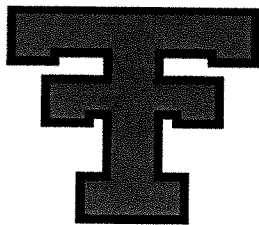


Troy Area School District



COMPENSATION PLAN FOR ACT 93: ADMINISTRATORS, SUPERVISORS, DIRECTORS AND NON-DEPARTMENT HEADS

JULY 1, 2021 – JUNE 30, 2024

INTENT

Whereas the District Principals and Department Heads covered under Act 93 have requested that salary and benefits be developed through the meet and discuss process of Act 93; and, whereas the Troy Area School District recognizes the need to be fair and consistent between individuals and among the various levels of employee responsibilities, the Troy Area School District Board of Education provides this compensation plan in the spirit of fairness and equity for the employee covered under Act 93.

The development of the program was based on the following concepts:

- Recognition and compensation commensurate with the level of responsibility within the organization
- Maintenance of competitive program within the Commonwealth of Pennsylvania
- Encouragement to achieve District goals
- Motivation and reward for professional development

PROCEDURE

Each time the Compensation Plan for Act 93 and Non-Department Head Act 93 Employees needs to be renewed (which will vary based on the length of the agreement) the Board Act 93 Committee and Superintendent shall meet (unless the Board requests that the Superintendent meet on its behalf) and discuss with representatives of the administrative/supervisory team regarding terms and conditions of employment. Upon completion of the meet and discuss process, the Board Act 93 Committee shall recommend tentative salary increases and/or benefit changes to the full Board. Committee recommendations shall also be reported to the administrative/supervisory team representatives.

TERM

The term of this Plan is from July 1, 2021 through June 30, 2024.

ACT 93 EMPLOYEES AND POSITIONS/SALARY RANGES

Positions in the Act 93 group shall exist in two (2) tiers, and salary ranges for such positions are set forth in Appendix A attached hereto:

- **Tier 1** employees shall consist of Directors, Principals, Assistant Principals and Supervisors
- **Tier 2** employees shall consist of Non-Department Heads

COVERED EMPLOYEES AND COMPENSATION

Salary ranges for all positions covered by this Plan are set forth and will be in effect for the duration of the Plan with the understanding that ranges will be reviewed as part of the adoption process for the new plan.

Every Act 93 employee who is rated as “satisfactory” or above will be eligible for an increase to their annual base salary up to the maximum for the salary range established for each level in each tier as follows

- July 1, 2021: 2%
- July 1, 2022: 2%
- July 1, 2023: 2%

CONTRACT YEAR

Act 93 employees are scheduled to work 260 days per fiscal year. Any days worked beyond the contracted 260 workdays, due to the fiscal calendar, as determined by Business Administrator and Superintendent, will be allocated as a paid Flex Day.

BENEFITS

**HEALTH/DENTAL AND VISION
INSURANCE**

Members of Act 93 shall receive the same medical insurance benefits as the Professional Staff Union. This group will also follow the Professional Staff Union’s language with regard to the excise tax in the Affordable Care Act. Any changes made to the TAEA contract will be reflected during the term of this contract.

The District is a member of the Northern Tier Insurance Consortium (NTIC). The District shall provide insurance plans to the employees through NTIC.

The District shall offer the HDHP-1 Plan. Employees will be given the opportunity to elect their coverage option once during the plan year (July 1 through June 30). An open enrollment period will be provided once per Plan Year for the employee to select or decline coverage for the next 12-month period. This coverage decision cannot be changed until the next open enrollment period unless the employee experiences a life-changing event as defined by Section 125 of the Internal Revenue Code.

The medical plans offered through this agreement are a contract between the district and the NITC and its Third-Party Administrator. No dispute over a claim for any benefits extended through this agreement's health care clause shall be subject to the grievance procedure established in this collective bargaining agreement. The parties agree that the terms of the coverage within a particular plan are solely within the discretion of the carrier and that those terms will be accepted as they may be changed.

