

The Public Schools of Brookline

Brookline Town Hall 333 Washington Street, 5th Floor Brookline, Massachusetts 02445 **Susan K. Givens, Ed.D.** Deputy Superintendent of Administration and Finance

То:	Finance Subcommittee Linus J. Guillory, Jr., Ph.D., Superintendent of Schools
Re:	Non-Aligned - Principals Compensation Review
Date:	Susan K. Givens, Ed.D., Deputy Superintendent

Over the past several months, our Human Resource Department has been gathering base salary data from comparable communities. Though we were not able to get information from all nine, the majority have responded and there is sufficient data to provide a meaningful assessment of how principal's compensation compares to these communities. Here are the results of the market research conducted this fall.

High School Principals				
Communities	Average	High	Low	
Acton Boxborough	Unavailable			
Arlington	183,564			
Lexington	161,908			
Milton	157,939			
Natick	164,336			
Needham	188,103			
Newton	178,968	197,491	146,054	
Wellesley	190,995			
Average	e 175,116			
Brookline	180,532			

The high school principal's salary is \$5,000 more than the average and \$17,000 below the highest paid within this group.

Middle School Principals				
Communities	Average	High	Low	
Acton Boxborough	151,867			
Arlington	131,800			
Lexington	163,646			
Milton	152,030			
Natick	151,659	160,702	142,615	
Needham	159,457	175,001	143,913	
Newton	173,937	184,797	160,865	
Wellesley	185,676			
Average	158,759			
Brookline	154,773	161,951	140,000	

Elementary School Principals				
Communities		Average	High	Low
Acton Boxborough		105,489	123,037	72,500
Arlington		142,021	151,000	132,000
Lexington		161,591	173,645	151,132
Milton		141,198	148,654	134,654
Natick		151,179	162,824	140,505
Needham		152,452	166,767	145,432
Newton		165,124	173,330	149,800
Wellesley		166,661	171,975	157,282
	Average	148,214		
Brookline		154,773	161,951	140,000

Our average PreK-8 principal's salaries are \$4,000 below the middle school salary average; however, our higher paid principals are above the average by \$3,000 while our lowest paid principal is \$18,000 below the average.

Our average PreK-8 principal's salaries are \$6,000 above the elementary school salary average; however, our higher paid principals are above the average by \$13,000 while our lowest paid principal is \$8,000 below the average.

From the perspective of this market analysis, we can see that K-8 principals paid at the lower end of the range are not competitive when compared to the averages paid by our *like* communities.

Market rates should be gathered periodically to ensure that employees are being paid competitively, especially in a weak labor market. Another important framework to consider when establishing compensation is internal pay ranges. A supervisor should make more than staff members that report to them. The data below compares Unit B administrator salaries to our principal's salaries.

Building Level Direct Report vs. Supervisor Pay				
	Average	High	Low	
HS Principal	180,532			
PreK-8 Principals	154,773	161,951	140,000	
Director/Coordinators (Unit B)		148,318	101,367	
Asst. Principals		144,060	108,985	

The BEU, Unit B Administrator pay range at the higher end is greater than PreK-8 Principal pay at the lower end. There are some instances where a supervisor is getting paid less than a person that reports to them and principals work a longer year. High school principals are typically paid more than middle and elementary school principals because they oversee a much larger school with significantly more staff and students and they are required to attend many more night and weekend events throughout the year.

From an equity perspective, the data suggests that the pay range for Brookline principals should be adjusted as follows.

PreK-8 Principals - \$158,000 - \$168,000

High School Principal - \$185,000 - \$195,000

A Cost-of-Living Adjustment (COLA) comparable to Unit B administrators (2.75%) would be \$44,103. The estimated cost to implement this pay adjustment is \$60,266. The total increase to the budget for principal compensation would be \$104,369.

Note: Brookline principals receive other forms of compensation including longevity pay, stipends for doctorate degrees, and annual vacation buy-back (10 days). Leave benefits include administrative days (4), compensation days (8), low attendance days (2), vacation days (23), professional days, and sick days (15).