

ADMINISTRATOR SALARY SCHEDULE

FY18 (2017-2018 School Year)



Board Approved and Adopted: March 27, 2018

Signatures of Superintendent of Schools and School Board Chairman on File

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PREAMBLE

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DEFINITIONS

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ARTICLE 1 – PARTIES TO AGREEMENT

1.01 - This agreement is entered into by the School Board of Lee County, also referred to as the District, and contains the terms of employment for all full-time or part-time administrators employed by The School District of Lee County, Florida, unless otherwise stated herein

ARTICLE 2 – RIGHTS, PRIVILEGES, AND RESPONSIBILITIES

2.01 - Appropriate School Board Policies shall be applied.

ARTICLE 3 – (BLANK)

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ARTICLE 4 – (BLANK)

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ARTICLE 5 – GENERAL EMPLOYMENT PRACTICES

5.01 - Appropriate School Board Policies shall be applied.

ARTICLE 6 – WORKING CONDITIONS

6.01 - Appropriate School Board Policies shall be applied.

ARTICLE 7 – WORK SCHEDULE

7.01 - Appropriate School Board Policies shall be applied.

ARTICLE 8 – PERFORMANCE EVALUATION

8.01 - Appropriate School Board Policies shall be applied.

ARTICLE 9 – DISCIPLINARY PROCEDURES

9.01 – Appropriate School Board Policies shall be applied if a complaint is made against an administrator.

ARTICLE 10 -COMPENSATION

10.1 – EXPERIENCE CREDIT: Effective July 1, 2017, experience credit shall be determined as specified below. Documentation provided to Human Resources within 120 days of the employee's first day of employment will result in experience credit being awarded retroactive to the employee's first day of employment. Failure to provide such documentation within 120 days of the employee's first day of employment will result in experience credit being granted from the date of submission of the documentation. No experience credit shall be given for documentation submitted more than two years from the employee's first day of employment.

(1) Starting Salary:

(a) New Hire: The first step of each pay grade shall be considered the normal hiring rate for administrators.

(b) Change in Position: Employees currently on the Administrator Salary Schedule may retain the current salary step when moving to a different position within the Administrator Salary Schedule.

(2) Instructional Experience: An employee may be eligible to receive experience credit for years of instructional experience (creditable teaching experience or related professional experience). In no case shall an employee receive a reduction in base pay when moving from an instructional position to an Assistant Principal position or from a non-instructional support position to an administrator position.

Instructional Experience	Starting Step
0 to 4 Years	Step 1
5 to 10 Years	Step 6
10 Years or more	Step 7

(3) Non-Instructional Experience: Non-Instructional employees may bring related work experience to the non-instructional administrative position in the same manner, for example an employee moving to Assistant Director in a Department.

(4) Administrator Experience: Practicing administrators from outside The School District of Lee County will be eligible to receive salary credit for administrator experience according to the table below:

Administrator Experience	Starting Step
0 Years	Step 1
1 to 5 Years	Step 6
6 to 10 Years	Step 8
to 20 Years	Step 10
20 Years or more	Step 12

(5) Areas of Critical Need: The Superintendent has the authority to grant additional experience credit for determining step placement in areas of critical need.

102 – SALARY SCHEDULES:

(1) Administrator Salary Schedule: (See Appendix)

(a) Executive Positions: The salary range for executive positions will be determined by the district market rate, which is based on data from the Economic Research Institute and comparable Florida public school districts. Executive positions are at Pay Grade M and starting salary will be determined by use of the Executive Hiring Matrix. The Executive Hiring Matrix considers the market rate and determines a percentage of market rate based on years of same experience, years of comparable experience, years of leadership experience, years of relevant community work, critical shortage areas, professional development, committee work, professional associations, high demand, credentials and licensure, other degrees, publication, awards and recognitions, number of direct reports, and number of total employees supervised. The Executive Hiring Matrix may be used to determine the salaries of Directors in areas of critical need, as determined by the Superintendent.