HDHP-1: The high deductible health care plan includes (for the single coverage) a deductible of one thousand two hundred fifty dollars (\$1,250) and a total out-of-pocket maximum of two thousand dollars (\$2000). The plan also includes (for the non-single coverage) a deductible of two thousand five hundred dollars (\$2,500) and a total out-of-pocket maximum of four thousand dollars (\$4000). In each case the deductible amount is included as part of the out-of-pocket maximum amount.

Premium Share

HDHO-1 Single Coverage: All bargaining unit members will be responsible for paying a premium share of one thousand dollars (\$1000) per year. The employee will have the amount deducted evenly from his/her pay throughout the year to share in the cost of providing insurance. The contribution amounts will be offered on a pre-tax basis subject to Section 125 of the Internal Revenue Code.

Each year thereafter, as an incentive to become a better user of health care, the bargaining unit member's premium share shall be equal to the amount of the HRA that is used to pay for health care cost during the previous year, the amount not to exceed one thousand dollars (\$1000).

HDHP-1 Non-Single Coverage: All bargaining unit members will be responsible for paying a premium share as listed below. The employee will have the amount deducted evenly from his/her pay throughout the year to share in the cost of providing insurance. The contribution amounts will be offered on a pre-tax basis subject to Section 125 of the Internal Revenue Code.

Each year thereafter, as an incentive to become a better user of health care, the bargaining unit member's premium share shall be equal to the amount of the HRA is used to pay for health care cost during the previous year, the amount not to exceed the current year premium share.

2018-2019 \$1,760/year

2019-2020	\$1,820/year
2020-2021	\$1,880/year
2021-2022	\$1,940/year
2022-2023	\$2000/year

No premium co-pay shall apply to retirees, except as show in IV.F

The employee premium share shall be based on the coverage that the member is enrolled in on July 1st and shall be reduced or increased throughout the contract year, to reflect enrollment changes due to I.R.S. section 125 qualifying events.

HRA – The employer agrees to provide a prepaid Health Reimbursement Account (HRA) of two thousand dollars (\$2000) each day one of each plan year for each member of the bargaining unit who chooses the single coverage plan.

The employer agrees to provide a prepaid HRA of four thousand dollars (\$4000) each day one of each plan year for each member of the bargaining unit who chooses any of the non-single coverage options.

In each of the above cases (single or non-single coverage) the bargaining unit member shall have access to the HRA on day one of each plan year. The employer contribution of the HRA (\$2,000 or \$4,000) shall be based on the coverage that the member is enrolled in at the time of the deposit and shall be reduced or increased throughout the contract year, to reflect enrollment changes due to the I.R.S. section 125 qualifying events.

Late Arriving Bills – it may be possible that the employer will not have access to all health care cost incurred by the employee at the time the employees premium share is set. Both parties agree that the costs incurred and listed by the HRA Administrator as of June 30th each year will be used for determining the premium share for the subsequent year. If the employer is notified of additional costs incurred by the employee after the employee’s premium share has been set, the employer shall notify the employee at least one paycheck in advance of the issue and the new premium share.

Incorrect Usage – It may be possible that the HRA is used to pay for a procedure not covered by the health care plan. If this is the case, the employee will be notified of the incorrect usage and the employee will have one (1) month to present a repayment plan to the employer for the amount. The plan shall both repay the employer in a timely manner and be affordable to the employee.

Once the plan is agreed to the employer shall reimburse the HRA the amount incorrectly spent. If the plan is not agreed to within one month the employer may stop usage of the HRA.

Employees are responsible for understanding the risks and benefits of an HRA. The District will pay all administrative and debit card fees for the employee's HRA. The School District reserves the right to change the administrator of the plan at any time.

