

LOWELL SCHOOL ADMINISTRATORS ASSOCIATION
SALARY SCHEDULE
2011 - 2012 School Year

Salary Classification	Degree Level	2011 - 2012 Mid-Year	11 - 15 Years of Service	16 - 20 Years of Service	21 - 25 Years of Service	26 - 30 Years of Service	31 - 35 Years of Service	36 + Years of Service
High School Master Director of Special Education	Bachelor's	\$ 104,643	\$ 106,695	\$ 107,714	\$ 108,732	\$ 109,747	\$ 110,763	\$ 112,006
	Master's	\$ 108,496	\$ 110,548	\$ 111,567	\$ 112,586	\$ 113,601	\$ 114,616	\$ 115,859
	Master's + 15	\$ 109,163	\$ 111,215	\$ 112,233	\$ 113,252	\$ 114,267	\$ 115,282	\$ 116,526
	Master's + 30	\$ 111,434	\$ 113,486	\$ 114,505	\$ 115,523	\$ 116,539	\$ 117,554	\$ 118,797
	Master's + 60/CAGS	\$ 114,106	\$ 116,158	\$ 117,176	\$ 118,195	\$ 119,210	\$ 120,225	\$ 121,469
	Doctorate	\$ 116,780	\$ 118,832	\$ 119,850	\$ 120,869	\$ 121,884	\$ 122,899	\$ 124,143
High School Director of Curriculum & Instruction High School Coordinator of Student Support Services	Bachelor's	\$ 94,140	\$ 96,192	\$ 97,211	\$ 98,230	\$ 99,245	\$ 100,260	\$ 101,503
	Master's	\$ 98,176	\$ 100,228	\$ 101,247	\$ 102,265	\$ 103,280	\$ 104,296	\$ 105,539
	Master's + 15	\$ 98,898	\$ 100,949	\$ 101,968	\$ 102,987	\$ 104,002	\$ 105,017	\$ 106,261
	Master's + 30	\$ 101,348	\$ 103,400	\$ 104,419	\$ 105,438	\$ 106,453	\$ 107,468	\$ 108,711
	Master's + 60/CAGS	\$ 104,230	\$ 106,282	\$ 107,300	\$ 108,319	\$ 109,334	\$ 110,349	\$ 111,593
	Doctorate	\$ 107,112	\$ 109,164	\$ 110,183	\$ 111,201	\$ 112,217	\$ 113,232	\$ 114,475
Director of Athletics and Physical Education Director of Educational Technologies and Media Director of New Teacher Academy Coordinator of Extended Time Programs Coordinator of Early Childhood	Bachelor's	\$ 91,279	\$ 93,331	\$ 94,350	\$ 95,369	\$ 96,384	\$ 97,399	\$ 98,642
