



THE SCHOOL DISTRICT OF PALM BEACH COUNTY, FLORIDA
BOARD AGENDA ITEM SUMMARY

Approval of Revised Salary Schedules for School Principals and Assistant Principals

I recommend the School Board approve the revised salary schedules for school principals and assistant principals as submitted.

Discussions with the School Administrators Association resulted in the following:

- School principal and assistant principal salary schedules will be increased 2%.
- School principals and assistant principals will be granted up to two (2) steps in order to align years of experience with step placement.
- School principals and assistant principals will be compensated based on the complexity and student performance of their respective schools.
- Performance is measured in terms of student achievement gains.
- Principals and assistant principals demonstrating student learning gains in either the top 25% or 10% may be eligible for additional bonuses in accordance with the salary schedules.
- All principals and assistant principals who are assigned to a Glades Area school/facility will be paid a Glades supplement at the daily rate of \$20.
- 2006 salary implementation will have an effective date of January 1, 2006.
- Effective May 1, 2006, a complexity formula reflective of community school activities will determine complexity group for community school assistant principals.

FINANCIAL IMPACT	
The financial impact to the School District for FY06 is \$921,200.	

**THE SCHOOL DISTRICT OF PALM BEACH COUNTY, FLORIDA
2006 Principal Performance Based Salary Schedule**

		Performance Components							
Experience Step	Salary *	Complexity Group (Add % * Base of \$81,600)					Student Gains **		Outstanding Performance (State Mandate) 5.00% \$4,080
		1 0.00% \$0	2 5.00% \$4,080	3 10.00% \$8,160	4 15.00% \$12,240	5 20.00% \$16,320	5.00% \$4,080	10.00% \$8,160	
0	81,600	81,600	85,680	89,760	93,840	97,920	102,000	106,080	110,160
1	82,824	82,824	86,904	90,984	95,064	99,144	103,224	107,304	111,384
2	84,066	84,066	88,146	92,226	96,306	100,386	104,466	108,546	112,626
3	85,327	85,327	89,407	93,487	97,567	101,647	105,727	109,807	113,887
4	86,607	86,607	90,687	94,767	98,847	102,927	107,007	111,087	115,167
5	87,906	87,906	91,986	96,066	100,146	104,226	108,306	112,386	116,466
6	89,225	89,225	93,305	97,385	101,465	105,545	109,625	113,705	117,785
7	90,786	90,786	94,866	98,946	103,026	107,106	111,186	115,266	119,346
8	92,375	92,375	96,455	100,535	104,615	108,695	112,775	116,855	120,935
9	93,992	93,992	98,072	102,152	106,232	110,312	114,392	118,472	122,552
10	95,637	95,637	99,717	103,797	107,877	111,957	116,037	120,117	124,197
11	97,311	97,311	101,391	105,471	109,551	113,631	117,711	121,791	125,871
12	99,257	99,257	103,337	107,417	111,497	115,577	119,657	123,737	127,817
13	101,242	101,242	105,322	109,402	113,482	117,562	121,642	125,722	129,802
14	103,267	103,267	107,347	111,427	115,507	119,587	123,667	127,747	131,827
15	105,332	105,332	109,412	113,492	117,572	121,652	125,732	129,812	133,892

*Exceeds Top 25%
Expectation & Exceeds
Expectation*

*Top 10%
& Exceeds
Expectation*

* Salaries indicated exclude advanced degree supplements, Glades supplement, etc.

** Complexity Group 5 has been used to indicate maximum potential salary. A fixed allocation will limit these incentives to the top 25% and top 10% of eligible employees.

THE SCHOOL DISTRICT OF PALM BEACH COUNTY, FLORIDA
2006 Assistant Principal Performance Based Salary Schedule*
Based on 216 Duty Day Contract

