

## SALARY GUIDELINES FOR HIRING ADMINISTRATORS

This policy establishes guidelines for determining starting salaries for administrators entering the Huron School District. Starting salaries may vary from the policy as per circumstances. The superintendent and business manager are independent of these administrative guidelines, as each works directly with the board of education, and thus, the salary and benefit package of each is determined by the board of education. The superintendent may recommend salary adjustments to individual administrators based on performance or job responsibilities.

The salary range will be based on the best available data on the salaries of each administrative position in the 9 ESD Conference Schools.

- The goal will be to establish salaries that are at the “**mean salary**” for each administrative position in the 9 ESD Schools.
- **Experience** will be a consideration in the analysis of the data from the 9 ESD Schools and in the range available for negotiating with the incoming administrator.
- **Education** will be a consideration with the following being the “base degree” for the position:
  - Principals:
    - Base – Master’s Degree
    - Advanced – Ed Specialist (+\$3,000 over base)
    - Advanced – Doctorate (+6,000 over base)
  - Directors:
    - Below Base - No college Degree (-\$9,000 below base)
    - Below Base - Associate Degree (-\$6,000 below base)
    - Below Base – Bachelors Degree (-\$3,000 below base)
    - Base – Master’s Degree
    - Advanced – Ed Specialist (+\$3,000 over base)
    - Advanced – Doctorate (+6,000 over base)