



SCHOOL DISTRICT OF MANATEE COUNTY

2024-2025

School Administrators Salary Plan

for

Principals, Assistant Principals, and Athletic Directors

The School Administrators Salary Plan is calculated using several areas.

Base Pay is the initial salary placement. Upon hire, school administrators are placed on the School Administrators Salary Plan on an appropriate step commensurate with the administrator's previous years of experience in the same school-based position or comparable district position (*ex: prior years AP experience to AP Base Pay Placement; prior years Principal experience to Principal Base Pay placement; SAMP schedule to School Administrator Salary Plan*).

Experience is granted for each full school year in that position. Administrators who start after the first student attendance day of Semester 2, will not be given a full year credit. Assistant Principal or other district-level experience may not be used for Principal placement, except in cases where placement on Step 1 or any step lesser than a candidate's current salary would result in a reduction in compensation for lateral duties. A Principal, Assistant Principal, or Athletic Director must work a full four (4) years at their assigned Pay Grade at each step to be eligible to move to the next step. Eligibility is after accumulating and completing 4, 8, 12, 16, or 20 years of experience in the same position. This is calculated by using the start date in the position to the first student attendance day of Semester 2 of each year and from the step of initial pay grade and step placement as long as the position is the same (*ex: Assistant Principal to Assistant Principal; Principal to Principal at that Pay Grade; Athletic Director to Athletic Director at that Pay Grade*).

Once Base Pay is determined, supplements are added related to the demographics of the school that the school administrator is assigned to. The Demographic Supplement amounts are based on the student enrollment at the school from the previous year's Survey 2 FTE Count and if it is a Title One school. In addition to Base Pay and a Demographic Supplement, if the School Administrator holds an advanced degree other than the master's degree that is required for the position, a Degree Supplement is given.

The School Administrators Salary Schedule is a Performance Based Salary Schedule. Each year Principals and Assistant Principals are evaluated by either the Executive Director of Elementary Schools or Executive Director of Secondary Schools. The performance evaluation includes metrics for student achievement, growth, etc. Those metrics, observations from the Executive Director, and goal setting determine an overall rating that is then used to calculate a Performance Supplement. The Performance Supplement is a percentage calculated on the school administrator's total compensation after all adjustments that includes all supplements and remains year after year. Every year a new Performance Supplement is added to the school administrator's total compensation if an Effective or Highly Effective rating is earned. Ratings of Needs Improvement/Developing, or Unsatisfactory will not receive a performance supplement increase. Performance Supplements earned as an Assistant Principal are removed when being promoted to a Principal and are awarded after one full evaluation cycle as a Principal; however, the Superintendent may authorize full or partial carryover of a performance supplement in cases where promotion or transfer to Assistant Principal or Principal would result in a reduction in compensation.

Athletic Directors receive a raise in accordance with the Annual Salary Raise for Athletic Directors as detailed on page 5 below.

Finally, from time-to-time School Administrators might be asked or will volunteer to serve on district committees or have other responsibilities on an annual basis. An Other Responsibilities Annual Supplement may be paid. Additionally, a Professional Development Annual Supplement may be given as well. The Other Responsibilities Annual Supplement and Professional Development Annual Supplement are awarded by the Superintendent or designee annually and do not carry over and are not guaranteed year after year.

Please note that all additional annual supplements are assigned at the discretion of the Superintendent.

BASE PAY

Principals, Assistant Principals, and Athletic Directors are initially placed upon hire on the Performance Pay Grades below. Each pay grade is a difference of \$6,453 for Principals and \$3,434 for Assistant Principals and Athletic Directors.

PRINCIPAL BASE PAY (246 Days)						
Years of Completed Experience	<u>Step 1</u> Beginning to completion of 4 years	<u>Step 2</u> 4+ years to completion of 8 years	<u>Step 3</u> 8+ years to completion of 12 years	<u>Step 4</u> 12+ years to completion of 16 years	<u>Step 5</u> 16+ years to completion of 20 years	<u>Step 6</u> 20+ years
P10 Elem.	\$85,041	\$91,494	\$97,947	\$104,401	\$110,854	\$117,307
P11 Middle	\$90,907	\$97,361	\$103,814	\$110,268	\$116,721	\$123,174
P12 High	\$96,772	\$103,225	\$109,679	\$116,132	\$122,585	\$129,038

ASSISTANT PRINCIPAL BASE PAY (240 Days)						
Years of Completed Experience	<u>Step 1</u> Beginning to completion of 4 years	<u>Step 2</u> 4+ years to completion of 8 years	<u>Step 3</u> 8+ years to completion of 12 years	<u>Step 4</u> 12+ years to completion of 16 years	<u>Step 5</u> 16+ years to completion of 20 years	<u>Step 6</u> 20+ years
P07 Elem.	\$74,384	\$77,818	\$81,251	\$84,684	\$88,117	\$91,551
P08 Middle	\$78,962	\$82,396	\$85,829	\$89,262	\$92,695	\$96,129
P09 High	\$83,539	\$86,974	\$90,406	\$93,839	\$97,273	\$100,707

ATHLETIC DIRECTOR BASE PAY (240 Days)						
Years of Completed Experience	<u>Step 1</u> Beginning to completion of 4 years	<u>Step 2</u> 4+ years to completion of 8 years	<u>Step 3</u> 8+ years to completion of 12 years	<u>Step 4</u> 12+ years to completion of 16 years	<u>Step 5</u> 16+ years to completion of 20 years	<u>Step 6</u> 20+ years
P07	\$74,384	\$77,818	\$81,251	\$84,684	\$88,117	\$91,551

Base Pay is indicated with rate code NAANL in PeopleSoft Job Data.

