11-17 #5V

COMPENSATION PLAN

for the

DANIEL BOONE AREA SCHOOL DISTRICT ADMINISTRATORS

for the period

July 1, 2026 through June 30, 2030

ADMINISTRATIVE COMPENSATION PLAN

I. PHILOSOPHY:

The Daniel Boone Area Board of School Directors (the "Board") in partnership with parents and community members, is committed to providing quality educational opportunities for all students to ensure that they become responsible, productive, and versatile members of society.

The Board strongly supports the concept that a thorough and effective school system can only exist if the day-to-day instructional leadership of the schools and departments are entrusted to dedicated and competent persons. Good administration relies on the abilities of persons to perform the responsibilities of the positions for which they were hired. Good leadership will provide the vehicle to allow student learning to be the most important priority of the School District.

It is, therefore, incumbent on the Board to pursue a plan of compensation, based upon responsibility and performance, which will provide fair and adequate financial incentive for all administrative personnel.

The Board adopts the following Administrative Compensation Plan pursuant to the "Public School Code of 1949" as amended, Section 11-1164. The Board recognizes the importance of maintaining an effective Management Team concept. The School Directors accept the provisions of Act 93 of 1984 and look to strengthen the administration and educational programs of the District, and to establish and improve communications, decision-making, conflict resolution, and other relationships among the members of the team.

II. SCOPE OF PLAN:

The term "Employer or District" shall refer to the Board.

The term "Administrator" shall include the following positions for the purpose of this plan:

Assistant to the Superintendent
Director of Curriculum & Instruction
Director of Special Education
Director of Technology
Director of Facilities
Director of Athletics
Director of Safety & Security
Daniel Boone Area High School Principal

Daniel Boone Area Middle School Principal
Daniel Boone Area Intermediate Center Principal
Daniel Boone Area Primary Center Principal
Daniel Boone Area High School Assistant Principals (2)
Daniel Boone Area Middle School Assistant Principal
Assistant Business Manager
Athletic Trainer

Administrators hired by the Board to work full-time as recommended by the District Superintendent, whether for 10, 11, or 12 months shall be defined as full-time employees.

III. PURPOSE:

This Agreement sets forth the compensation system, benefits and evaluation system for the administrators as listed herein.

IV. TERM OF AGREEMENT:

The term of this Agreement shall begin on July 1, 2026 and shall continue in full force and effect until June 30, 2030, or until such later date as the two parties may hereinafter agree is to be the extended ending date. Any such extended date shall be evidenced by an amendment to this Agreement, to which amendment both parties shall signify their approval by affixing their signatures thereto.

V. WAIVER:

The parties hereto agree that, during the term of this Agreement, no additional discussions on this Agreement shall be conducted on any item referred to in this Agreement, unless agreed to by both parties. Any changes subsequently implemented would be accurately reflected in a written addendum to this Agreement, following a meet and discuss between the parties.

VI. MEET AND DISCUSS:

A committee of representatives of the Administrators may request meetings with the District Superintendent and/or the District Superintendent and the Board and/or the Board to "meet and discuss" such matters as agreed upon. Such meetings shall be held at times mutually agreeable to the two groups but not during regular hours of employment unless agreed to by the Employer. Participants of a meeting may mutually agree to hold continued meetings on matters on the agenda of the meeting.

VII. COMPENSATION PLAN:

Salaries and related compensation for Administrators shall be determined by the application of:

1. Salaries and Performance Evaluations (Appendix A)
2. Employee Benefits (Appendix-B)

VIII. EMPLOYEE BENEFITS:

The employee benefits to be provided under this Agreement are accurately reflected in Appendix B attached to and made part of this Agreement.

Any changes in employee benefits shall be evidenced by a written amendment to this Agreement, to which amendment both parties shall signify their approval by affixing their signatures thereto.

IX. WORKING CONDITIONS:

All Administrative personnel shall devote his/her time, skill, labor and attention during working hours to his/her duties as an employee of the Daniel Boone Area School District and to perform faithfully and competently all the duties assigned to him/her by the District Superintendent.

1. Work Hours - Work hours shall be determined by the District Superintendent according to the needs and function of the organization. All Administrative personnel are required to attend meetings as assigned by the District Superintendent.

2. Work Year - The work year for all Administrative Personnel shall be 260 days unless otherwise stipulated by action of the Board.