(2) Differential Pay

(a) Turnaround Schools: Turnaround Administrators are assigned by the Superintendent to serve at a qualifying school as defined by Florida Statute 1008.33 or by the Superintendent.

(1) Supplement Amount: The Superintendent is authorized to offer an incentive of up to \$20,000 to principals at Turnaround Schools for the purposes of retaining and recruiting high quality employees for these positions.

(2) Turnaround Administrator: To be eligible for a Turnaround Administrator position, an administrator must be an experienced administrator and have received an Effective or Highly Effective rating as determined by the School District of Lee County Administrator Evaluation System including the manager portion and Value Added Model (VAM) or by an Administrator Evaluation from another Florida Public School District or comparable institution.

(3) Senior Turnaround Administrator: To be eligible for a Senior Turnaround Administrator position, an administrator must have previously led a successful turnaround school and have received an Effective or Highly Effective rating as determined by the School District of Lee County Administrator Evaluation System including the manager portion and Value Added Model (VAM) or by an Administrator Evaluation from another Florida Public School District or comparable institution.

(4) Turnaround Matrix: The Turnaround Matrix considers characteristics of the administrator and characteristics of the school. The administrator characteristics include, years of same experience, years of comparable experience, years of leadership experience, years of relevant community work, critical shortage areas, professional development, committee work, professional associations, credentials and licensure, other degrees, publications, awards, and recognitions. The characteristics of the school include, student population, staff population, staff composition, academic history, unique school challenges, and school location.

(5) Initial Payment: The amount of each payment of the Turnaround Administrator supplement will be based on the overall expected supplement amount, which will be determined by the Turnaround Matrix. Sixty percent (60%) of the supplement will be paid upon Board approval of the administrator's appointment, and the remaining forty percent (40%) will be paid at the conclusion of the school year, based on goal attainment of deliberate practice goals set by the supervisor.

(6) Assignment and Reappointment: Assignment at a Turnaround School is subject to the Superintendent's annual reappointment recommendation at the Turnaround School. Upon reappointment, the administrator will remain at the location for a minimum of three (3) school years unless otherwise determined by the Superintendent.

(7) Reassignment and Salary Adjustment: At the completion of the three year assignment, a Turnaround Administrator who is reassigned to a Turnaround School will be eligible to receive a salary adjustment. Salary adjustments are contingent upon a Highly Effective or Effective rating as determined by the total School-based Administrator Evaluation System, including the manager's rating and Value Added Model (VAM) rating. Any Turnaround Administrator who receives a Needs Improvement or Unsatisfactory rating will not receive a salary adjustment.

(8) Retroactive: Any additional compensation as outlined above shall be retroactive to July 1 of the current fiscal year if delayed due to the receipt of student performance data.

(9) Change in Assignment: If a Turnaround Administrator is no longer assigned to a school designated as a Focus or Priority in accordance with Florida Statute 1008.33, then the administrator's compensation will be reviewed and adjusted to align with their new position.

(b) Opportunity Schools: The opportunity schools for FY18 are Bonita Springs Elementary, Edgewood Academy, Franklin Park, Harns Marsh Middle, James Stephens International Academy, Lehigh Elementary, Lehigh Acres Middle, Mirror Lakes Elementary, Orange River Elementary, Sunshine Elementary and Tortuga Preserve Elementary. These schools were identified by the Opportunity School Index which looks at 12 dimensions that are aligned with current research on the characteristics of "Opportunity" schools. Principals and Assistant Principals at these locations are eligible for a performance bonus of up to a \$1,500.00, if they receive a Highly Effective or Effective rating on their Final Performance Evaluation as determined by the School-based Administrator Evaluation System, including the manager's rating and Value Added Model (VAM) rating. Any administrator who receives a Needs Improvement or Unsatisfactory rating is not eligible to receive this performance bonus.

(c) Administrators on Assignment: School-based administrators appointed by the Superintendent to an Administrator on Assignment position shall be eligible to maintain their student enrollment supplement and school level supplement for the duration of their assignment.

