



**Letter of Agreement between the
Oak Park School Board of Education and the
Oak Park School Administrators Association**

June 3, 2024

Re: Modification of Article 13 - Salary Schedule

This letter of agreement (“Agreement”) is entered between The Oak Park Board of Education (“Board”) and the Association of Oak Park School Administrators (“Association”) to modifying Article 13 - Salary Schedule of AOPSA Collective Bargaining Agreement.

The Board and the Association recognize the need to enhance compensation for school administrators and both parties agree to streamline the salary structure to ensure a fair and competitive compensation package;

Therefore, the parties hereby agree to modify Article 13 - Salary Schedule of the Association of Oak Park School Administrators Collective Bargaining Agreement as follows:

1. The salary schedule shall be adjusted to reflect an increase in compensation for all administrative positions covered under this agreement.
2. The salary steps and lanes shall be restructured to provide clear pathways for salary advancement based on experience and professional development.
3. To simplify the salary progression, the existing steps 7 and 8 will be eliminated. All current School Administrators will be transitioned to the nearest higher salary step (e.g. Elementary School Principal on current step 8, will be placed on the new Step 3).

Current Salary Schedule:

Position	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Lessenger Principal	\$95,000	\$97,000	\$99,000	\$101,000	\$103,000	\$105,000	\$107,000	\$109,000
Elementary Assistant Principal	\$90,309	\$92,116	\$93,958	\$95,837	\$97,754	\$99,709	\$101,703	\$103,737
Middle School Assistant Principal	\$96,212	\$98,136	\$100,098	\$102,100	\$104,142	\$106,225	\$108,350	\$110,517
NOVA Academy Principal	\$96,212	\$98,136	\$100,098	\$102,100	\$104,142	\$106,225	\$108,350	\$110,517
High School Assistant Principal	\$98,015	\$99,976	\$101,975	\$104,015	\$106,095	\$108,217	\$110,381	\$112,589
Elementary School Principal	\$98,162	\$100,126	\$102,128	\$104,171	\$106,254	\$108,379	\$110,547	\$112,758
Middle School Principal	\$103,669	\$105,742	\$107,857	\$110,014	\$112,214	\$114,459	\$116,748	\$119,083
High School Principal	\$110,495	\$112,705	\$114,959	\$117,258	\$119,603	\$121,995	\$124,435	\$126,924

New Salary Schedule:

Position	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Lessenger Principal	\$106,500	\$109,000	\$113,000	\$116,000	\$119,000	\$121,000
Elementary Principal	\$106,500	\$109,000	\$113,000	\$116,000	\$120,000	\$123,000
Elementary Assistant Principal	\$99,500	\$102,000	\$105,000	\$109,000	\$113,000	\$116,000
Middle School Principal	\$106,500	\$109,000	\$113,000	\$116,000	\$120,000	\$123,000
Middle School Assistant Principal	\$99,500	\$102,000	\$105,000	\$109,000	\$113,000	\$116,000
High School Principal	\$108,500	\$111,000	\$114,000	\$118,000	\$123,000	\$126,000
High School Assistant Principal	\$101,500	\$104,000	\$107,000	\$111,000	\$116,000	\$119,000
NOVA Principal	\$106,500	\$109,000	\$113,000	\$116,000	\$119,000	\$121,000

These modifications shall take effect as of the beginning of the 2024-25 academic year.

The Board and the Association wish to clarify that there is no change to the following existing language in the Collective Bargaining Agreement:

1. A performance stipend ranging from 0.5% to 2.5% per employee will be implemented based upon evaluations, retentions, and achievement of Adequate Yearly Progress (AYP) for the contract year 2022-23. This stipend will be payable as a lump sum off the regular salary schedule.
2. Employees who undertake additional duties beyond their standard job description will be compensated at a rate ranging from 1% to 3% of their base salary.
3. An administrator who reaches the maximum step on the salary schedule will receive an annual off-schedule stipend of \$1,000.00 at the end of the academic year.

This agreement shall remain in effect until the expiration of the current collective bargaining agreement, unless otherwise amended.

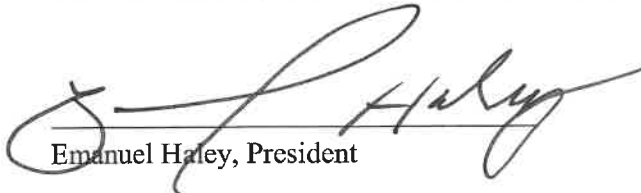
The parties acknowledge that this Letter of Agreement represents a mutual understanding of the modifications to the salary schedule and agree to execute this change in good faith.

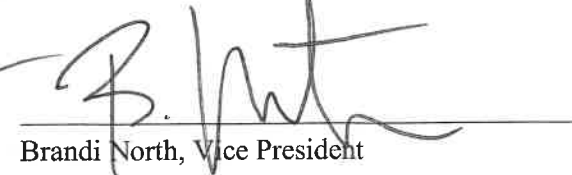
For Oak Park School District:


Angel Abdulhad, Superintendent


Aliya Fenderson, Director of Human Resources

For The Association of Oak Park School Administrators:


Emanuel Haley, President


Brandi North, Vice President