

**Building Admin / Exc. Director HR / Director Ed Services / Superintendent  
Contract Changes Effective July 1, 2021**

**Building Administrator**

Health Insurance:

The cap for administrators will be tied to the negotiated cap for teachers in all future years, currently the cap is ~~\$1575~~ **\$1625** for administrators, teachers and classified.

Subject to the rules and regulations of the insurance carrier, OEGB, and the IRS, active employees who maintain and provide proof of another medical benefit plan may opt-out of District sponsored health insurance coverage. Employees who opt-out of health insurance coverage and who are otherwise eligible for a District contribution towards insurance premiums, may receive 50% of the employee's maximum District insurance contribution toward a District Sponsored Health Reimbursement Arrangement (HRA) VEBA, as long as such contribution would not create disadvantageous tax consequences for the District of the employee.

For staff members who elect ~~Health Plan 6 or 7~~ **an HSA Plan** – 100% of the difference between the cost of the insurance ~~for Plan H, dental, vision~~ and the ~~\$1575~~ **district** cap will be put into a Health Savings Account (HSA).

Eligible employees who do not maintain and provide proof annually of another employer-sponsored group medical plan will not be permitted to opt-out of District sponsored group insurance coverage.

Length of Contract

This agreement will be for ~~one~~ **three** years in length, beginning July 1, 2020 **2021** and will be approved annually thereafter.

**Principal Salary Schedule 2020-21 – w/3% increase + 4 extra days**

<b>Step</b>	<b>Elementary</b>	<b>Secondary</b>
<b>1</b>	<b>102,541</b>	<b>110,137</b>
<b>2</b>	<b>106,654</b>	<b>114,567</b>
<b>3</b>	<b>110,768</b>	<b>118,997</b>
<b>4</b>	<b>114,955</b>	<b>123,506</b>

**Assistant Principal Salary Schedule 2020-21 w/3% increase + 4 extra days**

<b>Step</b>	<b>Elementary</b>	<b>Secondary</b>
<b>1</b>	<b>93,299</b>	<b>100,895</b>
<b>2</b>	<b>97,032</b>	<b>104,944</b>
<b>3</b>	<b>100,769</b>	<b>108,996</b>
<b>4</b>	<b>104,572</b>	<b>113,120</b>

**Principal Salary Schedule 2021-22 (4% COLA)**

Step	Elementary	Secondary
1	106,642	114,543
2	110,920	119,149
3	115,198	123,757
4	119,553	128,446

**Assistant Principal Salary Schedule 2021-22 (4% COLA)**

Step	Elementary	Secondary
1	97,031	104,931
2	100,913	109,142
3	104,799	113,356
4	108,754	117,645

**Executive Director of HR**

Health Insurance:

The cap for the Executive Director of Human Resources will be tied to the negotiated cap for teachers in all future years, currently the cap is \$1575.00 \$1625.00 for all employees.

Subject to the rules and regulations of the insurance carrier, OEGB, and the IRS, active employees who maintain and provide proof of another medical benefit plan may opt-out of District sponsored health insurance coverage. Employees who opt-out of health insurance coverage and who are otherwise eligible for a District contribution towards insurance premiums, may receive 50% of the employee's maximum District insurance contribution toward a District Sponsored Health Reimbursement Arrangement (HRA) VEBA, as long as such contribution would not create disadvantageous tax consequences for the District of the employee.

For staff members who elect ~~Health Plan 6 or 7~~ an HSA Plan – 100% of the difference between the cost of the insurance for ~~Plan 6 or 7, dental, vision~~ and the \$1575 district cap will be put into a Health Savings Account (HSA).

Eligible employees who do not maintain and provide proof annually of another employer-sponsored group medical plan will not be permitted to opt-out of District sponsored group insurance coverage.

EXECUTIVE DIRECTOR HR (249 days)	2020 – 2021 Total Annual Salary
Year 1	\$119,927
2	\$123,965
3	\$128,002
4	\$132,040

5	\$136,077
6	\$141,362

EXECUTIVE DIRECTOR HR (249 days)	2021 – 2022 Total Annual Salary
Year 1	\$124,724
2	\$128,923
3	\$133,122
4	\$137,321
5	\$141,521
6	\$147,016

**Director of Educational Services**

Health Insurance:

The cap for the Director of Educational Services will be tied to the negotiated cap for teachers in all future years, currently the cap is ~~\$1575.00~~ **\$1625.00** for all employees.

Subject to the rules and regulations of the insurance carrier, OEBC, and the IRS, active employees who maintain and provide proof of another medical benefit plan may opt-out of District sponsored health insurance coverage. Employees who opt-out of health insurance coverage and who are otherwise eligible for a District contribution towards insurance premiums, may receive 50% of the employee’s maximum District insurance contribution toward a District Sponsored Health Reimbursement Arrangement (HRA) VEBA, as long as such contribution would not create disadvantageous tax consequences for the District of the employee.

For staff members who elect ~~Health Plan 6 or 7~~ **an HSA Plan** – 100% of the difference between the cost of the insurance for ~~Plan 6 or 7, dental, vision~~ and the ~~\$1575~~ **district** cap will be put into a Health Savings Account (HSA).

Eligible employees who do not maintain and provide proof annually of another employer-sponsored group medical plan will not be permitted to opt-out of District sponsored group insurance coverage.

Director of Ed Services (244 days)	2020 – 2021 Total Annual Salary
Year 1	\$117,480
2	\$121,435
3	\$125,390
4	\$129,345
5	\$133,301

6	\$138,477
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Director of Ed Services (244 days)	2021 – 2022 Total Annual Salary
Year 1	\$122,179
2	\$126,292
3	\$130,406
4	\$134,519
5	\$138,633
6	\$144,016

### **Superintendent**

#### Health Insurance:

The cap for the Superintendent will be tied to the negotiated cap for teachers in all future years, currently the cap is ~~\$1575.00~~ **\$1625.00** for all employees.

Subject to the rules and regulations of the insurance carrier, OEGB, and the IRS, active employees who maintain and provide proof of another medical benefit plan may opt-out of District sponsored health insurance coverage. Employees who opt-out of health insurance coverage and who are otherwise eligible for a District contribution towards insurance premiums, may receive 50% of the employee's maximum District insurance contribution toward a District Sponsored Health Reimbursement Arrangement (HRA) VEBA, as long as such contribution would not create disadvantageous tax consequences for the District of the employee.

For staff members who elect ~~Health Plan 6 or 7~~ **an HSA Plan** – 100% of the difference between the cost of the insurance for ~~Plan 6 or 7, dental, vision~~ and the ~~\$1575~~ **district** cap will be put into a Health Savings Account (HSA).

Eligible employees who do not maintain and provide proof annually of another employer-sponsored group medical plan will not be permitted to opt-out of District sponsored group insurance coverage.

#### Salary:

Annual salary shall be ~~\$159,126 for the 2020 – 2021~~ **\$165,491 for the 2021-2022** school year depending on satisfactory job performance evaluation. Annual salary steps and benefits will remain the same and all future increase will be identical to the administrator negotiated increase for future fiscal years.