

3.8.3 – ADMINISTRATIVE SALARY SCHEDULE

In the Van Buren School District, administrative salary is determined by the established administrative base salary, the level of professional training, the number of years of administrative experience, the number of contracted days, and number of students supervised. It is the intent of the Van Buren School District to compensate administrative employees according to these basic concepts and the procedures and formulas set forth in this policy.

Candidates for administrative positions must hold appropriate state licensure for the position.

Administrative Base Salary

A specific number of contracted days and a base salary is established for each administrative position. The salary range for each position is established at \$12,600. Therefore, the base salary plus the salary range (\$12,600) equals the maximum salary for each administrative position. Each administrative employee salary will fall within the established salary range (see chart below).

Increases in the established administrative base salaries are determined by the greater of:

- a. the increase applied to the base of the Certified Salary Schedule; or,
- b. the median increase (excluding the existing step increase) of certified personnel paid according to the Certified Salary Schedule.

Administrative Base Salary

Administrative Position	Contract Days	Salary Range (\$12,600)	
		Base Salary	Maximum Salary
Elementary Principal	240	74,058	86,658
Middle School Assistant Principal	220	60,702	73,302
Middle School Principal	240	74,879	87,479
Junior High Assistant Principal	220	67,311	79,911
Junior High Principal	240	76,939	89,539
High School Assistant Principal	240	73,171	85,771
High School Principal	240	83,970	96,570
Special Education Assistant Director	240	69,436	82,036
Director of Special Programs/Special Education	240	75,488	88,088
Director of Alternative Learning Environments	240	76,939	89,539
Director of Adult Education	240	67,568	80,168
Director of Physical Plant Services	220	74,237	86,837
Director of Transportation	240	68,814	81,414
Director of Curriculum	240	84,633	97,233
Director of Activities	220	83,417	96,017
Assistant Superintendent	240	89,140	101,740
Deputy Superintendent	240	96,206	108,806
APSCN Specialist	240	65,866	78,466
Assistant Director ALE	240	74,879	87,479
ALE Assistant Principal	220	66,170	78,770

Administrative Experience

Administrative experience is defined as the number of years the employee has been employed in a full time administrative position in an accredited school or school district (see chart).

Administrative Experience (.40)	
Years	Index
0	.00
1	.05
2	.10
3	.15
4	.20
5	.25
6	.30
7	.35
8	.40
9	.45

Professional Training

Professional Training is defined as the successful educational training one accumulates in the pursuit of a graduate education degree leading to appropriate Arkansas administrative licensure or beyond.

Professional Training (.45)	
Degree	Index
Masters/Masters +15	.10
Masters +30	.20
Specialist	.30
Specialist +15	.40
Doctorate	.45

Supervision of Students

Supervision of Students is defined by the number of students under the direct supervision of the administrator/principal. For the purposes of this policy, the average number of students in the first three quarters of the previous school year will be used.

Supervision of Students					
	# of Students				
# Assistant Principals	00-400	401-600	601-800	801-1201	1201+
0	.10	.15			
1	.05	.10	.15		
2		.05	.10	.15	
3			.05	.10	.15

Administrative Salary Calculation

Compensation for Administrative Experience, Professional Training, and Supervision of Students will be determined by index and according to the following formula:

Administrative Experience -- 45%
Professional Training – 45%
Supervision of Students – 10%

The sum of the indexes for Administrative Experience, Professional Training, and Supervision of Students will be multiplied by the salary range (\$12,600) to determine what percentage of the salary range will be added to the administrative base salary for each principal or administrator.

Administrative Salary Formula

Administrative Salary = Administrative Base + (Administrative Experience Index + Professional Training Index + Supervision of Student Index) \$12,600.

$$AS = AB + (AE + PT + SS) \$12,600$$

Administrative Stipends

After School Program Supervisor
ELL Supervisor
GT Supervisor
Migrant Supervisor

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