

Site Factor Salary Schedule

Washoe School Principal's Association
FY27 Salary Structure

Group A		Elementary Assistant Principals																										
		1a	1b	1c	2a	2b	2c	3a	3b	3c	4a	4b	4c	5a	5b	5c	6a	6b	6c	7a	7b	7c	11a	11b	11c	15a	15b	15c
	39	74,369	80,019	86,103	75,858	81,622	87,826	77,373	83,253	89,584	78,920	84,917	91,374	80,501	86,614	93,204	82,917	89,217	95,998	85,398	91,893	98,880	88,820	95,570	102,832	92,370	99,392	106,943
	40	81,415	87,599	94,259	83,040	89,355	96,142	84,705	91,140	98,067	86,394	92,965	100,028	90,521	94,821	102,034	90,770	97,669	105,094	93,493	100,601	108,245	97,232	104,622	112,571	101,121	108,806	117,076
	41	84,671	91,105	98,029	86,361	92,927	99,992	88,092	94,786	101,990	89,855	96,682	104,028	91,651	98,616	106,112	94,402	101,575	109,296	97,232	104,622	112,571	101,121	108,806	117,076	105,165	113,161	121,760
	42	85,331	91,812	98,792	87,036	93,651	100,769	88,776	95,523	102,781	90,549	97,434	104,838	92,363	99,382	106,937	95,135	102,363	110,145	97,984	105,436	113,448	101,908	109,654	117,986	105,980	114,039	122,705
	43	88,058	94,749	101,951	89,817	96,642	103,994	91,613	98,580	106,072	93,448	100,551	108,193	95,315	102,561	110,356	98,177	105,637	113,666	101,121	108,806	117,076	105,165	113,161	121,760	109,375	117,687	126,627
	44	94,224	101,382	109,087	96,107	103,413	111,268	98,028	105,478	113,493	99,992	107,590	115,764	101,987	109,741	118,080	104,257	113,032	121,624	108,201	116,423	125,270	112,532	121,079	130,280	117,029	125,921	135,494

Group B		ES & MS Principals / HS Assistant Principals																										
		1a	1b	1c	2a	2b	2c	3a	3b	3c	4a	4b	4c	5a	5b	5c	6a	6b	6c	7a	7b	7c	11a	11b	11c	15a	15b	15c
	34	81,806	88,024	94,715	83,411	89,783	96,608	85,111	91,580	98,540	86,812	93,407	100,509	88,552	95,279	102,521	91,209	98,140	105,597	93,939	101,083	108,767	97,701	105,128	113,115	101,605	109,328	117,641
	35	85,890	92,419	99,444	87,607	94,268	101,432	89,361	96,152	103,461	91,148	98,076	105,528	92,972	100,038	107,641	95,764	103,042	110,871	98,635	106,130	114,199	102,794	110,377	118,762	106,682	114,795	123,518
	36	89,242	96,023	103,324	91,028	97,949	105,389	92,849	99,902	107,496	94,702	101,902	109,647	96,600	103,940	111,842	99,498	107,058	115,199	102,480	110,271	118,652	106,582	114,683	123,399	110,845	119,269	128,333
	37	92,290	99,304	106,856	94,138	101,289	108,988	96,020	103,317	111,169	97,941	105,384	113,396	99,898	107,489	115,659	102,896	110,717	119,127	105,982	114,038	122,706	110,222	118,599	127,611	114,634	123,345	132,716
	38	94,289	101,453	109,164	96,176	103,482	111,350	98,095	105,552	113,574	100,061	107,664	115,848	102,063	109,815	118,162	105,124	113,114	121,708	108,277	116,506	125,361	112,607	121,170	130,372	117,113	126,014	135,589
	39	96,287	103,602	111,477	98,211	105,676	113,709	100,174	107,787	115,981	102,182	109,945	118,302	104,225	112,143	120,667	107,351	115,509	124,285	110,571	118,976	128,015	114,992	123,736	133,131	119,592	128,684	138,659
	40	98,285	105,751	113,788	100,249	107,866	116,066	102,252	110,022	118,387	104,301	112,226	120,756	106,388	114,466	123,171	109,576	117,905	126,865	112,865	121,442	130,672	117,375	126,304	135,893	122,073	131,351	141,334
	41	100,280	107,903	116,103	102,286	110,058	118,424	104,330	112,260	120,796	106,421	114,506	123,210	108,547	116,795	125,669	111,804	120,303	129,442	115,158	123,912	133,328	119,762	128,866	138,659	124,553	134,019	144,210
	42	102,376	109,999	118,197	104,382	112,154	120,520	106,425	114,353	122,889	108,517	116,604	125,305	110,642	118,889	127,766	113,897	122,395	131,540	117,251	126,007	135,422	121,856	130,961	140,755	126,649	136,113	146,303
	43	104,471	112,092	120,294	106,475	114,250	122,614	108,522	116,449	124,987	110,613	118,697	127,400	112,738	120,986	129,860	115,993	124,492	133,633	119,348	128,102	137,518	123,951	133,055	142,849	128,744	138,210	148,399
	44	106,565	114,189	122,387	108,572	116,344	124,708	110,617	118,543	127,080	112,707	120,795	129,495	114,833	123,081	131,957	118,086	126,587	135,728	121,441	130,198	139,613	126,049	135,150	144,944	130,838	140,305	150,494
	45	108,661	116,284	124,483	110,666	118,439	126,803	112,712	120,639	129,176	114,803	122,887	131,590	116,928	125,175	134,050	120,184	128,684	137,823	123,538	132,291	141,708	128,143	137,243	147,040	132,935	142,399	152,587

