

APPROVED: June 17, 2010

AGREEMENT

BETWEEN

THE

**DORCHESTER COUNTY
ADMINISTRATORS' AND SUPERVISORS' ASSOCIATION**

AND THE

BOARD OF EDUCATION OF DORCHESTER COUNTY

FY 2011

ARTICLE I
RECOGNITION

Pursuant to Title 6, Subtitle 4, of the Public School Laws of Maryland, the Board of Education of Dorchester County hereby recognizes that the Dorchester County Administrators' and Supervisors' Association as representative of all Supervisors, Assistants in Administration, Facilitators, Principals, Assistant Principals, Coordinators. Changes in responsibility may occur in any of these positions necessitating reclassification. When such changes are necessary, it should not be assumed that a vacancy thus exists. Persons affected by changes in classification during the term of this agreement will be covered by all provisions of the agreement.

ARTICLE II
BOARD'S RIGHTS

Legal Authority:

Subject to the terms and conditions of this Agreement and to the provisions of the Public School Laws of Maryland, it shall be the exclusive function of the Board of Education and the Superintendent of Schools to determine the mission of the county public education system and to operate the affairs and direct the personnel of the system in all aspects, including but not limited to the standard of service to be offered; the efficiency of administration; the methods, means, and personnel by which such operations are to be conducted, the right to discipline and to take whatever action and issue rules, policies, procedures, and regulations necessary to carry out the mission of the county public education system for which they are responsible and which is entrusted to them.

ARTICLE III
ADMINISTRATOR'S RIGHTS

- A. Personnel Files
1. No unfavorable material related to an administrator's conduct, service, character, or personality will be placed in his/her personnel file without the administrator's knowledge. The administrator shall acknowledge his/her awareness of the material by affixing his/her signature to the material to be filed with the understanding that such signature does not necessarily indicate agreement with the contents thereof.
 2. The administrator shall have the right to answer any material placed in his/her personnel file and his/her answer shall be attached to the file copy.

3. An administrator shall be permitted to examine his/her personnel file under the supervision and by prior appointment with the Superintendent's designee. Only confidential references pertaining to original employment, promotion, or employment references will be excluded from such review.
 4. The Board agrees to protect the confidentiality of personnel files including personal references, academic credentials, and other similar documents. Files shall be open only to the employee's superiors, those responsible for keeping the files, and those whose official responsibilities require inspection of the files.
- B. Payroll Deductions
- Association dues may be paid via the payroll deduction method. Each Association member desiring this service shall submit to the Secretary of the Association a payroll deduction authorization form. The Secretary shall then compile a list of members and the total deduction for each employee and submit to the Payroll office by August 15.

ARTICLE IV

NEGOTIATION PROCEDURES

- A. Negotiating Teams - At the October Board meeting, the Board and the Association shall each designate in writing to the other the names of no more than three (3) official representatives including its chairman. Negotiations will begin with meeting and conferring* with the Superintendent of Schools on matters pertaining to wages, hours, and working conditions. The parties will meet as needed and attempt to conclude discussions by the third Monday in January. The official representatives appointed by each group shall have full power to negotiate for the group regarding all matters related to salaries, wages, hours, and other working conditions, but the final agreement shall be subject to ratification or rejection by the ratifying body of the Association and the Board.
- B. Exchange of Information - Both parties, within limits of policy, shall furnish each other, upon reasonable request, all available information pertinent to the issues under consideration.
- C. Reaching Agreement - When consensus is reached, the proposed total contract shall be reduced in writing, signed by the official negotiating teams and submitted to the ratifying body of the Association and the Board for approval within ten (10) school days of receipt of the contract from the negotiating teams. Upon ratification by the parties, the Board shall approve and sign the contract to become effective July 1, unless otherwise specified. In the event the Dorchester County Commissioners reduce funds necessary for the implementation of the Agreement, all items contained in the current year's proposals will be subject to further discussion and approval.

