



**V Pay Administration**

**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**

Yrs of Experience	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



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

- Employees with certified educational experience such as classroom teacher will be given one year credit for every two year's of experience. Maximum placement is experience category 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. Maximum placement is experience category 5.
- Experience credit is not given until the minimum five year's of experience required for the assistant principal and/or dean position is met.

### 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.

Exceptions of the experience credit guidelines in all cases will require the review and approval of the executive general manager of Human Resources.

### Additional Components

- \$1,000 is paid for a Doctorate degree.



**V Pay Administration**

**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.

**Experience Component**

Yrs of Experience	Incr/Yr	ES*	MS*	HS*
0	\$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 schedule.

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.



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**Size of School Component**

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

\*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.

**Complexity Component**

	D	C	B	A	X
<b>Economically Disadvantaged</b>	0 – 35%	36% – 50%	51% - 75%	76% - 90%	91% +
<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>	0 – 11%	12% - 40%	41% - 80%	81% +	
<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.

- a. **Safety Nets for Components** – This feature has been eliminated for the 2008-2009 school year and has been replaced with the following:

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, or
- A campus component decreases by 50% from the time the component was established, at which time the component value will be reduced accordingly, and/or
- A campus component increases by 25% from the time the component was established, at which time the component value will be increased accordingly.



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### 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.

### 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. See schedules on page 36 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 be reduced - two-thirds of the amount will be retained by the employee. By SY 2012-2013, all salaries will be at the pay model

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