Group C		Comprehensive HS Principals																										
		1a	1b	1c	2a	2b	2c	3a	3b	3c	4a	4b	4c	5a	5b	5c	6a	6b	6c	7a	7b	7c	11a	11b	11c	15a	15b	15c
	38	102,766	111,056	119,973	104,952	113,403	122,499	107,173	115,799	125,075	109,444	118,242	127,702	111,758	120,727	130,382	115,300	124,538	134,483	118,947	128,463	138,706	123,957	133,854	144,504	129,167	139,461	150,538
	39	104,862	113,150	122,070	107,046	115,500	124,595	109,269	117,897	127,172	111,539	120,338	129,796	113,853	122,821	132,478	117,396	126,632	136,576	121,042	130,560	140,801	126,054	135,948	146,602	131,259	141,554	152,633
	40	106,956	115,246	124,163	109,143	117,594	126,688	111,365	119,989	129,267	113,634	122,431	131,893	115,949	124,918	134,573	119,492	128,728	138,673	123,137	132,652	142,897	128,147	138,044	148,697	133,356	143,651	154,728
	41	109,052	117,341	126,260	111,236	119,689	128,785	113,460	122,085	131,362	115,730	124,527	133,988	118,043	127,012	136,668	121,588	130,822	140,768	125,233	134,750	144,991	130,243	140,140	150,791	135,450	145,745	156,824
	42	111,147	119,436	128,354	113,332	121,784	130,878	115,555	124,179	133,458	117,825	126,621	136,082	120,138	129,108	138,762	123,681	132,919	142,862	127,329	136,842	147,086	132,337	142,235	152,886	137,546	147,841	158,918
	43	113,242	121,531	130,449	115,425	123,879	132,977	117,651	126,275	135,551	119,920	128,716	138,176	122,236	131,204	140,859	125,777	135,014	144,958	129,422	138,940	149,179	134,433	144,330	154,983	139,640	149,934	161,013
	44	115,337	123,627	132,544	117,523	125,974	135,069	119,746	128,370	137,648	122,016	130,812	140,273	124,329	133,299	142,952	127,872	137,109	147,055	131,518	141,032	151,275	136,526	146,425	157,076	141,737	152,030	163,110
	45	117,434	125,721	134,641	119,616	128,069	137,168	121,843	130,466	139,740	124,111	132,906	142,367	126,425	135,393	145,048	129,967	139,205	149,150	133,611	143,129	153,371	138,622	148,519	159,172	143,833	154,124	165,204

a = Masters
b = Masters + 16
c = Masters + 32

(Site) Factor Points			
Staff Size	0-16	17-34	35+
1-30	39	40	41
31-60	41	42	43
61-90	42	43	44
91-120	43	44	45
120+	43	44	45

Group A	
Elementary Assistant Principals	
Range 39	Elementary School Assistant Principal (site range 39-41)
Range 40	Elementary School Assistant Principal (site range 42+)