- D. Pursuant to Section 6-408, Public School Laws of Maryland, if the parties in an impasse proceeding are unable to agree upon a third panel member or to obtain a commitment to serve within the specified period, the services of the American Arbitration Association shall be utilized.

*Meet and Confer refers to informal sessions in which each side presents and discusses relevant issues (to reach agreement).

ARTICLE V

ASSIGNMENT AND TRANSFER

The Superintendent of Schools shall assign administrators and supervisors to their positions and shall transfer them as the needs of the school system require. Notice of transfer shall be given to the employee in writing by July 15 or as soon as is practical under the circumstances. The administrator or supervisor affected by the transfer shall have the right to schedule a meeting with the Superintendent to discuss the reasons for the transfer.

ARTICLE VI

LEAVES

- A. Sick Leave
1. Twelve-month employees shall be granted sixteen (16) sick leave days per year. Eleven-month employees shall be granted fourteen (14) sick leave days per year. Ten-month employees shall be granted thirteen (13) sick leave days per year. Four (4) sick days per year may be used as personal leave.
 2. Sick leave is construed to mean personal illness or illness in the family. Sick leave may also include other absences such as medical, dental, or optical examinations or treatment impossible to schedule on non-duty days.
 3. The Board shall be responsible for effecting the transfer of all accumulated sick leave for any administrator who comes to the Dorchester County School System from another county in Maryland and will notify the individual of the number of sick days credited to her/him.
 4. The Board shall inform A & S personnel during the month of June of the amount of sick leave accumulated.
 5. Unused sick leave shall be cumulative without limit.

6. A & S personnel shall, at their request, be allowed to use sick leave for absences due to disability connected with or resulting from pregnancy. Under this provision, such disability shall be treated as a temporary disability, and all Board policies concerning personal illness shall be applicable to such disability. Upon termination of such disability, the individual must return to work unless she resigns or requests a leave-of-absence. (See Article VI, Section D)

7. Sick Leave Bank

The Board of Education will provide a space for teachers to donate sick leave days to a sick leave bank. The Association must assume total responsibility for operating the sick leave bank in accordance with state and federal laws and regulations.

For FY2010, the Board of Education and Association agree to form a work group to review creating a Sick Leave Bank that would be available to all members of DE-ESP-TCH and to full-time school system employees. The work group will include representatives from DE-Teachers (appointed by DE), DE-ESP (appointed by DE), A & S, and the Board. The goal is to combine the existing Sick Leave Banks to offer benefits to all full-time employees, regardless of their bargaining unit. Additionally, consideration will be given to allowing employees to directly contribute days to fellow employees under certain extreme circumstances. Efforts will be made to schedule meetings during work time.

There will be no changes made to the current sick leave bank for Fiscal Year 2010.

Sick Leave Employee Donation to Coworkers System

A system will be developed that allows employees to notify the Human Resources Office, in writing, that they wish to donate days to a co-worker who has exhausted his/her leave. The donated days may be used for the illness of the employee or the illness of immediate family or member of the household. There is a maximum of five (5) days of sick leave that an individual employee may contribute to another employee. An Approval Committee will convene to determine the number of days to be received by any one employee per year. The committee shall include a representative from Human Resources, A&S unit (appointed by the A&S unit), DE-Teachers (appointed by the DE-Teachers unit), DE-ESP (appointed by the DE-ESP unit), and a designee of the Superintendent. The committee will approve or deny the request by a vote of the committee. This committee shall communicate its decision to the Superintendent/ designee for approval. This provision will not affect employee participation in or use of the sick leave bank. This provision will be a pilot program for School Year 2010-2011.

Sick Leave Bank Workgroup for FY'11

For FY'11, the Board of Education and Association agree to form a work group to review creating a Sick Leave Bank that would be available to all full-time school system employees. The work group will include representatives from DE-Teachers (appointed by DE-Teachers), DE-ESP (appointed by DE-ESP), A & S (appointed by

A&S), and the Board. The goal is to combine the existing Sick Leave Banks to offer benefits to all full-time employees, regardless of their bargaining unit. Any changes to existing sick leave banks will be subject to bargaining.

