

### 3.8.3 – ADMINISTRATIVE SALARY SCHEDULE 2019-2020

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 Assistant Principal/Instructional Facilitator	210	68,602	81,202
Elementary Principal	240	79,663	92,263
Freshman Academy/Middle School Assistant Principal	220	72,449	85,049
Freshman Academy/ Middle School Principal	240	82,544	95,144
High School Assistant Principal	240	78,776	91,376
High School Principal	240	89,575	102,175
Special Education Assistant Director	240	75,041	87,641
Director of Special Programs/Special Education	240	81,093	93,693
ALE Assistant Director*	240	80,484	93,084
Director of Alternative Learning Environments*	240	82,544	95,144
Director of Adult Education	240	73,173	85,773
Director of Curriculum/Federal Programs	240	90,238	102,838
Director of Athletics/ Activities Administrator	220	88,555	101,155
	240	94,745	107,345

\*Position is grandfathered in beginning 2019-2020.

### 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).

<b>Administrative Experience (.40)</b>	
<b>Years</b>	<b>Index</b>
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.

<b>Professional Training (.45)</b>	
<b>Degree</b>	<b>Index</b>
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.

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

ABC Coordinator  
Arkansas Career Education Coordinator

Approved by Board of Education 05/22/07  
Amended by Board of Education 05/20/08  
Amended by Board of Education 09/08/09  
Amended by Board of Education 11/09/10  
Amended by Board of Education 10/11/11  
Amended by Board of Education 09/10/13  
Amended by Board of Education 06/09/14  
Amended by Board of Education 08/19/14  
Amended by Board of Education 08/18/15  
Amended by Board of Education 05/10/16  
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Amended by Board of Education 04/10/18  
Amended by Board of Education 03/12/19