

High School Principal Compensation Package

June 2018

When looking at various data information on salaries, what is often not included is the length of the contract (days worked), experience, student enrollment, and many other factors that may go into determining a salary.

The attached sheets provide some insight into salaries of principals in buildings similar to Tipton High school. In one case, we can look at the salaries of principals in the immediate area. For those twelve school corporations, the average salary is \$88,089 with an average level of experience (total in education) of 21 years, and an average enrollment of 572. Mr. Rushton was in the lower half of that group in salary but had the most years of experience (\$86,122/34 years).

The second group is the high schools in Indiana that share the common characteristics of enrollment, Low Income, Sp Ed, ELL, and Ethnicity. Of these twelve high schools, again, Tipton would be in the lower half in terms of salary, and is second in terms of experience.

The current pool of high school applicants has an average of 13 years of experience in education with an average salary of \$69,017. If we take out those applicants with zero years of administrative experience, the average salary now becomes \$80,735, with an average experience of 14 years in education, 5 years average in administration. The salary does not indicate whether the contract is for 260 days (usually with 20 vacation days included).

When consideration was given to Mr. Stillson, Eastern Howard was looked at as comparable. The principal was making \$89,500 on a 260 day contract and had 24 years of experience, the same as Stillson. On a daily rate, Eastern was making \$344/day. By offering Stillson \$80,000 for a 224-day contract, the daily rate would be \$357/day, compared with \$346 earned by Rushton and \$366 by Heaston (with most experience).

The advantage of offering a 224-day contract over a 260-day contract is vacation days. The high school principal would be on the same calendar as the other principals, taking the breaks in the calendar that currently exist. The position would work most of the summer. The purpose of having someone in the high school office is to issue work permits and take requested for transcripts. This could more easily be done by offering one of the office staff to work part-time during July – such as 2-3 half days during that time.

It is recommended that we offer the successful high school principal candidate a 224-day contract with a salary ranging from \$80,000 - \$86,000 dependent upon experience.