

Administrator Salary Groups

Section 1. Building Administrator Groups: This salary range applies to building administrators:

| <u>Position</u> | <u>Salary Range</u> |
|---|----------------------|
| High School Principals (225 days) | \$96,000 – \$113,000 |
| Alternative Education Principal (225 days) | \$96,000 – \$113,000 |
| Middle School Principals (225 days) | \$87,000 – \$102,000 |
| Elementary Principals (225 days) | \$87,000 – \$102,000 |
| Assistant Principal/Athletic Director High School (225 days) | \$84,000 – \$99,000 |
| Assistant High School Principals (225 days) | \$82,000 – \$96,000 |
| Assistant High School Principal/Middle School Athletic Director | \$79,000 - \$93,000 |
| Assistant Middle School Principals (225 days) | \$74,000 – \$87,000 |
| High School Deans (215 days) | \$70,000 – \$82,000 |
| High School Athletic Directors (215 days) | \$71,000 – \$84,000 |
| Assistant Elementary Principals (225 days) | \$74,000 – \$87,000 |
| Title I Administrative Assistant (225 days) | \$74,000 – \$87,000 |

Section 2. Central Office Administrator Groups: This salary range applies to central office administrators:

| <u>Position</u> | <u>Salary Range</u> |
|---|-----------------------|
| Assistant Superintendent of Administrative Services | \$105,000 – \$123,000 |
| Assistant Superintendent of Elementary Education | \$105,000 – \$123,000 |
| Assistant Superintendent of Secondary Education | \$105,000 – \$123,000 |
| Director of Human Resources | \$87,000 – \$102,000 |
| Director of Special Services | \$83,000 – \$98,000 |
| Director of Title III | \$82,000 – \$96,000 |
| Director of Facilities | \$82,000 – \$96,000 |
| Director of Student Services | \$82,000 – \$96,000 |
| Director of Technology | \$82,000 – \$96,000 |
| Director of Transportation | \$82,000 – \$96,000 |
| Director of Development and Title I | \$79,000 – \$93,000 |

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|----------------------------------|---------------------|
| Manager of Financial Services | \$77,000 – \$90,000 |
| Manager of Special Services | \$72,000 – \$85,000 |
| Manager of Transportation | \$72,000 – \$85,000 |
| *Director of Food Services | \$68,000 – \$80,000 |
| Public Information Officer (PIO) | \$54,000 – \$63,000 |

*For the transition of the Food Service Director position into the Administrator Group, the increase to the minimum amount shall occur in a three year time period. The amount of increase per year shall not be greater than the amount to reach the minimum divided by three.

Section 3. Salary Ranges (Minimum and Maximum). The salary ranges are effective for the start of the 2016-17SY. The 2016-17SY is a transition year for the placement in a salary range and the determination of raises. Beginning with the 2016-17SY all Administrators' salaries for the year shall be at least at the minimum amount. All new hires' salaries shall be in the established salary range based on the experience of the employee.

Section 4. Compensation Model. On an annual basis the Board of School Trustees shall review and determine the amount of new compensation available to Administrators that have rated Effective or Highly Effective for the previous contract year. Administrators who are not rated Effective or Highly Effective are not eligible for salary increases or stipends. Administrators who were employed by EACS in the prior school year as an Administrator and actively employed on the date the Board approved the compensation (additional salary) amount shall receive the approved amount as additional salary added to his/her base salary for that contract year. For the 2017-18SY the individual compensation amount is \$2,000, and for the 2018-19SY the individual compensation amount is \$1,000. If the additional compensation amount causes the salary to be greater than the specific maximum, the amount above base shall be paid as a stipend.

Section 5. Base Salary. The base salary for each Administrator during the contract year shall not be greater than the maximum salary for the particular position.

The total salary increase available for a position is the greater value of the amount to minimum or compensation model amount.

Section 6. Administrative Intern Salary: The annual compensation for an administrative intern shall be the lesser of: Teacher Index Per Diem (based on the intern's degree and years of experience as of the start of the contract year for a new hire) x 200; or, a maximum of \$63,000.