		Performance Components								
		Complexity Group (Add % * Base of \$61,200)					Student Gains**			
Experience Step	Salary	1	2	3	4	5	5.00%	10.00%		
		0.00% \$0	5.00% \$3,060	10.00% \$6,120	15.00% \$9,180	20.00% \$12,240	\$3,060	\$6,120	5.00% \$3,060	10.00% \$6,120
0	61,200	61,200	64,260	67,320	70,380	73,440	76,500	79,560	82,620	85,680
1	62,118	62,118	65,178	68,238	71,298	74,358	77,418	80,478	83,538	86,598
2	63,050	63,050	66,110	69,170	72,230	75,290	78,350	81,410	84,470	87,530
3	63,996	63,996	67,056	70,116	73,176	76,236	79,296	82,356	85,416	88,476
4	64,956	64,956	68,016	71,076	74,136	77,196	80,256	83,316	86,376	89,436
5	65,930	65,930	68,990	72,050	75,110	78,170	81,230	84,290	87,350	90,410
6	66,919	66,919	69,979	73,039	76,099	79,159	82,219	85,279	88,339	91,399
7	68,090	68,090	71,150	74,210	77,270	80,330	83,390	86,450	89,510	92,570
8	69,282	69,282	72,342	75,402	78,462	81,522	84,582	87,642	90,702	93,792
9	70,494	70,494	73,554	76,614	79,674	82,734	85,794	88,854	91,914	95,014
10	71,728	71,728	74,788	77,848	80,908	83,968	87,028	90,088	93,148	96,208
11	72,983	72,983	76,043	79,103	82,163	85,223	88,283	91,343	94,403	97,513
12	74,443	74,443	77,503	80,563	83,623	86,683	89,743	92,803	95,863	99,033
13	75,932	75,932	78,992	82,052	85,112	88,172	91,232	94,292	97,352	100,452
14	77,451	77,451	80,511	83,571	86,631	89,691	92,751	95,811	98,871	101,931
15	79,000	79,000	82,060	85,120	88,180	91,240	94,300	97,360	100,420	103,000

*Exceeds Top 25%
Expectation & Exceeds
Expectation*

**
**Outstanding
Performance**
 (State Mandate)
**5.00%
\$3,060**
 82,620
 83,538
 84,470
 85,416
 86,376
 87,350
 88,339
 89,510
 90,702
 91,914
 93,148
 94,403
 95,863
 97,352
 98,871
 100,420
*Top 10%
& Exceeds
Expectation*

* Salaries indicated exclude advanced degree supplements, Glades supplement, etc.
 ** Complexity Group 5 has been used to indicate maximum potential salary.

THE SCHOOL DISTRICT OF PALM BEACH COUNTY, FLORIDA
2006 Assistant Principal Performance Based Salary Schedule*
Based on 206 Duty Day Contract

		Performance Components								
		Complexity Group (Add % * Base of \$61,200)					Student Gains**			
		1	2	3	4	5				
Experience Step	Salary	\$0	\$3,060	\$6,120	\$9,180	\$12,240	\$3,060	\$6,120		
0	58,367	58,367	61,427	64,487	67,547	70,607	73,667	76,727	79,787	
1	59,243	59,243	62,303	65,363	68,423	71,483	74,543	77,603	80,663	
2	60,132	60,132	63,192	66,252	69,312	72,372	75,432	78,492	81,552	
3	61,034	61,034	64,094	67,154	70,214	73,274	76,334	79,394	82,454	
4	61,950	61,950	65,010	68,070	71,130	74,190	77,250	80,310	83,370	
5	62,879	62,879	65,939	68,999	72,059	75,119	78,179	81,239	84,299	
6	63,822	63,822	66,882	69,942	73,002	76,062	79,122	82,182	85,242	
7	64,939	64,939	67,999	71,059	74,119	77,179	80,239	83,299	86,359	
8	66,075	66,075	69,135	72,195	75,255	78,315	81,375	84,435	87,495	
9	67,231	67,231	70,291	73,351	76,411	79,471	82,531	85,591	88,651	
10	68,408	68,408	71,468	74,528	77,588	80,648	83,708	86,768	89,828	
11	69,605	69,605	72,665	75,725	78,785	81,845	84,905	87,965	91,025	
12	70,997	70,997	74,057	77,117	80,177	83,237	86,297	89,357	92,417	
13	72,417	72,417	75,477	78,537	81,597	84,657	87,717	90,777	93,837	
14	73,865	73,865	76,925	79,985	83,045	86,105	89,165	92,225	95,285	
15	75,342	75,342	78,402	81,462	84,522	87,582	90,642	93,702	96,762	

*Exceeds Top 25%
Expectation & Exceeds
Expectation*

*Top 10%
& Exceeds
Expectation*

* Salaries indicated exclude advanced degree supplements, Glades supplement, etc.

