

MEMORANDUM OF AGREEMENT
BETWEEN
LOWELL SCHOOL COMMITTEE
AND
LOWELL SCHOOL ADMINISTRATORS ASSOCIATION

The negotiators for the Lowell School Committee and the Lowell School Administrators Association, having bargained collectively, hereby agree to extend the July 1, 2002 – June 30, 2004 collective bargaining agreement between the parties for the further two year period from July 1, 2004 through June 30, 2006 with the modifications that are set forth below. This Agreement is subject to ratification by the School Committee and by the members of the Administrators Association. The Superintendent of Schools agrees to recommend ratification of this Memorandum of Agreement to the School Committee and the Negotiating Committee of the Administrators Association agrees to recommend ratification of this Memorandum of Agreement to the membership of the Administrators Association.

1. Assault/Battery Pay (Article VIII)

Insert the following provision as a new Section 8-07 of Article VII and renumber all subsequent sections accordingly:

Any Administrator who is injured or disabled as a result of an assault and battery while acting in the course of his/her employment shall apply for worker's compensation. If an Administrator is incapacitated as a result of a workplace assault, he/she shall be compensated by the School Committee for the difference between the worker's compensation rate and the Administrator's normal rate of pay without regard to the Administrator's sick leave benefits.

2. Attendance Incentive/Sick Leave Buyback (Article VIII)

Insert the following provision as a new Section 8-08 of Article VIII and renumber all subsequent sections accordingly:

At the conclusion of each school year, each Administrator, at his/her option, may "buy-back" sick leave days in the following manner:

<u>Sick Days Taken</u>	<u>Buy-Back</u>
0	Up to 5 days
1	Up to 4 days
2	Up to 3 days
3	Up to 2 days
4	1 day

For the purpose of this provision, the rate of compensation shall be the current per diem rate of a day-to-day substitute teacher. Sick leave days bought back shall be deducted from the Administrator's accumulated sick leave.

3. Sick Leave Documentation/Verification (Article VIII)

Insert the following as a new Section 8-09 and renumber all subsequent sections in Article VIII accordingly:

The Administrators Association shall be represented on the Joint Study Committee that was established in the 2004 UTL contract negotiations to review procedures for the documentation or verification that is necessary for long term illness. The parties agree to reopen negotiations on this issue for the 2005/2006 school year in order to consider the recommendation of the Joint Study Committee.

4. Posting Positions (Article XII)

A. Amend the last sentence of Section 12-01 to read as follows:

Except during the months of July and August, no such vacancy shall be filled earlier than upon the expiration of twenty (20) calendar days from the date of delivery of such notice to the President of the Association.

B. Section 12-04 shall be amended to read as follows:

No such vacancy shall be filled during the months of July and August earlier than upon the expiration of ten (10) business days (two

calendar weeks exclusive of legal holidays) from the date on which the Personnel Office emails or faxes the notice of a summer posting to the President of the Association or his/her designee.

5. Work Year (Article XIII)

A. Amend Section 13.02 to read as follows:

- (1) The work year for all administrative classifications that have work years in excess of 180 days shall be as listed below. However, incumbents as of the date of the ratification of the Memorandum of Agreement dated April 2, 2003 in those classifications which have a shorter work year in parentheses immediately following the specified work year for those classifications shall be "grandfathered" at that lower work year for as long as they remain employed in those classifications unless they voluntarily agree to work the longer specified work year for which a higher salary is paid for working the longer work year in those classifications:

Administrator of Athletics	215 days
Administrator of Special Education	215 days
Title I Director	215 days (190)
Director of Adult Education	215 days (180)
Director of New Teacher Academy	215 days
Administrator of Educational Technology	215 days
Early Childhood Coordinator	215 days
Coordinator of Extended Time Programs	215 days
Coordinators of:	
Educational TV	212 days

Guidance	212 days
Staff Development	212 days
Induction Programs	212 days
Parent Information Center	212 days
K-12 Math	212 days
K-12 Reading/Language Arts	212 days
Research/Assessment	212 days
School Improvement/Accountability	212 days
Services for English Language Learners	212 days
Lau Testing Specialist	212 days
Testing and Assessment Coordinator/LHS	212 days
High School Master	205 days
Coordinator of Student Support Services/LHS	205 days
Director of Curriculum and Instruction/LHS	205 days
Assistant Administrator of Special Education	200 days
Academic Department Chairperson	195 days (190)
Alternative School Coordinator	195 days (190)
Assistant Early Childhood Coordinator	195 days
District Support Specialist	195 days
Student Support Services Specialist/LHS	195 days

Elementary School Assistant Principal	195 days
Middle School Assistant Principal	195 days
Behavior Modification Specialist	190 days
Crisis Intervention Specialist	190 days
Evaluation Team Chairperson	190 days
Guidance Counselor	190 days
High School Housemaster	190 days
Instructional Specialist	190 days
Literacy Specialist	190 days
Management Information Specialist	190 days
Reading Specialist	190 days
School Psychologist	190 days (180)
Social Worker	190 days (180)

- (2) Personal days shall not be taken during the period between July 1 and the first scheduled school day for students in September, but sick leave days may be taken during such period.
- (3) For any administrative classification that is not listed in Section (1), the work year shall consist of 185 scheduled school days with 180 of such days to be worked.
- (4) The twenty-five (25) days beyond the school year in the High School Master's work year shall be scheduled as follows:

- a. The five (5) days immediately after the end of the school year.
 - b. Five (5) days during the month of July to be scheduled by agreement between the Headmaster and the Master.
 - c. The ten (10) days prior to the start of the school year that begin with the Leadership Academy.
 - d. Five (5) additional days beyond the school year to be scheduled by agreement between the Headmaster and the Master.
- (5) The 195 day work year for the Elementary School Assistant Principals and the Middle School Assistant Principals shall consist of the ten (10) days immediately prior to the start of the school year, the 180 day school year and the five (5) days immediately after the end of the school year.
 - (6) The 195 day work year for the District Support Specialists shall consist of the ten (10) days immediately prior to the start of the school year, the 180 day school year and the five (5) days immediately after the end of the school year.
 - (7) The 190 day work year for the Literacy Specialists and the Instructional Specialists shall consist of the ten (10) days immediately prior to the start of the school year and the 180 day school year.
 - (8) The 190 day work year for the Behavior Modification Specialists shall consist of the five (5) days immediately prior to the start of the school year, the 180 day school year and the five (5) days immediately after the end of the school year.
 - (9) The 190 day work year for the Guidance Counselors at both the Middle Schools and the High School shall consist of the five (5) days immediately prior to the start of the school year, the 180 day school year and the five (5) days immediately after the end of the school year.

- (a) The Coordinator of Student Support Services at Lowell High School may request that a Guidance Counselor at the High School alter his/her work hours and work days so that he/she can be available to meet with parents and students outside of the regular work day or work year; for example,
 - i. for three (3) hours a day during days beyond their normal work year; or
 - ii. from the close of school to 6:30 p.m.
- (b) In those cases in which a Guidance Counselor accepts the request of the Coordinator of Student Support Services, the Coordinator and the Guidance Counselor will agree upon a corresponding number of hours during the regular work day and/or regular work year when the Counselor will be excused for work. The option of whether or not to accept the Coordinator's request to alter his/her work days or work hours is entirely at the discretion of the Guidance Counselor and no adverse action shall be taken in the case of a Guidance Counselor who exercises his/her option not to accept the Coordinator's request.
- (c) The foregoing compensatory time off provision will not be applicable to major high school events in the evening in which the participation of Administrators and Guidance Counselors is expected but not mandated; examples of such events would be College Fairs, Honors Night and Financial Aid Night. However, compensatory time off will be granted to College Relations Guidance Counselors for evening work that is specific to their role and for which College Relations Guidance Counselors have major organizing responsibility; examples of such events are Scholarship Night, Financial Aid Night and College Fairs. In other words, Guidance Counselors who plan, organize and coordinate college relations night activities will continue to receive compensatory time off for such planning,

organizing and coordinating whereas those other Guidance Counselors who are expected, but not mandated, to attend such events will not, in accordance with the existing established practice, receive compensatory time off for their attendance at such events.

- (10) The work year for all other classifications with a work year of 190 days or more shall, unless otherwise specified herein, be scheduled in accordance with the existing practice.

B. Amend Section 13-03 to read as follows:

All Administrators shall be required to work on one (1) orientation day prior to commencing their regular work schedules. All Administrators whose contractual work year is 190 days or less and the following three classifications whose work year is 195 days – the Elementary School Assistant Principals, the Middle School Assistant Principals and the District Support Specialists – have had one (1) day's per diem salary added to their annual salaries on the Administrative Salary Schedule in Appendix A in order to compensate them for the orientation day. All other Administrators whose contractual work year is more than 190 days shall have the orientation day counted as one of the work days in their contractual work year.

6. Reduction In Force (Article XX)

Add the following classifications to the list of multiple position classifications in Section 20-03:

Attendance Officers
District Support Specialists
Instructional Specialists
Literacy Specialists
Reading Specialists

7. Title I Administrators (Article XXIX)

The following shall be added to the contract as a new Article XXIX which shall be entitled "Title I Administrators."

Effective as of July 1, 2004, the three Title I Facilitators shall be reclassified as District Support Specialists and they shall work a 195 day work year at the adjusted salary level for the District Support Specialists that is provided for in this Agreement. Their seniority, professional status and all other statutory and/or contractual rights and benefits as Title I Facilitators shall be carried over intact into their new classification as District Support Specialists.