DEMOGRAPHIC SUPPLEMENT

Principals, Assistant Principals, and Athletic Directors are paid a Demographic Supplement on top of the Base Pay based on student enrollment and Title One school status. Demographic supplement eligibility is based on the previous school year's Survey 2 FTE Count.

PRINCIPAL DEMOGRAPHICS		
<u>ELEMENTARY</u>	<u>NON-TITLE 1</u>	<u>TITLE 1</u>
0 - 500	\$2,200	\$3,300
501 - 750	\$3,300	\$4,950
751 - 1000	\$4,400	\$6,600
1001 - 1500+	\$5,500	\$8,800
		
MIDDLE	NON-TITLE 1	TITLE 1
0 - 500	\$2,750	\$4,400
501 - 750	\$3,850	\$6,050
751 - 1000	\$4,950	\$7,700
1001 - 1500+	\$6,050	\$9,350
		
HIGH	<u>NON-TITLE 1</u>	<u>TITLE 1</u>
1000 - 1500	\$6,600	\$8,800
1501 - 1800	\$7,700	\$10,450
1801 - 2000+	\$9,900	\$13,200

ASSISTANT PRINCIPAL DEMOGRAPHICS		
<u>ELEMENTARY</u>	<u>NON-TITLE 1</u>	<u>TITLE 1</u>
0 - 500	\$1,000	\$1,500
501 - 750	\$1,500	\$2,250
751 - 1000	\$2,000	\$3,000
1001 - 1500+	\$2,500	\$4,000
		
MIDDLE	NON-TITLE 1	TITLE 1
0 - 500	\$1,250	\$2,000
501 - 750	\$1,750	\$2,750
751 - 1000	\$2,250	\$3,500
1001 - 1500+	\$2,750	\$4,250
		
HIGH	NON-TITLE 1	TITLE 1
1000 - 1500	\$2,000	\$3,000
1501 - 1800	\$2,500	\$3,750
1801 - 2000+	\$3,000	\$4,500

ATHLETIC DIRECTOR DEMOGRAPHICS		
	<u>NON-TITLE 1</u>	<u>TITLE 1</u>
1000 - 1500	\$2,000	\$3,000
1501 - 1800	\$2,500	\$3,750
1801 - 2000+	\$3,000	\$4,500

Demographic Supplements are indicated in Job Data as Rate Code SUPG13 through SUPG56.

ADVANCED DEGREE SUPPLEMENT

<u>Degree</u>	<u>Amount</u>
Specialist	\$3,200
PhD/EdD	\$4,267

Advanced Degree Supplements are indicated in Job Data as Rate Code SUPG57 and SUPG58.

PERFORMANCE SUPPLEMENT FOR PRINCIPALS AND ASSISTANT PRINCIPALS

Based on the Principal and Assistant Principal total performance rating on the adopted Performance Evaluation, a supplement will be paid on the Total Compensation which includes all supplements added as follows:

<u>Performance Rating</u>	<u>Highly Effective</u>	<u>Effective</u>	<u>Needs Improvement/ Developing</u>	<u>Unsatisfactory</u>
Percent Increase on Total Compensation for 2024-25	2.68%	2.00%	0%	0%

Performance Supplements are indicated in Job Data as Rate Code PERF.

ANNUAL SALARY RAISE FOR ATHLETIC DIRECTORS

Athletic Directors will receive a 2.34% salary raise every year which will be paid on the Total Compensation including demographic supplement and degree supplement, if applicable, and entered as Performance Supplement in Job Data.

OTHER RESPONSIBILITIES ANNUAL SUPPLEMENTS

These supplements are paid out if the budget allows and as determined by the Superintendent or designee.

<u>OTHER RESPONSIBILITIES ANNUAL SUPPLEMENTS</u>	
<u>DISTRICT COMMITTEES:</u>	
<u>PRINCIPALS/ASSISTANT PRINCIPALS</u>	<u>Amount</u>
Curriculum Development	\$1,100
Manatee Education Association (MEA) Negotiations	\$1,320
Code of Conduct	\$1,100
Superintendent Advisory Council	\$1,100
Extended Hour	\$1,650
Mentor/Coach	\$1,100
<u>ATHLETIC DIRECTORS</u>	
District Leadership Duties in place of County Athletic Director	\$1,250

<u>PROFESSIONAL DEVELOPMENT:</u>	
<u>PRINCIPALS/ASSISTANT PRINCIPALS/ATHLETIC DIRECTORS</u>	
<u>Hours</u>	<u>Amount</u>
15	\$550
16 to 30	\$825
31+	\$1,100

<u>MILLAGE REFERENDUM SUPPLEMENT:</u> PRINCIPALS/ASSISTANT PRINCIPALS/ATHLETIC DIRECTORS	Amount
2024-2025 School Year	\$6,373

SALARY PLACEMENT WORKSHEET

<u>Base Pay</u> Number of completed years of experience in same positions	
<u>Demographic</u> Number of students Title One (Yes or No)	
<u>Advanced Degree</u>	
<u>Total Compensation</u>	
<u>Performance Supplement</u> (Calculated after all adjustments on Total Compensation.) 2.68% Highly Effective 2.00% Effective 0% Needs Improvement/Developing or Unsatisfactory 2.34% Athletic Director	
<u>Other Responsibilities</u> <u>Professional Development</u> (This supplement is not a part of the Total Compensation Page in PeopleSoft and <u>not</u> used in calculating the Performance Supplement.)	
<u>Referendum Supplement</u> (This supplement is <u>not</u> a part of the Total Compensation Page in PeopleSoft and <u>not</u> used in calculating the Performance Supplement.)	\$6,373 (for 2024-2025 SY)
<u>FINAL TOTAL COMPENSATION</u>	

