



Compensation Package

March 21, 2017



2017-2018 Adjustments

• Assistant Principals	(\$216,527)
• Principals	\$259,282
• Certified Directors	\$62,507
• Administrative	(\$693,737)
• Efficiencies	(\$688,609)
• Budget Programming	(\$1,000,000)
Total	(\$2,277,084)



2017-2018 Salary Increases

• Certified Step (2%)	\$1,665,830
• Horizontal	\$341,000
• Beginning Salary	\$160,000
• Classified 1%	\$297,189
• Support Exempt/ Admin. 1%	\$67,106
 Total	 \$2,531,125



Net Changes

• Savings	(\$2,277,084)
• Compensation	\$2,531,125
	\$254,041*

*-This is not all M&O cost

Professional Development Options



- Add 3 days prior to students returning
- Add 2 days prior to students returning and 1 before Thanksgiving
- Start school 2 days earlier- 1 PD day prior to students returning, 1 PD day after fall break, 1 PD day after winter break
- Move school end date one day, add 1 day prior to student returning, 1 PD after fall break, and 1 PD day prior to Thanksgiving

Full Day Professional Development Options



- Articulation, content-group, or cross grade level planning and discussion between teachers at different schools
- District, level, or complex-wide speaker with follow up on topic at the sites by campus administration
- Teacher-planned and delivered mini-sessions in areas of the teachers' expertise and interest
- Planned topics district wide delivered by campus instructional leaders (principals)
- Can provide entire day off-campus activity or half day activity with half day campus-based follow-up

Discussion/Questions

