

BERKLEY SCHOOL DISTRICT
BERKLEY, MICHIGAN
ASSOCIATION OF BERKLEY ADMINISTRATORS

2007 - 2008

2008 - 2009

2009 - 2010

ADMINISTRATIVE BENEFITS POLICY HANDBOOK

TABLE OF CONTENTS

	<u>PAGE</u>
I. Introduction	1
II. Membership	1
III. Tenure and Seniority	2
IV. Contracts	2
V. Retirement	2
VI. Specific Employment Benefits	2
A. Vacations	3
B. Extending School Year	4
C. Holidays	4
D. Sick/Business Leave	4
E. Life Insurance	6
F. Hospitalization/Medical Insurance	6
G. Dental Insurance	6
H. Long-Term Disability Insurance	7
I. Physical Examination	7
J. Workers' Compensation	7
K. Jury Duty	7
L. Mileage	8
M. Child Care	8
N. Terminal Leave Benefit	8
O. Leave of Absence	9
P. Sabbatical Leave	9
Q. Liability Insurance	10
R. Vision Insurance	10
S. Professional Memberships	11
VII. Salary	11
A. Bi-Weekly	11
B. Placement	11
C. Increments	11
D. Deductions	11
E. Tax Sheltered Annuity	12
F. Longevity Payment	12
VIII. Administrative Reduction	12
Indemnification Contract Language	13
Administrative Salary Schedule - 2007-08	14
Administrative Salary Schedule - 2008-09	16
Administrative Salary Schedule – 2009-10	18

**BERKLEY SCHOOL DISTRICT
2007-2010 ASSOCIATION OF BERKLEY ADMINISTRATORS
ADMINISTRATIVE BENEFITS POLICY HANDBOOK**

I. INTRODUCTION

The ASSOCIATION OF BERKLEY ADMINISTRATORS is committed to the improvement of instruction in the Berkley Schools through the team management concept. Every member of the administrative staff is considered a member of the administrative management team under the direction of the Superintendent of Schools for the Berkley School District.

II. MEMBERSHIP

Employees designated as administrative staff of Berkley Schools are eligible for membership in the Association of Berkley Administrators (ABA). The Superintendent, Deputy Superintendent, Director of Human Resources, Director of Student Services and Director of Finance and Operations are social members only. All others are entitled to full membership privileges.

Employees designated as administrative staff of Berkley Schools shall respect agreements entered into on their behalf by discussions between the ABA and the Board of Education of the Berkley School District. In addition, it is the explicit right of all administrative personnel to discuss any aspect of employment with the Superintendent of Berkley Schools or his/her designee.

III TENURE AND SENIORITY

All administrative personnel who are certified as teachers have tenure as teachers in the Berkley School District after completion of the appropriate probationary period. No administrator shall acquire tenure in an administrative position. Seniority is calculated based upon the length of district service.

IV. CONTRACTS

- A. Superintendent - length of contract, employee benefits, and salary set by Board of Education action.
- B. Other Administrators - First year in position is a one-year, probationary contract. After successful completion of one year of probation, a one or two-year contract may be issued, renewable annually by Board of Education action. Failure of the Board to act at least sixty (60) days prior to the expiration of the contract, results in automatic renewal for one (1) year.

V. RETIREMENT

- A. Retirement shall be paid by the Board to the Michigan Public School Employees Retirement System in the name of each employee. Retirement benefits are administered and governed by the MPSERS (Michigan Public School Employees Retirement System).

VI. SPECIFIC EMPLOYMENT BENEFITS

Employment benefits listed below are applicable to the full administrative staff of the Berkley School System. The Superintendent of Berkley

Schools shall designate employees classified as administrators, subject to confirmation by the Board of Education of the Berkley School District.

