

Administrative Negotiated Agreement 2023-2025

I. Employment

A. Annual Workdays for Administration

The number of workdays will be outlined for each administrator on an annual work calendar. The official school calendar (185 days) will be indicated as core days and the remaining days (example $212 = 185 + 27$ days) will be individually scheduled jointly between the administrator and his/her immediate supervisor. Core days for central office administrators and the activities director may vary due to necessary job duties outside of the school year. The core days for the central office administrators will be set jointly between the administrator and the superintendent. The core days for the activities director will be set jointly between the activities director and the high school principal, with final approval by the superintendent. Nine paid holidays will be included in the work calendar. These days are:

1) Independence Day	6) Christmas Day
2) Labor Day	7) New Year's Day
3) Veteran's Day	8) Good Friday
4) Thanksgiving Day	9) Memorial Day
5) Christmas Eve	

B. General Work Responsibilities

The superintendent will assign and review general work responsibilities with each administrator. When changes are contemplated in an administrator's general work responsibilities, there will be formal consultation by the superintendent with affected administrators prior to making a final decision. Compensation will be given for **new** additional duties assigned. The exception to this would include reassignment of duties.

II. Benefits

A. Health Insurance

Administrators will be eligible for group health insurance with 80% of the premium paid by the District.

B. Dues

The District will pay the dues for administrators to join the local, state, and national administrative associations relevant to their major area of responsibility. The administrator and superintendent will jointly decide which associations are included.

C. Life Insurance

Term Life insurance of \$50,000 for all administrators will be paid by the school district. Administrators can purchase additional coverage as allowed by IRS regulations.

D. Long-Term Disability Insurance

All administrators will receive the disability insurance provided by the district.

E. Leaves

Leave forms should be completed by all administrators prior to taking personal/vacation leave, or immediately following, a leave of absence. All administrative leave forms should be forwarded to the superintendent for approval.

- 1) Sick Leave – Administrators will receive the annual amount of sick leave days noted on each position’s table in Appendix B and C. Sick leave days are accumulative to 120 days. At the end of each contract year, administrators will be paid at the rate of one hundred dollars (\$100.00) per day for all sick days that exceed the 120-day maximum. Administrators who submit their resignation before March 1 shall be compensated for accumulated sick leave, up to 120 days at the time of their departure from the District at the rate of thirty-five dollars (\$35.00) per day.
- 2) Emergency Leave – Administrators may use a maximum of five (5) days of sick leave from the administrator’s annual day allowance may be used for accidents, illness, or death involving the administrator’s or spouse’s immediate family. Immediate family is defined as spouse, children, mother, father, sister, brother, grandparents, grandchildren, and the spouses of brothers, sisters, and children. Of these five allowable days, one may be used for a person outside of the definition of the immediate family. After an administrator has used his/her personal leave, additional emergency leave may be granted by submitting a written request to the superintendent.
- 3) Personal Leave – Administrators will receive the annual personal leave days noted on each position’s table in Appendix B and C. Personal leave days will be accumulative to eight (8) days, including the current year’s allocation. If personal leave is not used, it may be added to accumulated sick leave at the end of the contract year or a maximum of five (5) days may be paid out at the current administrative substitute rate. Administrators will need to inform, in writing, to the Business Manager no later than May 31 as to their preference. For building-level administrators, unless there is an unexpected illness, emergency, or unusual circumstance during student contact days, no more than five (5) personal leave days will be granted for use without the approval of the superintendent or designee.
- 4) Vacation Leave – Administrators will receive the annual vacation leave days noted on each position’s table in Appendix B and C. Vacation leave days will be accumulative to ten (10) days, including the current year’s allocation. If vacation leave is not used, it will be added to accumulated sick leave at the end of the contract year. For building-level administrators, unless there is an unexpected illness, emergency, or unusual circumstance during student contact days, no vacation leave days will be granted for use without the approval of the superintendent or designee.

III. Travel

A. In – District

Travel incurred in-district due to job responsibilities may be vouchered and will be reimbursed according to school board policy.

B. National Conventions and Workshops

A schedule for administrative personnel will be established and funded by the District that will allow administrators to attend a national workshop or convention at least once every two years. The superintendent will be involved in the planning. The final approval shall be the responsibility of the superintendent. Flexibility within the once every two-year schedule could be used, with superintendent approval, for the purpose of optimum professional development opportunities. Attached as Appendix A is the potential current schedule.

IV. Salary

A. Out-of-District Administrative Experience

The superintendent, with the consultation of the personnel director, may allow newly hired administrators a maximum of fifteen (15) years of credit for out-of-district administrative experience. Outside experience qualifying for placement on the administrative schedule may be considered partial if it is limited in scope. All partial experience will be computed on a full-time equivalent basis.

B. Salary Schedule

Reference Appendix B and C.

Ratification

In witness thereof, signatures of duly authorized representatives of the administrators' organization and the school board indicate that this agreement has been ratified by the Dickinson Public School Administrators' Organization and the Dickinson Public School Board.

Dated at Dickinson, North Dakota, this 24th day of May 2023.


Dickinson Public Schools Administrative Council

By:  _____ Chief Negotiator

By: _____ President

Dickinson Public School Board

By:  _____ Chief Negotiator

By:  _____ President

Administrative Travel Schedule

A schedule for administrative personnel will be established and funded by the district that will allow administrators to attend a national workshop or convention at least once every two years. The superintendent will be involved in the planning. The final approval shall be the responsibility of the superintendent.