B. Personal Leave

Personal leave shall not be taken immediately before or immediately after any day designated in the school calendar as a non-workday for A & S personnel, with the exception of weekends, or at the beginning or end of a school year. This leave shall not interfere unduly with the program of instruction and shall be subject to approval by the Superintendent. Leave-of-absence for personal reasons will not be considered unless the request is made in writing prior to the effective date of leave.

C. Sabbatical Leave

Sabbatical leave will be granted subject to the following conditions:

1. The administrator shall be professionally certified, and shall have been employed in the Dorchester County Public Schools a minimum of seven (7) consecutive years.
2. The administrator shall agree to return to the Dorchester County Public Schools following completion of his sabbatical leave for a minimum of two (2) years' service or repay all monies advanced by the Board within sixty days of the date that the sabbatical leave was completed. A sabbatical contract signed by the administrator and the Board shall be required. If the requirement is not fulfilled, then the administrator must refund sabbatical pay prorated on the basis of actual completion of the originally verified and approved full-time program.
3. Funds shall be budgeted for one leave each school year.
4. The sabbatical leave will consist of a program of professional growth approved by the Board for the purpose of graduate study, research, or other reasons of value to the school system. The sabbatical leave may be for either one-half ($\frac{1}{2}$) of a school year or for a full school year, and will be paid at one-half the salary rate which the administrator would have received if he/she had remained on active duty.
5. In the event an administrator on sabbatical leave received extra monies through any type of grant or scholarship, the combined amount of those monies and the sabbatical leave allowance shall not exceed the amount of money this person would have received as a staff member for the school year in which the sabbatical leave had been granted. In cases where the combined monies exceed the regular salary, the sabbatical leave salary shall be reduced accordingly.
6. Upon return from leave, the administrator shall be placed at a salary level that he/she would have achieved had he/she remained actively employed in the system during this period of absence. He/she will also be credited with sick leave accumulated prior to the period of absence.
7. When the administrator returns from leave, he/she will be assigned to a comparable position to that held at the time said leave commenced.
8. Prospective candidates must apply to the Board prior to December 15, of each year (preceding sabbatical year) and the Board must notify the candidate granted sabbatical leave by March 1. Decisions regarding sabbatical leave are not grievable.

The Board will continue to provide hospitalization and major medical insurance during the period of leave.

9. Sabbatical leave will be in effect for the period of time specified in the approved leave agreement.

D. Parental Leave

1. Administrators shall, at their request, be granted a leave-of-absence, without pay, for child bearing and/or child rearing for such period of time as they specify but normally not to exceed one (1) year. Extension may be granted at the discretion of the Board.
2. No administrator on said leave shall, on the basis of said leave, be denied the opportunity to substitute in the Dorchester County School System, upon presentation of medical testimony that the individual is able to do so.
3. Administrators adopting an infant shall, at their request, receive similar leave which shall commence upon the individual receiving de facto custody of said infant, or earlier if necessary to fill the requirements for the adoption.
4. Administrators returning from parental leave shall be assigned to the former position or a substantially equivalent position if either is available provided the Board is notified in writing by April 1, for the following September, or three (3) months prior to their desire to return.
5. The administrator on leave shall be afforded the opportunity to continue payments toward retirement and/or insurance programs.

E. Temporary Leaves-of-Absence

1. Administrators will be permitted to take four consecutive work days of absence without loss of salary on the death of a child, parent, step-parent, brother, sister, husband, wife, mother-in-law, father-in-law, sister-in-law, brother-in-law, son-in-law, daughter-in-law, aunt, uncle, niece, nephew, grandparent, grandchild, or anyone who has lived regularly in the household of the employee. One of the four days must be the day of the funeral or interment. The remaining three days may be taken either immediately before, immediately after, or surrounding the day of the funeral or interment, to meet the needs of the administrator. Principals or supervisors may require employees to provide documentation proving their relationship with the deceased. The Superintendent or his designee may authorize additional day(s) of bereavement leave in cases where circumstances warrant. This leave will not result in the loss of pay or be deducted from annual leave or sick leave.
2. An employee who is subpoenaed as a witness in a civil or criminal case or who is called to serve on a jury may be granted leave for the period of time he/she is unable to report for work. The employee shall transmit (via personal check, payable to the Board of Education) any money received from such duty other than that used for personal expenses (i.e. travel). The employee may elect to retain any money received from such duty and be granted leave without pay. Applications for leave must be made in advance and submitted with a copy of the subpoena.

