



**V Pay Administration**

**2. Classification and Promotional Adjustments for Assistant Principals and Deans**

Salary is based on the following salary schedule.

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: assistant principals or deans who work less than half time are not eligible to earn experience credit and will not advance on the step scale.

**Salary for 11-Month Assistant Principal**

Step	ES*	MS*	HS*
0	\$55,991	\$57,090	\$61,650
1	\$57,093	\$58,215	\$63,131
2	\$58,195	\$59,317	\$64,612
3	\$59,297	\$60,419	\$66,093
4	\$60,399	\$61,521	\$67,574
5	\$61,501	\$62,623	\$69,055
6	\$62,603	\$63,725	\$70,536
7	\$63,705	\$64,827	\$72,017
8	\$64,807	\$65,929	\$73,498
9	\$65,909	\$67,031	\$74,979
10	\$67,011	\$68,133	\$76,460
11	\$68,113	\$69,235	\$77,941
12	\$69,215	\$70,337	\$79,422
13	\$70,317	\$71,439	\$80,903
14	\$71,419	\$72,541	\$82,384
15+	\$72,521	\$73,643	\$83,865
<b>Maximum experience is capped at 15 years</b>			

\*\$5,000 Performance Contract Pay is included in the salary schedule.

\*Longevity pay is included in the salary schedule.

One year of experience is valued at \$1,481 for HS, \$1,125 for MS, and \$1,102 for ES.



## V Pay Administration

### a. Non-Assistant Principal or Dean Experience

- Experience credit is not given until the minimum requirement for the assistant principal position of five year's of teaching experience is met.
- Employees with certified educational experience such as classroom teacher will be given one year credit for every two year's of experience after the minimum five years of teaching experience is met. Maximum placement for this experience is step 5.
- Employees with certified, full-time, non-teaching experience in positions above teacher but not requiring administrative certification, such as counselor, magnet coordinator, title I coordinator, school improvement facilitator, etc., will be given one year credit for each year of experience. This experience will be in addition to any steps earned through teacher experience. Maximum placement combining teacher-plus experience and teacher experience is step 5.

### b. Assistant Principal, Dean, or Equivalent Experience

- Employees holding any position, in or out of the district, requiring administrative certification, will receive one-for-one experience credit up to the maximum of the salary schedule.

c. Non-assistant principal or dean experience and assistant principal, dean or equivalent experience as described above will be combined to determine placement on the salary scale.

Exceptions to the experience credit guidelines in all cases will require the review and approval of the deputy superintendent of human talent.

### Additional Components

- \$1,000 is paid for a Doctorate degree. Exception: If an assistant principal's or dean's salary currently exceeds the Salary Schedule (pay is grandfathered), the employee is not eligible for the additional payment for a Doctorate degree.

### 3. 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-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 taken 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.



## V Pay Administration

### Experience Component

Years of Principal Experience	Increase Per Year	ES*	MS*	HS*
0	--	\$68,000	\$73,000	\$86,000
1	\$1,000	\$69,000	\$74,000	\$87,000
2	\$1,000	\$70,000	\$75,000	\$88,000
3	\$1,000	\$71,000	\$76,000	\$89,000
4	\$1,950	\$72,950	\$77,950	\$90,950
5	\$1,950	\$74,900	\$79,900	\$92,900
6	\$1,950	\$76,850	\$81,850	\$94,850
7	\$2,275	\$79,125	\$84,125	\$97,125
8	\$2,275	\$81,400	\$86,400	\$99,400
9	\$2,275	\$83,675	\$88,675	\$101,675
10	\$1,625	\$85,300	\$90,300	\$103,300
11	\$1,625	\$86,925	\$91,925	\$104,925
12	\$1,625	\$88,550	\$93,550	\$106,550
13	\$650	\$89,200	\$94,200	\$107,200
14	\$650	\$89,850	\$94,850	\$107,850
15	\$650	\$90,500	\$95,500	\$108,500
<b>The experience component is capped at 15 years</b>				

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

\*Longevity pay is included in the salary schedule.

\*K-8 principals are paid on the middle school lane. Principals at elementary schools transitioning to K-8 or PK-8 will be paid on the middle school lane of the principal pay model after the school has completed its transition to a middle school.

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.

### 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.



## V Pay Administration

### Complexity Component

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

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

### Superintendent Component

The superintendent of schools will exercise his/her discretion to determine an additional pay component/incentive for a principal.

#### a. Changes in Component Values

The principal pay model is a placement structure for new or transferring principals. An established principal will maintain the component values associated with their campus unless:

- S/he transfers to a new campus, at which time their pay is recalculated using the current component values for that campus
- A campus component decreases by 50% from the time the component was established, at which time the component value will be reduced accordingly.  
For each component the calculation is determined by:
 

Size of School	number of students
Economically Disadvantaged	overall percentage decrease
Gifted and Talented	overall percentage decrease
- A campus component increases by 25% from the time the component was established, at which time the component value will be increased accordingly.  
For each component the calculation is determined by:
 

Size of School	number of students
Economically Disadvantaged	overall percentage increase
Gifted and Talented	overall percentage increase
- When a school is new, consolidated or reconfigured, campus-based variables will be evaluated using PEIMS data on the first day after Labor Day and any needed pay adjustments will be made. The variables will be reevaluated after the fall PEIMS snapshot and any adjustments will be made retroactive to the beginning of the school year.
- Principals at elementary schools transitioning to K-8 or PK-8 will be paid on the middle school lane of the principal pay model after the school has completed its transition to the middle school.



## V Pay Administration

### b. Additional Components

- From time to time the superintendent of schools requires flexibility to recruit principals to unique situations.
- \$1,000 is paid for a Doctorate degree. Exception: If a principal's salary already exceeds the Principal Pay Model (pay is grandfathered), the employee is not eligible for the additional \$1,000 payment for a Doctorate degree.

### c. Exceptions to Principal Pay Model

- In some circumstances, the principal experience plus school components may be less than the employee's current rate of compensation. With approval of the superintendent of schools, the employee may be granted a pay increase not to exceed 6% above their current salary. The salary will remain unchanged until it meets or exceeds the district's approved salary schedule.

### d. Non-Traditional Specialty School Administrators

- The superintendent of schools will exercise his/her discretion to define salary for non-traditional specialty school administrators.
- Specialty School Administrators are eligible to receive Economically Disadvantaged and Gifted and Talented component pay when the campus is at full capacity. Final approval for component pay resides with the superintendent of schools. See the Complexity Component schedule on page 40 of this *Compensation Manual*.

### e. Program Implementation

- This program was implemented in the 2006-2007 SY.

### f. Hold Harmless Rule

- Principals, assistant principals and deans with grandfathered salaries \$5,000 or less: Salaries will be held harmless until matched to the pay model.

**Example:** If the current salary exceeds the principal pay model by \$5,000 or less, the current salary will remain "as is" until the model pay either meets or exceeds the grandfathered salary, at which time the model salary prevails.

To remain eligible for the \$5,000 hold harmless rule, the employee must remain in the same or equivalent pay level position.

- **6-Year Rule:** Principals, assistant principals and deans with grandfathered salaries greater than \$5,000: Salaries will be grandfathered at current salary for three years (SYs '06-'07; '07-'08; '08-'09).
- If by SY 2009-2010 the salary still exceeds the model, the amount over the model will remain grandfathered.

To remain eligible for the 6-year rule, the employee must remain in the same or equivalent pay level position.