The professional roles and responsibilities of the Title I Director and the one Facilitator who is still assigned to the Title I Program shall continue to be discussed with the Deputy Superintendent as they evolve to meet the changing needs of the School Department.

8. Professional Development

The following provisions shall be added to the contract as a new Article XXX which shall be entitled "Professional Development":

30-01 Upon at least three (3) months' notice, an Administrator's Principal or other immediate supervisor may require the Administrator's attendance at up to twenty (20) hours of professional development per year. In those cases in which an Administrator has more than one (1) immediate supervisor, the Superintendent will designate one of the Administrator's supervisors as the only supervisor who can require his/her attendance at professional development sessions pursuant to this Article.

30-02 Participation in such professional development sessions can only be required at the following times:

- (a) For up to two (2) hours after school on a regular school day; such sessions will begin reasonably contiguous to the end of the school day, generally within one-half (1/2) hour thereof.
- (b) For those Administrators whose regular work year is 180 days, for up to four (4) hours a day either during the five (5) week days (exclusive of legal holidays) immediately after the end of the school year or during the five (5) week days (exclusive of legal holidays) immediately prior to the start of the school year.

- (c) For all other Administrators, for up to four (4) hours a day during the five (5) week days (exclusive of legal holidays) immediately prior to the start of the school year.

- 30-03 In any instance in which an Administrator cannot participate in a professional development session of any kind due to an essential prior commitment and he/she is unable to arrange a reasonable accommodation with his/her Principal or immediate supervisor, the Administrator may appeal directly to the Superintendent or his/her designee.
- 30-04 Attendance at all professional development sessions of any kind shall be compensated at the hourly rate for In-Service Training that is set forth in Section 5-10 of Article V.

9. Superintendent/Executive Board Meetings (Article XXXI)

Add the following Article to the contract as a new Article XXXI which shall be entitled "Superintendent/Executive Board Meetings":

- 31-01 Regular monthly meetings of the Superintendent and the Association's Executive Board shall be held to discuss matters of mutual concern regarding educational, professional, contractual and other employment issues.

10. Guidance Counselors

- A. In order to help alleviate the working conditions of the Guidance Counselors in the Middle Schools, the Superintendent, as part of this Memorandum of Agreement, will request that the School Committee appropriate the funds necessary to employ clerical workers to assist the Guidance Counselors at the seven largest Middle Schools. If the School Committee fails to appropriate the funds necessary for this purpose, ways and means of reducing or evening out the workload of the Guidance Counselors at the Middle Schools shall be discussed during the monthly meetings of the Superintendent and the Executive Board that are provided for in ¶9 of this Memorandum of Agreement.

- B. The reference to the scheduling of the 190 day work year for the Guidance Counselors that currently appears in Section 13-02 (at the top of page 20 of the contract booklet) shall be revised to read as follows:

The 190 day work year for the Guidance Counselors at both the Middle Schools and the High School shall consist of the five (5) days immediately prior to the start of the school year, the 180 day school year and the five (5) days immediately after the end of the school year.

11. Pilot Program for School-Based IEPs

The School-Based IEP Pilot Program is currently being evaluated. Upon the conclusion of that evaluation, the parties shall resume negotiations on the role and salary level of Assistant Principals who participate in the school-based IEP program. Such negotiations shall take into account whatever findings and recommendations are included in the evaluation report.

12. Sick Leave Redemption Upon Resignation or Retirement (Article V, Section 5-07)

Add the following two paragraphs to Section 5-04 (the former Section 5-07):

Administrators who notify the Superintendent of their resignation or retirement on or before January 15th of the year in which they plan to resign or retire will have the option of receiving their sick leave redemption amount in either one of the following two ways:

- (a) In a single lump sum payment on July 1 of the year of their resignation or retirement; or
- (b) In two equal payments of 50% of the total with the first such payment being made on July 1 of the year of their resignation or retirement and with the second such payment being made six months later on the following January 1.

Administrators who do not notify the Superintendent of their resignation or retirement until after January 15 of the year in which they plan to resign or retire shall receive their sick leave redemption

amount in two equal payments of 50% of the total with the first such payment being made on July 1 of the year of their resignation or retirement and the second such payment being made one year later on the following July 1.

13. Compensation (Article V)

- A. Prior to the application of the first general salary increase which will take effect as of July 1, 2004 as set forth in the new Section 5-01, the following adjustments shall be made in the base salaries of the classifications that are set forth below:
 - 1. The one extra day's per diem for working on one (1) orientation day prior to the commencement of their regular work year that is provided for in Section 13-03 shall be incorporated into the annual base salaries of the following administrative classifications:
 - (a) All classifications with a work year of 180 days.
 - (b) The Elementary School Assistant Principals.
 - (c) The Middle School Assistant Principals.
 - (d) The District Support Specialists (including the three former Title I Facilitators).
 - 2. The work year for the Assistant Principals at both the Elementary Schools and the Middle Schools shall be increased by five (5) days to 195 days (the school year plus the five (5) days after and the ten (10) days before) and their annual salary levels shall be increased by five (5) days per diem computed on the basis of a 190 day work year.
 - 3. The per diem salaries of the Coordinator of Student Support Services and the Director of Curriculum and Instruction at Lowell High School shall be increased to the same level as that of the Housemasters at the High School and their annual salary levels shall be adjusted accordingly.

4. The work year of the District Support Specialists, (which classification includes the three former Title I Facilitators) shall be increased by five (5) days to 195 days (the school year plus the five (5) days after and the ten (10) days before). The increase in the work year for this classification will result in an increase of fifteen (15) days in the work year of the former Title I Facilitators. The salary level for the consolidated District Support Specialist classification shall be increased by ten (10) days per diem computed on the basis of the 180 day work year of the former Title I Facilitators.
- B. Sections 5-02 and 5-03 shall be deleted from Article V since all of the adjustments provided for in those sections have already been incorporated into the Administrative Salary Schedules that will be set forth in Appendix A of the new Agreement. All subsequent sections of Article V shall be renumbered accordingly.
- C. Section 5-04, which provides for service stipends for administrators with twenty (20) and thirty (30) years of combined teaching and/or administrative service in the Lowell Public Schools, shall also be deleted from Article V and shall be replaced by the service lanes for 11-20, 21-30 and 31 or more years of service that will be referenced in the new Section 5-01 and that will be incorporated in the Administrative Salary Schedules in Appendix A. All subsequent sections of Article V shall be renumbered accordingly.
- D. Amend Section 5-01 to read as follows:

Administrators' salaries during the term of this Agreement shall be as set forth in the Salary Schedules designated as Appendix A that are attached hereto and made a part hereof. All preexisting salary stipends which have not already been incorporated into the annual salaries shall be folded into and become a part of the annual salaries for those classifications. All salaries, including those which have been adjusted pursuant to the Memorandum of Agreement that resulted in this Agreement, shall then be increased in the manner or amounts as of the dates set forth below:

July 1, 2004

- (1) One day's per diem salary shall be incorporated into the June 30, 2004 salaries for all classifications with a work year of 190 days and also into the June 30, 2004 salaries for the Elementary School Assistant Principals, the Middle School Assistant Principals and the District Support Specialists which will all have a work year of 195 days.
- (2) After the foregoing per diem adjustment, the annual base salaries for all classifications at all levels shall be increased by \$500.
- (3) A salary lane for Administrators with 11-20 years of combined teaching and/or administrative service in the Lowell Public Schools which is \$500 higher than the annual base salary for all classifications at all levels shall be added to the salary schedule for all classifications.
- (4) A salary lane for Administrators with 21-30 years of combined teaching and/or administrative service in the Lowell Public Schools which is \$1500 higher than the annual base salary for all classifications at all levels shall be added to the salary schedule for all classifications.
- (5) A salary lane for Administrators with 31 or more years of combined teaching and/or administrative service in the Lowell Public Schools which is \$2000 higher than the annual base salary for all classifications at all levels shall be added to the salary schedule for all classifications.

91st Day of the 2004/2005 School Year

- (1) All salaries for all classifications in all salary lanes shall be increased by 1.25%.
- (2) \$1000 shall be added to the adjusted salary lanes for all Administrators with 11-20 years of service which will

bring the total differential for that lane to \$1506 for all classifications at all levels.

- (3) \$1500 shall be added to the adjusted salary lanes for all Administrators with 21-30 years of service which will bring the total differential to \$3019 for that lane for all classifications at all levels.
- (4) \$2500 shall be added to the adjusted salary lanes for all Administrators with 31 or more years of service which will bring the total differential for that lane to \$4525 for all classifications at all levels.

July 1, 2005

- (1) All salaries for all classifications in all salary lanes shall be increased by 3%.

E. Amend Section 5-02 (the former Section 5-05) to read as follows:

In order to properly compensate those High School Building Administrators whose work day has been extended as a result of the staggered start/stop schedule at the start of the 2002 – 2003 school year, the salaries shown on the contractual Salary Schedule for the following classifications shall be augmented by 5% as of July 1, 2004:

Administrator of Athletics

Coordinator of Student Support Services

Director of Curriculum and Instruction

District Support Specialist for Guidance
and the Alternative High School

Housemaster

Master

The augmented salary levels for these classifications shall remain in effect through June 30, 2005 or until the Superintendent determines that the Administrators in these classifications should revert to their respective regular working schedules, whichever is later.

- F. The hourly rate of compensation for In-Service Training that is provided for in Section 5-10 (the former Section 5-13) shall be increased by \$5.00 to \$32.50 per hour.
- G. A new Section 5-12 shall be added to Article V which shall provide as follows:

Any Administrator who performs the duties of a lead teacher as part of his/her responsibilities shall receive an annual stipend of \$3600 for doing so.