2023-2024

Henry Mack
Tammy Peterson
Nicole Weiler
Jeffrey Brandt
Cassie Francis
Sheri Twist
Sara Streeter
Randy Cranston
Janelle Yoder

Potential 2024-2025

Guy Fridley
Randy Muffley
Nicholas Riesgraf
Tracy Lecoe
Melanie Kathrein
DHS Assistant Principal TBD
Aaron Anderson
Sara Berglund

APPENDIX B

OPTION 1- Take 2 steps
23-24 Dickinson Public Schools - Administrative Salary Schedule

Director of Curr. & Instruction			
DAYS 245	MS.	ED.S.	ED.D.
1	\$ 144,855	\$ 151,110	\$ 154,128
2	\$ 145,605	\$ 151,860	\$ 154,878
3	\$ 146,355	\$ 152,610	\$ 155,628
4	\$ 147,105	\$ 153,360	\$ 156,378
5	\$ 147,855	\$ 154,110	\$ 157,128
6	\$ 148,605	\$ 154,860	\$ 157,878
7	\$ 149,355	\$ 155,610	\$ 158,628
8	\$ 150,105	\$ 156,360	\$ 159,378
9	\$ 150,855	\$ 157,110	\$ 160,128
10	\$ 151,605	\$ 157,860	\$ 160,878
11	\$ 152,355	\$ 158,610	\$ 161,628
12	\$ 153,105	\$ 159,360	\$ 162,378
13	\$ 153,855	\$ 160,110	\$ 163,128
14	\$ 154,605	\$ 160,860	\$ 163,878
15	\$ 155,355	\$ 161,610	\$ 164,628
16	\$ 156,105	\$ 162,360	\$ 165,378
17	\$ 156,855	\$ 163,110	\$ 166,128
18	\$ 157,605	\$ 163,860	\$ 166,878
19	\$ 158,355	\$ 164,610	\$ 167,628
20	\$ 159,105	\$ 165,360	\$ 168,378
21	\$ 159,855	\$ 166,110	\$ 169,128
22	\$ 160,605	\$ 166,860	\$ 169,878
23	\$ 161,355	\$ 167,610	\$ 170,628
24	\$ 162,105	\$ 168,360	\$ 171,378
25	\$ 162,855	\$ 169,110	\$ 172,128

Step = \$750
 Career Increment every year after step 25= \$750
 SICK LEAVE DAYS 15
 PERSONAL LEAVE DAYS 3
 VACATION LEAVE DAYS 16

Director of CTE			
DAYS 245	MS	ED.S.	ED.D
1	\$ 137,355	\$ 143,610	\$ 146,738
2	\$ 138,105	\$ 144,360	\$ 147,488
3	\$ 138,855	\$ 145,110	\$ 148,238
4	\$ 139,605	\$ 145,860	\$ 148,988
5	\$ 140,355	\$ 146,610	\$ 149,738
6	\$ 141,105	\$ 147,360	\$ 150,488
7	\$ 141,855	\$ 148,110	\$ 151,238
8	\$ 142,605	\$ 148,860	\$ 151,988
9	\$ 143,355	\$ 149,610	\$ 152,738
10	\$ 144,105	\$ 150,360	\$ 153,488
11	\$ 144,855	\$ 151,110	\$ 154,238
12	\$ 145,605	\$ 151,860	\$ 154,988
13	\$ 146,355	\$ 152,610	\$ 155,738
14	\$ 147,105	\$ 153,360	\$ 156,488
15	\$ 147,855	\$ 154,110	\$ 157,238
16	\$ 148,605	\$ 154,860	\$ 157,988
17	\$ 149,355	\$ 155,610	\$ 158,738
18	\$ 150,105	\$ 156,360	\$ 159,488
19	\$ 150,855	\$ 157,110	\$ 160,238
20	\$ 151,605	\$ 157,860	\$ 160,988
21	\$ 152,355	\$ 158,610	\$ 161,738
22	\$ 153,105	\$ 159,360	\$ 162,488
23	\$ 153,855	\$ 160,110	\$ 163,238
24	\$ 154,605	\$ 160,860	\$ 163,988
25	\$ 155,355	\$ 161,610	\$ 164,738

Step = \$750
 Career Increment every year after step 25= \$750
 SICK LEAVE DAYS 15
 PERSONAL LEAVE DAYS 3
 VACATION LEAVE DAYS 16

Director of Student Services			
DAYS 245	MS	ED.S.	ED.D
1	\$ 137,355	\$ 143,610	\$ 146,738
2	\$ 138,105	\$ 144,360	\$ 147,488
3	\$ 138,855	\$ 145,110	\$ 148,238
4	\$ 139,605	\$ 145,860	\$ 148,988
5	\$ 140,355	\$ 146,610	\$ 149,738
6	\$ 141,105	\$ 147,360	\$ 150,488
7	\$ 141,855	\$ 148,110	\$ 151,238
8	\$ 142,605	\$ 148,860	\$ 151,988
9	\$ 143,355	\$ 149,610	\$ 152,738
10	\$ 144,105	\$ 150,360	\$ 153,488
11	\$ 144,855	\$ 151,110	\$ 154,238
12	\$ 145,605	\$ 151,860	\$ 154,988
13	\$ 146,355	\$ 152,610	\$ 155,738
14	\$ 147,105	\$ 153,360	\$ 156,488
15	\$ 147,855	\$ 154,110	\$ 157,238
16	\$ 148,605	\$ 154,860	\$ 157,988
17	\$ 149,355	\$ 155,610	\$ 158,738
18	\$ 150,105	\$ 156,360	\$ 159,488
19	\$ 150,855	\$ 157,110	\$ 160,238
20	\$ 151,605	\$ 157,860	\$ 160,988
21	\$ 152,355	\$ 158,610	\$ 161,738
22	\$ 153,105	\$ 159,360	\$ 162,488
23	\$ 153,855	\$ 160,110	\$ 163,238
24	\$ 154,605	\$ 160,860	\$ 163,988
25	\$ 155,355	\$ 161,610	\$ 164,738

Step = \$750
 Career Increment every year after step 25= \$750
 SICK LEAVE DAYS 15
 PERSONAL LEAVE DAYS 3
 VACATION LEAVE DAYS 16

APPENDIX B

OPTION 1- Take 2 steps
23-24 Dickinson Public Schools - Administrative Salary Schedule

