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New Salary Plan Approved for BPS School Building Leaders

Overhaul of principal/headmaster salary plan will base future raises on performance

Recognizing that attracting and retaining high quality Principals and Headmasters is one of the conditions for school success, the Boston School Committee approved the first overhaul of the current compensation system for Boston's approximately 130 Principals and Headmasters since 2006. This plan is one of the difficult tasks Interim Superintendent John McDonough wants to have completed before incoming Superintendent Dr. Chang assumes office on July 1. This plan initially will increase the base salaries to provide a starting salary higher than other BPS school-based administrators and teacher leaders, and to be competitive with neighboring urban districts. More importantly, future salary increases, starting in fiscal 2017, will be based on performance.

Although expectations and the work load have increased in recent years, compensation for Boston Principals and Headmasters (the traditional title in Boston for high school leaders) has not kept pace with BPS union agreements and principal salaries in neighboring school [districts](#). Since passage of the Education Reform Act of 1993, Boston Principals and Headmasters have negotiated individual contracts with the Superintendent using four levels based on school size. Assistant Principals and Headmasters are members of the Boston Association of School Administrators and Supervisors (BASAS) and collectively negotiate their contract.

Currently there are significant variations in school leader salaries among and across school type and size, and situations in which the salary of a Principal or Headmaster is less than other school-based administrators and

teacher leaders in the same school. This year there are 70 school-based Assistant Principals or Program Directors who earn more than the starting salary of Principals or Headmasters in schools that have 500 or fewer students.

Three-Part Plan

The three elements of the new compensation plan consist of:

- **Increase base salary** - In FY16 school levels will be reduced from four to two, and minimum base salaries will be increased from 6-19% with those increases over 9% spread over two years. The estimated cost in FY16 of \$340,000 is included in the BPS recommended budget.
- **Annual performance based increase** - Starting in FY17, salary increases will be based on performance indicated through an evaluation system using a five-step process with measures tied to improved teaching and learning. Ratings of Exemplary and Proficient would result in raises of 4% and 3% respectively, and ratings of Needs Improvement and Unsatisfactory would result in no raise.
- **Recognition/Retention awards** - Longevity and educational credit awards would be replaced by Recognition/Retention awards for school leaders who demonstrated proficiency and exemplary performance for 5, 8, and 11 consecutive years.

Performance-based increases and base salaries will be adjusted as needed to maintain appropriate compensation space between Principals and Headmasters and other school-based administrators and teacher leaders.