

Bigfork School District #38

ADMINISTRATION

6142

Administrative Salaries

The board will establish a system of compensation for administrative staff. Merit pay as a means to award excellence may be incorporated into the salary system for administrators and supervisors.

Superintendent:

The Superintendent's salary shall be negotiated by the Board Negotiation's Committee and the superintendent. A contract can be from one to three years in duration. The superintendent shall receive a fully paid group health care plan(s) as per the district group plan. The superintendent is entitled to the sick and vacation leave benefits under Title 2, Chapter 18, Part 6, MCA. Personal leave days and emergency leave may be granted but are not carried from year to year.

Principal(s) and Vice-Principal(s):

Principals' salaries shall be negotiated with the Board Negotiations Committee and the Superintendent. Principals should initiate negotiations by May 15th of each year by individually or collectively forwarding their proposal (s) to the Superintendent. The Superintendent shall make compensation recommendations to the negotiations committee based upon each principal's satisfactory performance of job responsibilities. The Negotiating Committee shall set a date and time to meet individually with each principal for purposes of negotiating compensation. Principals shall receive a fully paid group health care plan (s) as per the district group plan. Negotiations may include but are not limited to salary, sick leave, emergency leave, professional training and travel, and individualized benefits.

Policy History:

Adoption Date: September 18, 1997

Revision Date: July 20, 2004

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ADMINISTRATION

6142P

Administrative Salaries

Principal(s):

Salary Schedule

Years as Principal	Elem	MS	HS
1	1.19	1.19	1.30
2	1.22	1.22	1.33
3	1.24	1.24	1.35
4	1.27	1.27	1.38
5	1.29	1.29	1.40

Salaries determined by taking the multiplier X HPT. Each additional year's pay is based on the HPT and the percentages in year five. HPT = Highest Paid Teacher.

Salaries are to be paid in monthly installments not later than the 10th day of each month. In the event that the 10th day of a month is not a work day, then the salary payment for that month shall be made on the last working day prior to the 10th.

Principals shall be provided a membership in the national and state professional organization of their choice as a part of their contract. Principals will be allowed to attend a national convention every other year at District expense.

Principals shall receive leave as described in the BAEA Master Contract and a fully paid district family medical insurance policy. Such benefits will not reduce other benefits expressly provided for in this contract or to be agreed upon in the future. The Board and the Principal(s) may agree to expand components of these benefits or to add benefits not currently available to other professional personnel in the School District; if this is done, an annex should be signed, dated and attached to the contract.

Travel: Principal shall be reimbursed for out of district expenses and mileage per district policy. The Principal shall be reimbursed for in-district mileage while supervising school activities at the state rate. Principals shall maintain a log of in-district mileage which shall be turned into the District Clerk on the last day of each month.

Evaluation: Principals will be evaluated annually by the superintendent using the appropriate District format. Principals receiving an EFFECTIVE or VERY EFFECTIVE overall rating are entitled to a salary increase based on the PRINCIPALS' SALARY SCHEDULE. Principals who receive a rating of NEEDS IMPROVEMENT or a recommendation for Non-Renewal will have their salary frozen for one evaluation cycle (one year) or until their overall rating reaches the EFFECTIVE level (Note: principals and teachers may NOT have their salaries reduced). Principals may request that their Administrative evaluations be reviewed by the Board of Trustees. Either the Principal or the superintendent may ask that the review be conducted in closed session.

Procedure History:

Promulgated: 8/10/98

Revised: 5/12/21