F. Extended Leaves-of-Absence

1. The Board shall normally grant leaves-of-absence to administrators of Dorchester County without pay but with an extension of full experience credit for:
 - a. Military service
 - b. Association activities (local, state, or national)
 - c. Further study for professional improvement.
2. Leaves granted in this section (F-1) shall be for a maximum of two (2) years.
3. Upon return from leave, an employee will be considered as if he/she were actively employed by the Board during the leave and will be placed on the salary schedule at the level he/she would have achieved if he/she had not been absent.
4. All benefits to which an employee was entitled at the time his/her leave-of-absence commenced, including unused accumulative sick leave, will be restored to him/her upon his/her return, and he/she will be assigned to the same position he/she held at the time said leave commenced, if available, or, if not, to a comparable position as determined by the Board.
5. All requests for extended leaves-of-absence for the following year, will be made in writing to the Board by March 31, except as emergency may dictate.

G. Vacation Leave - Twelve-month Personnel

Vacation leave will be defined as follows:

1. Twenty days for all 12-month administrators
2. Unused vacation leave may be carried forward to a new fiscal year with a maximum carry-over accumulation of thirty (30) vacation days. Any quantity of vacation days remaining after the thirty (30) day maximum is reached will be converted to sick days and added to the employee's balance of sick days.
3. Vacation leave for a given year shall be advanced on July 1. For persons employed at other times, annual leave during the first year of service shall be granted or advanced on a pro rata basis. Application for annual leave in excess of five (5) days must be submitted to the Superintendent's designee fifteen (15) days in advance of the effective date of leave.

H. Holiday Leave

Holiday Leave is granted to all twelve-month employees for a minimum of 13 days as specified in the school calendar.

ARTICLE VII
PROMOTIONS

The following procedures will be used when selecting and appointing persons to administrative and supervisory positions:

1. The best qualified applicants will receive first consideration for each position.
2. The qualifications of each candidate shall be evaluated and assessments made in the areas of:
 - a. Teaching experience

- b. Supervisory or administrative experience
- c. Work experience and education
- d. Efficiency ratings and/or recommendation.

ARTICLE VIII

VACANCIES

The following procedures will be used when advertising a vacancy that occurs for administrative and supervisory positions:

1. Announcements of vacancies shall be posted on the Central Office bulletin board, the schools, and sent to the Association.
2. The announcement shall include a description of the position, duties and in responsibilities, salary range, qualifications, and procedures for applications. The job description for all positions are available from the Human Resources Office of the Board of Education upon request.
3. Announcements shall be distributed at least ten (10) days before the closing dates for accepting applications.
4. When vacancies occur that must be filled immediately, an interim appointment may be made at the discretion of the Superintendent, but shall extend no longer than the school year. However, a permanent appointment will be made as soon as possible.
5. When vacancies occur during the summer months the Board will give ample notice, ten (10) days, to those employees who have indicated their interest in such a position by writing a letter expressing their desire to the Board of Education.
6. Any applicant who has applied for a position and was not accepted for that position shall have the right to schedule a conference with the Superintendent or his designated representative to discuss the outcome of his application.
7. Current A & S members who apply for and meet posted qualifications shall be granted an interview for said position.

