



Principals 2017-2018 One-Year Compensation Schedule

David Neter, Jacqueline Ellis, Marcie Holland
October 3, 2017

State Schedule prior to July 1, 2017

- Size of School based upon # state-funded certified staff
- Years of Experience
- Advanced Degrees
- Longevity

WCPSS Schedule prior to July 1, 2017

- State schedule, & Local Supplements for:
 - Size of the school including total number of teaching positions and teacher assistant positions, regardless of funding source
 - Level of the school (elementary, middle, high)
 - Year-Round School Supplement
 - Magnet School Supplement

New State Schedule effective July 1, 2017

- Based on ADM
- Years of experience no longer considered
- Size of staff no longer considered
- Advanced Degrees no longer considered
- Based on best 2 of 3 years of school performance data
- Longevity “built into” Schedule, no longer earn separately
- 2 State Bonuses (for 2017-18) in addition to new State Salary Schedule
- State Hold Harmless for 2017-18 only

New State Schedule effective July 1, 2017

ADM	Base *	Met Growth**	Exceeded** Growth
0 – 400	\$ 61,751	\$ 67,926	\$ 74,101
401 – 700	\$ 64,839	\$ 71,322	\$ 77,806
701 - 1,000	\$ 67,926	\$ 74,719	\$ 81,511
1,001 - 1,300	\$ 71,014	\$ 78,115	\$ 85,216
1,301+	\$ 74,101	\$ 81,511	\$ 88,921

*Principals not meeting growth (Best 2 of 3 years) & Principals who do not have 2 or more years history are placed on Base

**Best 2 of 3 years of growth in school(s) supervised by principal

New State Schedule effective July 1, 2017

- High School Principal w 3,000 students earns same state base as
Middle School Principal w 1,301 students

ADM	Base*	Met Growth**	Exceeded** Growth
0 – 400	\$ 61,751	\$ 67,926	\$ 74,101
401 – 700	\$ 64,839	\$ 71,322	\$ 77,806
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**Best 2 of 3 years of growth in school(s) supervised by principal

New State Schedule effective July 1, 2017

- Principal with 15 years experience earns same as new principal

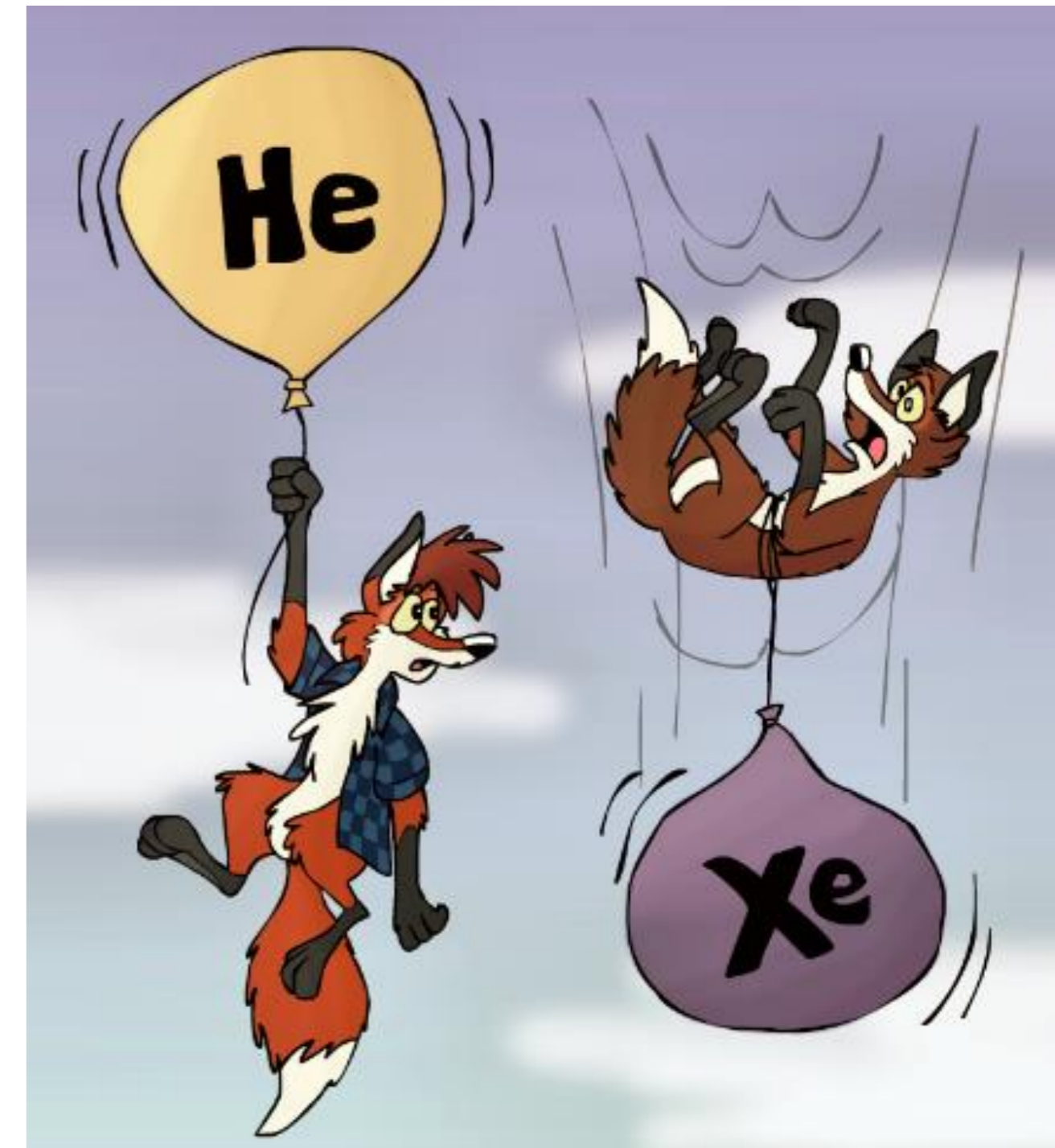
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*Principals not meeting growth (Best 2 of 3 years) & Principals who do not have 2 or more years history are placed on Base