103 – PAY DELIVERY

(1) Direct Deposit

All administrators will be paid through direct deposit or district-provided pay card.

(2) Pay Delivery Procedure

Checks will be issued semi-monthly, on the 15th and last day of each month. However, when the scheduled payday falls on Saturday, Sunday, or a holiday, personnel will be paid on the preceding workday. Employees who work less than twelve months per year shall be eligible for a paycheck on the first payday that occurs after returning to work for the new school year. Employees who work less than twelve months per year will receive an initial pay check reflecting a prorated amount based on the number of days worked in the pay period, not to exceed a full pay period amount. Thereafter, paychecks representing a full pay period rate of the employee's annual salary will be issued semi-monthly. Twelve-month employees shall receive their first paycheck representing a pay period rate on July 31; subsequent paychecks representing a pay period rate shall be issued on the 15th and last day of each month through July 15th. Employees who are hired after the beginning of the normal work year shall receive their first paycheck reflecting a prorated amount based on the number of days worked in the pay period, not to exceed a full pay period amount.

(3) Summer Programs

Employees hired for the specific purpose of working in the summer program shall be paid according to the Administrator Salary Schedule in effect at the beginning of the summer program. Retroactive pay approved later by the Board shall not apply to this responsibility.

104 – RE-EMPLOYMENT AFTER FRS RETIREMENT/DROP: Effective July 1, 2010, the following provisions apply to retirees from the Florida Retirement System (FRS) pension plan who return to employment with the District following regular retirement or participation in the FRS Deferred Retirement Option Program (DROP):

An employee may not return to employment with an FRS-covered employer until they have been retired for six (6) calendar months. If an employee returns to work during the next six (6) months after retirement/DROP termination, they must suspend further Pension Plan benefits for every month they are employed during this period. The employee will be required to repay any benefits they received when benefits should have been suspended. There are no reemployment exceptions. The employee is not eligible for renewed FRS membership.

(1) Base Compensation Rate: Effective July 1, 2012, the base compensation rate for reemployed retirees shall be equal to the initial entry level pay for the position for which the employee is hired.

105 - Retroactive Pay

In order to be eligible to receive retroactive pay, the employee must be working, on compensable leave or approved sick leave as of the date of Board adoption of the salary schedule.

106 – CHANGES IN COMPENSATION: As the District moves to the market rate, it is necessary to address salary compressions resulting from changes in Florida Statute and economic conditions over the past ten years. Positions will be moved to the market rate based upon need and

availability of funding. Administrators who are employed by the District at the time of Board approval will be eligible for FY18 (2017-2018 school year) increases as follows:

(a) Two-and-a-half Percent Increase: In order to address equity issues resulting from compression of supervisor and subordinate employee compensation, all administrators who are employed by the District at the time of Board approval will receive a 2.5% increase in base salary retroactive to July 1, 2017.

ARTICLE 11 – BENEFITS

11.1 - All part-time or full-time administrators working in a regularly established position will be eligible for enrollment in the Florida Retirement System, eligible for social security credit and earn sick leave. Administrators not eligible for the Florida Retirement System will be enrolled in the FICA Alternative Program. Participation in the FICA Alternative Program is mandatory for these employees.

11.2 – VACATION: All part-time or full-time administrators working on a twelve month schedule will be eligible to earn vacation leave.

11.3 – INSURANCE: All administrators scheduled to work thirty hours or more each week will be eligible for health and life insurance benefits. Effective April 1, 2018, the Board shall contribute \$7,000.80 into Flex Credits for each employee who is eligible for Board Provided Benefits. However, those employees working twenty hours or more as of April 23, 1996, will be grandfathered under the old eligibility requirement of twenty hours per week and will retain this eligibility status for the duration of their continuous employment.

ARTICLE 12 - LEAVE

12.1 – PERSONAL LEAVE: Each employee shall be allowed five days paid leave for personal reasons each year to be charged against accrued sick leave. Such leave shall not accumulate.