Any Administrator who performs the duties of adjunct faculty in the New Teacher Academy shall receive a stipend of \$2900 for each three-credit graduate level course taught (\$3900 if the Administrator possesses a doctorate degree).

- H. Add a new Section 5-13 to Article V which shall provide as follows:

In order to insure that any Administrator who serves as either a coach an athletic team or as an advisor to a club or other extracurricular activity will be eligible to include the compensation that he/she receives for such service in his/her retirement computation base, the Coaches and Advisors Salary Schedules from the UTL contract shall be attached to this Agreement and made a part hereof.

- I. Unless otherwise specified, all increases or other adjustments in salary or compensation that are provided for in this Memorandum of Agreement shall take effect as of July 1, 2004.

Signed in the City of Lowell on this 18th day of May, 2005.

LOWELL SCHOOL COMMITTEE

LOWELL SCHOOL

ADMINISTRATORS ASSOCIATION

Jacqueline Adheity
Brenda M. Attard

Francis J. Peano

- President

Susan M. Hartwell

Ronno Ranzullo

Joseph M. Mendonca

Mosah Lynch

C. M.

Marva Chenevix

D. Scott Ellis

Side Letter of Agreement

1. Superintendent/Executive Board Meetings

Among the specific topics to be discussed in these monthly meetings during the term of this Agreement shall be the following:

- (a) The role, work schedule and salary level of the Housemasters at the High School.
- (b) The assignment of Library Media Specialists to teaching duties which is causing their jobs to become, in some instances, more like teaching positions than administrative positions and the closing of school libraries while the Library Media Specialists are assigned to teaching and/or supervisory duties.
- (c) Only in the event that the School Committee fails to approve the funding for the hiring of clerical workers who will be assigned to assist the Guidance Counselors at the seven (7) largest Middle Schools that will be requested as part of this Agreement (see ¶10A), ways and means of reducing or evening out the workload of the Guidance Counselors at the Middle Schools.

LOWELL SCHOOL ADMINISTRATORS ASSOCIATION

SALARY SCHEDULE

Salary Classification	Degree Level	7/1/2004 Salary	11 - 20 Years of Service	21 - 30 Years of Service	31 + Years of Service
High School Master Director of Special Education	Bachelor's	\$ 89,971	\$ 90,471	\$ 91,471	\$ 91,971
	Master's	\$ 93,284	\$ 93,784	\$ 94,784	\$ 95,284
	Master's + 15	\$ 93,857	\$ 94,357	\$ 95,357	\$ 95,857
	Master's + 30	\$ 95,810	\$ 96,310	\$ 97,310	\$ 97,810
	Master's + 60/CAGS	\$ 98,107	\$ 98,607	\$ 99,607	\$ 100,107
	Doctorate	\$ 100,406	\$ 100,906	\$ 101,906	\$ 102,406
High School Director of Curriculum & Instruction (205) High School Coordinator of Student Support Services (205)	Bachelor's	\$ 80,941	\$ 81,441	\$ 82,441	\$ 82,941
	Master's	\$ 84,411	\$ 84,911	\$ 85,911	\$ 86,411
	Master's + 15	\$ 85,031	\$ 85,531	\$ 86,531	\$ 87,031
	Master's + 30	\$ 87,138	\$ 87,638	\$ 88,638	\$ 89,138
	Master's + 60/CAGS	\$ 89,616	\$ 90,116	\$ 91,116	\$ 91,616
	Doctorate	\$ 92,094	\$ 92,594	\$ 93,594	\$ 94,094
Administrator of Educational Technology Administrator of Athletics Director of New Teacher Academy Coordinator of Extended Time Programs Coordinator of Early Childhood	Bachelor's	\$ 78,481	\$ 78,981	\$ 79,981	\$ 80,481
	Master's	\$ 81,697	\$ 82,197	\$ 83,197	\$ 83,697
	Master's + 15	\$ 82,272	\$ 82,772	\$ 83,772	\$ 84,272
	Master's + 30	\$ 84,225	\$ 84,725	\$ 85,725	\$ 86,225
	Master's + 60/CAGS	\$ 86,522	\$ 87,022	\$ 88,022	\$ 88,522
	Doctorate	\$ 88,819	\$ 89,319	\$ 90,319	\$ 90,819
Title I Director Director of Adult Education (215)	Bachelor's	\$ 78,005	\$ 78,505	\$ 79,505	\$ 80,005
	Master's	\$ 81,221	\$ 81,721	\$ 82,721	\$ 83,221
	Master's + 15	\$ 81,795	\$ 82,295	\$ 83,295	\$ 83,795
	Master's + 30	\$ 83,748	\$ 84,248	\$ 85,248	\$ 85,748
	Master's + 60/CAGS	\$ 86,045	\$ 86,545	\$ 87,545	\$ 88,045
	Doctorate	\$ 88,342	\$ 88,842	\$ 89,842	\$ 90,342

LOWELL SCHOOL ADMINISTRATORS ASSOCIATION **SALARY SCHEDULE**

Salary Classification	Degree Level	7/1/2004 Salary	11 - 20 Years of Service	21 - 30 Years of Service	31 + Years of Service
Middle School Assistant Principal	Bachelor's	\$ 77,409	\$ 77,909	\$ 78,909	\$ 79,409
	Master's	\$ 80,727	\$ 81,227	\$ 82,227	\$ 82,727
	Master's + 15	\$ 81,320	\$ 81,820	\$ 82,820	\$ 83,320
	Master's + 30	\$ 83,335	\$ 83,835	\$ 84,835	\$ 85,335
	Master's + 60/CAGS	\$ 85,703	\$ 86,203	\$ 87,203	\$ 87,703
	Doctorate	\$ 88,073	\$ 88,573	\$ 89,573	\$ 90,073
High School Housemaster	Bachelor's	\$ 75,447	\$ 75,947	\$ 76,947	\$ 77,447
	Master's	\$ 78,680	\$ 79,180	\$ 80,180	\$ 80,680
	Master's + 15	\$ 79,258	\$ 79,758	\$ 80,758	\$ 81,258
	Master's + 30	\$ 81,222	\$ 81,722	\$ 82,722	\$ 83,222
	Master's + 60/CAGS	\$ 83,530	\$ 84,030	\$ 85,030	\$ 85,530
	Doctorate	\$ 85,839	\$ 86,339	\$ 87,339	\$ 87,839
Assistant Administrator of Special Education	Bachelor's	\$ 75,252	\$ 75,752	\$ 76,752	\$ 77,252
	Master's	\$ 78,468	\$ 78,968	\$ 79,968	\$ 80,468
	Master's + 15	\$ 79,042	\$ 79,542	\$ 80,542	\$ 81,042
	Master's + 30	\$ 80,995	\$ 81,495	\$ 82,495	\$ 82,995
	Master's + 60/CAGS	\$ 83,292	\$ 83,792	\$ 84,792	\$ 85,292
	Doctorate	\$ 85,590	\$ 86,090	\$ 87,090	\$ 87,590
Elementary School Assistant Principal	Bachelor's	\$ 74,887	\$ 75,387	\$ 76,387	\$ 76,887
	Master's	\$ 78,206	\$ 78,706	\$ 79,706	\$ 80,206
	Master's + 15	\$ 78,798	\$ 79,298	\$ 80,298	\$ 80,798
	Master's + 30	\$ 80,812	\$ 81,312	\$ 82,312	\$ 82,812
	Master's + 60/CAGS	\$ 83,182	\$ 83,682	\$ 84,682	\$ 85,182
	Doctorate	\$ 85,553	\$ 86,053	\$ 87,053	\$ 87,553

LOWELL SCHOOL ADMINISTRATORS ASSOCIATION

SALARY SCHEDULE

Salary Classification	Degree Level	7/1/2004 Salary	11 - 20 Years of Service	21 - 30 Years of Service	31 + Years of Service
Coordinator of: Educational Television Programs Guidance K-12 Mathematics K-12 Reading & Language Arts Research, Testing & Assessment Parent Information Center Professional Development School Improvement & Accountability Services for English Language Learners Induction Programs	Bachelor's	\$ 74,427	\$ 74,927	\$ 75,927	\$ 76,427
	Master's	\$ 77,642	\$ 78,142	\$ 79,142	\$ 79,642
	Master's + 15	\$ 78,218	\$ 78,718	\$ 79,718	\$ 80,218
	Master's + 30	\$ 80,170	\$ 80,670	\$ 81,670	\$ 82,170
	Master's + 60/CAGS	\$ 82,467	\$ 82,967	\$ 83,967	\$ 84,467
	Doctorate	\$ 84,763	\$ 85,263	\$ 86,263	\$ 86,763
Director of Adult Education (180 Days)	Bachelor's	\$ 74,334	\$ 74,834	\$ 75,834	\$ 76,334
	Master's	\$ 77,569	\$ 78,069	\$ 79,069	\$ 79,569
	Master's + 15	\$ 78,147	\$ 78,647	\$ 79,647	\$ 80,147
	Master's + 30	\$ 80,111	\$ 80,611	\$ 81,611	\$ 82,111
	Master's + 60/CAGS	\$ 82,420	\$ 82,920	\$ 83,920	\$ 84,420
	Doctorate	\$ 84,729	\$ 85,229	\$ 86,229	\$ 86,729
Alternative School Coordinator (190)	Bachelor's	\$ 72,975	\$ 73,475	\$ 74,475	\$ 74,975
	Master's	\$ 76,209	\$ 76,709	\$ 77,709	\$ 78,209
	Master's + 15	\$ 76,786	\$ 77,286	\$ 78,286	\$ 78,786
	Master's + 30	\$ 78,750	\$ 79,250	\$ 80,250	\$ 80,750
	Master's + 60/CAGS	\$ 81,059	\$ 81,559	\$ 82,559	\$ 83,059
	Doctorate	\$ 83,367	\$ 83,867	\$ 84,867	\$ 85,367

