BROWARD PRINCIPALS AND ASSISTANTS ASSOCIATION (BPAA)
2025-2026 PAY FOR PERFORMANCE SALARY SCHEDULE

Category		Minimum	Midpoint	Maximum
A*	**A**	$81,600	$91,000	$108,000
	D	$377.77785	$421.29630	$495.37043
	H	$50.37038	$56.17284	$66.04939
B*	**A**	$86,700	$96,071	$113,000
	D	$401.38889	$444.77318	$523.14818
	H	$53.51852	$59.30309	$69.75309
C**	**A**	$109,000	$119,703	$146,000
	D	$446.72138	$490.58610	$598.36066
	H	$59.56285	$65.41148	$79.78142
D**	**A**	$115,000	$125,832	$148,000
	D	$471.31155	$515.70495	$602.45903
	H	$62.84154	$68.76066	$80.87432
E**	**A**	$119,000	$130,000	$151,000
	D	$487.70498	$532.78538	$618.85246
	H	$65.02733	$71.03825	$82.51366

***These categories are based on a 216 day calendar and a 7.5 hour day.**

****These categories are based on a 244 day calendar and a 7.5 hour day.**

For the **2025-2026** school year, there will be no salary increases, bonuses, step increases, or any other increases to employee compensation. For sake of clarity, the Referendum Supplement referenced in the Salary Schedule shall remain in effect in accordance with the terms provided therein.

Pay for Performance Employees:

Effective July 1, 2024 the schedule minimum, midpoint and maximum will increase.

CATEGORY A - Assistant Principals (Elementary Schools, Middle Schools and Alternative Centers

CATEGORY B - Assistant Principals (High Schools, Lanier James, Cypress Run, Community Schools, Adult Centers, Technical Colleges.
Seagull School, Bright Horizons, Cross Creek, The Quest Center and Whispering Pines, Exceptional Student Education Centers and Off-Campus Adult & Technical Colleges)

CATEGORY C - Principals (Elementary Schools)

CATEGORY D - Principals (K-8, Middle Schools, and Alternative Centers)

CATEGORY E - Principals (6-12, High Schools, Lanier James, Cyrpess Run, Whiddon-Rogers Education Center, Community Schools-North & South, Bright Horizons, Cross Creek, The Quest C and Whispering Pines, Exceptional Student Education Centers and Technical Colleges)

Referendum Funds: For the 2024-2025, 2025-2026 and 2026-2027 school years, eligible employees in the Broward Principals and Assistant Association whose effective start date before July 1st of the school year, will receive a Referendum Supplement equal to 5.50% of base salary effective July 1st of the 2024-2025, 2025-2026 and 2026-2027 school years These supplements are FRS eligible.

Newly hired employees after the commencement of the 2024-2025, 2025-2026 and 2026-2027 school years, shall be eligible for a pro rata portion of the remaining 20 Referendum Supplement.

Effective July 1, 2022, Advanced Degree Incentives and Amounts of Incentives: Specialist -2,800 and Doctorate -- $4,000.

Board Approved: 6/9/2026