Both parties recognize that billing adjustments may cause discrepancies with HRA accounts. The parties agree that should an overpayment check be received it must be submitted to the Troy Area School District Business Office within fifteen (15) business days of receipt in order to be deposited into the member HRA account. The parties agree that should a member use the HRA funds for ineligible expenses, the member shall reimburse the District within thirty (30) calendar days of notification. The District agrees that should billing and claim adjustments result in insufficient HRA funds and eligible medical expenses are owed, the District may, if requested, financially assist Association members in an attempt to prevent members from being financially harmed; and the Association recognizes that all financial assistance is temporary and that no member will benefit financially from any such assistance. Should the District be able to show that a member should not have received the financial assistance referenced above, or that the member benefitted financially from the assistance, the Association agrees the member shall reimburse the District within thirty (30) calendar days of notification. The Association further agrees the District retains all rights of the law to take action to make it whole.

The Troy Area School District Board of Education agrees to cover the employee, spouse and dependent children. Whereas, in a case of both husband and wife being employed within the Troy Area School District, one plan coverage will be purchased. The coverage will be subscribed on the employee with the greater seniority. Should the employee elect not to take the coverage, the purchase price would be canceled. All employees shall be covered under the same group policy.

The Board agrees to maintain the present carrier for continuation of the same hospitalization plan in effect, and the Board will cover any increase in costs for the program during the life of the contract. The plan shall be extended to provide coverage for dependent children to age 26.

It is agreed that the present carrier for health and dental insurance for those who select it, shall continue for the term of this contract except, should a joint committee of the Association and Board mutually select another carrier to provide the same or better coverage/benefits at a savings to the district, the carrier(s) may be changed, provided both the Association and Board ratifies any proposed change.

Said joint committee shall consist of four (4) Association representatives and four (4) Board representatives and will meet at the request of either party to consider changing insurance carriers. Such meeting of the joint committee shall take place within thirty (30) days of the initial request. It is understood that this committee will meet only to discuss and/or recommend, upon mutual

agreement, the selection of another insurance carrier(s). Such change in carrier(s) may only take place upon ratification of the Association and the Board.

All employees shall continue to be covered by the dental plan. The Troy Area School District Board of Education shall provide all benefits, coverage, and services that are provided for and stated in the carrier's handbook of services.

1. Employee dental coverage: \$2000 annual maximum.
2. Vision Insurance: The parties shall form a committee of two members each to search for and recommend to the parties a carrier and vision insurance plan that the employees may purchase through the District with payroll deduction. When such a carrier and plan are found, each party shall hold a ratification to include the language in this agreement.
3. Health Insurance Waiver
 - a. Participation, which will be entirely voluntary, involves waiving use of the School District's health insurance plan in exchange for monetary compensation.
 - b. A participating employee shall receive annual compensation in the amount of Two Thousand Five Hundred Dollars (\$2,500) in the form of two (2) separate payments of One Thousand Two Hundred Fifty Dollars (\$1,250) each, so long as the participating employee is an active member at the time payment is due.

Should more than eight (8) bargaining unit members utilize this section the yearly amount shall increase to four thousand dollars (\$4,000).

Should more than ten (10) bargaining unit members utilize this section the yearly amount shall increase to five thousand dollars (\$5,000).

- c. Married couples employed by the District are not eligible to participate.
- d. It is the responsibility of the employee to notify the School District through its Business Office each year of the employee's intent to waive the School District's health plan insurance benefits and participate in the buy-out. Participating employees must also provide written proof of medical insurance by the specified date each year.
- e. A participating employee has the right to re-enroll in the health insurance plan at the next annual enrollment period unless there is a "life-changing event", which is defined as one or more of the following:
 - i. Marriage, divorce or legal separation of the employee
 - ii. Death of employee's spouse or children
 - iii. Birth or adoption of a child(ren) by employee or spouse, change in number of dependents
 - iv. Loss (voluntary or involuntary) of job by spouse

- v. Changes in employment status from full-time to part-time or vice versa for employee or spouse
 - vi. Change in spouse's health insurance coverage which results in a loss of major benefits
 - vii. Spouse becomes Medicare eligible
- f. In the event of a "life-changing event" as verified or confirmed by the District and upon written notification to the District and in compliance with the health insurance plan and applicable IRS regulations, reinstatement of the employee in the School District's health plan will occur immediately.