LOWELL SCHOOL ADMINISTRATORS ASSOCIATION

SALARY SCHEDULE

Salary Classification	Degree Level	7/1/2004 Salary	11 - 20 Years of Service	21 - 30 Years of Service	31 + Years of Service
Alternative School Coordinator (195)	Bachelor's	\$ 72,596	\$ 73,096	\$ 74,096	\$ 74,596
	Master's	\$ 75,813	\$ 76,313	\$ 77,313	\$ 77,813
	Master's + 15	\$ 76,387	\$ 76,887	\$ 77,887	\$ 78,387
	Master's + 30	\$ 78,340	\$ 78,840	\$ 79,840	\$ 80,340
	Master's + 60/CAGS	\$ 80,637	\$ 81,137	\$ 82,137	\$ 82,637
	Doctorate	\$ 82,933	\$ 83,433	\$ 84,433	\$ 84,933
Academic Department Chair (190)	Bachelor's	\$ 70,884	\$ 71,384	\$ 72,384	\$ 72,884
	Master's	\$ 74,116	\$ 74,616	\$ 75,616	\$ 76,116
	Master's + 15	\$ 74,694	\$ 75,194	\$ 76,194	\$ 76,694
	Master's + 30	\$ 76,658	\$ 77,158	\$ 78,158	\$ 78,658
	Master's + 60/CAGS	\$ 78,967	\$ 79,467	\$ 80,467	\$ 80,967
	Doctorate	\$ 81,276	\$ 81,776	\$ 82,776	\$ 83,276
Academic Department Chair (195)	Bachelor's	\$ 70,515	\$ 71,015	\$ 72,015	\$ 72,515
	Master's	\$ 73,731	\$ 74,231	\$ 75,231	\$ 75,731
	Master's + 15	\$ 74,306	\$ 74,806	\$ 75,806	\$ 76,306
	Master's + 30	\$ 76,259	\$ 76,759	\$ 77,759	\$ 78,259
	Master's + 60/CAGS	\$ 78,556	\$ 79,056	\$ 80,056	\$ 80,556
	Doctorate	\$ 80,853	\$ 81,353	\$ 82,353	\$ 82,853
LAU Testing Specialist	Bachelor's	\$ 67,767	\$ 68,267	\$ 69,267	\$ 69,767
	Master's	\$ 70,984	\$ 71,484	\$ 72,484	\$ 72,984
	Master's + 15	\$ 71,558	\$ 72,058	\$ 73,058	\$ 73,558
	Master's + 30	\$ 73,510	\$ 74,010	\$ 75,010	\$ 75,510
	Master's + 60/CAGS	\$ 75,809	\$ 76,309	\$ 77,309	\$ 77,809
	Doctorate	\$ 78,106	\$ 78,606	\$ 79,606	\$ 80,106
Lowell High School Testing & Assessment Coordinator	Bachelor's	\$ 67,767	\$ 68,267	\$ 69,267	\$ 69,767
	Master's	\$ 70,984	\$ 71,484	\$ 72,484	\$ 72,984
	Master's + 15	\$ 71,558	\$ 72,058	\$ 73,058	\$ 73,558
	Master's + 30	\$ 73,510	\$ 74,010	\$ 75,010	\$ 75,510
	Master's + 60/CAGS	\$ 75,809	\$ 76,309	\$ 77,309	\$ 77,809
	Doctorate	\$ 78,106	\$ 78,606	\$ 79,606	\$ 80,106

LOWELL SCHOOL ADMINISTRATORS ASSOCIATION

SALARY SCHEDULE

Salary Classification	Degree Level	7/1/2004 Salary	11 - 20 Years of Service	21 - 30 Years of Service	31 + Years of Service
Crisis Intervention Specialist	Bachelor's	\$ 65,098	\$ 65,598	\$ 66,598	\$ 67,098
	Master's	\$ 68,512	\$ 69,012	\$ 70,012	\$ 70,512
	Master's + 15	\$ 69,121	\$ 69,621	\$ 70,621	\$ 71,121
	Master's + 30	\$ 71,192	\$ 71,692	\$ 72,692	\$ 73,192
	Master's + 60/CAGS	\$ 73,631	\$ 74,131	\$ 75,131	\$ 75,631
	Doctorate	\$ 76,069	\$ 76,569	\$ 77,569	\$ 78,069
Evaluation Team Chairperson School Psychologist **	Bachelor's	\$ 63,920	\$ 64,420	\$ 65,420	\$ 65,920
	Master's	\$ 67,333	\$ 67,833	\$ 68,833	\$ 69,333
	Master's + 15	\$ 67,942	\$ 68,442	\$ 69,442	\$ 69,942
	Master's + 30	\$ 70,015	\$ 70,515	\$ 71,515	\$ 72,015
	Master's + 60/CAGS	\$ 72,452	\$ 72,952	\$ 73,952	\$ 74,452
	Doctorate	\$ 74,890	\$ 75,390	\$ 76,390	\$ 76,890
District Support Specialist Student Support Services Specialist/LHS	Bachelor's	\$ 63,826	\$ 64,326	\$ 65,326	\$ 65,826
	Master's	\$ 67,240	\$ 67,740	\$ 68,740	\$ 69,240
	Master's + 15	\$ 67,848	\$ 68,348	\$ 69,348	\$ 69,848
	Master's + 30	\$ 69,920	\$ 70,420	\$ 71,420	\$ 71,920
	Master's + 60/CAGS	\$ 72,357	\$ 72,857	\$ 73,857	\$ 74,357
	Doctorate	\$ 74,797	\$ 75,297	\$ 76,297	\$ 76,797
Assistant Early Childhood Coordinator	Bachelor's	\$ 62,633	\$ 63,133	\$ 64,133	\$ 64,633
	Master's	\$ 65,874	\$ 66,374	\$ 67,374	\$ 67,874
	Master's + 15	\$ 66,452	\$ 66,952	\$ 67,952	\$ 68,452
	Master's + 30	\$ 68,419	\$ 68,919	\$ 69,919	\$ 70,419
	Master's + 60/CAGS	\$ 70,733	\$ 71,233	\$ 72,233	\$ 72,733
	Doctorate	\$ 73,049	\$ 73,549	\$ 74,549	\$ 75,049

LOWELL SCHOOL ADMINISTRATORS ASSOCIATION

SALARY SCHEDULE

Salary Classification	Degree Level	7/1/2004 Salary	11 - 20 Years of Service	21 - 30 Years of Service	31 + Years of Service
Teaching Principal	Bachelor's	\$ 61,361	\$ 61,861	\$ 62,861	\$ 63,361
	Master's	\$ 64,595	\$ 65,095	\$ 66,095	\$ 66,595
	Master's + 15	\$ 65,172	\$ 65,672	\$ 66,672	\$ 67,172
	Master's + 30	\$ 67,448	\$ 67,948	\$ 68,948	\$ 69,448
	Master's + 60/CAGS	\$ 69,447	\$ 69,947	\$ 70,947	\$ 71,447
	Doctorate	\$ 71,756	\$ 72,256	\$ 73,256	\$ 73,756
Social Worker School Psychologist **	Bachelor's	\$ 60,599	\$ 61,099	\$ 62,099	\$ 62,599
	Master's	\$ 63,834	\$ 64,334	\$ 65,334	\$ 65,834
	Master's + 15	\$ 64,411	\$ 64,911	\$ 65,911	\$ 66,411
	Master's + 30	\$ 66,375	\$ 66,875	\$ 67,875	\$ 68,375
	Master's + 60/CAGS	\$ 68,685	\$ 69,185	\$ 70,185	\$ 70,685
	Doctorate	\$ 70,994	\$ 71,494	\$ 72,494	\$ 72,994
Guidance Counselor Behavior Modification Specialist	Bachelor's	\$ 60,583	\$ 61,083	\$ 62,083	\$ 62,583
	Master's	\$ 63,815	\$ 64,315	\$ 65,315	\$ 65,815
	Master's + 15	\$ 64,393	\$ 64,893	\$ 65,893	\$ 66,393
	Master's + 30	\$ 66,356	\$ 66,856	\$ 67,856	\$ 68,356
	Master's + 60/CAGS	\$ 68,665	\$ 69,165	\$ 70,165	\$ 70,665
	Doctorate	\$ 70,974	\$ 71,474	\$ 72,474	\$ 72,974
Instructional Specialist Literacy Specialist Reading Specialist Management Information Specialist	Bachelor's	\$ 60,493	\$ 60,993	\$ 61,993	\$ 62,493
	Master's	\$ 63,727	\$ 64,227	\$ 65,227	\$ 65,727
	Master's + 15	\$ 64,303	\$ 64,803	\$ 65,803	\$ 66,303
	Master's + 30	\$ 66,266	\$ 66,766	\$ 67,766	\$ 68,266
	Master's + 60/CAGS	\$ 68,575	\$ 69,075	\$ 70,075	\$ 70,575
	Doctorate	\$ 70,887	\$ 71,387	\$ 72,387	\$ 72,887