Director of Special Edu.			
DAYS 245	MS	ED.S.	ED.D
1	\$ 137,355	\$ 143,610	\$ 146,738
2	\$ 138,105	\$ 144,360	\$ 147,488
3	\$ 138,855	\$ 145,110	\$ 148,238
4	\$ 139,605	\$ 145,860	\$ 148,988
5	\$ 140,355	\$ 146,610	\$ 149,738
6	\$ 141,105	\$ 147,360	\$ 150,488
7	\$ 141,855	\$ 148,110	\$ 151,238
8	\$ 142,605	\$ 148,860	\$ 151,988
9	\$ 143,355	\$ 149,610	\$ 152,738
10	\$ 144,105	\$ 150,360	\$ 153,488
11	\$ 144,855	\$ 151,110	\$ 154,238
12	\$ 145,605	\$ 151,860	\$ 154,988
13	\$ 146,355	\$ 152,610	\$ 155,738
14	\$ 147,105	\$ 153,360	\$ 156,488
15	\$ 147,855	\$ 154,110	\$ 157,238
16	\$ 148,605	\$ 154,860	\$ 157,988
17	\$ 149,355	\$ 155,610	\$ 158,738
18	\$ 150,105	\$ 156,360	\$ 159,488
19	\$ 150,855	\$ 157,110	\$ 160,238
20	\$ 151,605	\$ 157,860	\$ 160,988
21	\$ 152,355	\$ 158,610	\$ 161,738
22	\$ 153,105	\$ 159,360	\$ 162,488
23	\$ 153,855	\$ 160,110	\$ 163,238
24	\$ 154,605	\$ 160,860	\$ 163,988
25	\$ 155,355	\$ 161,610	\$ 164,738
Step = \$750			
Career Increment every year after step 25= \$750			
SICK LEAVE DAYS		15	
PERSONAL LEAVE DAYS		3	
VACATION LEAVE DAYS		16	

DHS Principal			
DAYS 245	MS	ED.S.	ED.D
1	\$ 137,355	\$ 143,610	\$ 146,738
2	\$ 138,105	\$ 144,360	\$ 147,488
3	\$ 138,855	\$ 145,110	\$ 148,238
4	\$ 139,605	\$ 145,860	\$ 148,988
5	\$ 140,355	\$ 146,610	\$ 149,738
6	\$ 141,105	\$ 147,360	\$ 150,488
7	\$ 141,855	\$ 148,110	\$ 151,238
8	\$ 142,605	\$ 148,860	\$ 151,988
9	\$ 143,355	\$ 149,610	\$ 152,738
10	\$ 144,105	\$ 150,360	\$ 153,488
11	\$ 144,855	\$ 151,110	\$ 154,238
12	\$ 145,605	\$ 151,860	\$ 154,988
13	\$ 146,355	\$ 152,610	\$ 155,738
14	\$ 147,105	\$ 153,360	\$ 156,488
15	\$ 147,855	\$ 154,110	\$ 157,238
16	\$ 148,605	\$ 154,860	\$ 157,988
17	\$ 149,355	\$ 155,610	\$ 158,738
18	\$ 150,105	\$ 156,360	\$ 159,488
19	\$ 150,855	\$ 157,110	\$ 160,238
20	\$ 151,605	\$ 157,860	\$ 160,988
21	\$ 152,355	\$ 158,610	\$ 161,738
22	\$ 153,105	\$ 159,360	\$ 162,488
23	\$ 153,855	\$ 160,110	\$ 163,238
24	\$ 154,605	\$ 160,860	\$ 163,988
25	\$ 155,355	\$ 161,610	\$ 164,738
Step = \$750			
Career Increment every year after step 25= \$750			
SICK LEAVE DAYS		15	
PERSONAL LEAVE DAYS		3	
VACATION LEAVE DAYS		16	

DMS Principal			
DAYS 230	MS	ED.S.	ED.D
1	\$ 126,530	\$ 132,785	\$ 135,913
2	\$ 127,280	\$ 133,535	\$ 136,663
3	\$ 128,030	\$ 134,285	\$ 137,413
4	\$ 128,780	\$ 135,035	\$ 138,163
5	\$ 129,530	\$ 135,785	\$ 138,913
6	\$ 130,280	\$ 136,535	\$ 139,663
7	\$ 131,030	\$ 137,285	\$ 140,413
8	\$ 131,780	\$ 138,035	\$ 141,163
9	\$ 132,530	\$ 138,785	\$ 141,913
10	\$ 133,280	\$ 139,535	\$ 142,663
11	\$ 134,030	\$ 140,285	\$ 143,413
12	\$ 134,780	\$ 141,035	\$ 144,163
13	\$ 135,530	\$ 141,785	\$ 144,913
14	\$ 136,280	\$ 142,535	\$ 145,663
15	\$ 137,030	\$ 143,285	\$ 146,413
16	\$ 137,780	\$ 144,035	\$ 147,163
17	\$ 138,530	\$ 144,785	\$ 147,913
18	\$ 139,280	\$ 145,535	\$ 148,663
19	\$ 140,030	\$ 146,285	\$ 149,413
20	\$ 140,780	\$ 147,035	\$ 150,163
21	\$ 141,530	\$ 147,785	\$ 150,913
22	\$ 142,280	\$ 148,535	\$ 151,663
23	\$ 143,030	\$ 149,285	\$ 152,413
24	\$ 143,780	\$ 150,035	\$ 153,163
25	\$ 144,530	\$ 150,785	\$ 153,913
Step = \$750			
Career Increment every year after step 25= \$750			
SICK LEAVE DAYS		15	
PERSONAL LEAVE DAYS		3	
VACATION LEAVE DAYS		10	

APPENDIX B

OPTION 1- Take 2 steps
23-24 Dickinson Public Schools - Administrative Salary Schedule