LIFE INSURANCE

A term life insurance policy in the amount of \$100,000 will be purchased by the district for each Act 93 member.

403(b) CONTRIBUTION

The Board shall provide for the creation of a deferred compensation plan 403(b) for all Act 93 members. Each year during the term of this agreement, the board shall match the employee's contribution up to 2% of the employee's base annual compensation. Base compensation will be calculated on July 1 every year of this agreement. Annual district compensation payment will be no later than June 15 each year. If an employee leaves during the course of a contracted year, that employee will receive the matched amount up to the date of resignation.

LEAVE BENEFITS

VACATION

Tier 1 Act 93 employees will receive twenty-five (25) vacation days, which are credited up front on July 1. If an employee leaves the employment of TASD during the school year, credited days for that year will be allocated on a pro-rated basis between July 1-June 30 based on actual days worked. Employees may submit a request, between May 1 and June 30, to be compensated for up to five (5) unused vacation days from the prior year, which will be paid at that current year's salary per diem rate.

Tier 2 Act 93 employees at the start of employment will receive ten (10) days of vacation. A Tier 2 employee will receive 5 additional days (total 15 days) with 5-9 years of service and a total of 20 days after 10+ years of service.

All Act 93 employees may carry over vacation up to a maximum of five (5) vacation days from their previous year. Any additional days may be converted to sick days.

Vacation days used consecutively, while students are present, in the excess of three (3) days must be approved by the Superintendent.

PERSONAL DAYS

Members of Act 93 will follow the Professional Staffs Union's language with regards to personal days as outlined below:

1. All employees will be granted one (1) personal day per year. A second personal day will be earned by accumulating twenty-five (25) unused sick days. A third personal day may be earned by accumulating forty-five (45) unused sick days. A fourth personal day may be earned by accumulating one hundred (100) unused sick days.
2. Personal days may be accumulated to an unlimited number, but an employee may only use four (4) personal days in one year, and these may be used at one time.
3. Accumulated days are to include transfer days
4. Additional personal leave may be granted to individual Act 93 employees with Superintendent/Designee permission.

SICK LEAVE/FAMILY SICK LEAVE

All Act 93 employees will receive twelve (12) days credited on July 1.

Use of more than three (3) consecutive sick days in one week requires approval of the Superintendent and/or Doctor's excuse.

The unused portion of such allowance shall accumulate from year to year without limitation.

PAID HOLIDAYS

Act 93 employees shall be granted the following paid federal holidays that are consistent with the school year instructional calendar as indicated below

- New Year's Day
- Martin Luther King, Jr. Day
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving Day
- Christmas Eve Day
- Christmas Day
- Good Friday

BEREAVEMENT LEAVE

When a member of Act 93 shall be absent from duty because of a death of an immediate family of said employee, there shall be no deduction in salary of said employee for an absence not in excess of five (5) school days. The Superintendent/Board of Directors may extend the period of absence with pay in its discretion as the exigencies of the case may warrant. Members of the immediate family shall be defined as father, mother, brother, sister, son, daughter, husband, wife, parent-in-law, niece, nephew (children of a sibling), grandparent, grandchild, or near relative who resides in the same household, or any person with whom the employee has made his/her home. Bereavement days must be used within two (2) weeks of the death and/or funeral/celebration of life.

When a member of Act 93 shall be absent due to a death of a near relative, there shall be no deduction in the salary of said employee for absence on the day of the funeral with additional days for out of state travel with the approval of the Superintendent. The Board of Directors may extend the period of absence with pay in its discretion as the exigencies of the case may warrant. A near relative shall be defined as any relative identified in Section 1154 of the Pennsylvania School Code.