12.2 – TRANSFER OF SICK LEAVE: Any employee shall be entitled to transfer sick leave credit from other Florida school districts. In order to use transferred sick leave credits, an employee must match each day transferred with a sick leave day earned in Lee County (F.S.1012.61).

12.3 – SHARED SICK LEAVE: All employees covered by this salary schedule may donate accrued, earned sick leave to his or her spouse (person to whom the donor is legally married at the time of donation), child (natural or adopted, but not step-child), parent (mother or father of the donor employee), or sibling (brother or sister of the donor employee, but not step-sister or step-brother) who is also a regular part-time or full-time District employee (not a temporary employee or substitute).

The transfer of sick leave will be administered by the Payroll Department. Requests must be in writing to the Payroll Department. The letter of request from the donor must include the total hours requested for transfer, name, and employee ID number of the intended recipient (recipient must be in a position eligible to accrue leave), the work location of the intended recipient, the relationship of the intended recipient to the donating employee, and the employee ID number and location of

the employee writing the letter of request. All accrued leave of the intended recipient must be depleted prior to the transfer. The maximum number of shared sick leave hours to be transferred at one time will be calculated as follows: 20 days multiplied by the number of recipient work hours per day. Donated hours cannot be used by the recipient for the purpose of terminal pay. Unused donated hours shall revert to the donor employee upon the recipient's return to work or termination of employment. The recipient will not accrue leave while using donated hours. The donated leave must be used for illness only and must be supported by medical verification from a physician upon request.

ARTICLE 13 – (BLANK)

13.01 – This article intentionally left blank.

ARTICLE 14 – (BLANK)

14.01 – This article intentionally left blank.

ARTICLE 15 – (BLANK)

15.01 – This article intentionally left blank.

ADMINISTRATIVE POSITIONS

Position	JDE	Work Year	Pay Grade	Last Board Action
<u>Superintendent</u>	S-21.01	Contract	Contract	01/22/2019
<u>Attorneys</u>				
Board Attorney	A-16.01	Contract	Contract	03/13/2018
Attorney, Staff	A-16.02	Contract	Contract	01/22/2019
<u>Chiefs</u>				
Chief Academic Officer	C-3.02	255	M	07/31/2018
Chief Financial Officer	C-3.03	255	M	07/26/2016
Chief Human Resources Officer	C-3.05	255	M	01/22/2019
Chief Information Officer	C-3.07	255	M	07/26/2016
Chief Operations Officer	C-3.09	255	M	07/26/2016
<u>Directors</u>				
Executive Director, District Constituent Services and Fine Arts	E-12.08	255	M	07/31/2018
Executive Director, Financial Services	E-12.07	255	M	02/27/2018
Executive Director, Government & Community Relations	E-12.16	255	M	06/27/2017
Executive Director, Infrastructure Services	E-12.17	255	M	06/27/2017
Executive Director, Leadership Development	E-12.10	255	M	07/31/2018
Executive Director, Leadership, Professional Development, and Recruitment	E-12.18	255	M	01/22/2019
Executive Director, Operational Planning and Project Management	E-12.15	255	M	03/21/2017
Executive Director, Operations	E-12.19	255	M	07/31/2018
Executive Director, Strategic Engagement and Community Partnerships	E-12.13	255	M	07/31/2018
Executive Director, Student Enrollment	E-12.12	255	M	07/31/2018
Executive Director, Transportation Services	E-12.04	255	M	07/15/2005
Executive Director, Turnaround Schools	E-12.14	255	M	09/13/2016
Director, Accountability, Assessment, and Research	D-11.25	255	15	07/31/2018
Director, Adult and Career Education	D-11.65	255	15	07/31/2018
Director, Business Services	D-11.47	255	15	07/26/2016
Director, Compensation and Labor Relations	D-11.66	255	14	01/22/2019
Director, Constituent Services	D-11.06	255	15	05/22/2018
Director, Constituent Services and Student Discipline	D-11.12	255	15	07/31/2018
Director, Diversity and Inclusion	D-11.68	255	14	02/27/2018
Director, English for Speakers of Other Languages (ESOL)	D-11.26	255	14	07/31/2018
Director, Exceptional Student Education (ESE)	D-11.04	255	15	07/31/2018
Director, Financial Services	D-11.03	255	15	02/27/2018
Director, Fleet & Safety	D-11.08	255	15	05/22/2018
Director, Food and Nutrition Services and District Warehouse Operations	D-11.17	255	15	02/27/2018
Director, Grants and Program Development	D-11.50	255	15	07/31/2018
Director, Innovation Services	D-11.54	255	14	02/13/2018
Director, Insurance and Benefits Management	D-11.11	255	15	01/22/2019
Director, Internal Auditing	D-11.13	255	14	02/27/2018
Director, Maintenance	D-11.53	255	15	05/02/2017
Director, Payroll	D-11.20	255	15	02/27/2018
Director, Planning, Growth, and Capacity	D-11.58	255	14	01/22/2019

