

SALARY PROGRAM FOR ADMINISTRATORS 2024-25

A. POSITIONS

1. Middle School / Horizon Assistant Principal (222 days)
2. Twelve Month Coordinator (12-Month)
3. High School Assistant Principal (12 month) and Activities Director (12-month)
4. Elementary Principal (12-month)
5. Millard Learning Center/Horizon High School Principal (12-month)
6. Middle School Principal (12-month)
7. Director (12-month)
8. High School Principal (12-month)
9. Executive Director (12-month)
10. Assistant Superintendent (12-month)
11. Associate Superintendent/Chief Financial Officer (12-month)

B. SALARY RANGES

Position	Minimum Pay
1 Middle School / Horizon Assistant Principal	\$93,503
2 Twelve Month Coordinator	\$96,782
3 High School Assistant Principal	\$99,677
4 Elementary Principal	\$105,102
5 Horizon Principal	\$106,298
6 Middle School Principal	\$113,480
7 Director	\$114,586
8 High School Principal	\$119,937
9 Executive Director	\$120,681
10 Assistant Superintendent	\$135,466
11 Associate Superintendent/Chief Financial Officer	\$150,250

C. SALARY PLACEMENT AND ADVANCEMENT

Initial salary placement, and salary placement as a result of a change in class shall be determined by the Superintendent based upon qualifications, experience, and earned degrees. The annual salary placement shall be based on a 5.20% total package percentage increase and upon the administrator's current salary, except: (a) Administrators not meeting expectations shall receive a 0.0% total salary increase; and (b) Administrators far exceeding expectations, as designated by the Superintendent, shall receive an additional 1.0% increase. Each administrator earning a Doctorate Degree shall receive an additional one-time 1.0% annual salary increase (an official transcript must be provided to human resources). No certificated administrator shall earn less than if he or she were placed on the teacher's salary range for 192 days.

D. EDUCATIONAL SPECIALIST DEGREE & PROFESSIONAL GROWTH

Each certificated administrator must meet the requirements of Board rule 4300.1 and Nebr. Rev. Stat. §79-824, and 79-830 by earning 6 professional growth points every 6 years. The District shall reimburse each administrator the cost of tuition for graduate level courses taken during the school year; provided, however, such courses are part of a Ed Specialist or Doctorate program approved by the Superintendent or his/her designee. The maximum reimbursement during any school year shall be for 9 graduate hours and fees (12 graduate hours and fees for an administrator in his/her year of dissertation) at a rate no greater than the tuition rate for the University of Nebraska at Omaha or Doane University College of Educational Administration.

E. ADMINISTRATOR STIPENDS:

1. Longevity Stipend: The District shall provide each administrator additional compensation which shall be paid monthly as salary based on longevity. The administrator is encouraged to use this compensation towards the purchase of a qualified retirement plan.

Payments to the administrator are based upon the following schedule:

<u>Year</u>	<u>% of Salary</u>
1-4	1.0%
5-9	2.0%
10-14	3.0%
15-19	4.5%
20+	6.0%

"Year" is defined to be years of service as a Millard administrator and includes the year in which the benefit is paid. Service as a teacher and/or service in another district or agency does not count toward service for this purpose.

Assistant Superintendent, Associate Superintendents, and the Chief Financial Officer shall receive an additional 10.5% of salary for Longevity.

2. On-Call Stipend: Each administrator approved by the Superintendent shall receive a salary stipend of \$1,200 per year payable on a monthly basis for being in a position that may require on-call status during normal non-working hours.

Cash Option: Each full-time administrator who was employed by the District during the 1996-97 school year and who has been continuously employed by the District thereafter, shall be eligible to exercise a cash option of \$325.28 per month in lieu of health and dental insurance in accordance with the cash option plan adopted by the District. Any such administrator electing cash option may, at his or her option, purchase single or family dental coverage. Any such administrator electing cash option may, at his or her option, receive a reduced cash option of \$157.40 per month and the District will pay the premium for single health coverage and single dental coverage. Continuous service shall include school-years during which the administrator was on an approved leave of absence. Administrators may not increase cash option elections after January 1, 2013.

Direct Bill: In order to be eligible for the Direct Bill Plan as an early retiree, the employee, the spouse and dependents each must have had a minimum number of months of continuous coverage under the District's Health, Dental, and/or Vision Plan at the time COBRA coverage begins. The minimum number of months of continuous coverage required is 60 months. The District Health, Dental, and Vision Plans shall provide for a Re-