



## Principal Placement Calculation 2022-2023 School Year

In order to recognize differences in work complexities that come with different school environments, the District began using a compensable factor system for principal salary placement in 2015. This system increases the grade minimum by a certain percentage for a school based on accreditation, complexity (FRL%) and size. No modification is made to the maximum of a grade or to principal salary when current salary prior to hire/rehire/transfer is higher than the modified minimum.

Annually, the school factor is determined by the most recent available data. Example:

School Year	Accreditation	FRL%	Size
2022-23	2021-22 SY	Oct 2021	Oct 2021

Tier	Accreditation	Complexity (F/R %)	Size
1	0	0	0
2	.025	.025	.025
3	.050	.050	.050
4	.100	.100	.100

Tier	Accreditation	Complexity	Size
1	Performance	Less Than 26%	500 or Less
2	Improvement	26% to Less Than 51%	501-800
3	Priority Improvement	51% to Less Than 76%	801-1,200
4	Turnaround	76% or above	1,201 and above

Title	Minimum (2022-23)*
Principal Senior	\$112,508
Principal Middle	\$100,141
Principal Elementary	\$97,528

\*If a market/COLA adjustment is approved for the 2022-23 Salary Schedule, these amounts would increase accordingly.