Position	JDE	Work Year	Pay Grade	Last Board Action
Director, Positive Prevention	D-11.27	255	15	07/31/2018
Director, Procurement Services	D-11.09	255	15	02/27/2018
Director, Professional Standards and Equity	D-11.36	255	14	01/22/2019
Director, Safety and Security	D-11.57	255	14	01/22/2019
Director, School Psychological and Social Work Services	D-11.29	255	15	07/31/2018
Director, School Transformation	D-11.69	255	15	07/31/2018
Director, Staffing and Talent Management	D-11.07	255	15	01/22/2019
Director, Strategic Communications	D-11.51	255	15	01/22/2019
Director, Strategic Planning & Community Engagement	D-11.67	255	15	06/27/2017
Director, Student Enrollment	D-11.28	255	15	07/31/2018
Director, Teaching and Learning (Elementary)	D-11.63	255	15	07/31/2018
Director, Teaching and Learning (Secondary)	D-11.64	255	15	07/31/2018
Director, Title I, Migrant, Early Childhood, and Head Start Programs	D-11.02	255	15	07/31/2018
Director, Transportation Services	D-11.14	255	15	07/26/2016
Director, Turnaround Schools	D-11.59	255	15	01/22/2019
Assistant Director, Budget	A-21.10	255	13	02/27/2018
Assistant Director, Elementary Curriculum	A-21.39	255	13	06/27/2017
Assistant Director, Curriculum and Instructional Innovation (Secondary)	A-21.38	255	13	07/31/2018
Assistant Director, Exceptional Student Education	A-21.20	255	13	07/31/2018
Assistant Director, Financial Accounting, Property Inventory, and Records Management	A-21.07	255	13	02/27/2018
Assistant Director, Health Services	A-21.01	255	13	07/31/2018
Assistant Director, Infrastructure Services	A-21.12	255	13	02/13/2018
Assistant Director, Magnet Schools	A-21.35	255	13	07/31/2018
Assistant Director, Maintenance Services	A-21.11	255	13	01/22/2019
Assistant Director, Media Relations and Public Information Officer	A-21.02	255	13	07/31/2018
Assistant Director, Multi-Tiered System of Support, Attendance, and Social Work	A-21.36	255	13	01/22/2019
Assistant Director, Payroll	A-21.32	255	13	02/27/2018
Assistant Director, Professional Development	A-21.34	255	13	01/22/2019
Assistant Director, Recruitment	A-21.40	255	13	01/22/2019
Assistant Director, School Counseling and Mental Health Services	A-21.37	255	13	01/22/2019
Assistant Director, School Psychological Services	A-21.41	255	13	12/12/2017
Assistant Director, Student Enrollment	A-21.03	255	13	01/22/2019
Assistant Director, Title I and Migrant Programs	A-21.09	255	13	07/31/2018
Assistant Director, Transportation Services	A-21.06	255	13	01/22/2019
Coordinators				
Coordinator, Adult and Career Education	C-46.10	255	12	07/31/2018
Coordinator, Business Services	C-46.73	255	12	02/27/2018
Coordinator, Continuous Improvement	C-46.48	255	12	01/22/2019
Coordinator, Employee Wellness Programs	C-46.44	255	12	01/22/2019
Coordinator, Energy Management	C-46.57	255	12	05/02/2017
Coordinator, English Language learner (ELL)	C-46.56	255	12	07/31/2018
Coordinator, Exceptional Student Education (ESE)	C-46.69	255	12	07/31/2018
Coordinator, Food and Nutrition Services (Special Projects and Student Wellness)	C-46.62	255	12	02/27/2018
Coordinator, Grants Development	C-46.40	255	12	07/31/2018
Coordinator, Graduation	C-46.70	255	12	07/31/2018
Coordinator, Head Start Program	C-46.04	255	12	01/22/2019
Coordinator, Health Services	C-46.43	255	12	07/31/2018

