



## Principal Placement Calculation 2023-2024 School Year

In order to recognize differences in work complexities that come with different school environments, the District began using a compensable factor system for principal salary placement in 2015. This system increases the grade minimum by a certain percentage for a school based on accreditation, complexity (FRL%) and size. No modification is made to the maximum of a grade or to principal salary when current salary prior to hire/rehire/transfer is higher than the modified minimum.

Annually, the school factor is determined by the most recent available data. Example:

School Year	Accreditation	FRL%	Size
2022-23	2021-22 SY	Oct 2022	Oct 2022

Tier	Accreditation	Complexity (F/R %)	Size
1	0	0	0
2	.025	.025	.025
3	.050	.050	.050
4	.100	.100	.100

Tier	Accreditation	Complexity	Size
1	Performance	Less Than 26%	500 or Less
2	Improvement	26% to Less Than 51%	501-800
3	Priority Improvement	51% to Less Than 76%	801-1,200
4	Turnaround	76% or above	1,201 and above

Title	Minimum (2022-23)*
Principal Senior	\$118,134
Principal Middle	\$105,148
Principal Elementary	\$102,404

\*If a market/COLA adjustment is approved for the 2023-24 Salary Schedule, these amounts would increase accordingly.



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Reference:

School Year	Accreditation	FRL%	Size
2023-24	2022-23 SY	Oct 2022	Oct 2022
2022-23	2021-22 SY	Oct 2021	Oct 2021
2021-22	2020-21 SY	Oct 2020	Oct 2020
2020-21	2019-20 SY	Oct 2019	Oct 2019