A. Vacations

1. 52-week Administrators will receive their full allotment of vacation hours at the beginning of the school year, though these hours are actually earned during the work year. 52-week Administrators will use their vacation time earned in a given school year by July 31st of the year in which they are allotted. No carryover of hours beyond July 31 of any year would be available unless approved by the Superintendent. Should an administrator separate from the district during the course of the school year, a calculation will be made that will prorate the hours earned commensurate with the portion of the school year the Administrator worked.
2. Administrative staff members employed for less than fifty-two weeks shall follow the school calendar for professional staff in meeting the obligation of length of service for their specific contracts unless their individual contract provides otherwise. The Superintendent may request additional services of administrators during periods they are not scheduled to work. Payment for such service shall be at mutually agreed upon rates.

B. Extending School Year

If the Superintendent elects to require a less than 52-week administrator to work during a period of the school year which results in the reduction of total vacation time allowed to the administrator, the administrator will be reimbursed an amount which reflects the current rate of pay. This does not preclude an alternate arrangement based on the mutual agreement of the Superintendent and individual administrators, or voluntary service during a vacation period by the administrator.

The start date for less than 52 week administrators will be fourteen (14) calendar days prior to the first teacher work date and fourteen (14) calendar days after the end date for teachers of each fiscal year.

C. Holidays

Those holidays, designated by the Board of Education and falling within an individual's contract year, shall be granted as days off with pay. Those days falling within an individual's contract year and not designated as paid vacation days or holidays are considered work days under the terms of the individual contract.

D. Sick/Business Leave

1. Sick leave shall be granted on the basis of the following formula:
1st year - 20 days
2nd year - 30 days

Unused personal sick leave may accumulate to a maximum of two hundred (200) days. Upon maximum accumulation, the personal bank is renewed to 200 days at the beginning of each contractual year in which the employee reports for work.

2. Business Leave - 4 days per year for 12-month personnel and 3 days per year for less than 12-month personnel.

Unused days are added to the personal sick bank to maximum accumulation. Use of business leave days must be approved by the appropriate supervisor.

3. Funeral leave - up to 5 days per occurrence for death in the immediate family.

4. Common Sick Bank - A common sick leave bank is maintained by the district. An individual employee, upon exhaustion of his personal sick leave, may draw on the common bank (not to exceed 100 days) up to a number of days equivalent to the number of days in his/her personal bank as of July 1 of that year. An Administrator's use of the common bank must be authorized by the Superintendent.

5. Absences by an administrator exceeding 90 consecutive days shall require a written statement by a Board appointed physician certifying the administrator's fitness to return to work.

E. Life Insurance

Board paid group term life with AD & D rider in the amount of twice the amount of earnings shall be provided through a carrier designated by the Board of Education.

F. Hospital and Medical Insurance

Administrators will share in the health care cost for the duration of this contract. The costs will be \$25 per month for 2007-08, \$50 per month for 2008-09 and \$75 per month for 2009-10.

Administrators who select Super Q will be responsible for the differential in premium between the current year's Choices and Super Q rates.

OR

\$500 cash in lieu of health coverage per month for the ABA membership who selects this option. The cash would be included in the administrator's pay check.

G. Dental Insurance

Board paid full family insurance shall be provided, through a carrier designated by the Board of Education, based on the following schedule:

Preventive Treatment	100%
Routine Treatment	90% (\$1,000 calendar year max)
Major Restorative	90%

Orthodontic Treatment 90% (\$1,000 calendar year max)

H. Long-Term Disability Insurance

The Board of Education will pay the cost of a long-term disability policy under the following terms:

1. Eligibility - Each active full-time administrator who works a minimum of thirty hours per week, and is less than age 70.
2. Qualifying Period - Benefits accrue with respect to any one period of total disability after a qualifying period of 90 calendar days.
3. Benefit Period - Monthly benefits are payable during the continuance of total disability due to sickness or accident to, but not beyond, age 70.
4. Monthly Schedule Amount - 70% of normal monthly salary.

I. Physical Examination

The Board will pay up to \$100 per year toward the cost for a physical exam (not otherwise covered by employee's health insurance).