	Master's	\$ 95,020	\$ 97,072	\$ 98,090	\$ 99,109	\$ 100,124	\$ 101,139	\$ 102,383
	Master's + 15	\$ 95,688	\$ 97,740	\$ 98,759	\$ 99,778	\$ 100,793	\$ 101,808	\$ 103,051
	Master's + 30	\$ 97,960	\$ 100,012	\$ 101,031	\$ 102,049	\$ 103,064	\$ 104,079	\$ 105,323
	Master's + 60/CAGS	\$ 100,632	\$ 102,683	\$ 103,702	\$ 104,721	\$ 105,736	\$ 106,751	\$ 107,994
	Doctorate	\$ 103,303	\$ 105,355	\$ 106,374	\$ 107,392	\$ 108,408	\$ 109,423	\$ 110,666
Title I Director Director of Adult Education (215)	Bachelor's	\$ 90,726	\$ 92,777	\$ 93,796	\$ 94,815	\$ 95,830	\$ 96,845	\$ 98,089
	Master's	\$ 94,466	\$ 96,518	\$ 97,537	\$ 98,555	\$ 99,570	\$ 100,586	\$ 101,829
	Master's + 15	\$ 95,134	\$ 97,186	\$ 98,204	\$ 99,223	\$ 100,238	\$ 101,253	\$ 102,497
	Master's + 30	\$ 97,405	\$ 99,457	\$ 100,476	\$ 101,494	\$ 102,510	\$ 103,525	\$ 104,768
	Master's + 60/CAGS	\$ 100,077	\$ 102,129	\$ 103,147	\$ 104,166	\$ 105,181	\$ 106,196	\$ 107,440
	Doctorate	\$ 102,748	\$ 104,800	\$ 105,819	\$ 106,838	\$ 107,853	\$ 108,868	\$ 110,111
Middle School Assistant Principal High School Housemaster Director of McDonough Freshman Academy	Bachelor's	\$ 90,033	\$ 92,085	\$ 93,103	\$ 94,122	\$ 95,137	\$ 96,152	\$ 97,396
	Master's	\$ 93,891	\$ 95,943	\$ 96,962	\$ 97,981	\$ 98,996	\$ 100,011	\$ 101,254
	Master's + 15	\$ 94,581	\$ 96,633	\$ 97,652	\$ 98,671	\$ 99,686	\$ 100,701	\$ 101,944
	Master's + 30	\$ 96,925	\$ 98,976	\$ 99,995	\$ 101,014	\$ 102,029	\$ 103,044	\$ 104,287
	Master's + 60/CAGS	\$ 99,679	\$ 101,731	\$ 102,750	\$ 103,769	\$ 104,784	\$ 105,799	\$ 107,042
	Doctorate	\$ 102,435	\$ 104,487	\$ 105,506	\$ 106,525	\$ 107,540	\$ 108,555	\$ 109,798

