

ADMINISTRATION**6142P****Administrative Salaries**

Principal(s), Vice-Principal(s), and Athletic Directors:

Principals' Salary Schedule

Years as a Principal	K-6	VP or AD	High School	Advanced Credentials
1	1.16 x HPT	1.10 x HPT	1.3 x HPT	\$1,000.00
2	1.18 x HPT	1.12 x HPT	1.33 x HPT	\$1,000.00
3.	120 x HPT	1.14 x HPT	1.36 x HPT	\$1,000.00
4	1.22 x HPT	1.16 x HPT	1.40 x HPT	\$1,000.00
5.	1.24 x HPT	1.22 x HPT	1.42 x HPT	\$1,000.00

Each additional year's pay is based on the HPT and the percentages in year five. HPT = Highest Paid Teacher. Additional salary each year is predicated on each administrator completing an ACTION RESEARCH PROJECT related to improving student learning in their area of responsibility. The project must be approved by the superintendent and the report given in writing and orally to the Board in March of each year.

Furthermore, the principal may earn up to \$500.00 extra per year (non-cumulative) for taking three semester credits of related course work at the graduate level or completing 45 hours of in-service training approved by the superintendent; must be declared and approved by July of each year. Such salaries are to be paid in monthly installments not later than the 10th day of each month. In the event that the 10th day of a month is not a work day, then the salary payment for that month shall be made on the last working day prior to the 10th.

Principals shall be provided a membership in the national and state professional organization of their choice as a part of their contract. In addition, one (1) administrator each year will be allowed to attend a national convention at District expense.

Principals shall receive leave as described in the BAEA Master Contract and a fully paid district family medical insurance policy and an additional \$500 per year towards a dental plan. Such benefits will not reduce other benefits expressly provided for in this contract or to be agreed upon in the future. The Board and the Principal(s) may agree to expand components of these benefits or to add benefits not currently available to other professional personnel in the School District; if this is done, an annex should be signed, dated and attached to the contract.

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Travel: Principals shall be reimbursed for out of district expenses and mileage per district policy. The Principals shall be reimbursed for in-district mileage while supervising school activities at the state rate. Principals shall maintain a log of in-district mileage which shall be turned into the District Clerk on the last day of each month.

Post season travel and related expenses when acting as a supervisor:

During school week: The Principal(s) shall be reimbursed for out-of-district expenses and mileage per district policy.

During weekends: The Principal (s) shall be reimbursed for out-of-district expenses and mileage per district policy and a \$100.00 per day stipend. One school administrator shall be assigned to all football, basketball and volleyball District and State Level Competitions.

Evaluation: Principals will be evaluated annually by the superintendent using the appropriate District format. Principals receiving an EFFECTIVE or VERY EFFECTIVE overall rating are entitled to a salary increase based on the PRINCIPALS' SALARY SCHEDULE. Principals who receive a rating of NEEDS IMPROVEMENT or a recommendation for Non-Renewal will have their salary frozen for one evaluation cycle (one year) or until their overall rating reaches the EFFECTIVE level (Note: principals and teachers may NOT have their salaries reduced). Principals may request that their evaluations be reviewed by the Board of Trustees. Either the principal or the superintendent may ask that the review be conducted in closed session.

Bonus: Any principal (vice-principal or athletic director) who receives an overall rating of VERY EFFECTIVE by the superintendent shall receive a \$500.00 bonus for his/her superior performance.

Promulgated 8/10/98