

Principal Salary Recommendation

Lyle Evans Ed.D., Assistant Superintendent
of Human Resources and Administrative Services
Presented to the School Board • February 7, 2017



Chesterfield County Public Schools



Salary increases for principals

Chesterfield County faces growing competition in efforts to recruit and retain school administrators.

- An increase in salaries is needed to recruit and retain qualified school-based administrators, specifically principals.
- Current principal compensation data shows our division is about \$10,000 behind one of our leading competitors.
- Principal responsibilities continue to increase.





Salary increases for principals

Recommendation: Adjust minimum salary of elementary, middle and high school principals

- Elementary \$85,000
- Middle \$95,000
- High \$105,000





Salary increases for principals

Key considerations

- Provide salaries based on actual experience as principal; include \$1,000 increment between each year
- Provide a minimum 2-percent increase to be consistent with proposed salary increases for other employees
- Continue a differential of 5 percent for a doctoral degree
- Provide alternative scale for other factors (socioeconomics)





Salary Increases for Principals

Elementary Principal Salary Scale			Elementary Principal Alternate Salary Scale		
Prin Exp	Salary	PHD	Prin Exp	Salary	PHD
0	\$85,000	\$89,250	0	\$89,250	\$93,713
1	\$86,000	\$90,300	1	\$90,300	\$94,815
2	\$87,000	\$91,350	2	\$91,350	\$95,918
3	\$88,000	\$92,400	3	\$92,400	\$97,020
4	\$89,000	\$93,450	4	\$93,450	\$98,123
5	\$90,000	\$94,500	5	\$94,500	\$99,225
6	\$91,000	\$95,550	6	\$95,550	\$100,328
7	\$92,000	\$96,600	7	\$96,600	\$101,430
8	\$93,000	\$97,650	8	\$97,650	\$102,533
9	\$94,000	\$98,700	9	\$98,700	\$103,635
10	\$95,000	\$99,750	10	\$99,750	\$104,738
11	\$96,000	\$100,800	11	\$100,800	\$105,840
12	\$97,000	\$101,850	12	\$101,850	\$106,943
13	\$98,000	\$102,900	13	\$102,900	\$108,045
14	\$99,000	\$103,950	14	\$103,950	\$109,148
15	\$100,000	\$105,000	15	\$105,000	\$110,250
16	\$101,000	\$106,050	16	\$106,050	\$111,353
17	\$102,000	\$107,100	17	\$107,100	\$112,455
18	\$103,000	\$108,150	18	\$108,150	\$113,558
19	\$104,000	\$109,200	19	\$109,200	\$114,660
20	\$105,000	\$110,250	20	\$110,250	\$115,763
21	\$106,000	\$111,300	21	\$111,300	\$116,865
22	\$107,000	\$112,350	22	\$112,350	\$117,968
23	\$108,000	\$113,400	23	\$113,400	\$119,070
24	\$109,000	\$114,450	24	\$114,450	\$120,173
25	\$110,000	\$115,500	25	\$115,500	\$121,275
26	\$111,000	\$116,550	26	\$116,550	\$122,378
27	\$112,000	\$117,600	27	\$117,600	\$123,480
28	\$113,000	\$118,650	28	\$118,650	\$124,583
29	\$114,000	\$119,700	29	\$119,700	\$125,685
30	\$115,000	\$120,750	30	\$120,750	\$126,788

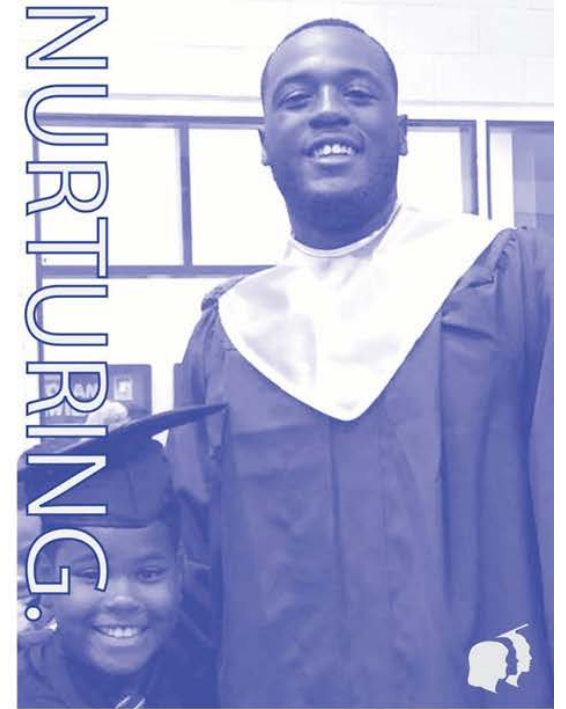
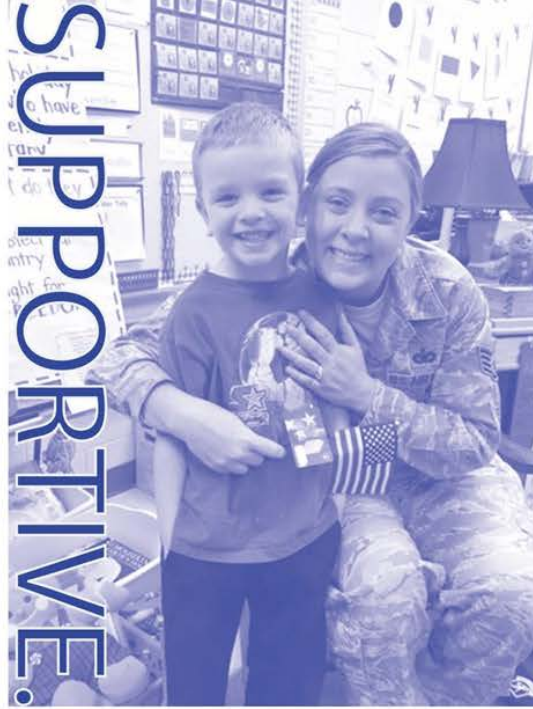
*Detention Center Principal is assigned to Elementary Principal Scale

