785	\$153,152
<b>12</b>	\$135,148	\$141,462	\$147,949	\$156,981
<b>13</b>	\$139,202	\$145,845	\$152,112	\$160,905
<b>14</b>	\$143,378	\$150,228	\$156,274	\$164,928
<b>15</b>	\$147,679	\$154,610	\$160,438	\$169,051
<b>16</b>	\$152,109	\$158,992	\$164,601	\$173,277
<b>17</b>	\$156,672	\$163,374	\$168,765	\$177,609
	<b>Grade I</b>	<b>Grade II</b>	<b>Grade III</b>	<b>Grade IV</b>

Grade I – Board Certified Behavior Supervisors (BCBS)

Grade II – Facilitators – Central Office I

Grade III – Coordinators – Central Office II

Grade IV – Directors

Notes:

For FY25, effective July 1, 2024, supervisors administrators will receive a 3% Cost of Living Adjustment and no step, and on the first pay period in January 2025, supervisors will receive a step.

1. With the exception of leadership interns, administrators holding an earned doctorate degree shall receive an additional salary of \$3,000.
2. All administrators, except leadership interns, shall become eligible to receive a \$1,500 stipend upon completion of seven (7) consecutive years (formerly 10 years) of service in the same position within this bargaining unit provided the administrator is evaluated as satisfactory or higher during each of those years in that position. Those administrators who continue in the same position within the bargaining unit shall become eligible to receive a \$1,500 longevity stipend every seven (7) years (formerly 5 years) from receipt of the last stipend thereafter provided the administrator is evaluated as satisfactory or higher during each of those years in that position. The completed consecutive years of service eligibility period will be July 1 through June 30 of each fiscal year and will be paid to eligible employees no later than the last paycheck in June.
3. Administrators hired on or after April 1 shall not be eligible for any increment negotiated for the subsequent fiscal year.
4. BCBS who are certified through the Behavior Analyst Certification Board (BACB) shall receive an annual supplement of \$3,000 for the duration of this agreement.

Leadership Intern Salary Scale			
2024-2025 (Effective July 1, 2024)			
<b>205 Day Scale with \$3,000 Stipend Included</b>			
Step/Grade	Masters Degree	Masters Degree +30	Doctorate Degree
4	\$71,925	\$73,974	\$76,024
5	\$74,327	\$76,377	\$78,426
6	\$76,729	\$78,779	\$80,828
7	\$79,132	\$81,182	\$83,231
8	\$81,534	\$83,584	\$85,634
9	\$83,937	\$85,986	\$88,036
10	\$86,340	\$88,389	\$90,438
11	\$88,741	\$90,792	\$92,841
12	\$91,144	\$93,194	\$95,244
13	\$93,547	\$95,596	\$97,646
14	\$95,950	\$97,999	\$100,048
15	\$98,352	\$100,401	\$102,451
16	\$100,754	\$102,804	\$104,853
17	\$103,157	\$105,206	\$107,256
18	\$105,559	\$107,608	\$109,659
19	\$107,962	\$110,011	\$112,060
20	\$110,365	\$112,414	\$114,463
21	\$112,766	\$114,817	\$116,866
22	\$115,169	\$117,218	\$119,268
23	\$117,572	\$119,621	\$121,671
24	\$119,974	\$122,024	\$124,073
25	\$122,376	\$124,426	\$126,476

Note: For FY25, effective July 1, 2024, Leadership Interns will receive a 3% Cost of Living Adjustment and no step, and on the first pay period in January 2025, Leadership Interns will receive a step.