CHILDREARING LEAVE

One (1) year maximum unpaid/no benefits [beyond those provided eligible employees under the Family and Medical Leave Act (FMLA)]. Employees who are on an unpaid childrearing leave in excess of 50% of their work year will not be eligible for any salary increase in the following year.

LEAVES WITHOUT PAY

Upon request and approval, employees may be eligible for a leave without pay or benefits, subject to eligibility and requirements of the Family and Medical Leave Act (FMLA), for a maximum of one (1) year for extraordinary medical or personal issues as determined by the Department of Human Resources. Evaluations will be conducted for the year preceding the leave without pay. Upon return from the leave without pay, the rating from the preceding year will be used to determine the performance component of the salary if applicable. Employees who are on an unpaid leave in excess of 50% of their work year will not be eligible for any salary increase for the following year.

SABBATICAL LEAVE

Act 93 members will be eligible for Sabbatical Leave after five (5) years of consecutive years' service according to the TASD policy.

Full Year: Evaluations will be conducted for the year preceding the sabbatical year. Increases will be included in the salary of the sabbatical year. The administrator will receive one-half (1/2) of salary during the sabbatical year. Upon return from sabbatical, the administrator will receive the percentage of increase for the year. The rating from the preceding year will be used to determine the performance component of the salary, if applicable.

Half Year: Evaluations will be conducted for the year preceding the sabbatical year. Increases will be included in the salary for the sabbatical year. The administrator will receive one-half (1/2) of salary for the period while on sabbatical leave and full salary for the time on duty. At the end of the year, evaluations will be made for the time on duty. The performance component will be rated and scored. The result will be the performance component for that year if applicable.

MISCELLANEOUS BENEFITS

TRAVEL EXPENSES

The IRS rate per mile will be paid to employees for the use of their automobile for school purposes, when authorized by the Superintendent or Business Administrator.

COURSE CREDIT REIMBURSEMENT

Act 93 members will receive reimbursement for courses up to 12 credits as approved by the Superintendent. Reimbursement for courses will be limited to a maximum annual expense for all such applications of \$20,000 per year for the entire ACT 93 group. Employees planning to apply for credit/tuition reimbursement shall notify the District by July 1st for fall classes, December 1st for spring classes and May 1st for summer classes of each applicable year of the expected course and cost of said course. Employees who are in an approved program shall receive preference toward the \$20,000 allotment. The remaining applicants shall be reviewed by the Superintendent, who shall have the authority to select the order of priority for reimbursement, in order to provide for the most educational beneficial professional development, from the \$20,000 pool. In the event the \$20,000 pool is not exhausted with this initial application period, applications for credit reimbursement shall be considered on a case-by-case basis for the remainder of the school year until such time as the \$20,000 is exhausted. When licensing requirements require additional coursework from any Act 93 employee to maintain their respective certifications, additional funds will be provided to meet those requirements. This expense pool is separate from all other employee contracts. Effective July 1st, 2022 any Act 93 Member that leaves district employment will owe back any course credit reimbursements used within the previous calendar year of exit. The employee must remain employed by the district for each year courses were reimbursed. Therefore, if an employee was reimbursed up to the maximum amount of credits for one school year, that employee must remain an employee for one full year after completion of those courses. Additionally, if an employee receives reimbursement for three years, said employee must remain with the district as an employee for three years following completion of coursework. Leaving the employment of TASD before this time has expired, will result in either a deduction from a final pay or reimbursement from the employee, unless waived by the Board of Education on a case-by-case basis.

PROFESSIONAL ASSOCIATION AND PROFESSIONAL DUES

Employees are eligible for reimbursement annually for membership in one (1) or more professional organizations not to exceed the membership fee for that school year of the National Association and Pennsylvania Association of Elementary and Secondary Principals.

EDUCATIONAL CONFERENCES

The district will pay expenses for educational conferences as approved by the Superintendent.

RETIREMENT

Act 93 employees will follow TAEA retirement contract language as stated below. Any changes made to the TAEA contract will be reflected during the term of this contract.