LOWELL SCHOOL ADMINISTRATORS ASSOCIATION
SALARY SCHEDULE
2011 - 2012 School Year

Salary Classification	Degree Level	2011 - 2012 Mid-Year	11 - 15 Years of Service	16 - 20 Years of Service	21 - 25 Years of Service	26 - 30 Years of Service	31 - 35 Years of Service	36 + Years of Service
Department Chair (195)	Bachelor's	\$ 87,751	\$ 89,803	\$ 90,822	\$ 91,840	\$ 92,855	\$ 93,870	\$ 95,114
	Master's	\$ 91,511	\$ 93,563	\$ 94,582	\$ 95,600	\$ 96,615	\$ 97,631	\$ 98,874
	Master's + 15	\$ 92,183	\$ 94,235	\$ 95,254	\$ 96,273	\$ 97,288	\$ 98,303	\$ 99,546
	Master's + 30	\$ 94,467	\$ 96,519	\$ 97,537	\$ 98,556	\$ 99,571	\$ 100,586	\$ 101,830
	Master's + 60/CAGS	\$ 97,151	\$ 99,203	\$ 100,222	\$ 101,241	\$ 102,256	\$ 103,271	\$ 104,514
	Doctorate	\$ 99,837	\$ 101,889	\$ 102,907	\$ 103,926	\$ 104,941	\$ 105,956	\$ 107,200
Assistant Administrator of Special Education	Bachelor's	\$ 87,524	\$ 89,576	\$ 90,594	\$ 91,613	\$ 92,628	\$ 93,643	\$ 94,887
	Master's	\$ 91,264	\$ 93,316	\$ 94,335	\$ 95,353	\$ 96,369	\$ 97,384	\$ 98,627
	Master's + 15	\$ 91,932	\$ 93,984	\$ 95,002	\$ 96,021	\$ 97,036	\$ 98,051	\$ 99,295
	Master's + 30	\$ 94,203	\$ 96,255	\$ 97,274	\$ 98,293	\$ 99,308	\$ 100,323	\$ 101,566
	Master's + 60/CAGS	\$ 96,875	\$ 98,927	\$ 99,945	\$ 100,964	\$ 101,979	\$ 102,994	\$ 104,238
	Doctorate	\$ 99,548	\$ 101,599	\$ 102,618	\$ 103,637	\$ 104,652	\$ 105,667	\$ 106,910
Elementary School Assistant Principal	Bachelor's	\$ 87,099	\$ 89,151	\$ 90,170	\$ 91,189	\$ 92,204	\$ 93,219	\$ 94,462
	Master's	\$ 90,959	\$ 93,011	\$ 94,030	\$ 95,048	\$ 96,064	\$ 97,079	\$ 98,322
	Master's + 15	\$ 91,648	\$ 93,700	\$ 94,718	\$ 95,737	\$ 96,752	\$ 97,767	\$ 99,011
	Master's + 30	\$ 93,990	\$ 96,042	\$ 97,060	\$ 98,079	\$ 99,094	\$ 100,109	\$ 101,353
	Master's + 60/CAGS	\$ 96,747	\$ 98,799	\$ 99,818	\$ 100,836	\$ 101,851	\$ 102,867	\$ 104,110
	Doctorate	\$ 99,504	\$ 101,556	\$ 102,575	\$ 103,593	\$ 104,609	\$ 105,624	\$ 106,867
Coordinator of:	Bachelor's	\$ 86,564	\$ 88,616	\$ 89,635	\$ 90,653	\$ 91,669	\$ 92,684	\$ 93,927
Educational Television Programs	Master's	\$ 90,303	\$ 92,355	\$ 93,374	\$ 94,393	\$ 95,408	\$ 96,423	\$ 97,666
Guidance	Master's + 15	\$ 90,973	\$ 93,025	\$ 94,044	\$ 95,063	\$ 96,078	\$ 97,093	\$ 98,336
Mathematics (K-12)	Master's + 30	\$ 93,244	\$ 95,296	\$ 96,314	\$ 97,333	\$ 98,348	\$ 99,363	\$ 100,607
Reading & Language Arts (K-12)	Master's + 60/CAGS	\$ 95,915	\$ 97,967	\$ 98,986	\$ 100,005	\$ 101,020	\$ 102,035	\$ 103,278
Research, Testing & Assessment	Doctorate	\$ 98,586	\$ 100,638	\$ 101,656	\$ 102,675	\$ 103,690	\$ 104,705	\$ 105,949
Parent Information Center								
Professional Development								
School Improvement & Accountability	Family Resource Center							
Services for English Language Learners	Mathematics (Pre-K - 4)				English Language Arts & Literacy (Pre-K - 4)			
Induction Programs	Mathematics (5 - 12)				English Language Arts & Literacy (5 - 12)			
Special Programs	Science/Social Studies (Pre-K - 12)				English Language Learner Programs			

