



Boston Public Schools
Principal/Headmaster Compensation System

4/9/2015

Conditions for Success that Eliminate Achievement and Opportunity Gaps

Strategic Actions

- Weighted Student Formula
- Competitive Hiring Process
- Teacher Diversity Action Plan
- Extended Learning Time
- Network Structure
- High Quality School Leaders

Purpose

- Attract, grow, support and retain a diverse pool of high quality school leaders through a competitive compensation and incentive system
- Design a compensation system that leverages system expectations for increasing student performance and closing opportunity and achievement gaps

Importance of High Quality School Leaders

BPS recognizes expectations for school leaders are rising. Rising expectations include:

- Increasing student performance and closing opportunity and achievement gaps
- Growth in other BPS School Quality Indicators
- Expansion of Pre-K at elementary schools
- Implementation of PARCC
- Effective use of more extended learning time
- More autonomy requires more decision making and site accountability for programs and staff

Considerations

- Last change to the p/hm salary scale was prior to 2006
- Although current salary scale is based on school size, there is significant variation in p/hm salaries among and across school type and size
- Compensation, with a current base of \$105,000 to \$120,000 depending on school size, has not kept pace with employee bargaining unit agreements and principal salaries in neighboring districts

P/HM Retention as of 9/15

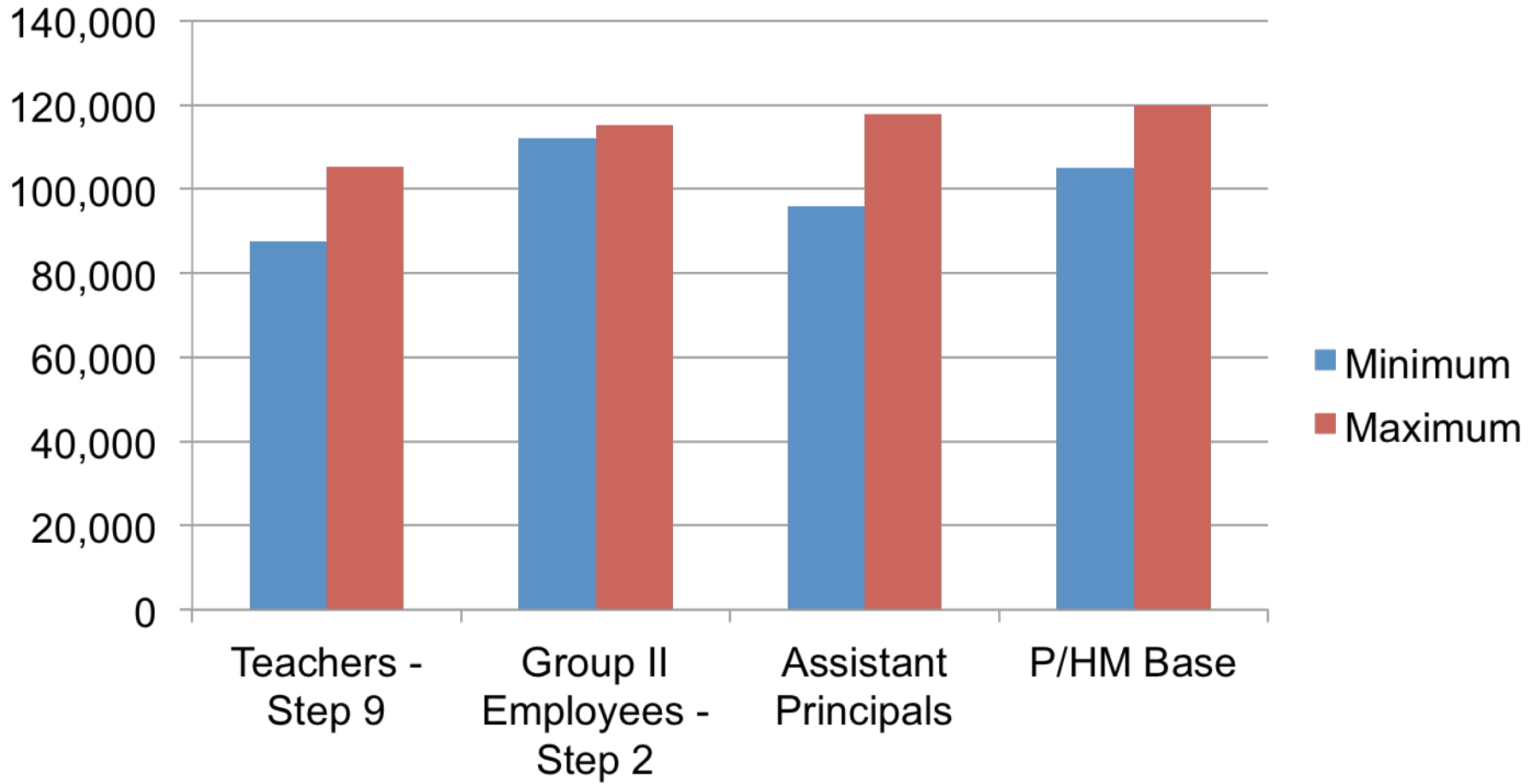
Of 130 P/HM,

- 20 P/HM or 15 percent of all P/HM will have served as P/HM for more than 10 years
- 36 P/HM or 28 percent of all P/HM will have served six-to-10 years
- 74 P/HM or 57 percent of all P/HM will have served five years or less
- 44 P/HM or 34 percent of all P/HM will have served one or two years