ARTICLE IX

COMPENSATION

A. Method of Payment

1. The salary scale contained in **EXHIBIT B** will be effective from July 1, 2010 through June 30, 2011.
The placement on the salary scale for new hires will reflect the same loss of two years of experience as those teachers already employed in Dorchester County Public Schools.
2. The annual salary for 10-month and 11-month personnel will be paid at the option

of the administrator in one of the following ways:

- a. In twenty (20) equal installments
 - b. In twenty-four (24) installments utilizing the summer savings plan. Administrators may have \$40, or any \$5 increments therefrom, deducted semi-monthly from their twenty (20) school year paychecks.
3. Administrators will be placed within a step of A & S salary scale according to their experience, preparation, and position.
- B. Reimbursement for Professional Training
1. Administrators holding an Advanced Professional Certificate will be paid for graduate courses toward certificate renewal, or for a Master's or a Doctorate degree or other courses for professional development, provided the Assistant Superintendent has granted prior approval for the course/program to be taken.
 2. Administrators and Supervisors approved to take courses shall be reimbursed at the lesser of the actual cost or the University of Maryland rate for a maximum of nine (9) hours per year. Payment will be made by separate check under one of the following schedules as selected by the administrator/supervisor:

Normal Reimbursement - Upon submission of a receipt showing payment for the course and an official grade slip, payment will be made within twenty (20) working days.

Advanced Reimbursement - Upon submission of a receipt showing payment for the course, payment will be made within twenty (20) working days. Upon completion of the course and no later than twenty (20) working days following the last day of the course, the grade slip showing satisfactory completion will be submitted. The full amount of the advanced reimbursement is due and payable to the Board of Education under the following circumstances:

 - a. Resignation or termination of employment
 - b. Failure to supply a grade slip showing by the deadline cited.
 - c. Dropping or cancellation of the course.
 3. In order to receive summer school compensation, the administrator must have worked in Dorchester County immediately preceding the summer school attendance.
 4. There will be no reimbursement for any courses completed in the spring semester or summer session if the administrator is not returning the next school year.
 5. Those persons receiving scholarships or grants will receive reimbursement for any allowable differences between the grant and the county allowance. A copy of the grant must accompany any request for reimbursement. All requests for reimbursement for tuition must be accompanied by an official grade slip from the college or university attended and must be submitted prior to June 30, of the school year in which the work is completed.
 6. There will be no reimbursement for any grade less than a B or P if the class is taken pass/fail.

- C. Reimbursement for Professional Organization Dues
The Board of Education will pay up to \$600 per fiscal year for membership fees for professional organization(s) related to that staff member's professional assignment.
- D. Mileage
The Board shall pay administrators mileage reimbursement at the Board-approved rate per mile when on official Board of Education business.
- E. Severance Pay
1. Personnel employed prior to July 1, 1981, who enter retirement from the public schools of Dorchester County after twenty (20) years of service in Dorchester County, shall receive payment for unused sick leave days accumulated while employed in Dorchester County.
 2. Personnel hired on or after July 1, 1981, upon retirement, after twenty (20) years of service in Dorchester County, shall receive payment for unused sick leave days accumulated in Dorchester County at a rate of \$20.00 per day up to a maximum of 100 days.
 3. For those leaving during the year, sick leave days will be prorated at the amount accrued from July 1, to the last pay period prior to the effective date of retirement.
- F. Cell Phone Reimbursement
The Board shall reimburse each A & S staff member, who is not provided with a cell phone by the Board of Education, a reimbursement of \$20 per month, based upon them having it available and making use of a personal cell phone for school business. The A & S staff member will supply the Superintendent with a cell phone number, which may be called as needed to support the operations of the school system. At least annually, the A & S staff member will provide evidence of the continued availability of a personal cell phone in order to be reimbursed. The Superintendent must approve the necessity of an individual having a cell phone for school purposes prior to reimbursement.

Compensation Study

The Board and the A & S unit agree that a study will be conducted to determine adjustments to the compensation for A & S staff members to assure reasonable compensation to A & S staff members and to promote the school system's ability to attract and retain qualified administrators. A study committee, consisting of A & S unit members and representatives of the Board shall meet and report back to both groups if necessary or as requested by either group. Issues that will be considered include the salary comparability between positions in our school system, the competitiveness of our salaries compared to other school systems, and options to provide incentives to principals and other administrators, based upon school performance indicators.