Elementary Principal			
DAYS 216	MS	ED.S.	ED.D
1	\$ 120,345	\$ 126,600	\$ 129,728
2	\$ 121,095	\$ 127,350	\$ 130,478
3	\$ 121,845	\$ 128,100	\$ 131,228
4	\$ 122,595	\$ 128,850	\$ 131,978
5	\$ 123,345	\$ 129,600	\$ 132,728
6	\$ 124,095	\$ 130,350	\$ 133,478
7	\$ 124,845	\$ 131,100	\$ 134,228
8	\$ 125,595	\$ 131,850	\$ 134,978
9	\$ 126,345	\$ 132,600	\$ 135,728
10	\$ 127,095	\$ 133,350	\$ 136,478
11	\$ 127,845	\$ 134,100	\$ 137,228
12	\$ 128,595	\$ 134,850	\$ 137,978
13	\$ 129,345	\$ 135,600	\$ 138,728
14	\$ 130,095	\$ 136,350	\$ 139,478
15	\$ 130,845	\$ 137,100	\$ 140,228
16	\$ 131,595	\$ 137,850	\$ 140,978
17	\$ 132,345	\$ 138,600	\$ 141,728
18	\$ 133,095	\$ 139,350	\$ 142,478
19	\$ 133,845	\$ 140,100	\$ 143,228
20	\$ 134,595	\$ 140,850	\$ 143,978
21	\$ 135,345	\$ 141,600	\$ 144,728
22	\$ 136,095	\$ 142,350	\$ 145,478
23	\$ 136,845	\$ 143,100	\$ 146,228
24	\$ 137,595	\$ 143,850	\$ 146,978
25	\$ 138,345	\$ 144,600	\$ 147,728

Step = \$750
 Career Increment every year after step 25= \$750

SICK LEAVE DAYS	15
PERSONAL LEAVE DAYS	3
VACATION LEAVE DAYS	3

Activities Director			
DAYS 235	MS	ED.S.	ED.D
1	\$ 120,345	\$ 126,600	\$ 129,728
2	\$ 121,095	\$ 127,350	\$ 130,478
3	\$ 121,845	\$ 128,100	\$ 131,228
4	\$ 122,595	\$ 128,850	\$ 131,978
5	\$ 123,345	\$ 129,600	\$ 132,728
6	\$ 124,095	\$ 130,350	\$ 133,478
7	\$ 124,845	\$ 131,100	\$ 134,228
8	\$ 125,595	\$ 131,850	\$ 134,978
9	\$ 126,345	\$ 132,600	\$ 135,728
10	\$ 127,095	\$ 133,350	\$ 136,478
11	\$ 127,845	\$ 134,100	\$ 137,228
12	\$ 128,595	\$ 134,850	\$ 137,978
13	\$ 129,345	\$ 135,600	\$ 138,728
14	\$ 130,095	\$ 136,350	\$ 139,478
15	\$ 130,845	\$ 137,100	\$ 140,228
16	\$ 131,595	\$ 137,850	\$ 140,978
17	\$ 132,345	\$ 138,600	\$ 141,728
18	\$ 133,095	\$ 139,350	\$ 142,478
19	\$ 133,845	\$ 140,100	\$ 143,228
20	\$ 134,595	\$ 140,850	\$ 143,978
21	\$ 135,345	\$ 141,600	\$ 144,728
22	\$ 136,095	\$ 142,350	\$ 145,478
23	\$ 136,845	\$ 143,100	\$ 146,228
24	\$ 137,595	\$ 143,850	\$ 146,978
25	\$ 138,345	\$ 144,600	\$ 147,728

Step = \$750
 Career Increment every year after step 25= \$750

SICK LEAVE DAYS	15
PERSONAL LEAVE DAYS	3
VACATION LEAVE DAYS	15

DHS Assistant Principal			
DAYS 225	MS	ED.S.	ED.D
1	\$ 117,252	\$ 123,507	\$ 126,635
2	\$ 118,002	\$ 124,257	\$ 127,385
3	\$ 118,752	\$ 125,007	\$ 128,135
4	\$ 119,502	\$ 125,757	\$ 128,885
5	\$ 120,252	\$ 126,507	\$ 129,635
6	\$ 121,002	\$ 127,257	\$ 130,385
7	\$ 121,752	\$ 128,007	\$ 131,135
8	\$ 122,502	\$ 128,757	\$ 131,885
9	\$ 123,252	\$ 129,507	\$ 132,635
10	\$ 124,002	\$ 130,257	\$ 133,385
11	\$ 124,752	\$ 131,007	\$ 134,135
12	\$ 125,502	\$ 131,757	\$ 134,885
13	\$ 126,252	\$ 132,507	\$ 135,635
14	\$ 127,002	\$ 133,257	\$ 136,385
15	\$ 127,752	\$ 134,007	\$ 137,135
16	\$ 128,502	\$ 134,757	\$ 137,885
17	\$ 129,252	\$ 135,507	\$ 138,635
18	\$ 130,002	\$ 136,257	\$ 139,385
19	\$ 130,752	\$ 137,007	\$ 140,135
20	\$ 131,502	\$ 137,757	\$ 140,885
21	\$ 132,252	\$ 138,507	\$ 141,635
22	\$ 133,002	\$ 139,257	\$ 142,385
23	\$ 133,752	\$ 140,007	\$ 143,135
24	\$ 134,502	\$ 140,757	\$ 143,885
25	\$ 135,252	\$ 141,507	\$ 144,635

Step = \$750
 Career Increment every year after step 25= \$750

SICK LEAVE DAYS	15
PERSONAL LEAVE DAYS	3
VACATION LEAVE DAYS	7

APPENDIX B

OPTION 1- Take 2 steps
23-24 Dickinson Public Schools - Administrative Salary Schedule

DMS Assistant Principal			
DAYS 212	MS	ED.S.	ED.D
1	\$ 111,840	\$ 118,095	\$ 121,223
2	\$ 112,590	\$ 118,845	\$ 121,973
3	\$ 113,340	\$ 119,595	\$ 122,723
4	\$ 114,090	\$ 120,345	\$ 123,473
5	\$ 114,840	\$ 121,095	\$ 124,223
6	\$ 115,590	\$ 121,845	\$ 124,973
7	\$ 116,340	\$ 122,595	\$ 125,723
8	\$ 117,090	\$ 123,345	\$ 126,473
9	\$ 117,840	\$ 124,095	\$ 127,223
10	\$ 118,590	\$ 124,845	\$ 127,973
11	\$ 119,340	\$ 125,595	\$ 128,723
12	\$ 120,090	\$ 126,345	\$ 129,473
13	\$ 120,840	\$ 127,095	\$ 130,223
14	\$ 121,590	\$ 127,845	\$ 130,973
15	\$ 122,340	\$ 128,595	\$ 131,723
16	\$ 123,090	\$ 129,345	\$ 132,473
17	\$ 123,840	\$ 130,095	\$ 133,223
18	\$ 124,590	\$ 130,845	\$ 133,973
19	\$ 125,340	\$ 131,595	\$ 134,723
20	\$ 126,090	\$ 132,345	\$ 135,473
21	\$ 126,840	\$ 133,095	\$ 136,223
22	\$ 127,590	\$ 133,845	\$ 136,973
23	\$ 128,340	\$ 134,595	\$ 137,723
24	\$ 129,090	\$ 135,345	\$ 138,473
25	\$ 129,840	\$ 136,095	\$ 139,223

