

**Select Changes to the School Building Administrator Salary Schedules and
Corresponding Impact
1993 to 2016**

- 1993 Modern day School Based Administrator Schedule established. Based on state teacher count in school and years of experience.
- 1994 Extra year for every 3 years of principal experience.
Impact: Principals are able to advance pay quicker.
- 1997 Alternative school Principals paid at a minimum Principal III
Impact: Recognizes that alternative school are small but challenging, therefore the principal can be paid at the equivalent of a regular school with 22-32 certified personnel.
- 1997 Provisionally licensed Assistant Principals paid at step 00.
- 1997 NBPTS 12% differential for teachers only
Impact: Creates a way for teachers to remain in the classroom and still increase pay. A teacher with NBPTS is now paid a higher level than an assistant principal.
- 1998 Safe Schools + ABC Bonus incentive pay
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Impact: 1% to 6% pay was added to base pay and continues to present day. Results in 56 principal schedules and 7 assistant principal schedules.
- 2005 Principals in Cooperative Innovative High Schools paid at a minimum of Principal III
Impact: Same impact as the alternative high schools in 1997.
- 2009 Teacher who becomes an assistant principal after 7/1/2009 without a break in service shall be paid the higher of teacher or assistant principal schedule.
Impact: Allows teachers with NBPTS to keep the 12% differential if they move into an assistant principal position. Creates inequity between teachers with NBPTS who became an assistant principal before 7/1/2009 and those who became an assistant principal after 7/1/2009.

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2009-2014 No step increase, including the issuance of the extra year for 3 years.

Impact: Results in adding 5 years of experience to the bottom step of each schedule. In 2016, the first step of the assistant principal schedule is 0-9 years. Therefore, an assistant principal does not move off the first step until they have 10 years of experience.

2014 Teacher salary schedule restructured from steps to tiers severing the tie between the teacher schedule and the School Based Administrator schedules.

Impact: Teacher schedule is funded at a higher level than the assistant principal and lower principal schedules. Results in most assistant principals employed after 7/1/2009 without a break in service being paid on the teacher schedule. Assistant principal employed before 7/1/2009 are not eligible to be paid at the higher rate. Principals are not eligible.

2015 Assistant principals who become principals can be paid the higher of the teacher and principal pay.

Removes the 2009 language of employment after 7/1/2009.

Impact: 99% of the teachers who became Assistant principals without a break in service are eligible to be paid on the teacher schedule. Assistant principals coming from out of state or from a break in service are not.

Principals are now included in the language to avoid loss of pay. Same inconsistencies as the assistant principal.

2016 Removes the “without break in service” requirement.

Adds teachers who become principals [without being an assistant principal first]

Impact: Allows all school building administrators to be paid no less than they would as a teacher in that LEA.