P/HM Salary Comparisons Fy16

- Maximum teacher salaries at step 9 for 2015-16 range from \$87,709 to \$105,304 (before differentials)
- Maximum salaries for Group II employees (i.e. guidance counselors, Division heads) at Step 2 for 2015-16 range from \$112,217 to \$115,131
- Maximum salary for APs at Step 8 is \$117,846; Minimum salary is \$95,820

P/HM Salary Comparisons – FY16



P/HM Salaries for Neighboring Districts*

* survey conducted by BPS/Incentovate, February 2014

	Elem. School Min.	Elem. School Max.	Middle School Min.	Middle School Max.	High School Min.	High School Max.
Brookline	\$130,469	\$149,380	\$130,469	\$149,380	\$130,469	\$149,380
Cambridge	\$117,931	\$129,530	\$117,931	\$129,530	\$141,874	\$153,929
Framingham	\$101,000	\$111,637	\$114,211	\$117,112	N/A	\$147,000
Newton	\$115,671	\$127,456	\$124,917	\$137,647	\$138,891	\$153,051
Quincy	\$99,670	\$137,000	\$104,482	\$106,636	\$122,593	\$122,593
Wellesley	\$115,889	\$132,954			\$128,037	\$145,607
Survey Average	\$113,438	\$131,326	\$118,402	\$128,061	\$132,373	\$145,260
Boston	\$105,000	\$115,000	\$105,000	\$110,000	\$105,000	\$120,000

FY16 P/HM Compensation System

Compensation System that Attracts and
Retains High Quality Leaders Who Meet District
Expectations

Elements of the FY16 Compensation System

- Values principals/headmasters by providing a starting salary higher than other BPS school-based administrators and teacher leaders and is competitive with neighboring urban districts
- Maintains compensation space between principals/headmasters and other school-based administrators, teachers and teacher leaders through an annual performance-based salary increase

Three Elements of the FY16 Compensation System

Increased Base Salary

Annual Performance-based Increases

Recognition/Retention Awards

Elements of the FY16 System – Base Salary

Increases parity by creating two levels based on student enrollment that more accurately reflects BPS school size

Current Levels	New Levels
Less than 500 students (83 schools)	800 or less (115 schools)
501-800 students (32 schools)	
801-1200 students (10 schools)	801 or more students (15 schools)
More than 1200 students (5 schools)	

Elements of the FY16 System – Base Salary

- New base: \$122,000 for Level 1 and \$142,500 for Level 2
- New base starting salaries are 6 to 19 percent more than current starting salaries
- All principals/headmasters receive an increase of at least 3 percent for FY16

Elements of the FY16 System – Base Salary

Salary increases necessary to close salary gaps of more than approximately 9 percent are spread over two years

Current Salary	Salary Increase Spread Over Two Years
Level 1 - \$111,395 or lower	Total increase to new base spread over two years
Level 1 - \$113,300 or higher	Total increase to new base in one year
Level 2 - \$131,127 or lower	Total increase to new base spread over two years
Level 2 - \$133,317 or higher	Total increase to new base in one year

Elements of the FY16 System – Annual Performance-based Increases

- Annual increases are based on performance as measured through the BPS principal/headmaster evaluation system
- Strengthens the principal/headmaster evaluation system by designating annual performance measures that reflect district priorities (high leverage, evidenced-based practices that lead to improved teaching and learning)

Elements of the FY16 System – Annual Performance-based Increases

Beginning in FY17, principal/headmaster salary increases are linked to performance evaluations completed by June 2016

Ranking	Percent Salary Increase
Exemplary	4 percent
Proficient	3 percent
Needs Improvement	0 percent
Unsatisfactory	0 percent

Elements of the FY16 System – Recognition/Retention Awards

- Replaces longevity and education awards with recognition/retention awards at five, eight and 11 years for principals/headmasters who demonstrate proficiency/exemplary performance in consecutive years

Elements of the FY16 System – Recognition/Retention Awards

Starting with the FY16 evaluation, recognition/retention bonus for principal/headmasters who achieve at least proficient on all high leverage actions

Years of Continuous Proficient and/or Exemplary Ratings	Amount added to the base salary
5 years	\$5,000
8 years	\$3,000
11 years	\$3,000

Next Steps

- City Council approval of the BPS Budget
- Office of Academics and Network Superintendents will plan for implementing the evaluation process beginning the summer
- District priorities will be determined
- Work with Innovation, Pilot and Horace Mann charter schools on the salary and evidence-based practices in the evaluation process

QUESTIONS