Step = \$750
 Career Increment every year after step 25= \$750
 SICK LEAVE DAYS 15
 PERSONAL LEAVE DAYS 3
 VACATION LEAVE DAYS 1

Elementary Assistant Principal			
DAYS 210	MS	ED.S.	ED.D
1	\$ 108,747	\$ 115,002	\$ 118,130
2	\$ 109,497	\$ 115,752	\$ 118,880
3	\$ 110,247	\$ 116,502	\$ 119,630
4	\$ 110,997	\$ 117,252	\$ 120,380
5	\$ 111,747	\$ 118,002	\$ 121,130
6	\$ 112,497	\$ 118,752	\$ 121,880
7	\$ 113,247	\$ 119,502	\$ 122,630
8	\$ 113,997	\$ 120,252	\$ 123,380
9	\$ 114,747	\$ 121,002	\$ 124,130
10	\$ 115,497	\$ 121,752	\$ 124,880
11	\$ 116,247	\$ 122,502	\$ 125,630
12	\$ 116,997	\$ 123,252	\$ 126,380
13	\$ 117,747	\$ 124,002	\$ 127,130
14	\$ 118,497	\$ 124,752	\$ 127,880
15	\$ 119,247	\$ 125,502	\$ 128,630
16	\$ 119,997	\$ 126,252	\$ 129,380
17	\$ 120,747	\$ 127,002	\$ 130,130
18	\$ 121,497	\$ 127,752	\$ 130,880
19	\$ 122,247	\$ 128,502	\$ 131,630
20	\$ 122,997	\$ 129,252	\$ 132,380
21	\$ 123,747	\$ 130,002	\$ 133,130
22	\$ 124,497	\$ 130,752	\$ 133,880
23	\$ 125,247	\$ 131,502	\$ 134,630
24	\$ 125,997	\$ 132,252	\$ 135,380
25	\$ 126,747	\$ 133,002	\$ 136,130

Step = \$750
 Career Increment every year after step 25= \$750
 SICK LEAVE DAYS 15
 PERSONAL LEAVE DAYS 3
 VACATION LEAVE DAYS 1

APPENDIX C

OPTION 1- 1% on BASE (take 1 step)
24-25 Dickinson Public Schools - Administrative Salary Schedule

Director of Curr. & Instruction			
DAYS 245	MS.	ED.S.	ED.D.
1	\$ 146,304	\$ 152,621	\$ 155,669
2	\$ 147,054	\$ 153,371	\$ 156,419
3	\$ 147,804	\$ 154,121	\$ 157,169
4	\$ 148,554	\$ 154,871	\$ 157,919
5	\$ 149,304	\$ 155,621	\$ 158,669
6	\$ 150,054	\$ 156,371	\$ 159,419
7	\$ 150,804	\$ 157,121	\$ 160,169
8	\$ 151,554	\$ 157,871	\$ 160,919
9	\$ 152,304	\$ 158,621	\$ 161,669
10	\$ 153,054	\$ 159,371	\$ 162,419
11	\$ 153,804	\$ 160,121	\$ 163,169
12	\$ 154,554	\$ 160,871	\$ 163,919
13	\$ 155,304	\$ 161,621	\$ 164,669
14	\$ 156,054	\$ 162,371	\$ 165,419
15	\$ 156,804	\$ 163,121	\$ 166,169
16	\$ 157,554	\$ 163,871	\$ 166,919
17	\$ 158,304	\$ 164,621	\$ 167,669
18	\$ 159,054	\$ 165,371	\$ 168,419
19	\$ 159,804	\$ 166,121	\$ 169,169
20	\$ 160,554	\$ 166,871	\$ 169,919
21	\$ 161,304	\$ 167,621	\$ 170,669
22	\$ 162,054	\$ 168,371	\$ 171,419
23	\$ 162,804	\$ 169,121	\$ 172,169
24	\$ 163,554	\$ 169,871	\$ 172,919
25	\$ 164,304	\$ 170,621	\$ 173,669
Step = \$750			
Career Increment every year after step 25= \$750			
SICK LEAVE DAYS		15	
PERSONAL LEAVE DAYS		3	
VACATION LEAVE DAYS		16	

Director of CTE			
DAYS 245	MS	ED.S.	ED.D
1	\$ 138,729	\$ 145,046	\$ 148,205
2	\$ 139,479	\$ 145,796	\$ 148,955
3	\$ 140,229	\$ 146,546	\$ 149,705
4	\$ 140,979	\$ 147,296	\$ 150,455
5	\$ 141,729	\$ 148,046	\$ 151,205
6	\$ 142,479	\$ 148,796	\$ 151,955
7	\$ 143,229	\$ 149,546	\$ 152,705
8	\$ 143,979	\$ 150,296	\$ 153,455
9	\$ 144,729	\$ 151,046	\$ 154,205
10	\$ 145,479	\$ 151,796	\$ 154,955
11	\$ 146,229	\$ 152,546	\$ 155,705
12	\$ 146,979	\$ 153,296	\$ 156,455
13	\$ 147,729	\$ 154,046	\$ 157,205
14	\$ 148,479	\$ 154,796	\$ 157,955
15	\$ 149,229	\$ 155,546	\$ 158,705
16	\$ 149,979	\$ 156,296	\$ 159,455
17	\$ 150,729	\$ 157,046	\$ 160,205
18	\$ 151,479	\$ 157,796	\$ 160,955
19	\$ 152,229	\$ 158,546	\$ 161,705
20	\$ 152,979	\$ 159,296	\$ 162,455
21	\$ 153,729	\$ 160,046	\$ 163,205
22	\$ 154,479	\$ 160,796	\$ 163,955
23	\$ 155,229	\$ 161,546	\$ 164,705
24	\$ 155,979	\$ 162,296	\$ 165,455
25	\$ 156,729	\$ 163,046	\$ 166,205
Step = \$750			
Career Increment every year after step 25= \$750			
SICK LEAVE DAYS		15	
PERSONAL LEAVE DAYS		3	
VACATION LEAVE DAYS		16	