LOWELL SCHOOL ADMINISTRATORS ASSOCIATION
SALARY SCHEDULE
2011 - 2012 School Year

Salary Classification	Degree Level	2011 - 2012 Mid-Year	11 - 15 Years of Service	16 - 20 Years of Service	21 - 25 Years of Service	26 - 30 Years of Service	31 - 35 Years of Service	36 + Years of Service
Director of Adult Education (200 Days)	Bachelor's	\$ 96,062	\$ 98,306	\$ 99,421	\$ 100,537	\$ 101,648	\$ 102,759	\$ 104,003
	Master's	\$ 100,243	\$ 102,487	\$ 103,602	\$ 104,717	\$ 105,828	\$ 106,940	\$ 108,183
	Master's + 15	\$ 100,990	\$ 103,234	\$ 104,349	\$ 105,464	\$ 106,576	\$ 107,687	\$ 108,930
	Master's + 30	\$ 103,528	\$ 105,772	\$ 106,887	\$ 108,002	\$ 109,113	\$ 110,225	\$ 111,468
	Master's + 60/CAGS	\$ 106,511	\$ 108,755	\$ 109,871	\$ 110,986	\$ 112,097	\$ 113,208	\$ 114,452
	Doctorate	\$ 109,496	\$ 111,740	\$ 112,856	\$ 113,971	\$ 115,082	\$ 116,193	\$ 117,437
Alternative School Coordinator (190 / 195)	Bachelor's	\$ 84,876	\$ 86,928	\$ 87,946	\$ 88,965	\$ 89,980	\$ 90,995	\$ 92,239
	Master's	\$ 88,637	\$ 90,689	\$ 91,708	\$ 92,726	\$ 93,742	\$ 94,757	\$ 96,000
	Master's + 15	\$ 89,308	\$ 91,360	\$ 92,379	\$ 93,398	\$ 94,413	\$ 95,428	\$ 96,671
	Master's + 30	\$ 91,592	\$ 93,644	\$ 94,662	\$ 95,681	\$ 96,696	\$ 97,711	\$ 98,955
	Master's + 60/CAGS	\$ 94,277	\$ 96,329	\$ 97,348	\$ 98,367	\$ 99,382	\$ 100,397	\$ 101,640
	Doctorate	\$ 96,962	\$ 99,014	\$ 100,032	\$ 101,051	\$ 102,066	\$ 103,081	\$ 104,325
Specialist for: ELL Research & Testing Community Outreach & Support of ELL Lowell High School Testing and Assessment Coordinator	Bachelor's	\$ 78,818	\$ 80,870	\$ 81,889	\$ 82,907	\$ 83,922	\$ 84,938	\$ 86,181
	Master's	\$ 82,560	\$ 84,612	\$ 85,630	\$ 86,649	\$ 87,664	\$ 88,679	\$ 89,923
	Master's + 15	\$ 83,227	\$ 85,279	\$ 86,298	\$ 87,317	\$ 88,332	\$ 89,347	\$ 90,590
	Master's + 30	\$ 85,498	\$ 87,549	\$ 88,568	\$ 89,587	\$ 90,602	\$ 91,617	\$ 92,861
	Master's + 60/CAGS	\$ 88,172	\$ 90,223	\$ 91,242	\$ 92,261	\$ 93,276	\$ 94,291	\$ 95,534
	Doctorate	\$ 90,843	\$ 92,895	\$ 93,914	\$ 94,932	\$ 95,948	\$ 96,963	\$ 98,206
Crisis Intervention Specialist Board-Certified Behavior Specialist	Bachelor's	\$ 75,714	\$ 77,766	\$ 78,785	\$ 79,803	\$ 80,818	\$ 81,834	\$ 83,077
	Master's	\$ 79,685	\$ 81,737	\$ 82,755	\$ 83,774	\$ 84,789	\$ 85,804	\$ 87,048
	Master's + 15	\$ 80,393	\$ 82,445	\$ 83,464	\$ 84,482	\$ 85,498	\$ 86,513	\$ 87,756
	Master's + 30	\$ 82,802	\$ 84,854	\$ 85,872	\$ 86,891	\$ 87,906	\$ 88,921	\$ 90,165
	Master's + 60/CAGS	\$ 85,638	\$ 87,690	\$ 88,709	\$ 89,727	\$ 90,743	\$ 91,758	\$ 93,001
	Doctorate	\$ 88,474	\$ 90,525	\$ 91,544	\$ 92,563	\$ 93,578	\$ 94,593	\$ 95,836
Evaluation Team Chairperson School Psychologist **	Bachelor's	\$ 74,344	\$ 76,396	\$ 77,414	\$ 78,433	\$ 79,448	\$ 80,463	\$ 81,707
	Master's	\$ 78,313	\$ 80,365	\$ 81,384	\$ 82,402	\$ 83,418	\$ 84,433	\$ 85,676
	Master's + 15	\$ 79,022	\$ 81,074	\$ 82,092	\$ 83,111	\$ 84,126	\$ 85,141	\$ 86,385
	Master's + 30	\$ 81,433	\$ 83,484	\$ 84,503	\$ 85,522	\$ 86,537	\$ 87,552	\$ 88,796
	Master's + 60/CAGS	\$ 84,267	\$ 86,319	\$ 87,337	\$ 88,356	\$ 89,371	\$ 90,386	\$ 91,630
	Doctorate	\$ 87,103	\$ 89,155	\$ 90,174	\$ 91,192	\$ 92,208	\$ 93,223	\$ 94,466

