

**Policy 4141**

**July 2020**

**WINSTON-SALEM/FORSYTH COUNTY SCHOOLS**

**Formulas for Central Administrator Pay**

For Lead Teachers, add 1% to the **highest** eligible teacher schedule monthly pay, including base pay plus local supplement, but excluding advanced or doctoral degree additional pay, and rounded up to the nearest dollar, and then add any eligible advanced degree pay at the state-approved rate.

**For all other central administrators (previously classified at Grade 68 or above), the following table and administrative processes apply:**

<b><u>Administrative Pay Classification</u></b>	<b><u>Minimum Pay</u></b>
Deputy Superintendent*	\$135,000
Assistant Superintendent	\$120,000
Chief Attorney	\$120,000
Chief Academic Officer	\$120,000
Chief Human Resource Officer	\$120,000
Chief Financial Officer	\$120,000
Inst. Superintendent	\$115,000
Chief Program/Operations Officer – Level 3	\$108,830
Chief Program/Operations Officer – Level 2	\$96,410
Chief Program/Operations Officer – Level 1	\$88,720
Executive Directors	\$79,275

Directors – Level 2	\$73,810
Staff Attorney	\$71,330
Directors – Level 1	\$69,840
Program/Operations Support Managers – Level 2	\$65,860
Program/Operations Support Managers – Level 1	\$59,890
Operations Support Specialists – Level 3	\$55,900
Operations Support Specialists – Level 2	\$51,945
Operations Support Specialists – Level 1	\$43,975

All of these roles require a degree beyond high school plus some years of previous relevant experience, and a candidate with no more than the minimum amount of relevant experience would be placed at the minimum pay level for the appropriate category.

**Formulas for Central Administrator Pay**

For relevant teaching and administrative experience beyond the minimum requirement, 0.6% per year is added to the minimum pay level. Administrative experience (beyond the minimum requirement) in WS/FCS is granted at year-for-year, while relevant administrative experience (beyond the minimum requirement) outside of WS/FCS is granted at one year for each two years of such experience (rounded up to the nearest full year).

To the calculated pay of all classifications below Chief Program Officers, \$126 per month is added for an Advanced Degree on their administrative license or \$252 per month is added for an earned Doctorate Degree in a field of study relevant to their job role or for NBPTS. No other incremental pay is added for education beyond the minimum amount required for the job.