J. Workers' Compensation

The Board will pay an employee eligible under Workers' Compensation Laws, the difference between regular salary and compensation allowance to a maximum of 200 days.

K. Jury Duty

The Board will pay an employee on jury duty the difference between regular salary and the pay received for such jury duty

according to the established procedure.

L. Mileage

Mileage increases of **\$100 for each administrator** for this contract.

Total mileage will be:

High School Principal - \$1,100

Middle School Principals - \$800

Athletic Director - \$800

Elementary Principals - \$800

Assistant Principals - \$600

M. Child Care

A five (5%) percent discount will be given to any member using District pre-school child care services.

N. Terminal Leave Benefit

1. To qualify for this benefit, an administrative employee must work in the Berkley School District for ten (10) consecutive years.
2. The administrative employee must be eligible to retire under the regulations of the Michigan Public School Employees Retirement Board.
3. Severance pay will be an amount equal to 1% of the base of the administrator's salary schedule times the number of years of service in the district. Administrators not on a schedule will have the allowance calculated using current

salary as a base.

4. The District shall reimburse each administrator **\$15.00** per day for every sick day in their personal leave bank upon retirement up to a maximum of 200 days. Said pay shall be provided to the administrator via a ***403b non elective deferral plan*** account.

O. Leave of Absence

1. Those rules governing the professional teaching staff shall apply to the administrative staff regarding leaves of absence.
2. The Superintendent may grant exceptions.

P. Sabbatical Leave

Sabbatical leave may be granted to administrators to permit them to improve their ability to render educational services to the children of the Berkley School District. The following terms and conditions shall apply:

1. One (1) administrator per year may be granted this leave.
2. Three (3) years of service in the district which could include teaching responsibilities shall be required to make application for such leave.
3. Compensation shall be 50% of salary to be received were the individual an active staff member.
4. At the expiration of the sabbatical leave, the administrator shall be restored to their position or to a position otherwise

mutually agreed upon.

5. A written agreement to return to the school district for a minimum of one (1) year must be signed. In the event the administrator does not return to the school district, he/she shall repay the school district within three (3) years, the amount received during the sabbatical leave.
6. Returning from sabbatical leave, the administrator shall be entitled to all salary increments.
7. Employee benefits shall remain the same as active staff status.
8. An acting administrator may be assigned by the Superintendent to replace an administrator on sabbatical leave.

Q. Liability Insurance

Insurance policies purchased by the Berkley School District provide protection against claims for damages arising from personal injury to others or property damage.

R. Vision Insurance

Board paid full family vision insurance shall be provided through a carrier designated by the Board of Education.

S. Professional Memberships

The Board will reimburse each administrator up to \$500 per year for professional memberships related to their duties.

VII. SALARY SCHEDULE (See Attached Salary Schedule)

For the 2007-08, 2008-09 and 2009-10 school years, the administrators salary schedule shall be increased by a factor of no less than 1.5%.

A. **Bi-Weekly**

Salaries in accordance with the Board of Education adopted schedule shall be paid on a biweekly basis prorated over the term of the individual employment year as identified in the individual contract, less deductions.

B. **Placement**

Placement on the salary schedule is determined by the Superintendent based on training, degree level and creditable experience.

C. **Increments**

Increments accrue as of July 1 for each year of experience up to the listed MA maximum, Step 4. One step (\$1,500) is granted beyond the MA level for an earned Education Specialist Degree or 30 semester hours beyond the master's degree.

Administrators will receive \$2,000 additional stipend for Ph.D., Ed.D, or J.D. to be paid prior to final December payroll.

D. **Deductions**

1. Involuntary - pay will be subject to withholding for federal income tax, state income tax and F.I.C.A.
2. Voluntary - employees may elect, upon written authorization, to have deductions withheld from their pay for tax-sheltered annuity programs, United Way contributions, Berkley

Educational Foundation, additional insurance premiums, union dues, MIP retirement plan, and/or credit union payments.

