



TO: Dr. Jennifer Cheatham, Superintendent
FROM: Deirdre Hargrove-Kriehoff, Chief Human Resources Officer
DATE: October 18, 2018
TITLE: Principal and Assistant Principal Salary Schedule Proposal

In 2015 the District conducted a compensation study that included review of Principal pay. Within that study it was recommended that the District better align Principal pay to the scale of responsibilities. During the 2017-18 school year MMSD administration met with the Principal advisory group to identify the compensation structure that would align compensation to responsibilities and ensure competitiveness within the local market.

Background

Currently, the Principal and Assistant Principal Salary Schedules are based on the school type: Elementary, Middle and High School. Principals and Assistant Principals are placed on the appropriate schedule based on the type of school they work in. The adjustments to the salary schedule are meant to ensure that Principal’s and Assistant Principal’s responsibilities, differentiated by size of school and complexity of school, is reflected in their salary.

Proposal

The Principal and Assistant Principal Salary Schedules will be based on a matrix that is built using school size, complexity and years of experience.

Step 1: Base Salary

Principals and Assistant Principals would receive a base salary reflected in the structure below.

Principal and Assistant Principal Daily Rate

	Principal	AP
Principal Base Per Day	\$453.46	\$372.57
Additional Daily Rate Due to Student Enrollment		
School Size Small (0-425)	\$ 0.00	\$ 0.00
School Size Medium (426-700)	\$16.00	\$16.00
School Size Large (701-1000)	\$26.00	\$26.00
School Size X-Large (1000+)	\$56.00	\$56.00

Note: Principals would be held harmless at the larger rate if their student enrollment dropped to a smaller group.

Step 2: Complexity

Principals and Assistant Principals whose school meet the criteria of being highly complex environment would receive an annual stipend. The complexity would be based on the following components:

- Percentage of Low Income Students
- Title 1 Designation
- Dual Language Immersion
- Early Childhood Special Education
- LEAP
- 4K Curriculum
- Deaf & Hard of Hearing

The top 10% of the schools (5 schools for the 2018-19 school year) would receive a stipend of \$3,500 for Principal's and \$1,750 for Assistant Principal's and the next 20% of schools (10 schools for the 2018-19 school year) would receive a stipend of \$1,750 for Principals and \$850 for Assistant Principal's. The stipend would be paid out semi-annually - half paid out in November and the other half paid out at the end of the fiscal year.

Step 3: Annual Steps

The new salary schedules would ensure Principal's and Assistant Principal's receive an annual step increase, along with the COLA/CPI-U adjustment. The annual step increase would be capped after being in the role for 15 years and a longevity bonus would be paid out to those who are capped.

Below is the complete Principal and Assistant Principal Salary Schedule matrix:

Principal and Assistant Principal Compensation Structure		
	Principal	AP
Principal Base Per Day	\$436.46	\$372.57
School Size Medium (426-700)	+ \$16	+ \$16
School Size Large (701-1000)	+ \$26	+ \$26
School Size X-Large (1000+)	+ \$56	+ \$56
Complexity-Medium	+ \$1,750	+ \$875
Complexity-High	+ \$3,500	+ \$1,750
Annual Step Increase	Annual average of approx. 1.5%	

Annualized Salaries & Examples

The annualized salary for a Principal or Assistant Principal is based on the number of contract days, in addition to the components of the Compensation Structure.

Average Increase to Salary

- Principals would see an annual average increase of \$1,000 to move to the new salary structure. This increase is primarily due to Elementary Schools and Middle Schools moving to a Medium School or Large School category (an average increase of \$1,344). The annual average increase for Principal's moving to similar category (such as High School to X-Large or Middle School to Medium) is \$860.
- Assistant Principals would see an annual average increase of \$630. This increase is primarily due to Elementary Schools and Middle Schools moving to a Medium School or Large School category (an average increase of \$847). The annual average increase for Assistant Principal's moving to similar category (such as High School to X-Large or Middle School to Medium) is \$511.
- These average increases do not include the Complexity Stipend.

Dane County Average Comparable Data (2018-19)

	Principal Dane County Average	Principal MMSD Average	Asst. Principal Dane County Average	Asst. Principal MMSD Average
Elementary	\$96,399	\$110,903	\$89,725	\$100,133
Middle	\$102,242	\$111,286	\$82,892	\$88,651
High	\$114,541	\$125,241	\$81,603	\$100,707

Note: The data is based on actual years of experience.

Salary Examples

Principal 1: Elementary School

New Structure Components: Medium School, Step 2 on Experience Level, No Complexity Stipend

Current Salary: \$470.04 per day (\$102,469 annual)

New Structure Salary: \$477.44 per day (\$104,081 annual)

Increase: \$1,612 annual increase

Principal 2: Middle School

New Structure Components: Large School, Step 5 on Experience Level, High Complexity Stipend

Current Salary: \$510.28 per day (\$111,241 annual)

New Structure Salary: \$512.90 per day + \$3,500 stipend
(\$111,812 + \$3,500 = \$115,312 annual)

Increase: \$4,070.88 annual increase (including high complexity stipend)

Assistant Principal 2: High School

New Structure Components: X-Large School, Step 8 on Experience Level, No Complexity Stipend

Current Salary: \$479.78 per day (\$99,314 annual)

New Structure Salary: \$482.25 per day (\$99,825 annual)

Increase: \$511 annual increase

Implementation of the New Schedule

The June 2018 Preliminary Budget allocated \$170,000 to be used to offset the cost to move Principal's and Assistant Principal's to the new salary schedule structure. The proposed implementation of the new salary schedule would be made in Fiscal Year 2019. For the implementation, Principal's and Assistant Principal's would move to the closest next step on the schedule, based on their current salary. Principals would maintain their current daily rate or higher, and would not move backwards within the pay schedule.