



PRINCIPAL HIRING: SCHOOL FACTORS

To recognize differences in work complexities that come with different school environments, the Jeffco Public Schools began using a compensable factor system for principal salary placement in 2015. This system adjusted the calculated salary by a certain percentage for a school based on accreditation, complexity (FRL%) and size. No modification is made to existing principal salary when factors are updated.

School Factors are updated every year after the final October count is data is available.

Each school is assigned a 1-4 ranking in each category.

Tier	Accreditation	Free & Reduced Lunch	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

Each ranking adds a percentage weight to the salary penetration calculation. It adjusts the placement in the range, it is not a percentage applied to the calculated final salary.

Tier	Accreditation	Free & Reduced Lunch	Size
1	0	0	0
2	.025	.025	.025
3	.050	.050	.050
4	.100	.100	.100