E. Tax-Sheltered Annuity

The Board of Education has approved a plan whereby 6.5% of salary for each administrator (see attached schedule) shall be paid to a Board approved tax-sheltered annuity program or other Board approved option in lieu of salary. Payments will be made to the carrier under procedures established by the Business Office.

F. Longevity Payment

A longevity increase of 1% of current salary will be paid at year 5 of district administrative service. A longevity increase of 1.5% of current salary will be paid at year 10 of district administrative service. A longevity increase of 1.75% of current salary will be paid at year 15 of district administrative service.

Longevity payments will be processed on the last regular payroll date of the fiscal year.

VIII. ADMINISTRATIVE REDUCTION

An administrator, affected by a reduction due to school closings or deletion of position, shall receive in the first year of such assignment, the daily rate (number of days worked) paid for the new assignment plus 80% of the difference between that wage and the administrative daily wage rate received times the number of days worked. The second year of such assignment, the percentage would be 50%. After the second year, no

differential would be paid. Said administrator shall carry over his/her current sick leave, allowed in the new position. Payment of the differential will be made at the end of the school year, but prior to June 30.

**INDEMNIFICATION CONTRACT LANGUAGE FOR
BERKLEY SCHOOL DISTRICT ADMINISTRATORS**

The Board shall indemnify the administrator against claims, judgments, damages, or liabilities, (including reasonable attorney fees, costs, or expenses) asserted by a third party against the Administrator arising from actions taken or decisions made within the scope of employment during the term of this contract notwithstanding that said claims may be asserted after the termination of this Contract, assuming those actions were taken or decisions were made in good faith and in a manner the Administrator believed to be in or not opposed to the best interests of the public schools of Berkley.

**BERKLEY SCHOOL DISTRICT
2007-08 ADMINISTRATIVE SALARY SCHEDULE
(+1.5% increase)**

Annuity	Total	Life Ins.
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	<u>Salary</u>	<u>at 6.5%</u>	<u>Earnings</u>	<u>Amount</u>
A30 Schedule I	- Elementary Principal - 44 Weeks			
Step 10	85,002	5,525	90,527	182,000
Step 20	89,253	5,801	95,054	191,000
Step 30	93,731	6,093	99,824	200,000
Step 40	98,441	6,399	104,840	210,000
A30 Schedule I	- Elementary Principal (MA+30)			
Step 11	87,399	5,681	93,080	187,000
Step 21	91,646	5,957	97,603	196,000
Step 31	96,121	6,248	102,369	205,000
Step 41	100,832	6,554	107,386	215,000
A31 Schedule II	- Middle School Principal - 44 Weeks			
Step 10	86,816	5,643	92,459	185,000
Step 20	91,225	5,930	97,155	195,000
Step 30	95,626	6,216	101,842	204,000
Step 40	100,434	6,528	106,962	214,000
A31 Schedule II	- Middle School Principal (MA+30)			
Step 11	89,109	5,792	94,901	190,000
Step 21	93,450	6,074	99,524	200,000
Step 31	98,020	6,371	104,391	209,000
Step 41	102,825	6,684	109,509	220,000
A32 Schedule IIA	- Middle School Asst. Principal/Instructional Support Specialist - 44 Weeks			
Step 10	81,136	5,274	86,410	173,000
Step 20	84,427	5,488	89,915	180,000
Step 30	88,653	5,762	94,415	189,000
Step 40	93,091	6,051	99,142	199,000
A32 Schedule IIA	- Middle School Asst. Principal/Instructional Support Specialist (MA+30)			
Step 11	83,528	5,429	88,957	178,000
Step 21	86,818	5,643	92,461	185,000
Step 31	91,040	5,918	96,958	194,000
Step 41	95,485	6,207	101,692	204,000
A32 Schedule IIB	- Technology Director - 52 Weeks			
Step 10	86,668	5,633	92,301	185,000
Step 20	90,185	5,862	96,047	193,000
Step 30	94,697	6,155	100,852	202,000
Step 40	99,441	6,464	105,905	212,000
	<u>Salary</u>	<u>Annuity</u>	<u>Total</u>	<u>Life Ins.</u>
		<u>at 6.5%</u>	<u>Earnings</u>	<u>Amount</u>
A32 Schedule IIB	- Technology Director (MA+30)			
Step 11	89,224	5,800	95,024	191,000

