

Improve School Based Administrator (SBA) Pay: Four Pronged Approach

- 1) **Dollar Allotment:** Eliminate Principal salary schedule and provide a pot of funds for Superintendents to pay Principals at a level negotiated between the two parties. The State would provide sufficient funds so that each LEA would be held harmless and no Principal would be paid less than he/she currently earns under their existing contract. After existing contracts end, Superintendents can pay Principals at a newly negotiated salary. The intended goal of moving to a dollar allotment is to recruit and/or retain highly qualified Principals by providing local flexibility to pay Principals based on performance.

Panel Questions:

Should a Principal make more than all school staff in the school regardless of education or credentials on an annual basis? Would this be burdensome?

Should the General Assembly set a State minimum and/or maximum salary for Principals within which State funds could be used?

What is the capacity of all LEAs to implement this proposal?

- 2) **Gap Funding:** Provide a pool of funds for smaller/poorer LEAs to reduce local supplement pay gap with larger districts. Goal of gap funding is to level the playing field between larger/wealthier districts that can afford to pay large local supplements to recruit and retain high performing Principals and smaller/poorer districts without the same resources.

Panel Questions:

What is the best method to identify the gap and how much gap funding should be provided?

- 3) **Principal Bonus:** Provide each LEA with a pot of funds to provide bonuses for any Principal that meets certain criteria. The intended goal is to reward high performing Principals who can improve school performance.

Panel Questions:

Should bonuses be recurring or on a one-time basis?

Should the General Assembly establish bonus criteria for awarding bonuses or leave to the discretion of the State Board of Education or each LEA?

What should the criteria be?

- i. Provide strong leadership
- ii. Improve school test scores
- iii. Improve learning environment (discipline)
- iv. Create positive community impression of the school (morale)
- v. Improve physical environment (school appearance)

How would the criteria be measured and documented?

- 4) **Assistant Principal (AP) Pay:** Keep APs on some form of a salary schedule that pays APs some percentage (e.g., 3%) higher than a teacher with similar years of experience.

Panel Questions:

Should APs be treated similarly to Principals in terms of dollar allotment for salaries?

Should APs be eligible for bonus pay?