**Best 2 of 3 years of growth in school(s) supervised by principal

New 17-18 State Schedule *with no local changes*

- Total wages* shoot up as much as \$22,000 per year *for some....*
- And plummet as much as **\$(28,000)** per year *for others*



*New State Base & Local Base Supplement & Local Year Round/Magnet Supplement compared to Old State Base & State Longevity & Local Base Supplement & Local Year Round/Magnet Supplement

New 17-18 State Schedule *with no local changes*

- Total wages* shoot up as much as \$22,000 per year *for some....*
- And plummet as much as \$(28,000) per year *for others*
- State Hold Harmless for 17-18 only
- Huge upward swings not sustainable w/o significant increases to local funding
- Downward swings not acceptable

*New State Base & Local Base Supplement & Year Round/Magnet Local Supplement compared to Old State Base & State Longevity & Local Base Supplement & Local Year Round/Magnet Supplement



WCPSS 2017-18 One-Year Principal Compensation Recommendation

- Principals move to new 2017-18 State Schedule
- Adjustments made to local supplement so.....
- All Principals see 17-18 total wage* increase** over 16-17 total wages***
- Recommendation reviewed with Division of Principals – Positive Feedback

*New State Base & Local Base Supplement & Year Round/Magnet Supplement

**Increase based upon 16-17 State Base & 16-17 Local Base Supplement, one-year only, new schedule to be developed for 2018-19

***State Base & State Longevity & Local Base Supplement & Local Year Round/Magnet Supplement

WCPSS 2017-18 One-Year Principal Compensation Recommendation

- All Principals see Wage Increase* of 3%, 6%, or 9% based upon State definition of
 - Base – 3%
 - Met Growth – 6%
 - Exceeded Growth - 9%
- Using Growth (not proficiency) levels the playing field
- Aligns with new State Structure
- *Recommended 17-18 total wages is before new State Bonuses*

*Increase based upon 16-17 State Base & 16-17 Local Base Supplement. Increases are for 2017-18 school year and are subject to state and local revisions going forward.

State Principal Bonus 1

Bonus to principals who supervised a school that had 2016-17 EVAAS *growth* score in the top 50% of the state

Statewide Growth %	Bonus
95% -100%	\$5,000
90% - 94.99%	\$4,000
85% - 89.99%	\$3,000
80% - 84.99%	\$2,000
50% - 79.99%	\$1,000

- Legislation requires bonuses to be paid in October 2017
- Bonuses legislated for 2017-18 only

State Principal Bonus 2

Principals who supervised the same school that had not met or had met growth in 2015-16 and exceeded growth in 2016-17:

- \$10,000 if the school was a D or F school in 2015-16
- \$5,000 if the school was an A or B or C school in 2016-17
- State bonuses are in addition to WCPSS recommendation
- Legislation requires bonuses to be paid in October 2017
- Bonuses legislated for 2017-18 only

WCPSS 2017-18 One-Year Principal Compensation Alternative

- Principals move to new 2017-18 State Schedule
- Principals all see 17-18 total wage* increase** over 16-17 total wages***
- Increase** 5% across the board
- Does not align with new State Structure
- *Alternative 17-18 total wage increase is before new State Bonuses*

*New State Base & Adjusted Local Base Supplement & Year Round/Magnet Supplement

**Increase based upon 16-17 State Base & 16-17 Local Base Supplement. Increases are for 2017-18 school year and are subject to state and local revisions going forward.