3. Pay Periods - All Administrative Personnel annual salaries shall be paid in 26 installments with each installment paid in accordance with a yearly schedule as provided by the Business Office.

ACKNOWLEDGEMENT

The DANIEL BOONE AREA ADMINISTRATORS acknowledge receipt of this Agreement, which was approved by the Board on the 17th day of November 2025.

BY: _____
Scott Matz
Director of Technology

BY: _____
Aaron Sborz
Daniel Boone Area High School
Principal

ATTEST: _____
Bucky Scott, Board Secretary

BY: _____
Russell Jirik, Board President

APPENDIX A

DANIEL BOONE AREA SCHOOL DISTRICT
SALARIES AND PERFORMANCE EVALUATIONS

Format:

The evaluation of the Administrators identified in this Agreement shall be done in a format developed by the Superintendent in accordance with State regulations, discussed with the administrators and approved by the Board (Appendix C). The Administrators shall be evaluated as Distinguished, Proficient, Needs Improvement or Failing.

Timeline:

The timeline for the evaluation of the Administrators shall be as follows:

- Beginning-of-Year: The Superintendent and/or designee shall meet individually with each Administrator to identify goals for the upcoming school year. These goals are put in writing and are reviewed at the "mid-year" and "end-of-year" meetings.

- Middle-of-Year: The Superintendent and/or designee shall meet individually with each Administrator to review the progress on the identified goals and to modify, add or delete goals as appropriate.

- End-of-Year: The Superintendent and/or designee shall:
    - Complete the written evaluation of each Administrator on the prescribed form
    - Incorporate the written input from supervisors who supervise other Act 93 Administrators
    - Review these evaluations with the Board of Directors in an executive session of the Board
    - Recommend compensation changes for each Act 93 Administrator to the Board of Directors, who shall have the final decision on compensation for the coming school year
    - Meet with each Administrator to review his/her evaluation and notify the Administrator of the following year's compensation
        - Each Act 93 Administrator shall have the right to attach comments to the evaluation document in the personnel file.

Compensation:

Administrators subject to this agreement shall receive annual salary increases aligned to the Daniel Boone Education Association (DBEA) collective bargaining agreement.

Annual performance evaluations for administrators will be completed by June 30 each fiscal year and will determine the salary adjustment applied for the subsequent school year.

- Administrators earning a Proficient rating shall receive a salary increase equal to the average percentage salary increase bargained for DBEA bargaining-unit members for the upcoming school year.
- Administrators earning a Distinguished rating shall receive a salary increase equal to the average DBEA salary increase plus an additional one percent (1.0%).
- Administrators earning a rating of Needs Improvement or Unsatisfactory shall not receive any salary increase for the upcoming school year.

The evaluation results from a given fiscal year will be used to determine the administrator's salary adjustment for the next school year, consistent with the timing of DBEA salary adjustments.

Entry-level salaries for first year Administrators shall be determined by the District Superintendent and Board in consideration of Appendix D.

Equity Raises:

During the term of this Agreement, the District may review comparable salary information for school districts both in and out Berks County (Appendix D). Any salary deemed to be below the average for any position may be increased in such amount as determined at the sole discretion of the Board. The adjustment will be effective on July 1 of the following school year and become a part of such Administrator's base pay.

APPENDIX B

DANIEL BOONE AREA SCHOOL DISTRICT
EMPLOYEE BENEFITS

Administrators shall receive all benefits, not inconsistent with the provisions of this Agreement as contained in the collective bargaining agreement between the Daniel Boone Board of Education and the Daniel Boone Education Association.

A. Leaves of Absence

1. Sabbatical or Professional Development Leave - Shall be granted in accordance with the terms and conditions of the Pennsylvania School Code and Board policy.

2. Maternity/Paternity Leaves of Absence - Shall be provided in accordance with Board policy.

3. Sick Leave - Annual allowance of twelve (12) days unlimited accumulation of unused leave. Entire accumulated entitlement may be used in any one school year. Sick leave for each fiscal year during the term of this Agreement shall accumulate at the rate of one (1) sick day per calendar month.