Position		JDE	Work Year	Pay Grade	Last Board Action
	Coordinator, Human Resources Information Systems	C-46.52	255	12	01/22/2019
	Coordinator, Information Technology (Capital Project Management)	C-46.53	255	12	01/22/2019
	Coordinator, Information Technology (Infrastructure Management)	C-46.60	255	12	01/22/2019
	Coordinator, Information Technology (Technical Support Services)	C-46.59	255	12	01/22/2019
	Coordinator, Maintenance Services	C-46.68	255	12	05/02/2017
	Coordinator, Mental Health Services	C-46.02	255	12	01/22/2019
	Coordinator, Procurement Services	C-46.74	255	12	02/27/2018
	Coordinator, Professional Development	C-46.71	255	12	01/22/2019
	Coordinator, Professional Standards and Equity	C-46.03	255	12	01/22/2019
	Coordinator, Projects	C-46.72	255	12	01/22/2019
	Coordinator, Resource Development	C-46.75	255	12	06/27/2017
	Coordinator, Safety and Security	C-46.51	255	12	01/22/2019
	Coordinator, School Counseling Services	C-46.55	255	12	07/31/2018
	Coordinator, Superintendent's Office	C-46.67	255	12	02/09/2016
	Coordinator, Teaching and Learning	C-46.34	255	12	07/31/2018
	Coordinator, Trade Extension	C-46.09	255	12	01/22/2019
<u>School-Based Administrators</u>					
	Principal	P-6.01	255	14	07/31/2018
	Principal, Lee Virtual School and Emerging Technology	P-6.02	255	14	07/31/2018
	Principal, Turnaround School	P-6.03	255	14	07/31/2018
	Senior Principal, Turnaround School	SP-1.01	255	15	07/31/2018
	Director, Southwest Florida Public Service Academy	D-11.60	255	14	07/31/2018
	Senior Director, Technical Colleges	SD-1.01	255	15	07/31/2018
	Assistant Principal	A-36.01	206, 216, 226	12	07/31/2018
	Assistant Principal, On Special Assignment	A-36.02	206, 216, 226	12	07/31/2018
<u>Program Administrator</u>					
	Program Administrator, Title I and Migrant	P-12.05	255	12	07/31/2018
<u>Senior Administrator</u>					
	Senior Administrator, Transportation Services	A-21.13	255	13	05/22/2018
<u>Senior Program Manager</u>					
	Senior Program Manager, Construction	SM-1.03	255	15	11/14/2017
<u>Engineers</u>					
	Engineer, Building Services	E-1.06	255	10	05/02/2017
	Engineer, Facility	E-1.07	255	12	01/22/2019
<u>Treasurer</u>					
	Treasurer	T-8.01	255	12	02/27/2018

ADMINSTRATOR SUPPLEMENT SCHEDULE

Student Enrollment Supplement

A student enrollment supplement shall be paid to the Principal and Assistant Principal positions based upon the school's pre-K - 12 enrollment measured at the 4th cycle of the prior year as follows:

PRINCIPALS			ASSISTANT PRINCIPALS		
550	999	\$400.00	550	999	\$320.00
1000	1499	\$600.00	1000	1499	\$480.00
1500	1999	\$800.00	1500	1999	\$640.00
2000	2499	\$1,000.00	2000	2499	\$800.00

Student Enrollment Size Supplements include the Technical Centers and Southwest Florida Public Service Academy. The enrollment size supplement shall be paid based upon the average enrollment for the previous year for the time period of July 1st through June 1st. Principals include the Senior Director, Technical Centers and Director, Public Service Programs.