Step 21	92,738	6,028	98,766	198,000
Step 31	97,248	6,321	103,569	208,000
Step 41	101,996	6,630	108,626	218,000

A33 Schedule III - High School Principal - 52 Weeks

Step 10	98,670	6,414	105,084	211,000
Step 20	103,640	6,737	110,377	221,000
Step 30	108,867	7,076	115,943	232,000
Step 40	114,208	7,424	121,632	244,000

A33 Schedule III - High School Principal (MA+30)

Step 11	101,014	6,566	107,580	216,000
Step 21	106,033	6,892	112,925	226,000
Step 31	111,258	7,232	118,490	237,000
Step 41	116,603	7,579	124,182	249,000

**A35 Schedule IIIA - High School Assistant Principal/Athletic Director
- 44 Weeks**

Step 10	81,136	5,274	86,410	173,000
Step 20	84,427	5,488	89,915	180,000
Step 30	88,653	5,762	94,415	189,000
Step 40	93,091	6,051	99,142	199,000

\$2,000 added to salary only - Step 20, 30, 40

A35 Schedule IIIA - High School Asst. Principal/Athletic Director (MA+30)

Step 11	83,528	5,429	88,957	178,000
Step 21	86,818	5,643	92,461	185,000
Step 31	91,040	5,918	96,958	194,000
Step 41	95,485	6,207	101,692	204,000

\$2,000 added to salary only - Step 21, 31, 41

Administrators will receive \$2,000 additional stipend for Ph.D., Ed.D. , or J.D. to be paid prior to final December payroll.

**BERKLEY SCHOOL DISTRICT
2008-09 ADMINISTRATIVE SALARY SCHEDULE
(+1.5% increase)**

<u>Salary</u>	<u>at 6.5%</u>	<u>Annuity</u>	<u>Total</u>	<u>Life Ins.</u>
			<u>Earnings</u>	<u>Amount</u>

A30 Schedule I		- Elementary Principal - 44 Weeks		
Step 10	86,277	5,608	91,885	184,000
Step 20	90,592	5,888	96,480	193,000
Step 30	95,137	6,184	101,321	203,000
Step 40	99,918	6,495	106,413	213,000

A30 Schedule I		- Elementary Principal (MA+30)		
Step 11	88,710	5,766	94,476	189,000
Step 21	93,021	6,046	99,067	199,000
Step 31	97,563	6,342	103,905	208,000
Step 41	102,344	6,652	108,996	218,000

A31 Schedule II		- Middle School Principal - 44 Weeks		
Step 10	88,118	5,728	93,846	188,000
Step 20	92,593	6,019	98,612	198,000
Step 30	97,060	6,309	103,369	207,000
Step 40	101,941	6,626	108,567	218,000

A31 Schedule II		- Middle School Principal (MA+30)		
Step 11	90,446	5,879	96,325	193,000
Step 21	94,852	6,165	101,017	203,000
Step 31	99,490	6,467	105,957	212,000
Step 41	104,367	6,784	111,151	223,000

A32 Schedule IIA		- Middle School Asst. Principal/Instructional Support Specialist - 44 Weeks		
Step 10	82,353	5,353	87,706	176,000
Step 20	85,693	5,570	91,263	183,000
Step 30	89,983	5,849	95,832	192,000
Step 40	94,487	6,142	100,629	202,000