**LOWELL SCHOOL ADMINISTRATORS ASSOCIATION
SALARY SCHEDULE**

Salary Classification	Degree Level	7/1/2004 Salary	11 - 20 Years of Service	21 - 30 Years of Service	31 + Years of Service
Library Media Specialist	Bachelor's	\$ 56,217	\$ 56,717	\$ 57,717	\$ 58,217
	Master's	\$ 59,450	\$ 59,950	\$ 60,950	\$ 61,450
	Master's + 15	\$ 60,028	\$ 60,528	\$ 61,528	\$ 62,028
	Master's + 30	\$ 61,992	\$ 62,492	\$ 63,492	\$ 63,992
	Master's + 60/CAGS	\$ 64,345	\$ 64,845	\$ 65,845	\$ 66,345
	Doctorate	\$ 66,723	\$ 67,223	\$ 68,223	\$ 68,723
Attendance Officer	Bachelor's	\$ 55,464	\$ 55,964	\$ 56,964	\$ 57,464
	Master's	\$ 58,699	\$ 59,199	\$ 60,199	\$ 60,699
	Master's + 15	\$ 59,275	\$ 59,775	\$ 60,775	\$ 61,275
	Master's + 30	\$ 61,239	\$ 61,739	\$ 62,739	\$ 63,239
	Master's + 60/CAGS	\$ 63,548	\$ 64,048	\$ 65,048	\$ 65,548
	Doctorate	\$ 65,860	\$ 66,360	\$ 67,360	\$ 67,860

** 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.

LOWELL SCHOOL ADMINISTRATORS ASSOCIATION

SALARY SCHEDULE

Salary Classification	Degree Level	91st Day of School Salary	11 - 20 Years of Service	21 - 30 Years of Service	31 + Years of Service
High School Master Director of Special Education	Bachelor's	\$ 91,096	\$ 92,602	\$ 94,114	\$ 95,621
	Master's	\$ 94,450	\$ 95,956	\$ 97,469	\$ 98,975
	Master's + 15	\$ 95,030	\$ 96,536	\$ 98,049	\$ 99,555
	Master's + 30	\$ 97,008	\$ 98,514	\$ 100,026	\$ 101,533
	Master's + 60/CAGS	\$ 99,333	\$ 100,840	\$ 102,352	\$ 103,858
	Doctorate	\$ 101,661	\$ 103,167	\$ 104,680	\$ 106,186
High School Director of Curriculum & Instruction (205) High School Coordinator of Student Support Services (205)	Bachelor's	\$ 81,953	\$ 83,459	\$ 84,971	\$ 86,478
	Master's	\$ 85,466	\$ 86,972	\$ 88,485	\$ 89,991
	Master's + 15	\$ 86,094	\$ 87,600	\$ 89,113	\$ 90,619
	Master's + 30	\$ 88,228	\$ 89,734	\$ 91,246	\$ 92,753
	Master's + 60/CAGS	\$ 90,736	\$ 92,242	\$ 93,755	\$ 95,261
	Doctorate	\$ 93,245	\$ 94,751	\$ 96,264	\$ 97,770
Administrator of Educational Technology Administrator of Athletics Director of New Teacher Academy Coordinator of Extended Time Programs Coordinator of Early Childhood	Bachelor's	\$ 79,462	\$ 80,968	\$ 82,481	\$ 83,987
	Master's	\$ 82,718	\$ 84,224	\$ 85,737	\$ 87,243
	Master's + 15	\$ 83,300	\$ 84,807	\$ 86,319	\$ 87,825
	Master's + 30	\$ 85,278	\$ 86,784	\$ 88,297	\$ 89,803
	Master's + 60/CAGS	\$ 87,604	\$ 89,110	\$ 90,622	\$ 92,129
	Doctorate	\$ 89,929	\$ 91,435	\$ 92,948	\$ 94,454
Title I Director Director of Adult Education (215)	Bachelor's	\$ 78,980	\$ 80,486	\$ 81,999	\$ 83,505
	Master's	\$ 82,236	\$ 83,743	\$ 85,255	\$ 86,761
	Master's + 15	\$ 82,817	\$ 84,324	\$ 85,836	\$ 87,342
	Master's + 30	\$ 84,795	\$ 86,301	\$ 87,814	\$ 89,320
	Master's + 60/CAGS	\$ 87,121	\$ 88,627	\$ 90,139	\$ 91,646
	Doctorate	\$ 89,446	\$ 90,953	\$ 92,465	\$ 93,971

LOWELL SCHOOL ADMINISTRATORS ASSOCIATION

SALARY SCHEDULE

Salary Classification	Degree Level	91st Day of School Salary	11 - 20 Years of Service	21 - 30 Years of Service	31 + Years of Service
Middle School Assistant Principal	Bachelor's	\$ 78,377	\$ 79,883	\$ 81,396	\$ 82,902
	Master's	\$ 81,736	\$ 83,242	\$ 84,755	\$ 86,261
	Master's + 15	\$ 82,337	\$ 83,843	\$ 85,355	\$ 86,862
	Master's + 30	\$ 84,376	\$ 85,883	\$ 87,395	\$ 88,901
	Master's + 60/CAGS	\$ 86,775	\$ 88,281	\$ 89,793	\$ 91,300
	Doctorate	\$ 89,174	\$ 90,680	\$ 92,192	\$ 93,699
High School Housemaster	Bachelor's	\$ 76,390	\$ 77,897	\$ 79,409	\$ 80,915
	Master's	\$ 79,664	\$ 81,170	\$ 82,683	\$ 84,189
	Master's + 15	\$ 80,249	\$ 81,755	\$ 83,268	\$ 84,774
	Master's + 30	\$ 82,237	\$ 83,743	\$ 85,256	\$ 86,762
	Master's + 60/CAGS	\$ 84,574	\$ 86,080	\$ 87,593	\$ 89,099
	Doctorate	\$ 86,912	\$ 88,418	\$ 89,931	\$ 91,437
Assistant Administrator of Special Education	Bachelor's	\$ 76,193	\$ 77,699	\$ 79,211	\$ 80,718
	Master's	\$ 79,449	\$ 80,955	\$ 82,468	\$ 83,974
	Master's + 15	\$ 80,030	\$ 81,536	\$ 83,049	\$ 84,555
	Master's + 30	\$ 82,007	\$ 83,514	\$ 85,026	\$ 86,532
	Master's + 60/CAGS	\$ 84,333	\$ 85,839	\$ 87,352	\$ 88,858
	Doctorate	\$ 86,660	\$ 88,166	\$ 89,679	\$ 91,185
Elementary School Assistant Principal	Bachelor's	\$ 75,823	\$ 77,329	\$ 78,842	\$ 80,348
	Master's	\$ 79,183	\$ 80,690	\$ 82,202	\$ 83,708
	Master's + 15	\$ 79,783	\$ 81,289	\$ 82,802	\$ 84,308
	Master's + 30	\$ 81,822	\$ 83,328	\$ 84,840	\$ 86,347
	Master's + 60/CAGS	\$ 84,222	\$ 85,728	\$ 87,241	\$ 88,747
	Doctorate	\$ 86,622	\$ 88,128	\$ 89,641	\$ 91,147

LOWELL SCHOOL ADMINISTRATORS ASSOCIATION

SALARY SCHEDULE

Salary Classification	Degree Level	91st Day of School Salary	11 - 20 Years of Service	21 - 30 Years of Service	31 + Years of Service
Coordinator of: Educational Television Programs Guidance K-12 Mathematics K-12 Reading & Language Arts Research, Testing & Assessment Parent Information Center Professional Development School Improvement & Accountability Services for English Language Learners Induction Programs	Bachelor's	\$ 75,357	\$ 76,864	\$ 78,376	\$ 79,882
	Master's	\$ 78,613	\$ 80,119	\$ 81,631	\$ 83,138
	Master's + 15	\$ 79,196	\$ 80,702	\$ 82,214	\$ 83,721
	Master's + 30	\$ 81,172	\$ 82,678	\$ 84,191	\$ 85,697
	Master's + 60/CAGS	\$ 83,498	\$ 85,004	\$ 86,517	\$ 88,023
	Doctorate	\$ 85,823	\$ 87,329	\$ 88,841	\$ 90,348
Director of Adult Education (180 Days)	Bachelor's	\$ 75,263	\$ 76,769	\$ 78,282	\$ 79,788
	Master's	\$ 78,538	\$ 80,045	\$ 81,557	\$ 83,063
	Master's + 15	\$ 79,124	\$ 80,630	\$ 82,143	\$ 83,649
	Master's + 30	\$ 81,112	\$ 82,618	\$ 84,131	\$ 85,637
	Master's + 60/CAGS	\$ 83,450	\$ 84,956	\$ 86,469	\$ 87,975
	Doctorate	\$ 85,788	\$ 87,295	\$ 88,807	\$ 90,313
Alternative School Coordinator (190)	Bachelor's	\$ 73,888	\$ 75,394	\$ 76,906	\$ 78,413
	Master's	\$ 77,162	\$ 78,668	\$ 80,181	\$ 81,687
	Master's + 15	\$ 77,746	\$ 79,252	\$ 80,765	\$ 82,271
	Master's + 30	\$ 79,734	\$ 81,240	\$ 82,753	\$ 84,259
	Master's + 60/CAGS	\$ 82,072	\$ 83,578	\$ 85,091	\$ 86,597
	Doctorate	\$ 84,409	\$ 85,915	\$ 87,428	\$ 88,934

