ADMINISTRATIVE SALARY STRUCTURE

DESCRIPTION
District administrators, as described in the scope of this document, who are performing at an Effective or Developing level can expect to move up one (1) salary step on the salary schedule each year until Step 5 is reached. Administrators receiving a Needs Support evaluation will not receive the step increment raise or longevity.

The Superintendent may recommend an update to the salary grid when necessary to ensure that the District is offering competitive compensation. At the discretion of the Superintendent, proposals can be moved through a standing committee or ad hoc committee of the Board prior to being considered by the entire Board of Education. The Board must approve all changes to this salary schedule per policy 3120 Employment of Professional Staff.

SALARY SCHEDULE (4% 2026-27, 2% 2027-28, 2% 2028-29)
The numbers below represent 2026-27 year only.

Assistant Superintendents or Chief Financial Officer

Step 1	Step 2	Step 3	Step 4	Step 5
$138,580	$141,550	$144,524	$147,495	$150,467

Director of Student Services

Step 1	Step 2	Step 3	Step 4	Step 5
$122,014	$124,815	$127,617	$130,419	$133,221

Director of Technology & Director of Community Education

Step 1	Step 2	Step 3	Step 4	Step 5
$99,389	$102,360	$105,332	$108,305	$111,279

It shall be at the discretion of the Board of Education upon the recommendation of the Superintendent to modify their recommendation as needed to be fiscally prudent and protect personnel from salary decreases.

New administrators in the District, without administrative experience in a comparable position, shall begin on salary Step 1. New administrators from outside the District with experience may be placed on the salary schedule as determined by the Superintendent with years toward longevity starting at year one.

Merit Pay - All Administrators who are rated Effective or Developing will either move up on the salary schedule or, beginning in year 6, be eligible for an off-schedule payment of $1,000 at the end of the 6th year, and each consecutive year thereafter.

PTO Days – Administrators will receive fourteen (14) PTO (personal time off) days in July of each year.

Administrators may bank any of the unused days covered in this section for future use consistent with FMLA and Worker Compensation policy and practices. A maximum of three (3) consecutive days may be used without Superintendent approval. Any days used which are connected to holidays and calendar breaks must be pre-approved by the Superintendent.

Banked Day Payout - Upon retirement or resignation in good standing (after five years of service), up to sixty (60) banked days may be cashed in for $100.00 each.

Vacation Days and Cash-in – Administrators are granted twenty (20) vacation days per year and are eligible to cash in (at per diem) a maximum of five (5) vacation days at the end of the year by notifying the Superintendent no later than May 15th of each year.

Bereavement Days - Administrators will be provided up to four (4) bereavement days for each instance of death in the immediate family (spouse, child, parent, brother, sister, step-relatives, in-laws, grandchildren, grandparent).

July 4th- All 52-week employees will be provided with a two (2) day Holiday for the 4th of July.

Non-Student Days - All administrators will not be required to report to work on the first four (4) non-student/non-teacher workdays. The number of days shall be determined by the negotiated calendar. Any non-student/non-teacher workdays above four (4) require attendance in the District.

Act of God Days - Administrators are not required to report for work on the first two (2) act of God days (i.e. snow days, power outage that results in a building shut down, etc.). There is an understanding that if time is needed to accomplish responsibilities (i.e. pre-arranged training, school events, etc.), the administrator attends to duties without being owed additional days. After the second act of God Day, the employee may work from a location of choice if the ability to do so is available.

On-Call - The District will provide an on-call payment of $500 per year, paid on the first paycheck of September starting in the 2025-26 school year. On call means that the administrator agrees to respond to communications when not on duty.

LONGEVITY – Director of Community Education and Director of Technology

After administrators finish the year at salary Step 5, a longevity benefit replaces step increases in year six (6) and only after the administrator accumulates five (5) complete years of service in the District. After that, they will qualify for additional longevity as follows:

Year 6	Year 7	Year 8	Year 9	Year 10
$2,000	$3,000	$4,000	$5,000	$6,000

LONGEVITY – Superintendent, Assistant Superintendents, and CFO

After administrators finish the year at salary Step 5, a longevity benefit replaces step increases in year six (6) and only after the administrator accumulates five (5) complete years of service in the District. After that, they will qualify for additional longevity as follows:

Year 6	Year 7	Year 8	Year 9	Year 10
$5,000	$6,000	$7,000	$8,000	$9,000

Individual contracts will provide additional details such as benefit coverage.