4. Bereavement/Death in the Family - Whenever an Employee shall be absent from duty because of a death in the immediate family or immediate family of spouse of said Employee, including from miscarriage, there shall be no deduction in salary of said Employee, for an absence not in excess of five (5) school days. The Employer may extend the period of absence with pay in its discretion as the exigencies of the case may warrant. Members of the immediate family shall be defined as father, mother, brother, sister, son, daughter, husband, wife, parent-in-law, or near relative who resides in the same household, or domestic partners in legally recognized civil unions, or any person with whom the Employee has made his/her home. These days do not need to be taken consecutively. Whenever an Employee is absent because of the death of a near relative or near relative of spouse, there shall be no deduction in the salary of said Employee' for absence not in excess of three (3) days. The Employer may extend the period of absence with pay in its discretion as the exigencies of the case may warrant. A near relative shall be defined as first cousin, grandfather, grandmother, grandchild, aunt, uncle, niece, nephew, brother-in-law, sister-in-law, daughter-in-law, or son-in-law. These days do not need to be taken consecutively but may not extend beyond thirty (30) days of the death of the immediate family member.

5. Jury Duty - Employees will be given leave with pay when called to serve for jury duty. The Daniel Boone Area School District recognizes the responsibility of its employees to fulfill their civic duties as jurors and witnesses in court proceedings. The District agrees; therefore, to grant civil leave with pay to permanent employees who have not volunteered for jury duty and are called for jury duty; or who are not a part in a civil or criminal court proceeding but are subpoenaed as a witness to attend such a court proceeding. Evidence of such civil duty in the form of a subpoena or other written notification shall be presented to the employee's immediate supervisor as far in advance as possible. The Employee will reimburse the Employer for the amount of per diem payment received from the appropriate judicial agency. There shall be no loss of sick or personal-emergency days by reason of said jury duty. It is understood that if the underlying case involving jury duty is canceled or concluded earlier than anticipated, the Bargaining Unit Employee is expected to report to work so long as the Bargaining Unit Employee would be able to work a half-day or more of their regular work schedule.

6. Professional Leave - Shall be granted two (2) paid professional leave days to be used for visitation to other schools and/or districts for the purpose of observing techniques or programs. Additional days may be granted with prior approval by the District Superintendent.

7. Personal/Emergency Leave - Shall have available three (3) days of excused absence with pay per year. Leave requests must be submitted to the District Superintendent two (2) days in advance, except in cases of extreme emergency. If unused one (1) personal emergency leave day may be carried over to the next school year. Maximum use in one school year is four (4) days. Additional days may be granted at the discretion of the District Superintendent. Any unused Personal/Emergency days will be converted to sick days.

8. Vacation - Twenty (20) vacation days shall be available for Employee use as of July 1 of each fiscal year during the term of this Agreement. Ten Month Employees shall have sixteen (16) vacation days available for their use as of July 1 of each fiscal year during the term of this Agreement. Vacation days are earned at the rate of one (1) day for every thirteen (13) days worked during the then current fiscal year for a maximum of twenty (20) days per year. If an Employee uses more vacation days than they accrued during the then current fiscal year due to a termination of employment with the District, the District shall recapture the excess vacation pay from any then outstanding salary payment due the Employee. All newly hired Administrators, with a start date subsequent to July 1 of the then current fiscal year, shall be allocated a number of vacation days prorated based upon the remaining number of workdays in that fiscal year.

All vacation dates are subject to prior approval by the District Superintendent and/or designee. At least two (2) weeks in days must be taken during the summer months. Carryover of vacation days is limited to five (5) days, which must be approved by the District Superintendent prior to July 1. At the time of retirement or if the Administrator leaves the District, he/she will be paid for unused vacation days at a per diem rate of salary that is in effect at the time of separation from the District.

Vacation days that are not used during the school year or carried over to the next school year, pursuant to the previous paragraph, will be forfeited unless the Administrator timely elects to sell back vacation days. An Administrator may elect to sell back to the District up to ten (10) vacation days earned during the school year at his or her per diem rate of salary so long as the Administrator's irrevocable election is made prior to the end of the calendar year in which such vacation days are earned.

9. Holidays - Shall be granted twelve (12) holidays as listed. Compensatory time may be granted if presence is needed on a particular holiday. Holidays falling on Saturday shall be observed on the preceding Friday. Holidays falling on Sunday shall be observed on the succeeding Monday.