A32 Schedule IIA		- Middle School Asst. Principal/Instructional Support Specialist (MA+30)		
Step 11	84,781	5,511	90,292	181,000
Step 21	88,120	5,728	93,848	188,000
Step 31	92,406	6,006	98,412	197,000
Step 41	96,917	6,300	103,217	207,000

A32 Schedule IIB		- Technology Director - 52 Weeks		
Step 10	87,968	5,718	93,686	188,000
Step 20	91,538	5,950	97,488	195,000
Step 30	96,117	6,248	102,365	205,000
Step 40	100,933	6,561	107,494	215,000

<u>Salary</u>	Annuity	Total	Life Ins.
	<u>at 6.5%</u>		<u>Earnings</u>
			<u>Amount</u>

A32 Schedule IIB		- Technology Director (MA+30)		
Step 11	90,562	5,887	96,449	193,000

Step 21	94,129	6,118	100,247	201,000
Step 31	98,707	6,416	105,123	211,000
Step 41	103,526	6,729	110,255	221,000

A33 Schedule III - High School Principal - 52 Weeks

Step 10	100,150	6,510	106,660	214,000
Step 20	105,195	6,838	112,033	225,000
Step 30	110,500	7,183	117,683	236,000
Step 40	115,921	7,535	123,456	247,000

A33 Schedule III - High School Principal (MA+30)

Step 11	102,529	6,664	109,193	219,000
Step 21	107,623	6,995	114,618	230,000
Step 31	112,927	7,340	120,267	241,000
Step 41	118,352	7,693	126,045	253,000

**A35 Schedule IIIA - High School Assistant Principal/Athletic Director
- 44 Weeks**

Step 10	82,353	5,353	87,706	176,000
Step 20	85,693	5,570	91,263	183,000
Step 30	89,983	5,849	95,832	192,000
Step 40	94,487	6,142	100,629	202,000

\$2,000 added to salary only - Step 20, 30, 40

A35 Schedule IIIA - High School Asst. Principal/Athletic Director (MA+30)

Step 11	84,781	5,511	90,292	181,000
Step 21	88,120	5,728	93,848	188,000
Step 31	92,406	6,006	98,412	197,000
Step 41	96,917	6,300	103,217	207,000

\$2,000 added to salary only - Step 21, 31, 41

A36 Schedule IA - Elementary Dean of Students

Step 10	79,353	5,158	84,511	170,000
Step 20	83,321	5,416	88,737	178,000
Step 30	87,487	5,687	93,174	187,000
Step 40	91,861	5,971	97,832	196,000

A36 Schedule IA - Elementary Dean of Students (MA+30)

Step 11	81,778	5,316	87,094	175,000
Step 21	85,746	5,573	91,319	183,000
Step 31	89,912	5,844	95,756	192,000
Step 41	94,286	6,129	100,415	201,000

Administrators will receive \$2,000 additional stipend for Ph.D., Ed.D., or J.D. to be paid prior to final December payroll.

**BERKLEY SCHOOL DISTRICT
2009-10 ADMINISTRATIVE SALARY SCHEDULE
(+1.5% increase)**

Annuity Total Life Ins.

