

2025-26 Admin Performance Pay Matrix

This salary matrix is used for initial classification of school-based administrators hired after 7/1/2014 or those who opt-in.
 Salary adjustments are only made for school-based administrators rated as highly effective or effective.

Performance Pay stands in lieu of a normal step increase when steps are awarded.

Lane	AL4-8	APE-8	ALE-8	AL5-8	ALA-8	AL7-8	AO4-8	A05-8	AOJ-8	AS5-8	AT4-8
Adv Degr	AL4-A	APE-A	ALE-A	AL5-A	ALA-A	AL7-A	AO4-A	A05-A	AOJ-A	AS5-A	AT4-A
Step	BASE	BASE	BASE	BASE	BASE	BASE	BASE	BASE	BASE	BASE	BASE
0	\$ 69,963	\$ 60,349	\$ 57,679	\$ 73,988	\$ 63,821	\$ 60,997	\$ 77,206	\$ 66,598	\$ 63,651	\$ 89,127	\$ 91,131
1	\$ 71,307	\$ 61,509	\$ 58,788	\$ 75,412	\$ 65,049	\$ 62,171	\$ 78,696	\$ 67,883	\$ 64,879	\$ 90,855	\$ 92,899
2	\$ 72,678	\$ 62,692	\$ 59,918	\$ 76,865	\$ 66,304	\$ 63,370	\$ 80,215	\$ 69,194	\$ 66,132	\$ 92,618	\$ 94,702
3	\$ 74,078	\$ 63,898	\$ 61,071	\$ 78,348	\$ 67,582	\$ 64,593	\$ 81,764	\$ 70,530	\$ 67,409	\$ 94,415	\$ 96,542
4	\$ 75,503	\$ 65,129	\$ 62,247	\$ 79,860	\$ 68,887	\$ 65,839	\$ 83,344	\$ 71,894	\$ 68,711	\$ 96,249	\$ 98,418
5	\$ 76,959	\$ 66,384	\$ 63,447	\$ 81,402	\$ 70,218	\$ 67,110	\$ 84,956	\$ 73,284	\$ 70,040	\$ 98,120	\$ 100,332
6	\$ 78,443	\$ 67,665	\$ 64,671	\$ 82,976	\$ 71,574	\$ 68,407	\$ 86,601	\$ 74,702	\$ 71,396	\$ 100,028	\$ 102,285
7	\$ 79,958	\$ 68,970	\$ 65,920	\$ 84,580	\$ 72,959	\$ 69,730	\$ 88,278	\$ 76,149	\$ 72,778	\$ 101,975	\$ 104,276
8	\$ 81,501	\$ 70,302	\$ 67,191	\$ 86,217	\$ 74,370	\$ 71,080	\$ 89,990	\$ 77,624	\$ 74,190	\$ 103,959	\$ 106,306
9	\$ 83,077	\$ 71,662	\$ 68,491	\$ 87,886	\$ 75,810	\$ 72,456	\$ 91,734	\$ 79,130	\$ 75,628	\$ 105,985	\$ 108,378
10	\$ 84,683	\$ 73,047	\$ 69,816	\$ 89,590	\$ 77,279	\$ 73,860	\$ 93,514	\$ 80,666	\$ 77,095	\$ 108,050	\$ 110,493
11	\$ 86,322	\$ 74,461	\$ 71,166	\$ 91,327	\$ 78,778	\$ 75,292	\$ 95,329	\$ 82,231	\$ 78,592	\$ 110,156	\$ 112,647
12	\$ 87,994	\$ 75,903	\$ 72,544	\$ 93,098	\$ 80,307	\$ 76,753	\$ 97,181	\$ 83,829	\$ 80,119	\$ 112,305	\$ 114,846
13	\$ 89,700	\$ 77,374	\$ 73,951	\$ 94,906	\$ 81,865	\$ 78,242	\$ 99,071	\$ 85,459	\$ 81,676	\$ 114,496	\$ 117,089
14	\$ 91,438	\$ 78,875	\$ 75,384	\$ 96,749	\$ 83,455	\$ 79,762	\$ 100,996	\$ 87,120	\$ 83,264	\$ 116,732	\$ 119,376
15	\$ 93,213	\$ 80,404	\$ 76,847	\$ 98,629	\$ 85,077	\$ 81,312	\$ 102,962	\$ 88,814	\$ 84,884	\$ 119,013	\$ 121,708
16	\$ 95,022	\$ 81,965	\$ 78,338	\$ 100,548	\$ 86,732	\$ 82,894	\$ 104,966	\$ 90,544	\$ 86,537	\$ 121,339	\$ 124,089
17	\$ 96,867	\$ 83,557	\$ 79,860	\$ 102,503	\$ 88,418	\$ 84,506	\$ 107,010	\$ 92,307	\$ 88,222	\$ 123,711	\$ 126,516
18	\$ 98,750	\$ 85,181	\$ 81,412	\$ 104,499	\$ 90,139	\$ 86,151	\$ 109,096	\$ 94,106	\$ 89,942	\$ 126,130	\$ 128,991
19	\$ 100,670	\$ 86,838	\$ 82,995	\$ 106,534	\$ 91,895	\$ 87,830	\$ 111,223	\$ 95,941	\$ 91,695	\$ 128,599	\$ 131,518
20	\$ 102,629	\$ 88,527	\$ 84,610	\$ 108,610	\$ 93,685	\$ 89,541	\$ 113,393	\$ 97,812	\$ 93,484	\$ 131,117	\$ 134,093
	12M/7H	226D/7H	216D/7H	12M/7H	226D/7H	216D/7H	12M/7H	226D/7H	216D/7H	12M/7H	
	ELEMENTARY			MIDDLE SCHOOL & K-8			HIGH SCHOOL			ELEM/MIDDLE	HIGH
	Assistant Principal			Assistant Principal			Assistant Principal			Principal	

Add for Advanced Degree

Specialist \$1,500 if position requires a master's degree

Doctorate \$2,500 if position requires a master's degree

Salary Adjustment/Performance Pay

Rating of Highly Effective (HE) will received an increase of 2.002%

Rating of Effective (EF) will received an increase of 2.0001%