

## PAY FORMULAS FOR SCHOOL-BASED ADMINISTRATORS

**Principals**

Monthly Supplement Before Add-ons: A percentage of eligible 2018-19 monthly state base pay (not including student performance-related pay or bonuses) equal to:

25% for elementary schools

30% for middle schools and non-traditional high schools

52.5% for traditional high schools

Add-on Factors:	<u>Monthly Add-on Pay</u>
Principal experience of 1 – 2.99 years	\$110.00
Principal experience of 3 – 5.99 years	\$220.00
Principal experience of 6 – 9.99 years	\$330.00
Principal experience of 10 – 14.99 years	\$440.00
Principal experience of 15+ years	\$550.00
Earned advanced degree (without doctorate)	\$50.00
Earned doctorate degree or Active NBPTS	\$100.00
If principal's school has 60%-79.99% free/reduced meal eligible students	\$200.00
If principal's school has 80+% free/reduced meal eligible students	\$300.00

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**Assistant Principals**

Monthly Supplement Before Add-ons:

Eligible teacher supplement for elementary schools

Eligible teacher supplement + 20% for middle schools and non-traditional high schools

Eligible teacher supplement + 75% for traditional high schools

Add-on Factors:

Monthly Add-on Pay

For each year of assistant principal and/or principal experience \$20 (max of \$200.00)

Holding an active NBPTS certification \$200.00

Note: The State still provides assistant principals with base pay stipends for earned advanced or doctorate degrees.