LOWELL SCHOOL ADMINISTRATORS ASSOCIATION

SALARY SCHEDULE

Salary Classification	Degree Level	91st Day of School Salary	11 - 20 Years of Service	21 - 30 Years of Service	31 + Years of Service
Alternative School Coordinator (195)	Bachelor's	\$ 73,503	\$ 75,010	\$ 76,522	\$ 78,028
	Master's	\$ 76,761	\$ 78,267	\$ 79,779	\$ 81,286
	Master's + 15	\$ 77,342	\$ 78,848	\$ 80,361	\$ 81,867
	Master's + 30	\$ 79,319	\$ 80,826	\$ 82,338	\$ 83,844
	Master's + 60/CAGS	\$ 81,645	\$ 83,151	\$ 84,664	\$ 86,170
	Doctorate	\$ 83,970	\$ 85,476	\$ 86,988	\$ 88,495
Academic Department Chair (190)	Bachelor's	\$ 71,770	\$ 73,276	\$ 74,788	\$ 76,295
	Master's	\$ 75,043	\$ 76,549	\$ 78,062	\$ 79,568
	Master's + 15	\$ 75,628	\$ 77,134	\$ 78,647	\$ 80,153
	Master's + 30	\$ 77,616	\$ 79,122	\$ 80,635	\$ 82,141
	Master's + 60/CAGS	\$ 79,954	\$ 81,460	\$ 82,973	\$ 84,479
	Doctorate	\$ 82,292	\$ 83,798	\$ 85,311	\$ 86,817
Academic Department Chair (195)	Bachelor's	\$ 71,396	\$ 72,903	\$ 74,415	\$ 75,921
	Master's	\$ 74,653	\$ 76,159	\$ 77,671	\$ 79,178
	Master's + 15	\$ 75,235	\$ 76,741	\$ 78,254	\$ 79,760
	Master's + 30	\$ 77,212	\$ 78,718	\$ 80,231	\$ 81,737
	Master's + 60/CAGS	\$ 79,538	\$ 81,044	\$ 82,557	\$ 84,063
	Doctorate	\$ 81,864	\$ 83,370	\$ 84,882	\$ 86,389
LAU Testing Specialist	Bachelor's	\$ 68,614	\$ 70,120	\$ 71,633	\$ 73,139
	Master's	\$ 71,871	\$ 73,378	\$ 74,890	\$ 76,396
	Master's + 15	\$ 72,452	\$ 73,959	\$ 75,471	\$ 76,977
	Master's + 30	\$ 74,429	\$ 75,935	\$ 77,448	\$ 78,954
	Master's + 60/CAGS	\$ 76,757	\$ 78,263	\$ 79,775	\$ 81,282
	Doctorate	\$ 79,082	\$ 80,589	\$ 82,101	\$ 83,607
Lowell High School Testing & Assessment Coordinator	Bachelor's	\$ 68,614	\$ 70,120	\$ 71,633	\$ 73,139
	Master's	\$ 71,871	\$ 73,378	\$ 74,890	\$ 76,396
	Master's + 15	\$ 72,452	\$ 73,959	\$ 75,471	\$ 76,977
	Master's + 30	\$ 74,429	\$ 75,935	\$ 77,448	\$ 78,954
	Master's + 60/CAGS	\$ 76,757	\$ 78,263	\$ 79,775	\$ 81,282
	Doctorate	\$ 79,082	\$ 80,589	\$ 82,101	\$ 83,607

LOWELL SCHOOL ADMINISTRATORS ASSOCIATION

SALARY SCHEDULE

Salary Classification	Degree Level	91st Day of School Salary	11 - 20 Years of Service	21 - 30 Years of Service	31 + Years of Service
Crisis Intervention Specialist	Bachelor's	\$ 65,912	\$ 67,418	\$ 68,931	\$ 70,437
	Master's	\$ 69,368	\$ 70,875	\$ 72,387	\$ 73,893
	Master's + 15	\$ 69,985	\$ 71,492	\$ 73,004	\$ 74,510
	Master's + 30	\$ 72,082	\$ 73,588	\$ 75,101	\$ 76,607
	Master's + 60/CAGS	\$ 74,551	\$ 76,058	\$ 77,570	\$ 79,076
	Doctorate	\$ 77,020	\$ 78,526	\$ 80,038	\$ 81,545
Evaluation Team Chairperson School Psychologist **	Bachelor's	\$ 64,719	\$ 66,225	\$ 67,738	\$ 69,244
	Master's	\$ 68,175	\$ 69,681	\$ 71,193	\$ 72,700
	Master's + 15	\$ 68,791	\$ 70,298	\$ 71,810	\$ 73,316
	Master's + 30	\$ 70,890	\$ 72,396	\$ 73,909	\$ 75,415
	Master's + 60/CAGS	\$ 73,357	\$ 74,864	\$ 76,376	\$ 77,882
	Doctorate	\$ 75,827	\$ 77,333	\$ 78,845	\$ 80,352
District Support Specialist Student Support Services Specialist/LHS	Bachelor's	\$ 64,624	\$ 66,130	\$ 67,643	\$ 69,149
	Master's	\$ 68,080	\$ 69,586	\$ 71,099	\$ 72,605
	Master's + 15	\$ 68,696	\$ 70,202	\$ 71,715	\$ 73,221
	Master's + 30	\$ 70,794	\$ 72,300	\$ 73,813	\$ 75,319
	Master's + 60/CAGS	\$ 73,262	\$ 74,768	\$ 76,281	\$ 77,787
	Doctorate	\$ 75,732	\$ 77,238	\$ 78,751	\$ 80,257
Assistant Early Childhood Coordinator	Bachelor's	\$ 63,416	\$ 64,922	\$ 66,435	\$ 67,941
	Master's	\$ 66,697	\$ 68,204	\$ 69,716	\$ 71,222
	Master's + 15	\$ 67,283	\$ 68,789	\$ 70,301	\$ 71,808
	Master's + 30	\$ 69,274	\$ 70,780	\$ 72,293	\$ 73,799
	Master's + 60/CAGS	\$ 71,617	\$ 73,123	\$ 74,636	\$ 76,142
	Doctorate	\$ 73,962	\$ 75,468	\$ 76,981	\$ 78,487

LOWELL SCHOOL ADMINISTRATORS ASSOCIATION

SALARY SCHEDULE

Salary Classification	Degree Level	91st Day of School Salary	11 - 20 Years of Service	21 - 30 Years of Service	31 + Years of Service
Teaching Principal	Bachelor's	\$ 62,128	\$ 63,635	\$ 65,147	\$ 66,653
	Master's	\$ 65,403	\$ 66,909	\$ 68,421	\$ 69,928
	Master's + 15	\$ 65,987	\$ 67,493	\$ 69,006	\$ 70,512
	Master's + 30	\$ 68,291	\$ 69,797	\$ 71,310	\$ 72,816
	Master's + 60/CAGS	\$ 70,315	\$ 71,821	\$ 73,334	\$ 74,840
	Doctorate	\$ 72,653	\$ 74,159	\$ 75,671	\$ 77,178
Social Worker School Psychologist **	Bachelor's	\$ 61,357	\$ 62,863	\$ 64,375	\$ 65,882
	Master's	\$ 64,632	\$ 66,138	\$ 67,651	\$ 69,157
	Master's + 15	\$ 65,216	\$ 66,722	\$ 68,235	\$ 69,741
	Master's + 30	\$ 67,205	\$ 68,711	\$ 70,223	\$ 71,730
	Master's + 60/CAGS	\$ 69,543	\$ 71,050	\$ 72,562	\$ 74,068
	Doctorate	\$ 71,882	\$ 73,388	\$ 74,901	\$ 76,407
Guidance Counselor Behavior Modification Specialist	Bachelor's	\$ 61,340	\$ 62,846	\$ 64,359	\$ 65,865
	Master's	\$ 64,613	\$ 66,119	\$ 67,632	\$ 69,138
	Master's + 15	\$ 65,197	\$ 66,704	\$ 68,216	\$ 69,722
	Master's + 30	\$ 67,185	\$ 68,691	\$ 70,204	\$ 71,710
	Master's + 60/CAGS	\$ 69,523	\$ 71,029	\$ 72,542	\$ 74,048
	Doctorate	\$ 71,861	\$ 73,367	\$ 74,880	\$ 76,386
Instructional Specialist Literacy Specialist Reading Specialist Management Information Specialist	Bachelor's	\$ 61,249	\$ 62,756	\$ 64,268	\$ 65,774
	Master's	\$ 64,524	\$ 66,030	\$ 67,542	\$ 69,049
	Master's + 15	\$ 65,107	\$ 66,613	\$ 68,126	\$ 69,632
	Master's + 30	\$ 67,095	\$ 68,601	\$ 70,113	\$ 71,620
	Master's + 60/CAGS	\$ 69,433	\$ 70,939	\$ 72,451	\$ 73,958
	Doctorate	\$ 71,773	\$ 73,279	\$ 74,791	\$ 76,298

LOWELL SCHOOL ADMINISTRATORS ASSOCIATION

SALARY SCHEDULE

Salary Classification	Degree Level	91st Day of School Salary	11 - 20 Years of Service	21 - 30 Years of Service	31 + Years of Service
Library Media Specialist	Bachelor's	\$ 56,920	\$ 58,426	\$ 59,938	\$ 61,445
	Master's	\$ 60,193	\$ 61,699	\$ 63,212	\$ 64,718
	Master's + 15	\$ 60,778	\$ 62,284	\$ 63,797	\$ 65,303
	Master's + 30	\$ 62,767	\$ 64,273	\$ 65,785	\$ 67,292
	Master's + 60/CAGS	\$ 65,149	\$ 66,655	\$ 68,168	\$ 69,674
	Doctorate	\$ 67,557	\$ 69,063	\$ 70,576	\$ 72,082
Attendance Officer	Bachelor's	\$ 56,157	\$ 57,663	\$ 59,176	\$ 60,682
	Master's	\$ 59,432	\$ 60,939	\$ 62,451	\$ 63,957
	Master's + 15	\$ 60,016	\$ 61,522	\$ 63,034	\$ 64,541
	Master's + 30	\$ 62,004	\$ 63,510	\$ 65,023	\$ 66,529
	Master's + 60/CAGS	\$ 64,343	\$ 65,849	\$ 67,361	\$ 68,868
	Doctorate	\$ 66,683	\$ 68,190	\$ 69,702	\$ 71,208