** Complexity Group 5 has been used to indicate maximum potential salary.

THE SCHOOL DISTRICT OF PALM BEACH COUNTY, FLORIDA
2006 Assistant Principal Performance Based Salary Schedule*
Based on 226 Duty Day Contract

		Performance Components								
		Complexity Group (Add % * Base of \$61,200)					Student Gains**			
		1	2	3	4	5				
Experience Step	Salary	\$0	\$3,060	\$6,120	\$9,180	\$12,240	\$3,060	\$6,120		
0	64,033	64,033	67,093	70,153	73,213	76,273	79,333	82,393		
1	64,993	64,993	68,053	71,113	74,173	77,233	80,293	83,353		
2	65,968	65,968	69,028	72,088	75,148	78,208	81,268	84,328		
3	66,958	66,958	70,018	73,078	76,138	79,198	82,258	85,318		
4	67,962	67,962	71,022	74,082	77,142	80,202	83,262	86,322		
5	68,981	68,981	72,041	75,101	78,161	81,221	84,281	87,341		
6	70,016	70,016	73,076	76,136	79,196	82,256	85,316	88,376		
7	71,241	71,241	74,301	77,361	80,421	83,481	86,541	89,601		
8	72,488	72,488	75,548	78,608	81,668	84,728	87,788	90,848		
9	73,757	73,757	76,817	79,877	82,937	85,997	89,057	92,117		
10	75,048	75,048	78,108	81,168	84,228	87,288	90,348	93,408		
11	76,361	76,361	79,421	82,481	85,541	88,601	91,661	94,721		
12	77,888	77,888	80,948	84,008	87,068	90,128	93,188	96,248		
13	79,446	79,446	82,506	85,566	88,626	91,686	94,746	97,806		
14	81,035	81,035	84,095	87,155	90,215	93,275	96,335	99,395		
15	82,656	82,656	85,716	88,776	91,836	94,896	97,956	101,016		

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Outstanding Performance	
(State Mandate)	
5.00%	
\$3,060	
85,453	
86,413	
87,388	
88,378	
89,382	
90,401	
91,436	
92,661	
93,908	
95,177	
96,468	
97,781	
99,308	
100,866	
102,455	
104,076	

<i>Exceeds Top 25% Expectation & Exceeds Expectation</i>		<i>Top 10% & Exceeds Expectation</i>
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* Salaries indicated exclude advanced degree supplements, Glades supplement, etc.

** Complexity Group 5 has been used to indicate maximum potential salary.

THE SCHOOL DISTRICT OF PALM BEACH COUNTY, FLORIDA
2006 Assistant Principal Performance Based Salary Schedule*
Based on 12-Month Duty Day Contract

		Performance Components							
		Complexity Group (Add % * Base of \$61,200)					Student Gains**		
** Experience Step	Salary	1	2	3	4	5			
	\$0	\$3,060	\$6,120	\$9,180	\$12,240	\$3,060	\$6,120		
0	66,867	66,867	69,927	72,987	76,047	79,107	82,167	85,227	
1	67,870	67,870	70,930	73,990	77,050	80,110	83,170	86,230	
2	68,888	68,888	71,948	75,008	78,068	81,128	84,188	87,248	
3	69,921	69,921	72,981	76,041	79,101	82,161	85,221	88,281	
4	70,970	70,970	74,030	77,090	80,150	83,210	86,270	89,330	
5	72,035	72,035	75,095	78,155	81,215	84,275	87,335	90,395	
6	73,116	73,116	76,176	79,236	82,296	85,356	88,416	91,476	
7	74,396	74,396	77,456	80,516	83,576	86,636	89,696	92,756	
8	75,698	75,698	78,758	81,818	84,878	87,938	90,998	94,058	
9	77,023	77,023	80,083	83,143	86,203	89,263	92,323	95,383	
10	78,371	78,371	81,431	84,491	87,551	90,611	93,671	96,731	
11	79,742	79,742	82,802	85,862	88,922	91,982	95,042	98,102	
12	81,337	81,337	84,397	87,457	90,517	93,577	96,637	99,697	
13	82,964	82,964	86,024	89,084	92,144	95,204	98,264	101,324	
14	84,623	84,623	87,683	90,743	93,803	96,863	99,923	102,983	
15	86,315	86,315	89,375	92,435	95,495	98,555	101,615	104,675	

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Outstanding Performance
(State Mandate)
5.00%
\$3,060
88,287
89,290
90,308
91,341
92,390
93,455
94,536
95,816
97,118
98,443
99,791
101,162
102,757
104,384
106,043
107,735

*Exceeds Top 25%
Expectation & Exceeds
Expectation*

*Top 10%
& Exceeds
Expectation*

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 ** Complexity Group 5 has been used to indicate maximum potential salary.