Director of Student Services			
DAYS 245	MS	ED.S.	ED.D
1	\$ 138,729	\$ 145,046	\$ 148,205
2	\$ 139,479	\$ 145,796	\$ 148,955
3	\$ 140,229	\$ 146,546	\$ 149,705
4	\$ 140,979	\$ 147,296	\$ 150,455
5	\$ 141,729	\$ 148,046	\$ 151,205
6	\$ 142,479	\$ 148,796	\$ 151,955
7	\$ 143,229	\$ 149,546	\$ 152,705
8	\$ 143,979	\$ 150,296	\$ 153,455
9	\$ 144,729	\$ 151,046	\$ 154,205
10	\$ 145,479	\$ 151,796	\$ 154,955
11	\$ 146,229	\$ 152,546	\$ 155,705
12	\$ 146,979	\$ 153,296	\$ 156,455
13	\$ 147,729	\$ 154,046	\$ 157,205
14	\$ 148,479	\$ 154,796	\$ 157,955
15	\$ 149,229	\$ 155,546	\$ 158,705
16	\$ 149,979	\$ 156,296	\$ 159,455
17	\$ 150,729	\$ 157,046	\$ 160,205
18	\$ 151,479	\$ 157,796	\$ 160,955
19	\$ 152,229	\$ 158,546	\$ 161,705
20	\$ 152,979	\$ 159,296	\$ 162,455
21	\$ 153,729	\$ 160,046	\$ 163,205
22	\$ 154,479	\$ 160,796	\$ 163,955
23	\$ 155,229	\$ 161,546	\$ 164,705
24	\$ 155,979	\$ 162,296	\$ 165,455
25	\$ 156,729	\$ 163,046	\$ 166,205
Step = \$750			
Career Increment every year after step 25= \$750			
SICK LEAVE DAYS		15	
PERSONAL LEAVE DAYS		3	
VACATION LEAVE DAYS		16	

APPENDIX C

OPTION 1- 1% on BASE (take 1 step)
24-25 Dickinson Public Schools - Administrative Salary Schedule

Director of Special Edu.			
DAYS 245	MS	ED.S.	ED.D
1	\$ 138,729	\$ 145,046	\$ 148,205
2	\$ 139,479	\$ 145,796	\$ 148,955
3	\$ 140,229	\$ 146,546	\$ 149,705
4	\$ 140,979	\$ 147,296	\$ 150,455
5	\$ 141,729	\$ 148,046	\$ 151,205
6	\$ 142,479	\$ 148,796	\$ 151,955
7	\$ 143,229	\$ 149,546	\$ 152,705
8	\$ 143,979	\$ 150,296	\$ 153,455
9	\$ 144,729	\$ 151,046	\$ 154,205
10	\$ 145,479	\$ 151,796	\$ 154,955
11	\$ 146,229	\$ 152,546	\$ 155,705
12	\$ 146,979	\$ 153,296	\$ 156,455
13	\$ 147,729	\$ 154,046	\$ 157,205
14	\$ 148,479	\$ 154,796	\$ 157,955
15	\$ 149,229	\$ 155,546	\$ 158,705
16	\$ 149,979	\$ 156,296	\$ 159,455
17	\$ 150,729	\$ 157,046	\$ 160,205
18	\$ 151,479	\$ 157,796	\$ 160,955
19	\$ 152,229	\$ 158,546	\$ 161,705
20	\$ 152,979	\$ 159,296	\$ 162,455
21	\$ 153,729	\$ 160,046	\$ 163,205
22	\$ 154,479	\$ 160,796	\$ 163,955
23	\$ 155,229	\$ 161,546	\$ 164,705
24	\$ 155,979	\$ 162,296	\$ 165,455
25	\$ 156,729	\$ 163,046	\$ 166,205
Step = \$750			
Career Increment every year after step 25= \$750			
SICK LEAVE DAYS		15	
PERSONAL LEAVE DAYS		3	
VACATION LEAVE DAYS		16	

DHS Principal			
DAYS 245	MS	ED.S.	ED.D
1	\$ 138,729	\$ 145,046	\$ 161,412
2	\$ 139,479	\$ 145,796	\$ 162,162
3	\$ 140,229	\$ 146,546	\$ 162,912
4	\$ 140,979	\$ 147,296	\$ 163,662
5	\$ 141,729	\$ 148,046	\$ 164,412
6	\$ 142,479	\$ 148,796	\$ 165,162
7	\$ 143,229	\$ 149,546	\$ 165,912
8	\$ 143,979	\$ 150,296	\$ 166,662
9	\$ 144,729	\$ 151,046	\$ 167,412
10	\$ 145,479	\$ 151,796	\$ 168,162
11	\$ 146,229	\$ 152,546	\$ 168,912
12	\$ 146,979	\$ 153,296	\$ 169,662
13	\$ 147,729	\$ 154,046	\$ 170,412
14	\$ 148,479	\$ 154,796	\$ 171,162
15	\$ 149,229	\$ 155,546	\$ 171,912
16	\$ 149,979	\$ 156,296	\$ 172,662
17	\$ 150,729	\$ 157,046	\$ 173,412
18	\$ 151,479	\$ 157,796	\$ 174,162
19	\$ 152,229	\$ 158,546	\$ 174,912
20	\$ 152,979	\$ 159,296	\$ 175,662
21	\$ 153,729	\$ 160,046	\$ 176,412
22	\$ 154,479	\$ 160,796	\$ 177,162
23	\$ 155,229	\$ 161,546	\$ 177,912
24	\$ 155,979	\$ 162,296	\$ 178,662
25	\$ 156,729	\$ 163,046	\$ 179,412
Step = \$750			
Career Increment every year after step 25= \$750			
SICK LEAVE DAYS		15	
PERSONAL LEAVE DAYS		3	
VACATION LEAVE DAYS		16	