** 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.

LOWELL SCHOOL ADMINISTRATORS ASSOCIATION

SALARY SCHEDULE

Salary Classification	Degree Level	7/1/2005 Salary	11 - 20 Years of Service	21 - 30 Years of Service	31 + Years of Service
High School Master Director of Special Education	Bachelor's	\$ 93,829	\$ 95,380	\$ 96,938	\$ 98,489
	Master's	\$ 97,284	\$ 98,835	\$ 100,393	\$ 101,944
	Master's + 15	\$ 97,881	\$ 99,433	\$ 100,990	\$ 102,542
	Master's + 30	\$ 99,918	\$ 101,469	\$ 103,027	\$ 104,579
	Master's + 60/CAGS	\$ 102,313	\$ 103,865	\$ 105,423	\$ 106,974
	Doctorate	\$ 104,711	\$ 106,262	\$ 107,820	\$ 109,372
High School Director of Curriculum & Instruction (205) High School Coordinator of Student Support Services (205)	Bachelor's	\$ 84,411	\$ 85,963	\$ 87,521	\$ 89,072
	Master's	\$ 88,030	\$ 89,581	\$ 91,139	\$ 92,691
	Master's + 15	\$ 88,677	\$ 90,228	\$ 91,786	\$ 93,338
	Master's + 30	\$ 90,874	\$ 92,426	\$ 93,984	\$ 95,535
	Master's + 60/CAGS	\$ 93,458	\$ 95,009	\$ 96,567	\$ 98,119
	Doctorate	\$ 96,043	\$ 97,594	\$ 99,152	\$ 100,703
Administrator of Educational Technology Administrator of Athletics Director of New Teacher Academy Coordinator of Extended Time Programs Coordinator of Early Childhood	Bachelor's	\$ 81,846	\$ 83,397	\$ 84,955	\$ 86,507
	Master's	\$ 85,200	\$ 86,751	\$ 88,309	\$ 89,861
	Master's + 15	\$ 85,799	\$ 87,351	\$ 88,909	\$ 90,460
	Master's + 30	\$ 87,836	\$ 89,388	\$ 90,945	\$ 92,497
	Master's + 60/CAGS	\$ 90,232	\$ 91,783	\$ 93,341	\$ 94,892
	Doctorate	\$ 92,627	\$ 94,179	\$ 95,736	\$ 97,288
Title I Director Director of Adult Education (215)	Bachelor's	\$ 81,349	\$ 82,901	\$ 84,459	\$ 86,010
	Master's	\$ 84,703	\$ 86,255	\$ 87,813	\$ 89,364
	Master's + 15	\$ 85,302	\$ 86,853	\$ 88,411	\$ 89,963
	Master's + 30	\$ 87,339	\$ 88,890	\$ 90,448	\$ 91,999
	Master's + 60/CAGS	\$ 89,734	\$ 91,286	\$ 92,843	\$ 94,395
	Doctorate	\$ 92,130	\$ 93,681	\$ 95,239	\$ 96,790

**LOWELL SCHOOL ADMINISTRATORS ASSOCIATION
SALARY SCHEDULE**

Salary Classification	Degree Level	7/1/2005 Salary	11 - 20 Years of Service	21 - 30 Years of Service	31 + Years of Service
Middle School Assistant Principal	Bachelor's	\$ 80,728	\$ 82,280	\$ 83,838	\$ 85,389
	Master's	\$ 84,188	\$ 85,740	\$ 87,297	\$ 88,849
	Master's + 15	\$ 84,807	\$ 86,358	\$ 87,916	\$ 89,467
	Master's + 30	\$ 86,908	\$ 88,459	\$ 90,017	\$ 91,568
	Master's + 60/CAGS	\$ 89,378	\$ 90,929	\$ 92,487	\$ 94,039
	Doctorate	\$ 91,849	\$ 93,400	\$ 94,958	\$ 96,510
High School Housemaster	Bachelor's	\$ 78,682	\$ 80,234	\$ 81,792	\$ 83,343
	Master's	\$ 82,054	\$ 83,605	\$ 85,163	\$ 86,714
	Master's + 15	\$ 82,657	\$ 84,208	\$ 85,766	\$ 87,317
	Master's + 30	\$ 84,704	\$ 86,255	\$ 87,813	\$ 89,365
	Master's + 60/CAGS	\$ 87,111	\$ 88,662	\$ 90,220	\$ 91,772
	Doctorate	\$ 89,519	\$ 91,071	\$ 92,628	\$ 94,180
Assistant Administrator of Special Education	Bachelor's	\$ 78,478	\$ 80,030	\$ 81,588	\$ 83,139
	Master's	\$ 81,832	\$ 83,384	\$ 84,942	\$ 86,493
	Master's + 15	\$ 82,431	\$ 83,982	\$ 85,540	\$ 87,092
	Master's + 30	\$ 84,468	\$ 86,019	\$ 87,577	\$ 89,128
	Master's + 60/CAGS	\$ 86,863	\$ 88,415	\$ 89,972	\$ 91,524
	Doctorate	\$ 89,260	\$ 90,811	\$ 92,369	\$ 93,920
Elementary School Assistant Principal	Bachelor's	\$ 78,098	\$ 79,649	\$ 81,207	\$ 82,759
	Master's	\$ 81,559	\$ 83,110	\$ 84,668	\$ 86,220
	Master's + 15	\$ 82,176	\$ 83,728	\$ 85,286	\$ 86,837
	Master's + 30	\$ 84,276	\$ 85,828	\$ 87,386	\$ 88,937
	Master's + 60/CAGS	\$ 86,749	\$ 88,300	\$ 89,858	\$ 91,409
	Doctorate	\$ 89,221	\$ 90,772	\$ 92,330	\$ 93,881

LOWELL SCHOOL ADMINISTRATORS ASSOCIATION

SALARY SCHEDULE

Salary Classification	Degree Level	7/1/2005 Salary	11 - 20 Years of Service	21 - 30 Years of Service	31 + Years of Service
Coordinator of: Educational Television Programs Guidance K-12 Mathematics K-12 Reading & Language Arts Research, Testing & Assessment Parent Information Center Professional Development School Improvement & Accountability Services for English Language Learners Induction Programs	Bachelor's	\$ 77,618	\$ 79,169	\$ 80,727	\$ 82,279
	Master's	\$ 80,971	\$ 82,522	\$ 84,080	\$ 85,632
	Master's + 15	\$ 81,572	\$ 83,123	\$ 84,681	\$ 86,232
	Master's + 30	\$ 83,607	\$ 85,159	\$ 86,717	\$ 88,268
	Master's + 60/CAGS	\$ 86,003	\$ 87,554	\$ 89,112	\$ 90,664
	Doctorate	\$ 88,397	\$ 89,949	\$ 91,507	\$ 93,058
Director of Adult Education (180 Days)	Bachelor's	\$ 77,521	\$ 79,072	\$ 80,630	\$ 82,182
	Master's	\$ 80,895	\$ 82,446	\$ 84,004	\$ 85,555
	Master's + 15	\$ 81,498	\$ 83,049	\$ 84,607	\$ 86,158
	Master's + 30	\$ 83,546	\$ 85,097	\$ 86,655	\$ 88,206
	Master's + 60/CAGS	\$ 85,953	\$ 87,505	\$ 89,063	\$ 90,614
	Doctorate	\$ 88,362	\$ 89,914	\$ 91,471	\$ 93,023
Alternative School Coordinator (190)	Bachelor's	\$ 76,104	\$ 77,656	\$ 79,214	\$ 80,765
	Master's	\$ 79,477	\$ 81,028	\$ 82,586	\$ 84,138
	Master's + 15	\$ 80,079	\$ 81,630	\$ 83,188	\$ 84,739
	Master's + 30	\$ 82,126	\$ 83,678	\$ 85,235	\$ 86,787
	Master's + 60/CAGS	\$ 84,534	\$ 86,086	\$ 87,643	\$ 89,195
	Doctorate	\$ 86,941	\$ 88,493	\$ 90,051	\$ 91,602