***State Base & State Longevity & Local Base Supplement & Local Year Round/Magnet Supplement

Next Steps

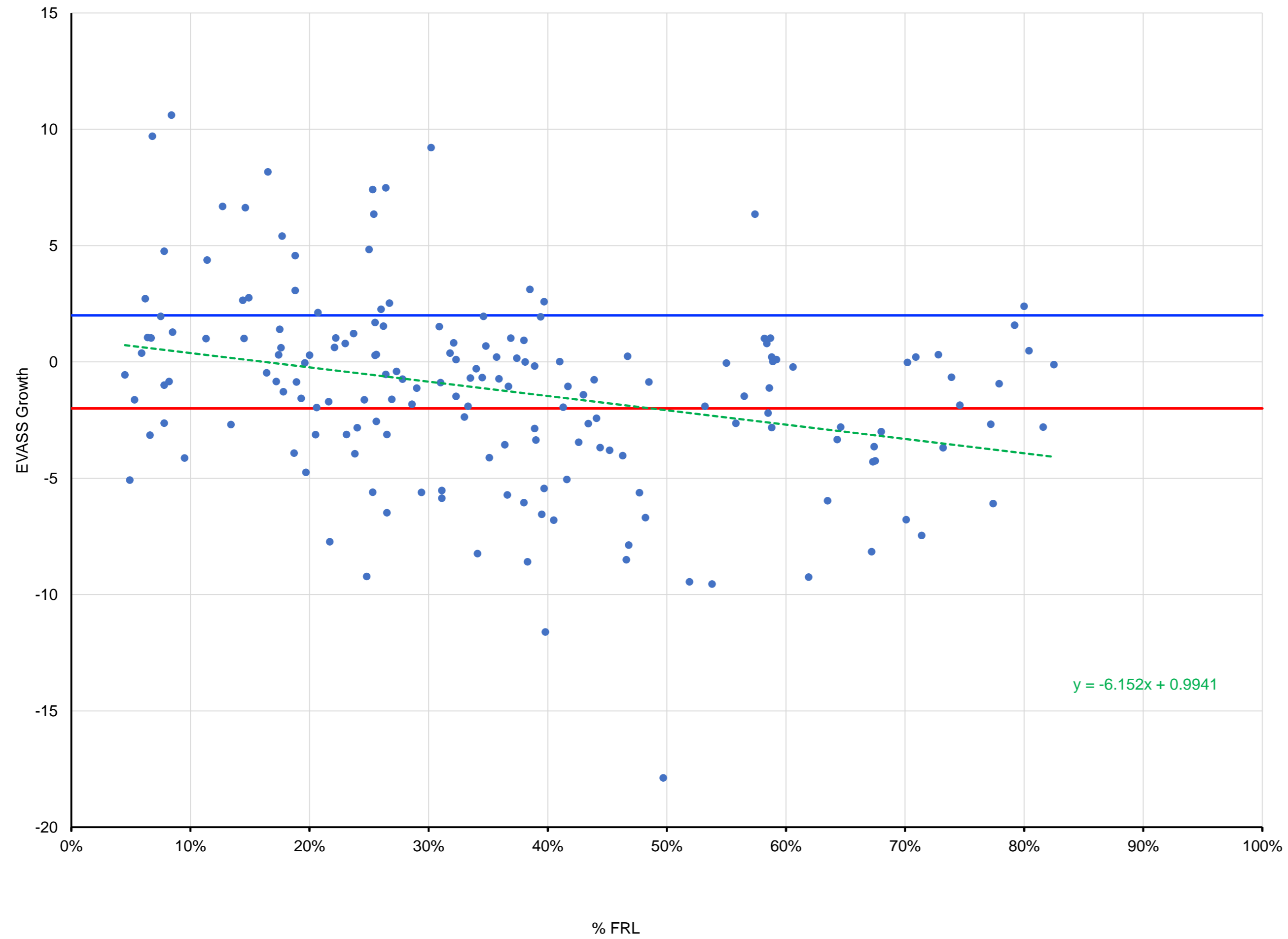
- Changes retroactive to July 1, 2017
- If Board supports, request approval at October 3, 2017 meeting to allow changes to take place on October payroll.
- Engage stakeholders to develop a sustainable schedule for 2018-19
- Decisions of State Legislature in 2018 will influence/impact