ARTICLE X
INSURANCE BENEFITS

A. Health Care

The health insurance program will be maintained through a licensed insurance company and/or health benefit trust and made available to each administrator. It shall consist of the following:

1. Preferred Provider Network (PPN) which includes physician services, inpatient benefits, outpatient services (100% of allowed benefit after the per visit co-pay for in network care), prescription card, vision and dental plan. The benefits of the plan will not be less than the benefits contained in the Plan Document for the September 2001 PPN.
2. EPO that includes a prescription card, vision and dental plan. The benefits of the plan will not be less than the benefits contained in the Plan Document for the September 2003 EPO.
3. The parties will form a stakeholders' advisory committee consisting of three (3) representatives of the Board of Education, three (3) representatives of DE, three (3) representatives of DESPA, and one (1) retired representative from the Dorchester Retired Teachers Association (DRTA) to meet within two weeks of each meeting of the consortium to discuss matters concerning health insurance coverage. The chairs and the co-chairs of the advisory committee will be the trustees of the consortium and will be responsible for convening the meeting.
4. Premium Costs – The Board contribution toward the plans will be:

	<u>FY'11</u>
Individual	\$ 6,211
Parent/Child	\$ 8,687
Husband/Wife	\$11,307
Family	\$14,442

The decreased employee and retiree contributions are only in effect for the FY 2011 school year.

- B. Retired administrators have the option of remaining in the group at their expense, provided they notify the Board of Education within thirty (30) days of retirement.
- C. The Board will provide to former employees who retire within fifteen (15) years or more experience with the Board, an opportunity to purchase individual health insurance through one of the Board's health care plans, with a contribution to be funded by the Board. The contribution offered will be based on the number of years of service with the Board.

Contributions will be as follows:

<u>Years of Service</u>	<u>FY'11 65 and Over</u>	<u>FY'11 Under 65</u>
30+ years	\$4,767	\$3,878
20 – 29 years	\$4,521	\$3,525
15 – 19 years	\$4,275	\$3,145

The decreased employee and retiree contributions are only in effect for the FY 2011 school year.

- D. Employees will be notified of the next year's proposed health insurance rates and costs by mid-May (May 15). This rate may change as per negotiations.
- E. Life Insurance
The Board shall pay for each teacher the full premium of \$50,000 worth of term life insurance, with an additional \$50,000 of accidental death and dismemberment coverage, for a maximum benefit of \$100,000.

ARTICLE X

GRIEVANCE PROCEDURE

- A. Purpose:
The purpose of this procedure is to secure, at the lowest possible administrative level, equitable solutions to grievances pertaining to this Negotiated Agreement.
- B. Definitions:
1. Aggrieved Party - an employee or group of employees or the Association filing a grievance.
 2. Grievance - a written statement by an aggrieved party that a controversy, dispute or disagreement of any kind or character exists arising out of or in any way involving interpretation or application of the terms of this Agreement. The grievance must be filed on the appropriate form (See Exhibit A).
 3. Employer - the Board of Education.
 4. Days - working days.
 5. Time Limits - if the employer fails to answer within the time limits provided, the grievance may be appealed to the next step. If the grievant fails to appeal within the time limits provided, it shall be deemed as acceptance of the employer's disposition of the claim.
- C. Procedure:
Any individual employee or group of employees shall have the right at any time to present grievances to their employer and to have such grievances adjusted, without the intervention of the Association as long as any adjustments found necessary are not inconsistent with the terms of the Agreement. No grievance may be submitted to arbitration without the consent of, and representation by, the Association.

