

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		Salary Range (\$12,600)	
		Contract Days	Base Salary Maximum Salary
Elementary Assistant Principal/Instructional Facilitator	210	65,641	78,241
Elementary Principal	240	76,280	88,880
Middle School Assistant Principal	220	69,347	81,947
Freshman Academy/ Middle School Principal	240	79,161	91,761
High School Assistant Principal	240	75,393	87,993
High School Principal	240	86,192	98,792
Special Education Assistant Director	240	71,658	84,258
Director of Special Programs/Special Education	240	77,710	90,310
ALE Assistant Director	240	77,101	89,701
Director of Alternative Learning Environments	240	79,161	91,761
Director of Adult Education	240	69,790	82,390
Director of Curriculum/Federal Programs	240	86,855	99,455
Director of Athletics/Director of Fine Arts	220	85,453	98,053
Assistant Superintendent/Activities Administrator	240	91,362	103,962
Deputy Superintendent	240	98,428	111,028
Dean of Students	240	75,652	88,252

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.

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

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