LOWELL SCHOOL ADMINISTRATORS ASSOCIATION
SALARY SCHEDULE
2011 - 2012 School Year

Salary Classification	Degree Level	2011 - 2012 Mid-Year	11 - 15 Years of Service	16 - 20 Years of Service	21 - 25 Years of Service	26 - 30 Years of Service	31 - 35 Years of Service	36 + Years of Service
District Support Specialist	Bachelor's	\$ 74,234	\$ 76,286	\$ 77,305	\$ 78,324	\$ 79,339	\$ 80,354	\$ 81,597
	Master's	\$ 78,205	\$ 80,257	\$ 81,275	\$ 82,294	\$ 83,309	\$ 84,324	\$ 85,568
Student Support Services Specialist / LHS	Master's + 15	\$ 78,912	\$ 80,964	\$ 81,982	\$ 83,001	\$ 84,016	\$ 85,031	\$ 86,275
Discipline and Operations Specialist / LHS	Master's + 30	\$ 81,322	\$ 83,374	\$ 84,393	\$ 85,411	\$ 86,427	\$ 87,442	\$ 88,685
McDonough Freshman Academy Student Support	Master's + 60/CAGS	\$ 84,157	\$ 86,209	\$ 87,228	\$ 88,246	\$ 89,261	\$ 90,277	\$ 91,520
Services Specialist	Doctorate	\$ 86,994	\$ 89,046	\$ 90,065	\$ 91,084	\$ 92,099	\$ 93,114	\$ 94,357
Teaching Principal	Bachelor's	\$ 71,368	\$ 73,420	\$ 74,438	\$ 75,457	\$ 76,472	\$ 77,487	\$ 78,731
	Master's	\$ 75,129	\$ 77,181	\$ 78,199	\$ 79,218	\$ 80,233	\$ 81,248	\$ 82,492
	Master's + 15	\$ 75,800	\$ 77,852	\$ 78,871	\$ 79,890	\$ 80,905	\$ 81,920	\$ 83,163
	Master's + 30	\$ 78,447	\$ 80,499	\$ 81,517	\$ 82,536	\$ 83,551	\$ 84,566	\$ 85,810
	Master's + 60/CAGS	\$ 80,772	\$ 82,824	\$ 83,843	\$ 84,861	\$ 85,876	\$ 86,891	\$ 88,135
	Doctorate	\$ 83,457	\$ 85,509	\$ 86,528	\$ 87,546	\$ 88,562	\$ 89,577	\$ 90,820
Social Worker	Bachelor's	\$ 70,481	\$ 72,533	\$ 73,552	\$ 74,570	\$ 75,586	\$ 76,601	\$ 77,844
	Master's	\$ 74,244	\$ 76,295	\$ 77,314	\$ 78,333	\$ 79,348	\$ 80,363	\$ 81,607
School Psychologist **	Master's + 15	\$ 74,915	\$ 76,967	\$ 77,985	\$ 79,004	\$ 80,019	\$ 81,034	\$ 82,278
	Master's + 30	\$ 77,199	\$ 79,251	\$ 80,270	\$ 81,288	\$ 82,303	\$ 83,319	\$ 84,562
	Master's + 60/CAGS	\$ 79,885	\$ 81,937	\$ 82,956	\$ 83,975	\$ 84,990	\$ 86,005	\$ 87,248
	Doctorate	\$ 82,572	\$ 84,624	\$ 85,642	\$ 86,661	\$ 87,676	\$ 88,691	\$ 89,935
Guidance Counselor	Bachelor's	\$ 70,462	\$ 72,514	\$ 73,533	\$ 74,551	\$ 75,566	\$ 76,582	\$ 77,825
	Master's	\$ 74,222	\$ 76,274	\$ 77,293	\$ 78,311	\$ 79,327	\$ 80,342	\$ 81,585
Behavior Specialist	Master's + 15	\$ 74,893	\$ 76,945	\$ 77,964	\$ 78,983	\$ 79,998	\$ 81,013	\$ 82,256
	Master's + 30	\$ 77,177	\$ 79,229	\$ 80,247	\$ 81,266	\$ 82,281	\$ 83,296	\$ 84,540
	Master's + 60/CAGS	\$ 79,862	\$ 81,914	\$ 82,933	\$ 83,952	\$ 84,967	\$ 85,982	\$ 87,225
	Doctorate	\$ 82,548	\$ 84,600	\$ 85,619	\$ 86,637	\$ 87,652	\$ 88,668	\$ 89,911
Instructional Specialist	Bachelor's	\$ 70,358	\$ 72,410	\$ 73,429	\$ 74,447	\$ 75,462	\$ 76,478	\$ 77,721
Literacy Specialist	Master's	\$ 74,119	\$ 76,171	\$ 77,190	\$ 78,209	\$ 79,224	\$ 80,239	\$ 81,482
Reading Specialist	Master's + 15	\$ 74,789	\$ 76,841	\$ 77,860	\$ 78,879	\$ 79,894	\$ 80,909	\$ 82,152
Management Information Specialist	Master's + 30	\$ 77,073	\$ 79,125	\$ 80,143	\$ 81,162	\$ 82,177	\$ 83,192	\$ 84,436
Mathematics Specialist	Master's + 60/CAGS	\$ 79,758	\$ 81,810	\$ 82,829	\$ 83,848	\$ 84,863	\$ 85,878	\$ 87,121
	Doctorate	\$ 82,446	\$ 84,498	\$ 85,517	\$ 86,536	\$ 87,551	\$ 88,566	\$ 89,809