- D. Procedural Steps - All grievances must be initiated within fifteen (15) days from the date of its occurrence or the date the grievant knew of the act or condition which is the basis of the complaint. The aggrieved party may file a grievance with the immediate supervisor.
1. Step 1 - The immediate supervisor shall have ten (10) days to give a written decision after receipt of the grievance.
 2. Step 2 - If the grievance is not settled in Step 1, the aggrieved party, within ten (10) days, may move it to Step 2 by written notice to the Assistant Superintendent. The Assistant Superintendent shall have ten (10) days to give a written decision after receipt of the grievance.
 3. Step 3 - If the grievance is not settled in Step 2, the aggrieved party, within ten (10) days, may move it to Step 3 by written notice to the Superintendent of Schools. The Superintendent of Schools shall have ten (10) days to give a written decision after receipt of the grievance.
 4. Step 4 - Arbitration - If the grievance is not settled in Step 3, within ten (10) days the Association may move the matter to arbitration. An arbitrator shall be selected from a requested impartial list of five (5) names from the American Arbitration Association. Both parties shall follow standard AAA procedures for the selection of the arbitrator. The parties further agree that the arbitrator's decision will constitute only a recommendation to the Board of Education.
- E. No Reprisals:
No reprisals shall be invoked against any employee for processing a grievance or participating in any way in the grievance procedure.
- F. Board Decision:
The Board shall have ten (10) days upon receipt of the arbitrator's recommendation to render its decision.

EXHIBIT A

GRIEVANCE REPORT FORM

Name of Grievant: _____

School: _____ Assignment: _____

A. Statement of Grievance:

B. Date Cause of Grievance Occurred: _____

C. Article(s) of Agreement Involved: _____

D. Relief Sought: _____

Signature of Grievant: _____

Signature of Association Representative: _____

Date Submitted: _____

E. Date Received by Immediate Supervisor: _____

F. Disposition of Immediate Supervisor: _____

Signature of Immediate Supervisor: _____

Date: _____

Board of Education of Dorchester County

A&S Salary Scale

Fiscal Year 2011

NOTE: There is no change to the salary scale for Fiscal Year 2011. All salaries are frozen at the FY 2009 level; there will be no movement on the salary scale (steps or increments); and no general salary increase will be applied to the scale.

	Vice Principal1	Vice Principal 2	Facilitator	Supervisor/ Elementary Principal	Middle School Principal	High School Principal
Step	<u>A-S I</u>	<u>A-S II</u>	<u>A-S III</u>	<u>A-S IV</u>	<u>A-S V</u>	<u>A-S VI</u>
1	58,181	68,884	71,640	79,217	80,595	81,972
2	59,169	70,055	72,857	80,564	81,965	83,366
3	60,175	71,246	74,097	81,934	83,358	84,783
4	61,198	72,458	75,356	83,326	84,776	86,224
5	62,238	73,689	76,638	84,743	86,217	87,690
6	63,296	74,942	77,940	86,183	87,683	89,181
7	64,372	76,216	79,265	87,647	89,174	90,697
8	65,467	77,512	80,613	89,137	90,689	92,240
9	66,579	78,829	81,983	90,653	92,231	93,808
10	67,712	80,170	83,377	92,194	93,799	95,403
11		81,532	84,793	93,761	95,395	97,024
12		82,919	86,235	95,355	97,016	98,673
13		84,328	87,700	96,976	98,665	100,351

Principals will receive an additional \$60 for each FTE staff based on the budget as approved by the Board of Education for the fiscal year and as indicated on the approved staffing for the school from the Finance Department. For Fiscal Year 2011, there shall be no increase if additional staff is assigned to the school; however there will be a decrease if staffing at a school is reduced.

A & S members receiving a Doctorate Degree will receive an additional step increment at the start of the next fiscal year.

This agreement shall become effective **July 1, 2010**, and remain in full force and effect through **June 30, 2011**. In the event that any portion of this Agreement is ultimately ruled invalid for any reason by an authority of established and competent legal jurisdiction, the balance and remainder of this Agreement shall remain in full force and effect.

DORCHESTER COUNTY SUPERVISORS' AND ADMINISTRATORS' ASSOCIATION

Date

President

Date

Vice President

Date

A & S Chief Negotiator

BOARD OF EDUCATION OF DORCHESTER COUNTY

Date

James M. Bishop, President

Date

Henry V. Wagner, Jr., Superintendent of Schools

Date

Gary A. McCabe, Sr., Chief Negotiator