DMS Principal			
DAYS 230	MS	ED.S.	ED.D
1	\$ 127,795	\$ 134,113	\$ 137,272
2	\$ 128,545	\$ 134,863	\$ 138,022
3	\$ 129,295	\$ 135,613	\$ 138,772
4	\$ 130,045	\$ 136,363	\$ 139,522
5	\$ 130,795	\$ 137,113	\$ 140,272
6	\$ 131,545	\$ 137,863	\$ 141,022
7	\$ 132,295	\$ 138,613	\$ 141,772
8	\$ 133,045	\$ 139,363	\$ 142,522
9	\$ 133,795	\$ 140,113	\$ 143,272
10	\$ 134,545	\$ 140,863	\$ 144,022
11	\$ 135,295	\$ 141,613	\$ 144,772
12	\$ 136,045	\$ 142,363	\$ 145,522
13	\$ 136,795	\$ 143,113	\$ 146,272
14	\$ 137,545	\$ 143,863	\$ 147,022
15	\$ 138,295	\$ 144,613	\$ 147,772
16	\$ 139,045	\$ 145,363	\$ 148,522
17	\$ 139,795	\$ 146,113	\$ 149,272
18	\$ 140,545	\$ 146,863	\$ 150,022
19	\$ 141,295	\$ 147,613	\$ 150,772
20	\$ 142,045	\$ 148,363	\$ 151,522
21	\$ 142,795	\$ 149,113	\$ 152,272
22	\$ 143,545	\$ 149,863	\$ 153,022
23	\$ 144,295	\$ 150,613	\$ 153,772
24	\$ 145,045	\$ 151,363	\$ 154,522
25	\$ 145,795	\$ 152,113	\$ 155,272
Step = \$750			
Career Increment every year after step 25= \$750			
SICK LEAVE DAYS		15	
PERSONAL LEAVE DAYS		3	
VACATION LEAVE DAYS		10	

APPENDIX C

OPTION 1- 1% on BASE (take 1 step)
24-25 Dickinson Public Schools - Administrative Salary Schedule

Elementary Principal			
DAYS 216	MS	ED.S.	ED.D
1	\$ 121,548	\$ 127,866	\$ 131,025
2	\$ 122,298	\$ 128,616	\$ 131,775
3	\$ 123,048	\$ 129,366	\$ 132,525
4	\$ 123,798	\$ 130,116	\$ 133,275
5	\$ 124,548	\$ 130,866	\$ 134,025
6	\$ 125,298	\$ 131,616	\$ 134,775
7	\$ 126,048	\$ 132,366	\$ 135,525
8	\$ 126,798	\$ 133,116	\$ 136,275
9	\$ 127,548	\$ 133,866	\$ 137,025
10	\$ 128,298	\$ 134,616	\$ 137,775
11	\$ 129,048	\$ 135,366	\$ 138,525
12	\$ 129,798	\$ 136,116	\$ 139,275
13	\$ 130,548	\$ 136,866	\$ 140,025
14	\$ 131,298	\$ 137,616	\$ 140,775
15	\$ 132,048	\$ 138,366	\$ 141,525
16	\$ 132,798	\$ 139,116	\$ 142,275
17	\$ 133,548	\$ 139,866	\$ 143,025
18	\$ 134,298	\$ 140,616	\$ 143,775
19	\$ 135,048	\$ 141,366	\$ 144,525
20	\$ 135,798	\$ 142,116	\$ 145,275
21	\$ 136,548	\$ 142,866	\$ 146,025
22	\$ 137,298	\$ 143,616	\$ 146,775
23	\$ 138,048	\$ 144,366	\$ 147,525
24	\$ 138,798	\$ 145,116	\$ 148,275
25	\$ 139,548	\$ 145,866	\$ 149,025

Step = \$750
 Career Increment every year after step 25= \$750
 SICK LEAVE DAYS 15
 PERSONAL LEAVE DAYS 3
 VACATION LEAVE DAYS 3

Activities Director			
DAYS 235	MS	ED.S.	ED.D
1	\$ 121,548	\$ 127,866	\$ 131,025
2	\$ 122,298	\$ 128,616	\$ 131,775
3	\$ 123,048	\$ 129,366	\$ 132,525
4	\$ 123,798	\$ 130,116	\$ 133,275
5	\$ 124,548	\$ 130,866	\$ 134,025
6	\$ 125,298	\$ 131,616	\$ 134,775
7	\$ 126,048	\$ 132,366	\$ 135,525
8	\$ 126,798	\$ 133,116	\$ 136,275
9	\$ 127,548	\$ 133,866	\$ 137,025
10	\$ 128,298	\$ 134,616	\$ 137,775
11	\$ 129,048	\$ 135,366	\$ 138,525
12	\$ 129,798	\$ 136,116	\$ 139,275
13	\$ 130,548	\$ 136,866	\$ 140,025
14	\$ 131,298	\$ 137,616	\$ 140,775
15	\$ 132,048	\$ 138,366	\$ 141,525
16	\$ 132,798	\$ 139,116	\$ 142,275
17	\$ 133,548	\$ 139,866	\$ 143,025
18	\$ 134,298	\$ 140,616	\$ 143,775
19	\$ 135,048	\$ 141,366	\$ 144,525
20	\$ 135,798	\$ 142,116	\$ 145,275
21	\$ 136,548	\$ 142,866	\$ 146,025
22	\$ 137,298	\$ 143,616	\$ 146,775
23	\$ 138,048	\$ 144,366	\$ 147,525
24	\$ 138,798	\$ 145,116	\$ 148,275
25	\$ 139,548	\$ 145,866	\$ 149,025

