

Current Principal Compensation Plan

Average Daily Membership and Growth are the only two factors impacting Principal Pay

PRINCIPAL SALARY (Annual Schedules) FY 2023-24 Effective July 1, 2023

ADM Range	Schedule/ Pay Level	Base	Schedule/ Pay Level	Base + 10%	Schedule/ Pay Level	Base + 20%
		Annual Salary		Growth Met		Growth Exceeded
		Annual Salary	Schedule/ Pay Level	Annual Salary	Schedule/ Pay Level	Annual Salary
up to 200	B0	\$75,526	G0	\$83,078	E0	\$90,631
201 to 400	B1	\$79,302	G1	\$87,232	E1	\$95,162
401 to 700	B2	\$83,078	G2	\$91,386	E2	\$99,694
701 to 1,000	B3	\$86,855	G3	\$95,540	E3	\$104,226
1,001 to 1,600	B4	\$90,631	G4	\$99,694	E4	\$108,757
over 1,600	B5	\$94,407	G5	\$103,848	E5	\$113,288

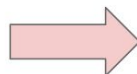
Proposed Principal Compensation Plan – Revisited

Uses complexity ranges instead of solely school size.

Proposed Draft Principal Pay Plan - Annual Schedule

School Complexity Range	Schedule/ Pay Level	BASE	Schedule/ Pay Level	5% Jump	Schedule/ Pay Level	5% Jump	Annual Salary
		Annual Salary		Growth Met		Growth Exceeded	
		Annual Salary	Schedule/ Pay Level	Annual Salary	Schedule/ Pay Level	Annual Salary	Annual Salary
Lowest 10%	B0	\$82,650.00	B0	\$86,782.50	B0	\$91,121.63	\$91,121.63
11 - 30%	B1	\$86,782.50	B1	\$91,121.63	B1	\$95,677.71	\$95,677.71
31 - 50%	B2	\$91,121.63	B2	\$95,677.71	B2	\$100,461.59	\$100,461.59
51 - 70%	B3	\$95,677.71	B3	\$100,461.59	B3	\$105,484.67	\$105,484.67
71 - 90%	B4	\$100,461.59	B4	\$105,484.67	B4	\$110,758.90	\$110,758.90
Highest 10%	B5	\$105,484.67	B5	\$110,758.90	B5	\$116,296.85	\$116,296.85

Adds a retention supplement designed to keep leaders in schools.



Retention Pay (Years as Principal ONLY)			
0-4 Years	5-9 Years	10-14 Years	15+ Years
\$0	\$2,000	\$4,000	\$6,000