	<u>Salary</u>	<u>at 6.5%</u>	<u>Earnings</u>	<u>Amount</u>
A30 Schedule I	- Elementary Principal - 44 Weeks			
Step 10	87,571	5,692	93,263	187,000
Step 20	91,951	5,977	97,928	196,000
Step 30	96,564	6,277	102,841	206,000
Step 40	101,417	6,592	108,009	217,000
A30 Schedule I	- Elementary Principal (MA+30)			
Step 11	90,041	5,853	95,894	192,000
Step 21	94,416	6,137	100,553	202,000
Step 31	99,026	6,437	105,463	211,000
Step 41	103,879	6,752	110,631	222,000
A31 Schedule II	- Middle School Principal - 44 Weeks			
Step 10	89,440	5,814	95,254	191,000
Step 20	93,982	6,109	100,091	201,000
Step 30	98,516	6,404	104,920	210,000
Step 40	103,470	6,726	110,196	221,000
A31 Schedule II	- Middle School Principal (MA+30)			
Step 11	91,803	5,967	97,770	196,000
Step 21	96,275	6,258	102,533	206,000
Step 31	100,982	6,564	107,546	216,000
Step 41	105,933	6,886	112,819	226,000
A32 Schedule IIA	- Middle School Asst. Principal/Instructional Support Specialist - 44 Weeks			
Step 10	83,588	5,433	89,021	179,000
Step 20	86,978	5,654	92,632	186,000
Step 30	91,333	5,937	97,270	195,000
Step 40	95,904	6,234	102,138	205,000
A32 Schedule IIA	- Middle School Asst. Principal/Instructional Support Specialist (MA+30)			
Step 11	86,053	5,593	91,646	184,000
Step 21	89,442	5,814	95,256	191,000
Step 31	93,792	6,096	99,888	200,000
Step 41	98,371	6,394	104,765	210,000
A32 Schedule IIB	- Technology Director - 52 Weeks			
Step 10	89,288	5,804	95,092	191,000
Step 20	92,911	6,039	98,950	198,000
Step 30	97,559	6,341	103,900	208,000
Step 40	102,447	6,659	109,106	219,000
	<u>Salary</u>	<u>Annuity</u>	<u>Total</u>	<u>Life Ins.</u>
		<u>at 6.5%</u>	<u>Earnings</u>	<u>Amount</u>
A32 Schedule IIB	- Technology Director (MA+30)			
Step 11	91,920	5,975	97,895	196,000

Step 21	95,541	6,210	101,751	204,000
Step 31	100,188	6,512	106,700	214,000
Step 41	105,079	6,830	111,909	224,000

A33 Schedule III - High School Principal - 52 Weeks

Step 10	101,652	6,607	108,259	217,000
Step 20	106,773	6,940	113,713	228,000
Step 30	112,158	7,290	119,448	239,000
Step 40	117,660	7,648	125,308	251,000

A33 Schedule III - High School Principal (MA+30)

Step 11	104,067	6,764	110,831	222,000
Step 21	109,237	7,100	116,337	233,000
Step 31	114,621	7,450	121,071	245,000
Step 41	120,127	7,808	127,935	256,000

**A35 Schedule IIIA - High School Assistant Principal/Athletic Director
- 44 Weeks**

Step 10	83,588	5,433	89,021	179,000
Step 20	86,978	5,654	92,632	186,000
Step 30	91,333	5,937	97,270	195,000
Step 40	95,904	6,234	102,138	205,000

\$2,000 added to salary only - Step 20, 30, 40

A35 Schedule IIIA - High School Asst. Principal/Athletic Director (MA+30)

Step 11	86,053	5,593	91,646	184,000
Step 21	89,442	5,814	95,256	191,000
Step 31	93,792	6,096	99,888	200,000
Step 41	98,371	6,394	104,765	210,000

\$2,000 added to salary only - Step 21, 31, 41

A36 Schedule IA - Elementary Dean of Students

Step 10	80,543	5,235	85,778	172,000
Step 20	84,571	5,498	90,068	181,000
Step 30	88,799	5,772	94,571	190,000
Step 40	93,239	6,061	99,300	197,000

A36 Schedule IA - Elementary Dean of Students (MA+30)

Step 11	83,005	5,395	88,400	177,000
Step 21	87,032	5,657	92,689	185,378
Step 31	91,261	5,932	97,193	195,000
Step 41	95,700	6,220	101,920	204,000

Administrators will receive \$2,000 additional stipend for Ph.D., Ed.D., or J.D. to be paid prior to final December payroll.

Maribeth Krehbiel
President
Association of Berkley Administrators

Date

Lawrence J. Gallagher
Deputy Supt. of Finance and Human Resources
Berkley School District

Date