Group B	
ES & MS Principals / HS Assistant Principals	
Range 35	Middle School Assistant Principal (site range 39-42) ELD Admin Coordinator Rise Academy Assistant Principal
Range 36	Middle School Assistant Principal (site range 43+) Special Education Administrator
Range 37	Turning Point Assistant Principal
Range 39	Gerlach Principal HR Leadership Development Coordinator Inspire Assistant Principal Northstar Assistant Principal Innovations HS Principal
Range 40	Inspire Principal Turning Point Principal
Range 42	North Star/TMCC Combo AACT Principal
High School Assistant Principal will be placed at 11 month salary schedule on range equivalent to the site range - less the number of AP allocations at the site at the appropriate step	

Group C	
Comprehensive HS Principals	
Range 38	Visual & Performing Arts Coordinator NWRPDP Director

Revised Administrator Salary Schedule (Non-Heavy EL Schools)

Grade		01	02	03	04	05	06	07	08	09	10	11	12	13
33	Comprehensive High School Principals	124,810	127,119	129,471	131,866	134,306	136,791	139,322	141,899	144,524	147,198	149,921	152,695	155,520
32	High School (non-comp) /Middle School Principals	118,734	120,931	123,168	125,447	127,768	130,132	132,539	134,991	137,488	140,032	142,623	145,262	147,949
31	Elementary Principals/Program Directors / POSAs	112,951	115,041	117,169	119,337	121,545	123,794	126,084	128,417	130,793	133,213	135,677	138,187	140,743
30	Comprehensive High School Assistant Principals / Coordinators/Assistant Directors	107,450	109,438	111,463	113,525	115,625	117,764	119,943	122,162	124,422	126,724	129,068	131,456	133,888
29	High School (non-comp)/Middle School Assistant Principals	99,396	101,235	103,108	105,015	106,958	108,937	110,952	113,005	115,096	117,225	119,394	121,603	123,853
28	Elementary Assistant Principals	95,681	97,451	99,254	101,090	102,960	104,865	106,805	108,781	110,793	112,843	114,931	117,057	119,223
27	SEA's and ELD's	92,107	93,811	95,547	97,315	99,115	100,949	102,817	104,719	106,656	108,629	110,639	112,686	114,771
26														
25	Deans	64,041	65,802	67,612	69,471	71,381	73,344	75,361	77,433	79,562	81,750	83,998	86,308	88,681

*Deans are only incorporated into Revised Administrator Salary Schedule.

**For FY26, Deans currently receiving the 8% National Board Certification incentive will have it included in their initial salary placement on the Revised Administrator Salary Schedule. Going forward, the incentive will no longer be offered.

***Deans who earned an annual salary (including the 9 additional days) in FY25 that is higher than the maximum step of the Revised Administrator Salary Schedule will have their COLA applied to their current FY26 salary and placed above the maximum step.

Revised Administrator Salary Schedule (Heavy EL Schools)

Grade		01	02	03	04	05	06	07	08	09	10	11	12	13
33	Comprehensive High School Principals	133,210	135,519	137,871	140,266	142,706	145,191	147,722	150,299	152,924	155,598	158,321	161,095	163,920
32	High School (non-comp) /Middle School Principals	127,134	129,331	131,568	133,847	136,168	138,532	140,939	143,391	145,888	148,432	151,023	153,662	156,349
31	Elementary Principals/POSAs	121,351	123,441	125,569	127,737	129,945	132,194	134,484	136,817	139,193	141,613	144,077	146,587	149,143
30	Comprehensive High School Assistant Principals	115,850	117,838	119,863	121,925	124,025	126,164	128,343	130,562	132,822	135,124	137,468	139,856	142,288
29	High School (non-comp)/Middle School Assistant Principals	107,796	109,635	111,508	113,415	115,358	117,337	119,352	121,405	123,496	125,625	127,794	130,003	132,253
28	Elementary Assistant Principals	104,081	105,851	107,654	109,490	111,360	113,265	115,205	117,181	119,193	121,243	123,331	125,457	127,623
27		100,507	102,211	103,947	105,715	107,515	109,349	111,217	113,119	115,056	117,029	119,039	121,086	123,171
26														
25	Deans	72,441	74,202	76,012	77,871	79,781	81,744	83,761	85,833	87,962	90,150	92,398	94,708	97,081