Independence Day	New Year's Day
Labor Day	Martin Luther King Day
Thanksgiving Day	Presidents' Day
Christmas Eve	Good Friday
Christmas Day	Memorial Day
New Year's Eve	Juneteenth Independence Day

Any time schools are closed for the holiday periods set by the Board, the Administrators need not attend except for school activities which are scheduled during such periods and they are subject to "on call" meetings in emergency situations.

10. Compensatory Time - Compensatory time for school-related activities for Administrators not within the defined administrative work hours shall be determined at the discretion of the District Superintendent.

B. Economic Benefits

1. Life Insurance - The Employer shall provide term life insurance coverage equal to 2.5 times the Administrator annual salary, subject to the rules and regulations of the applicable insurance carrier.

2. Medical, Dental, and Vision Insurance - Administrators will receive the same medical, dental, and vision insurance coverage as provided to the Daniel Boone Education Association (DBEA) pursuant to the then current Collective Bargaining Agreement between the District and the DBEA.

   Administrators shall pay the same percentage contribution to premium costs for medical insurance coverage as the DBEA pursuant to the then current Collective Bargaining Agreement between the District and the DBEA.

   Administrators who elect to move from their respective eligible medical coverage to no medical coverage shall receive additional taxable gross income to increase the total plan benefit waiver compensation per fiscal year to $6,000.00 for family, $4,400.00 for 2-Party and $2,100.00 for Single.

   The Administrators shall contribute toward premium costs for dental and vision insurance at the same percentage rate and/or lump sum as paid by DBEA members pursuant to the then current collective bargaining agreement between the District and the DBEA. Any changes in the contribution toward premium costs for dental and vision insurance shall become effective for Administrators contemporaneously with the effective date of any change in the contribution rate paid by DBEA members.

3. Death Benefits - Employer shall pay to the widow(er) or estate of the deceased Administrators Forty Dollars ($40.00) per day for any unused sick leave days up to a maximum of two hundred (200) days.

4. Travel Reimbursement - Administrators who are required in the course of their work to drive personal automobiles shall be reimbursed at the IRS rate.

5. Long Term Disability - The Employer shall pay the premium for Long Term Disability Insurance for all Administrators as follows: 66% of salary to a maximum of $3,500.00 per month; benefits to begin on the 91st day of the illness or disability or the end of sick leave whichever is greater; benefits will continue until the time of separation from the District; all social security and worker's compensation payments will be subtracted from long term disability benefits.

6. Annuity - The District will allow Administrators to contribute their own funds with the option of before or after-tax dollars. All contributions must be properly authorized through payroll deductions, and the annuity must be selected from the Board list of approved annuities.

7. Retirement Savings - The Board shall provide a deferred compensation plan under Section 457 of the Internal Revenue Code ("Section 457 Plan") for Administrators. For each school year during the term of this Agreement, the Board shall contribute to each Administrator's Section 457 account a sum equal to the amount deferred by the Administrator up to 4% of his/her base annual compensation. Base compensation shall be computed as of July 1 each year. Said contribution shall be made to each Administrator's account on a pay period basis. All contributions to the Section 457 Plan pursuant to this paragraph shall be subject to the applicable limits established for said accounts under the Internal Revenue Code and shall be administered in accordance with the terms of the Section 457 Plan. In the event any such contribution otherwise due pursuant to this paragraph exceeds the applicable limits established for said accounts, the Administrator's right to said excess contributions shall be forfeited and used by the Board to fund current or future contributions. In the case of the death of the Administrator while employed by or retired from the District, the accumulated amounts in his or her 457 account shall be paid to the Administrator's most current beneficiary as stated on the beneficiary designation form for said plan, or in the absence thereof, on the PSERS nomination of beneficiary form.

8. Retirement Benefits: Unused Sick Leave Days - Employer shall pay into each Administrator's Section 457 Plan, at the end of the year of his/her retirement, an additional payment of Sixty Dollars ($60.00) for each day of unused sick leave up to a maximum of two hundred (200) days.

9. Longevity Increment - All Administrators will receive $200.00 per year of service to the school district, as an Administrator. This stipend will be payable upon the completion of their fifth (5^{th}) year of service to the district and every 5 years thereafter. This stipend will not be added to the Administrator's base salary.

10. Additional Benefits - The District will provide Administrators with any additional benefits, not otherwise addressed by this Agreement, that are provided to other employees of the District.