LOWELL SCHOOL ADMINISTRATORS ASSOCIATION

SALARY SCHEDULE

Salary Classification	Degree Level	7/1/2005 Salary	11 - 20 Years of Service	21 - 30 Years of Service	31 + Years of Service
Alternative School Coordinator (195)	Bachelor's	\$ 75,709	\$ 77,260	\$ 78,818	\$ 80,369
	Master's	\$ 79,063	\$ 80,615	\$ 82,173	\$ 83,724
	Master's + 15	\$ 79,662	\$ 81,214	\$ 82,771	\$ 84,323
	Master's + 30	\$ 81,699	\$ 83,250	\$ 84,808	\$ 86,360
	Master's + 60/CAGS	\$ 84,094	\$ 85,646	\$ 87,204	\$ 88,755
	Doctorate	\$ 86,489	\$ 88,040	\$ 89,598	\$ 91,150
Academic Department Chair (190)	Bachelor's	\$ 73,923	\$ 75,474	\$ 77,032	\$ 78,583
	Master's	\$ 77,294	\$ 78,846	\$ 80,403	\$ 81,955
	Master's + 15	\$ 77,897	\$ 79,448	\$ 81,006	\$ 82,558
	Master's + 30	\$ 79,944	\$ 81,496	\$ 83,054	\$ 84,605
	Master's + 60/CAGS	\$ 82,353	\$ 83,904	\$ 85,462	\$ 87,013
	Doctorate	\$ 84,761	\$ 86,312	\$ 87,870	\$ 89,421
Academic Department Chair (195)	Bachelor's	\$ 73,538	\$ 75,090	\$ 76,648	\$ 78,199
	Master's	\$ 76,892	\$ 78,444	\$ 80,002	\$ 81,553
	Master's + 15	\$ 77,492	\$ 79,043	\$ 80,601	\$ 82,153
	Master's + 30	\$ 79,529	\$ 81,080	\$ 82,638	\$ 84,189
	Master's + 60/CAGS	\$ 81,924	\$ 83,476	\$ 85,033	\$ 86,585
	Doctorate	\$ 84,320	\$ 85,871	\$ 87,429	\$ 88,980
LAU Testing Specialist	Bachelor's	\$ 70,673	\$ 72,224	\$ 73,782	\$ 75,333
	Master's	\$ 74,027	\$ 75,579	\$ 77,137	\$ 78,688
	Master's + 15	\$ 74,626	\$ 76,177	\$ 77,735	\$ 79,287
	Master's + 30	\$ 76,662	\$ 78,213	\$ 79,771	\$ 81,322
	Master's + 60/CAGS	\$ 79,059	\$ 80,611	\$ 82,169	\$ 83,720
	Doctorate	\$ 81,455	\$ 83,006	\$ 84,564	\$ 86,116
Lowell High School Testing & Assessment Coordinator	Bachelor's	\$ 70,673	\$ 72,224	\$ 73,782	\$ 75,333
	Master's	\$ 74,027	\$ 75,579	\$ 77,137	\$ 78,688
	Master's + 15	\$ 74,626	\$ 76,177	\$ 77,735	\$ 79,287
	Master's + 30	\$ 76,662	\$ 78,213	\$ 79,771	\$ 81,322
	Master's + 60/CAGS	\$ 79,059	\$ 80,611	\$ 82,169	\$ 83,720
	Doctorate	\$ 81,455	\$ 83,006	\$ 84,564	\$ 86,116

LOWELL SCHOOL ADMINISTRATORS ASSOCIATION

SALARY SCHEDULE

Salary Classification	Degree Level	7/1/2005 Salary	11 - 20 Years of Service	21 - 30 Years of Service	31 + Years of Service
Crisis Intervention Specialist	Bachelor's	\$ 67,889	\$ 69,441	\$ 70,999	\$ 72,550
	Master's	\$ 71,450	\$ 73,001	\$ 74,559	\$ 76,110
	Master's + 15	\$ 72,085	\$ 73,636	\$ 75,194	\$ 76,746
	Master's + 30	\$ 74,244	\$ 75,796	\$ 77,354	\$ 78,905
	Master's + 60/CAGS	\$ 76,788	\$ 78,339	\$ 79,897	\$ 81,449
	Doctorate	\$ 79,330	\$ 80,882	\$ 82,439	\$ 83,991
Evaluation Team Chairperson School Psychologist **	Bachelor's	\$ 66,661	\$ 68,212	\$ 69,770	\$ 71,321
	Master's	\$ 70,220	\$ 71,771	\$ 73,329	\$ 74,881
	Master's + 15	\$ 70,855	\$ 72,407	\$ 73,964	\$ 75,516
	Master's + 30	\$ 73,017	\$ 74,568	\$ 76,126	\$ 77,678
	Master's + 60/CAGS	\$ 75,558	\$ 77,110	\$ 78,667	\$ 80,219
	Doctorate	\$ 78,101	\$ 79,653	\$ 81,211	\$ 82,762
District Support Specialist Student Support Services Specialist/LHS	Bachelor's	\$ 66,563	\$ 68,114	\$ 69,672	\$ 71,223
	Master's	\$ 70,123	\$ 71,674	\$ 73,232	\$ 74,783
	Master's + 15	\$ 70,757	\$ 72,308	\$ 73,866	\$ 75,417
	Master's + 30	\$ 72,918	\$ 74,469	\$ 76,027	\$ 77,579
	Master's + 60/CAGS	\$ 75,460	\$ 77,011	\$ 78,569	\$ 80,120
	Doctorate	\$ 78,004	\$ 79,555	\$ 81,113	\$ 82,665
Assistant Early Childhood Coordinator	Bachelor's	\$ 65,318	\$ 66,870	\$ 68,428	\$ 69,979
	Master's	\$ 68,698	\$ 70,250	\$ 71,808	\$ 73,359
	Master's + 15	\$ 69,301	\$ 70,853	\$ 72,410	\$ 73,962
	Master's + 30	\$ 71,352	\$ 72,904	\$ 74,462	\$ 76,013
	Master's + 60/CAGS	\$ 73,766	\$ 75,317	\$ 76,875	\$ 78,426
	Doctorate	\$ 76,181	\$ 77,732	\$ 79,290	\$ 80,842

LOWELL SCHOOL ADMINISTRATORS ASSOCIATION **SALARY SCHEDULE**

Salary Classification	Degree Level	7/1/2005 Salary	11 - 20 Years of Service	21 - 30 Years of Service	31 + Years of Service
Teaching Principal	Bachelor's	\$ 63,992	\$ 65,544	\$ 67,101	\$ 68,653
	Master's	\$ 67,365	\$ 68,916	\$ 70,474	\$ 72,025
	Master's + 15	\$ 67,967	\$ 69,518	\$ 71,076	\$ 72,627
	Master's + 30	\$ 70,340	\$ 71,891	\$ 73,449	\$ 75,000
	Master's + 60/CAGS	\$ 72,424	\$ 73,976	\$ 75,534	\$ 77,085
	Doctorate	\$ 74,832	\$ 76,384	\$ 77,942	\$ 79,493
Social Worker School Psychologist **	Bachelor's	\$ 63,197	\$ 64,749	\$ 66,307	\$ 67,858
	Master's	\$ 66,571	\$ 68,122	\$ 69,680	\$ 71,232
	Master's + 15	\$ 67,173	\$ 68,724	\$ 70,282	\$ 71,833
	Master's + 30	\$ 69,221	\$ 70,772	\$ 72,330	\$ 73,882
	Master's + 60/CAGS	\$ 71,630	\$ 73,181	\$ 74,739	\$ 76,290
	Doctorate	\$ 74,038	\$ 75,590	\$ 77,148	\$ 78,699
Guidance Counselor Behavior Modification Specialist	Bachelor's	\$ 63,180	\$ 64,731	\$ 66,289	\$ 67,841
	Master's	\$ 66,552	\$ 68,103	\$ 69,661	\$ 71,212
	Master's + 15	\$ 67,153	\$ 68,705	\$ 70,263	\$ 71,814
	Master's + 30	\$ 69,201	\$ 70,752	\$ 72,310	\$ 73,862
	Master's + 60/CAGS	\$ 71,609	\$ 73,160	\$ 74,718	\$ 76,270
	Doctorate	\$ 74,017	\$ 75,568	\$ 77,126	\$ 78,678
Instructional Specialist Literacy Specialist Reading Specialist Management Information Specialist	Bachelor's	\$ 63,087	\$ 64,638	\$ 66,196	\$ 67,747
	Master's	\$ 66,459	\$ 68,011	\$ 69,569	\$ 71,120
	Master's + 15	\$ 67,060	\$ 68,611	\$ 70,169	\$ 71,721
	Master's + 30	\$ 69,107	\$ 70,659	\$ 72,217	\$ 73,768
	Master's + 60/CAGS	\$ 71,516	\$ 73,067	\$ 74,625	\$ 76,176
	Doctorate	\$ 73,926	\$ 75,477	\$ 77,035	\$ 78,587

LOWELL SCHOOL ADMINISTRATORS ASSOCIATION

SALARY SCHEDULE

Salary Classification	Degree Level	7/1/2005 Salary	11 - 20 Years of Service	21 - 30 Years of Service	31 + Years of Service
Library Media Specialist	Bachelor's	\$ 58,627	\$ 60,179	\$ 61,736	\$ 63,288
	Master's	\$ 61,999	\$ 63,550	\$ 65,108	\$ 66,659
	Master's + 15	\$ 62,602	\$ 64,153	\$ 65,711	\$ 67,262
	Master's + 30	\$ 64,650	\$ 66,201	\$ 67,759	\$ 69,310
	Master's + 60/CAGS	\$ 67,104	\$ 68,655	\$ 70,213	\$ 71,764
	Doctorate	\$ 69,584	\$ 71,135	\$ 72,693	\$ 74,244
Attendance Officer	Bachelor's	\$ 57,842	\$ 59,393	\$ 60,951	\$ 62,502
	Master's	\$ 61,215	\$ 62,767	\$ 64,325	\$ 65,876
	Master's + 15	\$ 61,816	\$ 63,368	\$ 64,925	\$ 66,477
	Master's + 30	\$ 63,864	\$ 65,416	\$ 66,973	\$ 68,525
	Master's + 60/CAGS	\$ 66,273	\$ 67,824	\$ 69,382	\$ 70,934
	Doctorate	\$ 68,684	\$ 70,235	\$ 71,793	\$ 73,345

** 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.