

Performance Compensation Model Brief Description

Local School System:

Washington County Public Schools

Local Contact (Name and contact information):

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Title of Model:

School Based Administrator & Supervisor Differentiated Pay Scale

Purpose of the Compensation Model:

To recognize that the responsibilities and work loads of school-based administrators vary based on the unique needs of each school community.

Brief Description (Please include links, if available, for access to further information on the model):

Assistant Principals and Principals are compensated (yearly salary) based on school factors that include school size, school level, individual level of experience, education level, school enrollment, FARM rate and mobility rate. Compensation calculations begin with a level base salary and factors are then added into the total compensation for total yearly salary.

Targeted Employees:

All school-based administration

Pros:

- Recognizes the unique demands of each school and compensates accordingly.

Cons:

- May cause a decrease in annual salary if a principal or AP is moved to a school with fewer factors.

- School based administration are not typically given opportunities to apply for schools with greater factors. Movement of school-based administration is determined by central level administration.
- Creates disparity between central office administration and school based administration.

Lessons Learned:

Implementation/Results (Is the model working? If not, why not?):

- The model is “working” but as highlighted in above “cons” there are unresolved issues.

Future Plans:

- Revisit the model for inequities that exist and possible revisions/revamping.

Other Comments: