Admin Salary Schedules

As salaries increase across the district, we are quickly seeing salary compression occurring, making it more difficult to attract and retain administrative/director level professionals. After a regional comparison, the following salary schedule has been developed for the 2026-27 that will be modified annually based on the licensed contract. Compression occurs when two employee groups have a different number of steps (one group maximizes its earning potential in 8 years while the other continues to grow its earning potential for 18) and when one employee group receives a Cost-of-Living Adjustment (COLA) in addition to a step increase year over year while another employee group receives only a COLA over fewer years. When salaries are compared at a daily rate (not taking into account other factors), we found some administrators were making less than the highest paid teachers which makes those positions more difficult to fill.

With this in mind, and the salary comparisons, using a model that uses the teaching salary schedule as a base salary could prevent compression in the future.

A. Base Rate - The base daily rate for Assistant Principals and Assistant Directors (collectively, “AP/AD”) shall be equal to the daily rate set forth in Column D, Row 18 of the District’s Certified Salary Schedule, as may be amended from time to time.

B. Administrator Daily Rates - The daily rates for site principals shall be calculated as a percentage increase above the AP/AD base daily rate, as follows:

- **a.** Elementary School Principal: Five percent (5%) above the AP/AD base daily rate.
- **b.** Middle School Principal: Ten percent (10%) above the AP/AD base daily rate.
- **c.** High School Principal: Fifteen percent (15%) above the AP/AD base daily rate.

C. Application

The percentages identified above shall be applied to the AP/AD base daily rate to determine the applicable principal daily rate. All resulting calculations shall be subject to standard District payroll practices, including rounding conventions, if any.

2026-27 w/ 3% COLA								
	Step 1	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**
Principal AHS	$128,941.79	$133,454.75	$138,125.67	$142,960.07	$147,963.66	$153,142.39	$158,502.37	$164,049.95
Principal AMS	$120,199.97	$124,406.97	$128,761.21	$133,267.86	$137,932.23	$142,759.85	$147,756.46	$152,927.93
Principal - Elementary	$112,550.88	$116,490.16	$120,567.33	$124,787.18	$129,154.73	$133,675.14	$138,353.77	$143,196.14
Assistant Principal	$107,087.25	$110,835.30	$114,714.53	$118,729.54	$122,885.08	$127,186.06	$131,637.56	$136,244.89
Athletic Director	$107,087.25	$110,835.30	$114,714.53	$118,729.54	$122,885.08	$127,186.06	$131,637.56	$136,244.89

Adjusted Salary Schedule								
	Step 1	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**
Principal AHS (Base x 1.15 x 220)	$128,749.17	$132,933.52	$137,253.86	$141,714.61	$146,320.33	$151,075.74	$155,985.70	$161,055.24
Principal AMS (Base x 1.1 x 220)	$123,151.38	$127,153.80	$131,286.30	$135,553.10	$139,958.58	$144,507.23	$149,203.72	$154,052.84
Principal - Elementary (Base x 1.05)	$117,553.59	$121,374.08	$125,318.74	$129,391.60	$133,596.83	$137,938.72	$142,421.73	$147,050.44
Assistant Principal (Base x 220)	$111,955.80	$115,594.36	$119,351.18	$123,230.09	$127,235.07	$131,370.21	$135,639.74	$140,048.04
Athletic Director (Base x 220)	$111,955.80	$115,594.36	$119,351.18	$123,230.09	$127,235.07	$131,370.21	$135,639.74	$140,048.04

Difference to current salary schedule with 3% COLA								
	Step 1	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**
Principal AHS (Base x 1.15 x 220)	-$192.62	-$521.23	-$871.81	-$1,245.46	-$1,643.33	-$2,066.64	-$2,516.67	-$2,994.71
Principal AMS (Base x 1.1 x 220)	$2,951.41	$2,746.83	$2,525.09	$2,285.24	$2,026.35	$1,747.38	$1,447.26	$1,124.91
Principal - Elementary (Base x 1.05)	$5,002.71	$4,883.92	$4,751.41	$4,604.42	$4,442.10	$4,263.58	$4,067.96	$3,854.30
Assistant Principal (Base x 220)	$4,868.55	$4,759.06	$4,636.65	$4,500.55	$4,349.99	$4,184.15	$4,002.18	$3,803.15
Athletic Director (Base x 220)	$4,868.55	$4,759.06	$4,636.65	$4,500.55	$4,349.99	$4,184.15	$4,002.18	$3,803.15

Supervisor/Director 2026 w/COLA								
	Step 1	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**
Student Services Director	$120,370.44	$124,583.39	$128,943.83	$133,456.86	$138,127.84	$142,962.31	$147,966.00	$153,144.81
Business Services Director	$120,370.44	$124,583.39	$128,943.83	$133,456.86	$138,127.84	$142,962.31	$147,966.00	$153,144.81

Supervisor/Director Adjusted Salary Schedule								
	Step 1	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**
Student Services Director (Base x 1.012 x 260)	$133,965	$136,243	$138,559	$141,330.	$144,157	$147,040	$150,716	$155,237
Business Services Director (Base x 1.012 x 260)	$133,965	$136,243	$138,559	$141,330.	$144,157	$147,040	$150,716	$155,237

Steps 2-3 receive a 1.7% increase, steps 4-6 receive a 2% increase, step 7 receives a 2.5% and step 8 receives a 3%.

Executive Admin (Current for 26-27) w/3% COLA								
	Step 1	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**
Executive Admin new 26-27	$159,135.00	$161,000.00	$162,887.40	$164,795.96	$166,727.86	$168,680.98	$170,658.50	$172,658.29

Adjusted Executive Admin Salary Schedule								
	Step 1	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**
Executive Admin new 26-27 Base x 1.175 x 260	$155,466	$158,109	$160,797	$163,530	$166,310	$169,138	$172,013	$174,937

Each step receives a 1.7% increase. These numbers have been rounded.

Does this fit within the approved budget and multi-year forecast?
Yes. Although these modifications were developed after the budget was adopted, the estimated cost is approximately $60,000 for 26-27, which can be accommodated within the district's current financial plan. We will continue to monitor expenditures throughout the year, and if necessary, a budget resolution could be brought to the board later in the year, though that is not anticipated.

Why is the salary formula changing?
The primary reason is to address salary compression between licensed employees and administrators. Teachers continue receiving both step increases and COLA adjustments for up to 18 years, while administrators reach the top of their salary schedule after only eight years and thereafter receive only the annual COLA. Over time, this causes administrator salaries to lag behind experienced teachers, making administrative positions less attractive. The new formula ties administrator salaries to the highest licensed salary, allowing both systems to grow together while maintaining appropriate salary relationships. As part of this work, we also adjusted the executive director formula to maintain an appropriate relationship to the Superintendent's salary.

Are we trying to be at market, above market, or competitive?
Our goal is to become competitive. Following approximately two months of regional salary comparisons, we developed a structure that is competitive with similarly sized districts. Equally important, the new model helps ensure that outstanding teachers are not discouraged from moving into administration because of limited salary growth.

What are the major changes to the agreements?
There are very few language changes. The most significant revision is the new salary determination formula. Other changes include one additional Family Sick Day and one additional Personal Day (bringing each to four days annually while incurring no cost to the district), increasing the insurance opt-out benefit to $400 per month to align with the licensed agreement, and clarifying the definition of "skill set" in the layoff and recall language. These changes have little to no operational or financial impact beyond the salary adjustments.

Do these agreements preserve your ability to manage staffing, assignment, program changes, and budget adjustments?
Yes. The agreements do not limit the Superintendent's authority to manage staffing, assignments, program changes, or budget adjustments. They modernize the compensation structure while preserving the district's existing operational flexibility.

How does the administrative insurance program compare to the union contracts?
The proposed insurance language is intended to maintain consistency with the district's existing employee groups. The administrator contract is aligned with the licensed agreement and states:

"ADMINISTRATOR will pay the same premium percentages for medical, dental and vision insurance as other certified staff. Additionally, ADMINISTRATORS shall receive the same opt out benefit as certified staff."

Similarly, the confidential and director contracts are aligned with the classified employee agreement. This approach ensures consistency across employee groups while maintaining equitable benefit structures based on each employee group's negotiated agreement.