C. Professional Improvements

1. Professional Membership - The employer shall pay for membership in local, state and national professional organizations that are deemed by the District Superintendent to be appropriate to the job responsibility of the Administrator.

2. Tuition Reimbursement - The District will reimburse Administrators for tuition and related costs incurred for those employees enrolled in graduate study for a Degree Granting Program which has been approved in advance by the District Superintendent as follows:

   a. One hundred percent (100%) reimbursement for coursework for which the Administrator receives a grade of "B" or above.

   b. No reimbursement shall be made for coursework for which the Administrator receives less than a grade of "B".

   c. No reimbursement shall be made for any pass/fail course.

   d. The District shall establish an annual pool of One Hundred Ten Thousand Dollars ($110,000) for tuition assistance for all Act 93 members.
      i. Funds will be available on a first come, first served basis.
      ii. Any unused funds to be returned to the District.

   e. The following course criteria shall be established for reimbursement:
      i. Credit approval will be only for Masters' or Doctoral level granting programs only at accredited universities that have both online and traditional in-person courses.
      ii. The Superintendent (or designee) is required to review and approve the courses and certify that the courses are of the type that are directly related to the specific assignments in fulfilling professional growth or a need of the District
         1. This determination shall be made at the discretion of the District Superintendent (or designee)
         2. All courses for reimbursement must receive written approval from the District Superintendent (or his/her designee) prior to the Administrator's course registration
      iii. The district retains sole authority to grant reimbursement for courses taken in areas other than those listed above. Such action shall not be considered precedent setting nor subject to the grievance procedure.

iv. Credit approval may be granted for credits in a certification granting program so long as such credits are pre-approved by the Superintendent or designee.

The Employer shall prepay tuition and related costs for courses taken by an Administrator. The Administrator must submit the invoice to the business office for prepayment of courses. Payment will be made after the next regularly scheduled Board meeting, following submission of the required documentation, and shall be subject to all requirements set forth herein for reimbursement.

In no case will reimbursement be made for credits in an amount greater than one hundred percent (100%) of their actual cost or for courses for which an Administrator is reimbursed from other sources.

Courses must be completed within the next fiscal year following approval by the District Superintendent. Any course that will not be completed within the next fiscal year following approval by the District Superintendent will require re-approval in order to qualify for reimbursement.

An Administrator receiving reimbursement shall repay a percentage of the reimbursement amounts if he/she should fail to remain in the employ of the District at least five (5) full calendar years (60 months) following the completion of the course unless prevented from doing so for reason of death, illness, reduction in force, or other specific exception approved by the District Superintendent and the Board in the individual case based upon the following schedule:

a. One hundred percent (100%) of the reimbursement amounts if he/she should fail to remain in the employ of the District at least one (1) full calendar year following the completion of the course.

b. Eighty percent (80%) of the reimbursement amount if he/she should fail to remain in the employ of the District at least two (2) full calendar years following the completion of the course.

c. Sixty percent (60%) of the reimbursement amount if he/she should fail to remain in the employ of the District at least three (3) full calendar years following the completion of the course.

d. Forty percent (40%) of the reimbursement amount if he/she should fail to remain in the employ of the District at least four (4) full calendar years following the completion of the course.

e. Twenty percent (20%) of the reimbursement amount if he/she should fail to remain in the employ of the District at least five (5) full calendar years following the completion of the course.

In the event an Administrator earns less than a grade of "B" in any course, the Administrator will reimburse the District within thirty (30) calendar days one hundred percent (100%) of the tuition costs prepaid by the District.

3. Conference or Convention - Each employee shall have the reasonable expenses of conferences or conventions paid by the Employer for educational improvement, subject to approval by the District Superintendent.

Approval of courses and conference requests shall rest with the District Superintendent. Out-of-state conferences will be approved by the Board.

