

**BELLINGHAM PUBLIC SCHOOLS PRINCIPALS
AND PROGRAM ADMINISTRATORS
BELLINGHAM ADMINISTRATORS' ORGANIZATION (BAO)
2026-27**

Position	Contract Days	Experience Step				
		A	B	C	D	E
Principals						
High School Principal	216	\$193,146	\$196,044	\$198,985	\$201,972	\$208,030
Middle School Principal	212	\$179,917	\$182,619	\$185,357	\$188,138	\$193,783
Elementary Principal	212	\$171,953	\$174,533	\$177,152	\$179,810	\$185,204
Family Partnership Principal	212	\$171,953	\$174,533	\$177,152	\$179,810	\$185,204
Principal of Innovative Secondary Learning/Options High School*	212	\$179,917	\$182,619	\$185,357	\$188,138	\$193,783
Assistant Principals						
High School Assistant Principal	212	\$170,574	\$173,134	\$175,731	\$178,368	\$183,719
Middle School Assistant Principal	207	\$161,605	\$164,030	\$166,491	\$168,989	\$174,060
Elementary Assistant Principal	202	\$153,350	\$155,651	\$157,986	\$160,356	\$165,169
Directors						
Teaching & Learning	216	\$183,215	\$185,966	\$188,755	\$191,587	\$197,335
Assistant Director						
Teaching & Learning	212	\$171,953	\$174,533	\$177,152	\$179,810	\$185,204

* This position has an additional stipend of \$2000 to compensate for the additional responsibilities of Innovative Learning for secondary schools.

Directors are paid the same per diem rate as the Middle School Principal salary. Substitute rate: Step A of the administrative position requiring a substitute.

3.6% increase inclusive of 2.6% IPD