



III. Pay Administration for Particular Jobs

Classification and Promotional Adjustments for Principals

Salary is based on a combination of the following pay variables: principal experience and school type, size, and complexity.

Campus variables from the prior year are used to calculate components and principal salaries.

Campus-based variables are calculated and produced by the Research department and are determined by averaging school data taken for PEIMS reporting the last Friday in October and again the last Friday in April of the same school year.

An employee who does not earn a creditable year of service and/or who remains on the same pay step for any other reason (such as being at the maximum pay step) is not eligible for a pay increase beyond any increase made to the pay step to which the employee is assigned. Note: principals who work less than half time are not eligible to earn experience credit and will not advance on the step scale.

1. Experience Component

Step	Years of Credited Experience	ES*	MS*	HS*
0	0-5	\$72,869	\$78,227	\$92,158
1	6	\$73,942	\$79,300	\$93,230
2	7	\$75,013	\$80,371	\$94,302
3	8	\$76,084	\$81,442	\$95,374
4	9	\$78,174	\$83,532	\$97,463
5	10	\$80,264	\$85,622	\$99,553
6	11	\$82,354	\$87,712	\$101,642
7	12	\$84,792	\$90,150	\$104,080
8	13	\$87,230	\$92,588	\$106,518
9	14	\$89,668	\$95,026	\$108,956
10	15	\$91,408	\$96,766	\$110,697
11	16	\$93,150	\$98,508	\$112,439
12	17	\$94,891	\$100,249	\$114,181
13	18	\$95,588	\$100,946	\$114,877
14	19	\$96,284	\$101,642	\$115,573
15	20+	\$96,981	\$102,339	\$116,269
The experience component is capped at step 15				

***\$7,500 Performance Contract Pay is included in the salary schedule.**

Salary Schedules change each year.

Employees cannot estimate future salaries based on their current step or experience assignments from prior years.



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- K-8 principals are paid on the middle school lane.
- Principals at specialty high schools with enrollment at 600 students or above will be placed on the High School Principal pay lane.
- After meeting the minimum experience requirements for principal, additional experience as principal or equivalent, (or higher), will be considered for placement on the experience ladder.

2. Size of School Component

	E	D	C	B	A	X HS Only
ES:	0 – 599		600-899	900-1199	1200 +	
MS:	0 – 699		700-999	1000-1399	1400 +	
HS:	0- 1149	1150-1499	1500-1999	2000-2499	2500-2999	3000 +
\$ Value of Size Component	\$0	\$4,000	\$7,000	\$10,000	\$12,000	\$13,000

K-8 principals are paid on the middle school schedule.
For principals assigned to multiple campuses, the school type with the greater value dictates the lane.

2. Complexity Component

	D	C	B	A	X
Economically Disadvantaged	0 – 35%	36% – 50%	51% - 75%	76% - 90%	91% +
Value	\$0	\$2,700	\$4,000	\$5,000	\$6,000
G.T.	0 – 11%	12% - 40%	41% - 80%	81% +	
Value	\$0	\$2,000	\$3,000	\$4,000	

For principals assigned to multiple campuses, combined school characteristics are used to determine complexity values.