LOWELL SCHOOL ADMINISTRATORS ASSOCIATION
SALARY SCHEDULE
2011 - 2012 School Year

Salary Classification	Degree Level	2011 - 2012 Mid-Year	11 - 15 Years of Service	16 - 20 Years of Service	21 - 25 Years of Service	26 - 30 Years of Service	31 - 35 Years of Service	36 + Years of Service
Library Media Specialist	Bachelor's	\$ 65,384	\$ 67,436	\$ 68,455	\$ 69,474	\$ 70,489	\$ 71,504	\$ 72,747
	Master's	\$ 69,144	\$ 71,196	\$ 72,215	\$ 73,234	\$ 74,249	\$ 75,264	\$ 76,507
	Master's + 15	\$ 69,817	\$ 71,869	\$ 72,887	\$ 73,906	\$ 74,921	\$ 75,936	\$ 77,180
	Master's + 30	\$ 72,101	\$ 74,153	\$ 75,172	\$ 76,190	\$ 77,205	\$ 78,221	\$ 79,464
	Master's + 60/CAGS	\$ 74,838	\$ 76,890	\$ 77,908	\$ 78,927	\$ 79,942	\$ 80,957	\$ 82,201
	Doctorate	\$ 77,604	\$ 79,656	\$ 80,674	\$ 81,693	\$ 82,708	\$ 83,723	\$ 84,967
Attendance Officer	Bachelor's	\$ 64,508	\$ 66,560	\$ 67,579	\$ 68,598	\$ 69,613	\$ 70,628	\$ 71,871
	Master's	\$ 68,271	\$ 70,323	\$ 71,341	\$ 72,360	\$ 73,375	\$ 74,390	\$ 75,634
	Master's + 15	\$ 68,941	\$ 70,993	\$ 72,011	\$ 73,030	\$ 74,045	\$ 75,060	\$ 76,304
	Master's + 30	\$ 71,225	\$ 73,277	\$ 74,296	\$ 75,314	\$ 76,329	\$ 77,345	\$ 78,588
	Master's + 60/CAGS	\$ 73,911	\$ 75,963	\$ 76,982	\$ 78,001	\$ 79,016	\$ 80,031	\$ 81,274
	Doctorate	\$ 76,600	\$ 78,652	\$ 79,671	\$ 80,689	\$ 81,705	\$ 82,720	\$ 83,963

** Effective as of July 1, 2003, all newly hired or newly appointed School Psychologists and all incumbent School Psychologists who opted to work a 190 day school year shall be paid at the same level as the Evaluation Team Chairpersons and all incumbent School Psychologists as of July 1, 2003, who opted to continue to work a 180 day school year shall be paid at the same level as the Social Workers.