

Background:

In 2016, an aggressive minimum wage increase plan was set in motion, which increased wages from \$10 per hour to \$15 per hour over 6 years. It is projected to continue to rise roughly 3% per year until it reaches the target minimum of \$20 per hour. For January 2027, the projection is \$17.40 per hour. The hourly minimum wage also affects monthly salary. The minimum monthly salary for an exempt employee must be twice what a full-time hourly person would earn. At a minimum wage of \$17.40 per hour, the monthly minimum is \$6,032 which correlates to \$72,384 annually for a twelve-month exempt employee.

In an attempt to ensure that these aggressive increases in pay for hourly and teaching staff reached administrative staff, the Admin salary schedule was tied to the teacher payscale by a calculation approved by the board. Since the job descriptions for both Principal/Superintendent and Assistant Principal required 5 years of teaching experience, step 1 on the Principal/Superintendent scale was calculated using step 5 on the teaching payscale. The calculation annualized the payrate using the assumptions of 8 hours per day, 225 days per year for administrators instead of 7 hours per day, 180 days per year for teachers. Step 1 of the Assistant Principal scale was calculated at 85% of the Principal/Superintendent scale, using the same hours per day and days per year assumption.

For the 2023/24 school year, the board voted to annualize step 1 on the Principal/Superintendent scale using step 8 on the teaching payscale instead of step 5, thus increasing all administrative staff pay. The job descriptions were not changed to require 8 years of teaching experience, but were left at 5 years as before. No changes were made to assumptions for hours per day or days per year.

For the 2025/26 school year, the board voted to reduce the number of days per year for the administrative contracts. Principal/Superintendent changed from 225 days to 215 days and Assistant Principal changed from 225 days to 210 days. This change was made in May 2025 after the 2025/26 Admin Salary Schedule had already been approved in April 2025 using the standard calculation of 225 days per year. No wage adjustment was made during this reduction of contract days, which inadvertently granted both administrators significant pay increases.

Attached below are three different payscales to drive board discussion. The first one is calculated in the usual way, based on step 8 of the teacher scale and using 225 days for both administrators. The second one is calculated based on step 8 of the teacher scale but is adjusted to reflect the actual contracted days being worked by the administrators. The third is calculated on step 10 of the teaching scale and is adjusted to reflect the actual contracted days being worked by the administrators. If the third option is considered by the board, discussion should include whether job descriptions should also be changed to reflect the base assumption of ten years of experience in the classroom. If other options need discussion, this can come back in May.

Agenda:

This item is on the Discussion/Action Calendar for approval. Please contact Amber with any questions or concerns you may have.

Nord Country School
 Administration Salary Schedule
 effective 7/1/2026

(calculated based on Teacher step 8 with 225 contracted admin days)

Position	Step 1	Step 2	Step 3	Step 4	Steps 5 - 7	Steps 8 - 11	Steps 12 -15	Steps 16 - 20
Principal / Superintendent K - 8	\$94,915	\$99,660	\$104,643	\$109,876	\$115,369	\$121,138	\$127,195	\$133,555
Assistant Principal	\$80,677	\$84,711	\$88,947	\$93,394	\$98,064	\$102,967	\$108,116	\$113,521

Nord Country School
 Administration Salary Schedule
 effective 7/1/2026

(calculated based on Teacher step 8 with reduced contracted admin days)

Position	Step 1	Step 2	Step 3	Step 4	Steps 5 - 7	Steps 8 - 11	Steps 12 -15	Steps 16 - 20
Principal / Superintendent K - 8 (215 days)	\$90,696	\$95,231	\$99,993	\$104,992	\$110,242	\$115,754	\$121,542	\$127,619
Assistant Principal (210 days)	\$75,299	\$79,064	\$83,017	\$87,168	\$91,526	\$96,103	\$100,908	\$105,953

Nord Country School
 Administration Salary Schedule
 effective 7/1/2026

(calculated based on Teacher step 10 with reduced contracted admin days)

Position	Step 1	Step 2	Step 3	Step 4	Steps 5 - 7	Steps 8 - 11	Steps 12 -15	Steps 16 - 20
Principal / Superintendent K - 8 (215 days)	\$94,824	\$99,565	\$104,543	\$109,770	\$115,259	\$121,022	\$127,073	\$133,426
Assistant Principal (210 days)	\$78,726	\$82,662	\$86,795	\$91,135	\$95,691	\$100,476	\$105,500	\$110,775