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Middle School Principal Salary Scale			Middle School Principal Alternate Salary Scale		
Prin Exp	Salary	PHD	Prin Exp	Salary	PHD
0	\$95,000	\$99,750	0	\$99,750	\$104,738
1	\$96,000	\$100,800	1	\$100,800	\$105,840
2	\$97,000	\$101,850	2	\$101,850	\$106,943
3	\$98,000	\$102,900	3	\$102,900	\$108,045
4	\$99,000	\$103,950	4	\$103,950	\$109,148
5	\$100,000	\$105,000	5	\$105,000	\$110,250
6	\$101,000	\$106,050	6	\$106,050	\$111,353
7	\$102,000	\$107,100	7	\$107,100	\$112,455
8	\$103,000	\$108,150	8	\$108,150	\$113,558
9	\$104,000	\$109,200	9	\$109,200	\$114,660
10	\$105,000	\$110,250	10	\$110,250	\$115,763
11	\$106,000	\$111,300	11	\$111,300	\$116,865
12	\$107,000	\$112,350	12	\$112,350	\$117,968
13	\$108,000	\$113,400	13	\$113,400	\$119,070
14	\$109,000	\$114,450	14	\$114,450	\$120,173
15	\$110,000	\$115,500	15	\$115,500	\$121,275
16	\$111,000	\$116,550	16	\$116,550	\$122,378
17	\$112,000	\$117,600	17	\$117,600	\$123,480
18	\$113,000	\$118,650	18	\$118,650	\$124,583
19	\$114,000	\$119,700	19	\$119,700	\$125,685
20	\$115,000	\$120,750	20	\$120,750	\$126,788
21	\$116,000	\$121,800	21	\$121,800	\$127,890
22	\$117,000	\$122,850	22	\$122,850	\$128,993
23	\$118,000	\$123,900	23	\$123,900	\$130,095
24	\$119,000	\$124,950	24	\$124,950	\$131,198
25	\$120,000	\$126,000	25	\$126,000	\$132,300
26	\$121,000	\$127,050	26	\$127,050	\$133,403
27	\$122,000	\$128,100	27	\$128,100	\$134,505
28	\$123,000	\$129,150	28	\$129,150	\$135,608
29	\$124,000	\$130,200	29	\$130,200	\$136,710
30	\$125,000	\$131,250	30	\$131,250	\$137,813

High School Principal Salary Scale			High School Principal Alternate Salary Scale		
Prin Exp	Salary	PHD	Prin Exp	Salary	PHD
0	\$105,000	\$110,250	0	\$110,250	\$115,763
1	\$106,000	\$111,300	1	\$111,300	\$116,865
2	\$107,000	\$112,350	2	\$112,350	\$117,968
3	\$108,000	\$113,400	3	\$113,400	\$119,070
4	\$109,000	\$114,450	4	\$114,450	\$120,173
5	\$110,000	\$115,500	5	\$115,500	\$121,275
6	\$111,000	\$116,550	6	\$116,550	\$122,378
7	\$112,000	\$117,600	7	\$117,600	\$123,480
8	\$113,000	\$118,650	8	\$118,650	\$124,583
9	\$114,000	\$119,700	9	\$119,700	\$125,685
10	\$115,000	\$120,750	10	\$120,750	\$126,788
11	\$116,000	\$121,800	11	\$121,800	\$127,890
12	\$117,000	\$122,850	12	\$122,850	\$128,993
13	\$118,000	\$123,900	13	\$123,900	\$130,095
14	\$119,000	\$124,950	14	\$124,950	\$131,198
15	\$120,000	\$126,000	15	\$126,000	\$132,300
16	\$121,000	\$127,050	16	\$127,050	\$133,403
17	\$122,000	\$128,100	17	\$128,100	\$134,505
18	\$123,000	\$129,150	18	\$129,150	\$135,608
19	\$124,000	\$130,200	19	\$130,200	\$136,710
20	\$125,000	\$131,250	20	\$131,250	\$137,813
21	\$126,000	\$132,300	21	\$132,300	\$138,915
22	\$127,000	\$133,350	22	\$133,350	\$140,018
23	\$128,000	\$134,400	23	\$134,400	\$141,120
24	\$129,000	\$135,450	24	\$135,450	\$142,223
25	\$130,000	\$136,500	25	\$136,500	\$143,325
26	\$131,000	\$137,550	26	\$137,550	\$144,428
27	\$132,000	\$138,600	27	\$138,600	\$145,530
28	\$133,000	\$139,650	28	\$139,650	\$146,633
29	\$134,000	\$140,700	29	\$140,700	\$147,735
30	\$135,000	\$141,750	30	\$141,750	\$148,838





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