School Level Supplement

School level supplements shall be paid as a component of base pay and shall be paid as follows:

PRINCIPALS*		ASSISTANT PRINCIPALS	
Elementary	\$2,500.00	Elementary	\$1,450.00
Middle	\$3,000.00	Middle	\$1,900.00
High	\$6,000.00	High	\$3,050.00
Special Center	\$2,500.00	Special Center	\$1,650.00
Technical College	\$2,500.00	Technical College	\$1,050.00

*Principals include the Senior Director, Technical Centers and Director, Public Service Programs.

Advanced Degree Supplements (Component of base pay)

Advanced Degree supplements, other than Doctorate, shall be paid if the degree is not required in the job description. All administrator positions listed in the Administrator Salary Schedule shall be eligible for the supplement for a doctoral degree. For school-based administrators hired on or after July 1, 2011, credit for advanced degree held must be in the individual's area of certification and paid as a salary supplement.

Doctorate*	\$3,000.00
Specialist	\$2,000.00
Masters	\$500.00

FY18 Principal Lead Supplement

Lead Principal: To be eligible for the Lead Principal supplement, a Principal must have four or more years of experience as a Principal, one of which must be in the School District of Lee County, must have completed Principal Coaching training within the last three years, and must have received a Final Performance Evaluation rating of Highly Effective or Effective based on the School District of Lee County's Administrator Evaluation System. A Final Performance Evaluation rating includes the Manager's rating and Value Added Model (VAM) rating.

The Principal Lead shall be eligible to receive a supplement up to \$6,000. Three thousand dollars (\$3,000) will be paid upon acceptance of the supplemental position and the remaining three thousand dollars (\$3,000) may be paid based upon receiving an Effective or Highly Effective rating in FY18 as determined by the School District of Lee County Administrator Evaluation System including the manager portion and Value Added Model (VAM).

Other Supplements

Unique School Challenge	
New Program	\$1,000.00
Major Construction or Renovation	\$1,000.00
New Facility (Effective upon appointment and for the first full school year)	
Principal	\$2,000.00
Assistant Principal	\$1,000.00
District Bargaining Team Member (Per Bargaining Unit) – Chiefs Not Eligible	\$1,500.00
District-Wide Curriculum/Special Area (limit one Administrator per curriculum area)	\$2,000.00

ADMINISTRATOR PAY SCALE

FY18 DAILY RATES
(BASED ON AN 8-HOUR DAY)

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18
10	267.97	270.66	273.36	276.09	278.85	281.64	284.48	287.30	290.17	293.08	296.02	298.96	301.95	304.97	308.02	311.10	314.20	317.35
11	286.72	289.60	292.48	295.41	298.37	301.35	304.36	307.40	310.49	313.58	316.71	319.89	323.10	326.32	329.59	332.89	336.22	339.58
12	306.80	309.86	312.96	316.08	319.24	322.44	325.67	328.93	332.21	335.54	338.90	342.30	345.70	349.18	352.64	356.19	359.75	363.35
13	328.26	331.55	334.88	338.22	341.61	345.02	348.47	351.94	355.47	359.03	362.63	366.25	369.90	373.61	377.35	381.12	384.93	388.77
14	351.24	354.75	358.30	361.88	365.49	369.16	372.85	376.57	380.35	384.14	387.98	391.85	395.78	399.73	403.73	407.76	411.82	415.93
15	375.83	379.60	383.40	387.21	391.09	395.00	398.95	402.95	406.97	411.07	415.17	419.32	423.51	427.72	432.01	436.32	440.70	445.10