AGREEMENT

BETWEEN

DANBURY BOARD OF EDUCATION

AND

DANBURY SCHOOL ADMINISTRATORS ASSOCIATION

2025-2028

Appendices A-C as Amended 1/29/26

Appendix A (Wages)

2025-26 (Year 1)				
Position	**1**	**2**	**3**	**4**
High School Principal	181,046	186,647	192,418	200,329
Director of Special Education	176,242	181,688	187,302	195,000
Middle School Principal	166,691	171,845	177,159	184,442
Elementary School Principal	152,282	156,993	161,847	168,500
ACE Principal	152,282	156,993	161,847	168,500
Associate Principal for Instruction	165,835	170,900	176,257	183,411
Curriculum Administrators (Humanities, STEM, ESL/World Language), SRBI & School Support Administrator	154,679	159,463	164,397	171,154
Special Education Supervisors (pre-K, Elementary, Middle, High School), Supervisor Guidance/Pupil Services	148,897	153,501	158,249	164,757
Assistant Principal - Secondary	148,897	153,501	158,249	164,757
Assistant Principal - Elementary	142,761	147,174	151,727	157,964
Elementary Education Supervisors (Literacy, Numeracy, ESL)	142,761	147,174	151,727	157,964
Director of Adult Education & Summer School	159,051	163,970	169,039	175,991
Athletic Director	162,630	167,661	172,849	179,952
REACH/Endeavor Administrator	148,897	153,501	158,249	164,757
As amended 1/29/2026				

2026-27 (Year 2)				
Position	**1**	**2**	**3**	**4**
High School Principal	186,658	192,433	198,383	206,539
Director of Special Education	181,706	187,320	193,108	201,045
Middle School Principal	171,858	177,172	182,651	190,160
Elementary School Principal	157,003	161,860	166,864	173,724
ACE Principal	157,003	161,860	166,864	173,724
Associate Principal for Instruction	170,976	176,198	181,721	189,097
Curriculum Administrators (Humanities, STEM, ESL/World Language), SRBI & School Support Administrator	159,474	164,406	169,493	176,460
Special Education Supervisors (pre-K, Elementary, Middle, High School), Supervisor Guidance/Pupil Services	153,513	158,260	163,155	169,864
Assistant Principal - Secondary	153,513	158,260	163,155	169,864
Assistant Principal - Elementary	147,187	151,736	156,431	162,861
Elementary Education Supervisors (Literacy, Numeracy, ESL)	147,187	151,736	156,431	162,861
Director of Adult Education & Summer School	163,982	169,053	174,279	181,447
Athletic Director	167,672	172,858	178,207	185,531
REACH/Endeavor Administrator	153,513	158,260	163,155	169,864
As amended 1/29/2026				

2027-28 (Year 3)				
Position	**1**	**2**	**3**	**4**
High School Principal	192,444	198,398	204,533	212,942
Director of Special Education	187,338	193,127	199,095	207,277
Middle School Principal	177,186	182,664	188,313	196,055
Elementary School Principal	161,870	166,878	172,037	179,109
ACE Principal	161,870	166,878	172,037	179,109
Associate Principal for Instruction	176,276	181,660	187,354	194,959
Curriculum Administrators (Humanities, STEM, ESL/World Language), SRBI & School Support Administrator	164,418	169,503	174,747	181,930
Special Education Supervisors (pre-K, Elementary, Middle, High School), Supervisor Guidance/Pupil Services	158,272	163,166	168,213	175,130
Assistant Principal - Secondary	158,272	163,166	168,213	175,130
Assistant Principal - Elementary	151,750	156,440	161,280	167,910
Elementary Education Supervisors (Literacy, Numeracy, ESL)	151,750	156,440	161,280	167,910
Director of Adult Education & Summer School	169,065	174,294	179,682	187,072
Athletic Director	172,870	178,217	183,731	191,282
REACH/Endeavor Administrator	158,272	163,166	168,213	175,130
As amended 1/29/2026				

APPENDIX B

Building Administrators

Tier 1: High School Principal

Tier 2: Middle School Principal

Tier 3: Associate Principal for Instruction

Tier 4: Elementary School Principal
Alternative Center of Excellence (ACE) Principal

Tier 5: Assistant Principal -- Secondary
Assistant Principal --Elementary
Danbury Early College Opportunity (DECO) Administrator

Tier 6: REACH/Endeavor Administrator
Athletic Director

District Administrators

Tier 1: Director of Special Education
Curriculum Administrators (Humanities, STEM, World Language/ESL), SRBI & School Support Administrator

Tier 2: Special Education Supervisors, Supervisor Guidance/Pupil Services
Elementary Education Supervisors (Literacy, Math, ESL)

Tier 3: Director of Adult Education

A separate recall list will be maintained for the "Building Administrator" and "District Administrator" categories. For the purposes of Article VII E, "same or lower tier" shall mean the tier within the category of either "Building Administrator" or "District Administrator."

APPENDIX C
ADMINISTRATIVE WORK YEAR

POSITION	CONTRACT CLASS	WORK YEAR IN DAYS
High School Principal	12D	225
Middle School Principal	12D	225
Director of Special Education	12D	225
Elementary School Principal	11B	206
ACE Principal	11B	206
Associate Principal for Instruction	12D	225
Curriculum Administrators (Humanities, STEM, ESL/World Language), SRBI & School Support Administrator	11C	214
Special Education Supervisors (pre-K, Elementary, Middle, High Schools), Supervisor Guidance/Pupil Services	11B	206
Assistant Principal - Secondary	11B	206
Assistant Principal - Elementary	11B	206
Elementary Education Supervisors (Literacy, Numeracy, ESL)	11B	206
Director of Adult Education	12D	225
Athletic Director	11B	225
REACH/Endeavor Administrator	10A	206