D. Disability

1. Complete or Partial Disability - In the event that an Administrator is: (1) unable to perform his/her duties under this Agreement due to a complete disability; or (2) unable due to disability to perform each and every duty and obligation expected or required of his/her hereunder as a full-time employee of the District; or (3) at various times completely disabled and at other various times, partially disabled as provided above, the Board shall have, in its sole discretion, the options provided in this Paragraph. Following the Administrator's exhaustion of all other leave to which he/she is entitled, in the event of the complete disability, partial disability, or combination thereof, as provided above, the Board shall have the option of either terminating the employment of the Administrator consistent with the provisions set forth in the Public School Code or of reducing the Administrator's salary and duties to a level commensurate with the Administrator's remaining abilities, if any. In the event that the Administrator disagrees with the Board's option of terminating the employment of the Administrator or of the extent of the reduction in salary and duties to a level commensurate with the Administrator remaining abilities, the Administrator shall have the right to demand arbitration for solely this purpose pursuant to and consistent with the rules of the American Arbitration Association and shall be responsible for any filing fees associated with initiating such arbitration. The American Arbitration Association rules pertaining to employment-related matters pursuant to employment agreements shall apply and the venue of any such arbitration proceeding shall take place at the principal offices of the District.

2. Period of Disability - The parties agree that, insofar as this Agreement is concerned, the period of disability shall be deemed to have started as of the first day of disability or inability irrespective of when it is finally determined that the disability for purposes hereof exists.

3. Intermittent Disability - Any complete disability, partial disability, or combination thereof which should occur within any twelve (12) month period shall be treated, for the purpose of these provisions, as though it was a continuing disability rather than a new disability.

4. Salary - This paragraph shall not be construed to require the Board to pay any salary to an Administrator beyond the accumulated sick leave, vacation days, or other leave days of the Administrator, which may be used by the Administrator during any disability. After such leave days are exhausted, the Board shall not be obligated to make any payment of salary to the Administrator in the case of complete disability. In the case of partial disability, the Board shall have the right to reduce Administrator's salary, subject to the right to arbitrate set forth in sub-paragraph (a) herein to a level commensurate with the remaining abilities of Administrator.

5. Meaning of Disability - For the purpose of this paragraph, the term "disability" shall mean the inability due to ill health, physical or mental disability, or for other physical or mental causes beyond the Administrator's control, to carry out each and every of the usual and customary duties required or expected to be performed hereunder by the Administrator.

6. Rights of the Administrators - Nothing contained in Paragraph 8 is intended in any way to abridge the Administrators' rights under the Americans with Disabilities Act of 1991 (42 U.S.C. Section 1201, et seq.), the ADA Amendments Act of 2008 (P.L. 110-325 of March 20, 2009), or the Family and Medical Leave Act of 1993 (29 U.S.C. Section 2601, et seq.).

APPENDIX C

DANIEL BOONE AREA SCHOOL DISTRICT
PERFORMANCE EVALUATION DOCUMENT

Title	Evaluation Form
Assistant to the Superintendent	DBASD Document
Director of Curriculum & Instruction	PDE Document (13-3)
Director of Special Education	PDE Document (13-3)
Director of Technology	DBASD Document
Director of Facilities	DBASD Document
Director of Athletics	DBASD Document
Director of Safety & Security	DBASD Document
High School Principal	PDE Document (13-2)
Middle School Principal	PDE Document (13-2)
Intermediate Center Principal	PDE Document (13-2)
Primary Center Principal	PDE Document (13-2)
High School Assistant Principal (2)	PDE Document (13-2)
Middle School Assistant Principal	PDE Document (13-2)
Assistant Business Manager	DBASD Document
Athletic Trainer	DBASD Document

APPENDIX D

DANIEL BOONE AREA SCHOOL DISTRICT
STARTING SALARY BANDS

Assistant to the Superintendent	$ 130,000.00	$ 160,000.00
Director of Curriculum & Instruction	$ 105,000.00	$ 140,000.00
Director of Special Education	$ 105,000.00	$ 140,000.00
Director of Technology	$ 90,000.00	$ 130,000.00
Director of Facilities	$ 85,000.00	$ 120,000.00
Director of Athletics	$ 75,000.00	$ 115,000.00
Director of Safety & Security	$ 60,000.00	$ 100,000.00
High School Principal	$ 105,000.00	$ 140,000.00
Middle School Principal	$ 100,000.00	$ 135,000.00
Intermediate Center Principal	$ 95,000.00	$ 130,000.00
Primary Center Principal	$ 95,000.00	$ 130,000.00
High School Assistant Principal	$ 85,000.00	$ 120,000.00
Middle School Assistant Principal	$ 85,000.00	$ 120,000.00
Assistant Business Manager	$ 70,000.00	$ 100,000.00
Athletic Trainer	$ 60,000.00	$ 90,000.00

** Salary Bands will be reviewed in 2030*