The retirement reimbursement for unused days will be paid within thirty (30) days after the employee submits proof of permanent retirement to the Business Office.

If an employee dies while in service, the beneficiary would receive his or her appropriate sum calculated. The beneficiary shall be the employees PSERS beneficiary, or as otherwise stated in writing by the employee. Supporting PSERS documentation which includes the listed Beneficiary(s) shall be submitted to the Business Office prior to payment.

Upon retirement unused sick leave and personal days will be reimbursed at a rate of \$100/day for employees with 1-15 years of service up to a maximum of fifty (50) days, \$125/day for employees with 15-25 years of service, up to a maximum of 150 days and \$150/day for employees with over 25 years of service up to a maximum of 250 days.

Retirement Insurance. Act 93 is eligible, at the time of retirement, the employee may select the Troy Area School District paid insurance retirement plan. Upon retirement from the Troy Area School District, an eligible employee shall have the option of continuing current medical and/or dental insurance coverage as provided in the collective bargaining agreement and all improvements thereto as contained in subsequent agreements.

- a. If the insurance is elected by the employee, the district shall set aside a monetary credit in the amount equal to one and one-half (1 ½) of the retiring professional's highest year's salary that has

been earned by the employee. Retirees who qualify for and receive the PSERS premium assistance shall be charged that amount, (currently \$100 per month). That amount shall be credited to the retiree's escrow account for health insurance. The district shall send to all current retirees the proper PSERS forms for them to obtain the PSERS premium assistance. The monetary credit shall be used to purchase health insurance for the employee only. Retired employees desiring to purchase health insurance for an eligible spouse or dependent may do so but may not use monies from the escrow account.

- b. If this option is not elected by the employee at the time of retirement, there shall be no entry by employee, spouse or other dependents at a later date, except an employee, may obtain coverage for the employee, spouse or other dependents by paying the then current premium to the district as eligible under state and/or federal laws.

The monetary credit may be used by the employee if they are currently covered by the school's insurance plan. When the monetary credit is exhausted, the insured employee will be required to pay the then current premiums or to drop coverage.

If the Troy Area School District retiree takes employment elsewhere and is thereby covered by another plan, the district will no longer be obligated to provide coverage to the retired employee, nor spouse or other dependents; unless the retiree, is eligible, under state and/or federal law, to continue coverage. If eligible to continue coverage, the retiree, and by extension spouse or other dependent, may do so by paying the then current premium to the district.

Death Provision. If the employee dies before reaching eligibility for Medicare the unused monetary credit will revert to the district. In all cases the district will have control and use of all monetary credit invested in this program.

CLAMS, SUITS, ACTIONS AND LEGAL PROCEEDINGS

Consistent with the provisions of applicable law and the District's insurance policy, the District shall defend, hold harmless and indemnify Act 93 administrators from any and all demands, claims, suits, actions and legal proceedings brought against the administrator in their individual capacity or official capacity as agent and employee of the organization,

provided the incident arose while the Act 93 employee was acting within the scope of their employment.

EXCEPTIONS TO CONTRACT DAYS/RIGHTS AND BENEFITS

Any exceptions to the above-listed contract days and Rights and Benefits must be approved by the Superintendent and Act 93 representatives.

ACT 93 PERFORMANCE EVALUATIONS

PERFORMANCE EVALUATIONS

The periodic evaluation of administrators is a management tool which enables rating personnel to formalize and provide feedback to staff members concerning the degree to which they have met the exceptions of their job descriptions, which includes, but is not limited to, providing instructional leadership, completing administrative tasks, responding to District needs, taking responsibility for school events, demonstrating effective management and effective communication skills. In addition, staff members will be responsible for developing and implementing administrative objectives/goals that deal with special needs and improve the administrator's areas of responsibility as the major emphasis of this component. Recommendations for improvement and creative solutions will be sought. Objectives will be written to reflect District, school and personal needs.