Step = \$750
 Career Increment every year after step 25= \$750
 SICK LEAVE DAYS 15
 PERSONAL LEAVE DAYS 3
 VACATION LEAVE DAYS 15

DHS Assistant Principal			
DAYS 225	MS	ED.S.	ED.D
1	\$ 118,425	\$ 124,742	\$ 127,901
2	\$ 119,175	\$ 125,492	\$ 128,651
3	\$ 119,925	\$ 126,242	\$ 129,401
4	\$ 120,675	\$ 126,992	\$ 130,151
5	\$ 121,425	\$ 127,742	\$ 130,901
6	\$ 122,175	\$ 128,492	\$ 131,651
7	\$ 122,925	\$ 129,242	\$ 132,401
8	\$ 123,675	\$ 129,992	\$ 133,151
9	\$ 124,425	\$ 130,742	\$ 133,901
10	\$ 125,175	\$ 131,492	\$ 134,651
11	\$ 125,925	\$ 132,242	\$ 135,401
12	\$ 126,675	\$ 132,992	\$ 136,151
13	\$ 127,425	\$ 133,742	\$ 136,901
14	\$ 128,175	\$ 134,492	\$ 137,651
15	\$ 128,925	\$ 135,242	\$ 138,401
16	\$ 129,675	\$ 135,992	\$ 139,151
17	\$ 130,425	\$ 136,742	\$ 139,901
18	\$ 131,175	\$ 137,492	\$ 140,651
19	\$ 131,925	\$ 138,242	\$ 141,401
20	\$ 132,675	\$ 138,992	\$ 142,151
21	\$ 133,425	\$ 139,742	\$ 142,901
22	\$ 134,175	\$ 140,492	\$ 143,651
23	\$ 134,925	\$ 141,242	\$ 144,401
24	\$ 135,675	\$ 141,992	\$ 145,151
25	\$ 136,425	\$ 142,742	\$ 145,901

Step = \$750
 Career Increment every year after step 25= \$750
 SICK LEAVE DAYS 15
 PERSONAL LEAVE DAYS 3
 VACATION LEAVE DAYS 7

APPENDIX C

OPTION 1- 1% on BASE (take 1 step)
24-25 Dickinson Public Schools - Administrative Salary Schedule

DMS Assistant Principal			
DAYS 212	MS	ED.S.	ED.D
1	\$ 112,958	\$ 119,276	\$ 122,435
2	\$ 113,708	\$ 120,026	\$ 123,185
3	\$ 114,458	\$ 120,776	\$ 123,935
4	\$ 115,208	\$ 121,526	\$ 124,685
5	\$ 115,958	\$ 122,276	\$ 125,435
6	\$ 116,708	\$ 123,026	\$ 126,185
7	\$ 117,458	\$ 123,776	\$ 126,935
8	\$ 118,208	\$ 124,526	\$ 127,685
9	\$ 118,958	\$ 125,276	\$ 128,435
10	\$ 119,708	\$ 126,026	\$ 129,185
11	\$ 120,458	\$ 126,776	\$ 129,935
12	\$ 121,208	\$ 127,526	\$ 130,685
13	\$ 121,958	\$ 128,276	\$ 131,435
14	\$ 122,708	\$ 129,026	\$ 132,185
15	\$ 123,458	\$ 129,776	\$ 132,935
16	\$ 124,208	\$ 130,526	\$ 133,685
17	\$ 124,958	\$ 131,276	\$ 134,435
18	\$ 125,708	\$ 132,026	\$ 135,185
19	\$ 126,458	\$ 132,776	\$ 135,935
20	\$ 127,208	\$ 133,526	\$ 136,685
21	\$ 127,958	\$ 134,276	\$ 137,435
22	\$ 128,708	\$ 135,026	\$ 138,185
23	\$ 129,458	\$ 135,776	\$ 138,935
24	\$ 130,208	\$ 136,526	\$ 139,685
25	\$ 130,958	\$ 137,276	\$ 140,435

Step = \$750
 Career Increment every year after step 25= \$750
 SICK LEAVE DAYS 15
 PERSONAL LEAVE DAYS 3
 VACATION LEAVE DAYS 1

Elementary Assistant Principal			
DAYS 210	MS	ED.S.	ED.D
1	\$ 109,834	\$ 116,152	\$ 119,311
2	\$ 110,584	\$ 116,902	\$ 120,061
3	\$ 111,334	\$ 117,652	\$ 120,811
4	\$ 112,084	\$ 118,402	\$ 121,561
5	\$ 112,834	\$ 119,152	\$ 122,311
6	\$ 113,584	\$ 119,902	\$ 123,061
7	\$ 114,334	\$ 120,652	\$ 123,811
8	\$ 115,084	\$ 121,402	\$ 124,561
9	\$ 115,834	\$ 122,152	\$ 125,311
10	\$ 116,584	\$ 122,902	\$ 126,061
11	\$ 117,334	\$ 123,652	\$ 126,811
12	\$ 118,084	\$ 124,402	\$ 127,561
13	\$ 118,834	\$ 125,152	\$ 128,311
14	\$ 119,584	\$ 125,902	\$ 129,061
15	\$ 120,334	\$ 126,652	\$ 129,811
16	\$ 121,084	\$ 127,402	\$ 130,561
17	\$ 121,834	\$ 128,152	\$ 131,311
18	\$ 122,584	\$ 128,902	\$ 132,061
19	\$ 123,334	\$ 129,652	\$ 132,811
20	\$ 124,084	\$ 130,402	\$ 133,561
21	\$ 124,834	\$ 131,152	\$ 134,311
22	\$ 125,584	\$ 131,902	\$ 135,061
23	\$ 126,334	\$ 132,652	\$ 135,811
24	\$ 127,084	\$ 133,402	\$ 136,561
25	\$ 127,834	\$ 134,152	\$ 137,311

Step = \$750
 Career Increment every year after step 25= \$750
 SICK LEAVE DAYS 15
 PERSONAL LEAVE DAYS 3
 VACATION LEAVE DAYS 1