



Principals 2017-2018 One-Year Compensation Schedule

David Neter, Marcie Holland
October 12, 2017

2017-18 One-Year WCPSS Principal Compensation Schedule

- Review of what was presented at October 3 Work-Session
- Review of concerns expressed
- Alternatives for consideration

2017-18 One-Year WCPSS Principal Compensation Schedule

- Start with the end in mind
- One-year plan to immediately address issues created by new State Schedule
- Simple changes to local supplement that can be implemented quickly
- Based upon existing structures, measures, and information
- Extensive work to take place during 2017-18 to prepare schedule for 2018-19 that:
 - Comprehensively adjusts local supplement schedule
 - Reviews all aspects of principal compensation including high-needs schools
 - Mitigates impact of current and possible new changes to State Schedule
 - Positions WCPSS to Recruit & Retain top school administrators

Background on changes to new State Principal Salary Schedule

- 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

WCPSS Principal Local Salary Supplements

- Current Local Supplements consider:
 - 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

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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*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

- Principal with 15 years experience earns same as new principal

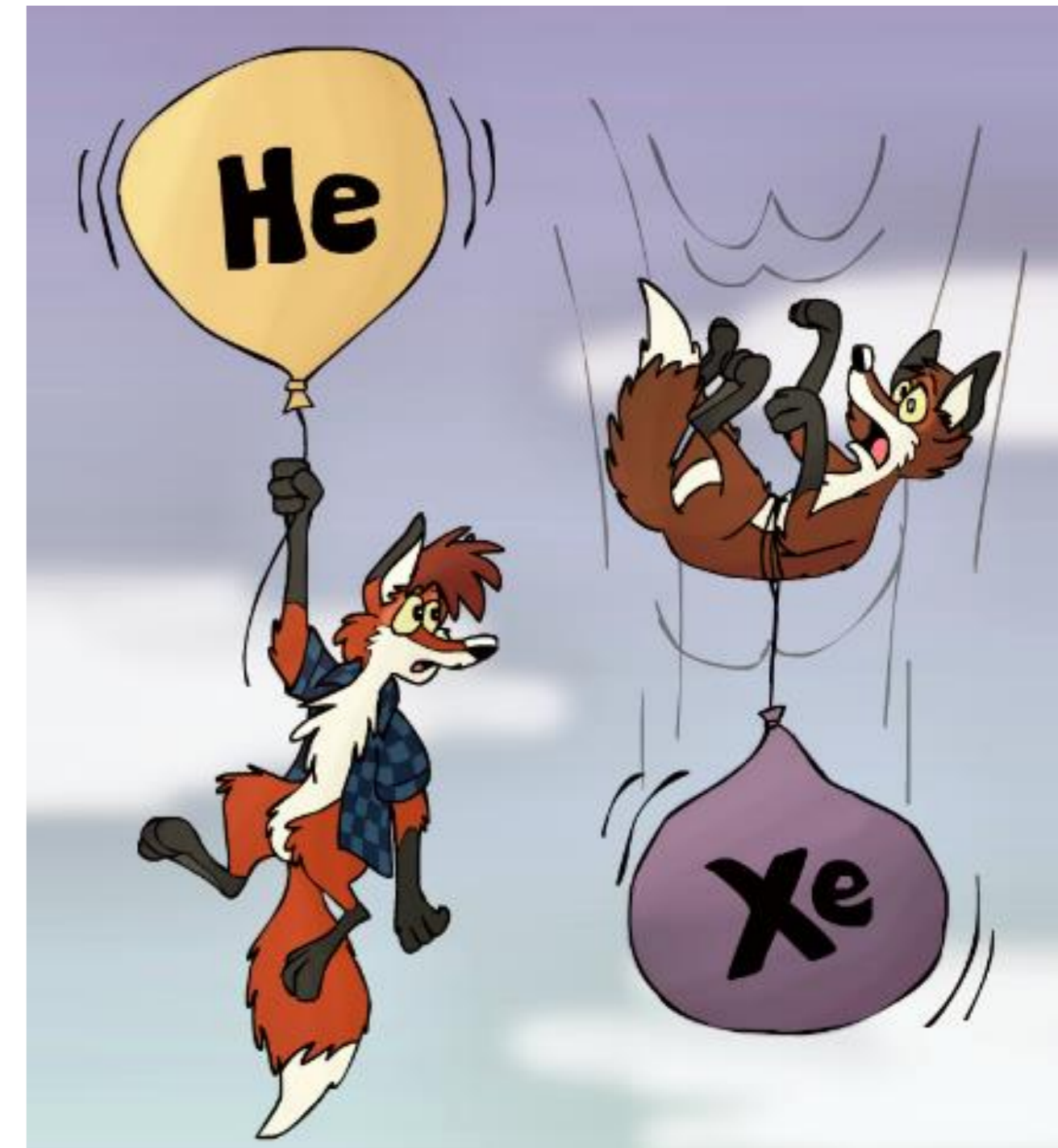
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**Best 2 of 3 years of growth in school(s) supervised by principal

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*
- State Hold Harmless for 2017-18 only



*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

WCPSS 2017-18 One-Year Principal Compensation Recommendation

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

- Principals see Wage Increase* of 3%, 6%, or 9% based upon State definition of
 - Base – 3%
 - Met Growth – 6%
 - Exceeded Growth - 9%
- 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.

WCPSS 2017-18 One-Year Principal Compensation Alternative

- Principals move to new 2017-18 State Schedule
- Principals 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

Expressed at October 3 Work-Session

- Concern about Performance Pay
- Concern about measures underlying Performance Pay (EVAAS)
- Some support (?) for across the board
- Concern that principals at high-needs schools are not on a level playing field for meeting/exceeding growth

WCPSS 2017-18 One-Year Principal Compensation Alternatives

- Principals see Wage Increase* of 3%, 6%, or 9% based upon State definition of
 - Base – 3%
 - Met Growth – 6%
 - Exceeded Growth - 9%
- Principals see Wage Increase* of 5%
- Principals see Wage Increase* of 4%, 5%, or 6% based upon State definition of
 - Base – 4%
 - Met Growth – 5%
 - Exceeded Growth - 6%
 - Base goes up to 4% & variance between Base, Met, Exceeded tightened

*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.

Next Steps

- Changes retroactive to July 1, 2017
- Seek Finance Committee recommendation to full Board at October 17 Work-Session.
- Engage stakeholders to develop a sustainable schedule for 2018-19
- Decisions of State Legislature in 2018 will influence/impact



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