ACT 93 PERFORMANCE OF JOB DESCRIPTION

Every Act 93 employee will receive a performance rating for the year that will be based on the results of a job description performance evaluation conducted by the Superintendent or Designee.

EVALUATION SCHEDULE

No later than the end of first (1st) marking period:

1. The Act 93 employee and the Superintendent or Designee will meet to finalize the employee's individual objectives.
2. Individual objectives will be related to the District goals established by the Superintendent and Board of School Directors.
3. The Superintendent or Designee will have the final decision on the make-up of individual goals.
4. The individual objectives will be committed to writing on the individual objectives form.

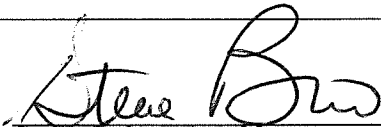
No later than the mid-point of the third (3rd) marking period:


1. The Act 93 employee and the Superintendent or Designee shall have a mid-year conference to discuss progress, performance, difficulties and changing conditions.
2. Objectives may be changed as a result of the conference. Any changes will be committed to writing with copies to the employee and the Superintendent or Designee.


No later than June 30:

1. The Act 93 employee and Superintendent or Designee will meet to finalize the evaluation for the year. This will include:
 - a. A draft copy of the performance evaluation report completed by the Superintendent or Designee.
 - b. A written summary of progress towards individual objectives by the employee. This should be provided to the Superintendent or Designee five (5) days in advance of conference.
 - c. A copy of the individual objectives performance report completed by the Superintendent or Designee at the conference.

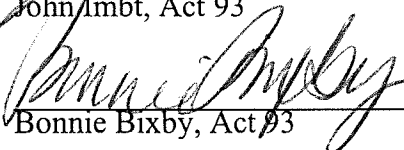
SIGNATURES



Steve Brion, Act 93

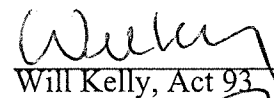

David Blair, Act 93

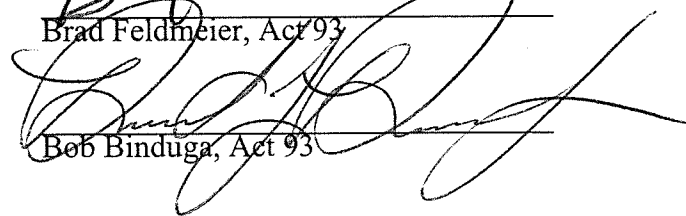

John Imbt, Act 93

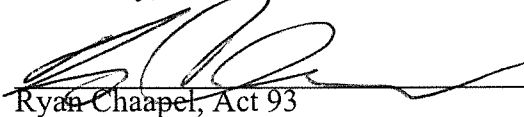

Brian Wilcox, Act 93


Bonnie Bixby, Act 93


Brad Feldmeier, Act 93


Will Kelly, Act 93


Bob Binduga, Act 93


Ryan Chaapel, Act 93


Sheryl Angove, Board President


Traci Gilliland, Board Secretary

APPENDIX A
2021-2024 Salary Ranges

Tier 1

Position	Minimum	Mid	Maximum
High School Principal	\$88,900	\$101,500	\$115,000
Assistant HS Principal/Athletic Director	\$84,900	\$92,000	\$105,000
Intermediate Principal	\$78,000	\$89,900	\$100,000
Assistant Principal	\$68,000	\$76,000	\$88,900
Primary Principal	\$73,000	\$86,900	\$95,000
Director of Student Services	\$84,900	\$92,000	\$105,000
Director of Technology	\$84,900	\$92,000	\$105,000
Supervisor of Transportation and Food Service	\$60,000	\$70,000	\$80,000
Supervisor of Maintenance	\$68,000	\$76,000	\$88,900
Technology Network Administrator	\$50,000	\$57,000	\$65,000

Tier 2

Position	Minimum	Mid	Maximum
Maintenance Non-Department Head	\$40,000	\$50,000	\$60,000
Maintenance Non-Department Head	\$40,000	\$50,000	\$60,000