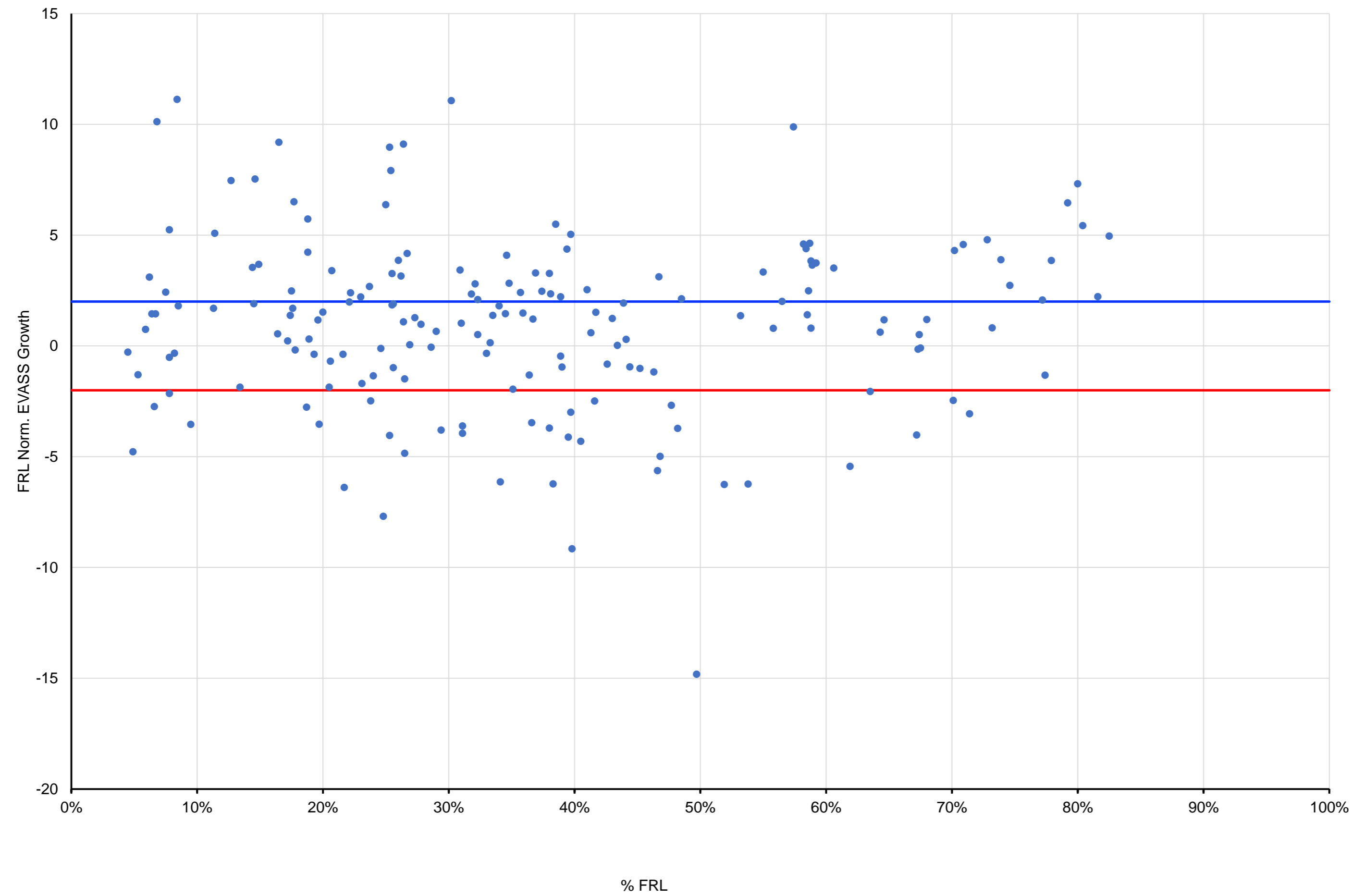
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Additional Information



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