



# Bullitt County Public Schools

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## MEMO

To: Board Members

From: Keith Davis 

Date: May 10, 2018

Re: Administrative Pay Recommendation

One of the three items that the Board approved as part of the 2017-18 superintendent evaluation process was as follows:

Investigate disparities in administrator pay between BCPS and surrounding, regional, and similar sized districts. Determine if additional compensation is desirable and affordable. Develop a proposal for addressing the issue.

Attached are the results of the investigation of administrative salaries at various levels. Some observations include:

1. Bullitt County Public Schools are highly competitive in pay for both teachers and administrators with all 13 comparison districts, except for Jefferson County.
2. As an example, a High School Principal in JCPS makes approximately \$39,000 more than the same position in BCPS; a Middle School Principal in JCPS makes about \$18,000 more than the same position here; and, an Assistant Superintendent in JCPS makes about \$35,000 more per year than a similar position in BCPS. Teachers also make significantly more in JCPS than in BCPS by about \$13,000.
3. There are wide variations in some positions, but BCPS was highest or 2nd highest among the comparison districts (other than JCPS) for teachers, and generally favorable to most districts in administrative position salaries.
4. The districts used for the comparisons were districts of similar size as BCPS throughout the state, JCPS, and a few other districts of interest, including Meade County and Larue County.

My recommendation is as follows:

1. Increase the extra duty supplement for High School Principal by \$5,000 beginning July 1, 2018.
2. Add the same increase to the assistant superintendent position to maintain a reasonable difference between the two positions and put it closer to our closest regional comparison districts.

The reason for this recommendation is that most of our salaries compare favorably with other districts. The position of high school principal is, without a doubt, one of the most difficult jobs in education. Our recent experience has shown that the position has relatively high turnover and relatively few applicants when the position is open. By increasing the salary to a level that matches the higher wages in other OVEC districts, perhaps we will be able to attract and retain quality individuals in these positions. The higher wage may also encourage principals working at other levels and assistant principals to make the sacrifice to lead one of our high schools.

The cost to implement this change is \$25,000, which is available in the General Fund.

Equal Education and Employment Institution

# ASSUME AN INDIVIDUAL WITH RANK I (NO DOCTORATE) ON STEP 15 ON YOUR 2017-18 SALARY SCALE

| POSITION   | DISTRICT | # DAYS PER YEAR | Total Annual Salary (will calculate) |
|--|----------|-----------------|--------------------------------------|
| Teacher  | Boone    | 187             | \$60,027.00                          |
| District Technology Coordinator                                    | Boone    | 242             | \$94,842.66                          |
| Elementary School Principal - large school (more than 35 teachers) | Boone    | 242             | \$92,441.58                          |
| Middle School Principal  | Boone    | 242             | \$96,043.20                          |
| Middle School Assistant Principal                                  | Boone    | 242             | \$84,037.80                          |
| High School Principal  | Boone    | 242             | \$100,245.09                         |
| High School Assistant Principal                                    | Boone    | 242             | \$90,640.77                          |
| Director of Pupil Personnel  | Boone    | 242             | \$94,842.66                          |
| Director of Human Resources  | Boone    | 244             | \$88,777.00                          |
| Director of Transportation   | Boone    | 261             | \$88,777.00                          |
| Director of Facilities   | Boone    | 261             | \$88,777.00                          |
| Director of Instruction (Elementary, Secondary, Special Ed)        | Boone    | 242             | \$94,842.66                          |
| Assistant or Deputy Superintendents (whichever is higher pay)      | Boone    | 242             | \$114,651.57                         |
| POSITION   | DISTRICT | # DAYS PER YEAR | Total Annual Salary (will calculate) |
| Teacher  | Bullitt  | 187             | \$63,609.00                          |
| District Technology Coordinator                                    | Bullitt  | 240             | \$88,800.22                          |
| Elementary School Principal - large school (more than 35 teachers) | Bullitt  | 240             | \$92,821.22                          |
| Middle School Principal  | Bullitt  | 240             | \$94,840.22                          |
| Middle School Assistant Principal                                  | Bullitt  | 210             | \$87,992.22                          |
| High School Principal  | Bullitt  | 240             | \$98,904.22                          |
| High School Assistant Principal                                    | Bullitt  | 210             | \$89,345.22                          |
| Director of Pupil Personnel  | Bullitt  | 240             | \$94,840.22                          |
| Director of Human Resources  | Bullitt  | 240             | \$94,840.22                          |

|  |         |     |              |
|--|---------|-----|--------------|
| Director of Transportation                                     | Bullitt | 240 | \$94,840.22  |
| Director of Facilities   | Bullitt | 240 | \$94,840.22  |
| Director of Instruction<br>(Elementary, Secondary, Special Ed) | Bullitt | 240 | \$94,840.22  |
| Assistant or Deputy Superintendents (whichever is higher pay)  | Bullitt | 240 | \$114,373.00 |

| POSITION   | DISTRICT | # DAYS PER YEAR | Total Annual Salary (will calculate) |
|--|----------|-----------------|--------------------------------------|
| Teacher  | Daviess  | 187             | \$60,833.00                          |
| District Technology Coordinator                                    | Daviess  |                 | \$0.00                               |
| Elementary School Principal - large school (more than 35 teachers) | Daviess  | 230             | \$91,928.33                          |
| Middle School Principal  | Daviess  | 240             | \$98,292.43                          |
| Middle School Assistant Principal                                  | Daviess  | 215             | \$83,419.68                          |
| High School Principal  | Daviess  | 240             | \$106,068.43                         |
| High School Assistant Principal                                    | Daviess  | 215             | \$86,012.68                          |
| Director of Pupil Personnel  | Daviess  | 240             | \$98,292.43                          |
| Director of Human Resources  | Daviess  |                 | \$0.00                               |
| Director of Transportation   | Daviess  | 240             | \$98,292.43                          |
| Director of Facilities   | Daviess  | 240             | \$98,292.43                          |
| Director of Instruction<br>(Elementary, Secondary, Special Ed)     | Daviess  | 240             | \$98,292.43                          |
| Assistant or Deputy Superintendents (whichever is higher pay)      | Daviess  | 240             | \$106,586.43                         |

| POSITION   | DISTRICT | # DAYS PER YEAR | Total Annual Salary (will calculate) |
|--|----------|-----------------|--------------------------------------|
| Teacher  | Hardin   | 187             | \$60,192.00                          |
| District Technology Coordinator                                    | Hardin   | 240             | \$82,072.60                          |
| Elementary School Principal - large school (more than 35 teachers) | Hardin   | 240             | \$88,016.76                          |
| Middle School Principal  | Hardin   | 240             | \$88,016.76                          |
| Middle School Assistant Principal                                  | Hardin   | 205             | \$71,967.88                          |
| High School Principal  | Hardin   | 240             | \$93,998.76                          |
| High School Assistant Principal                                    | Hardin   | 215             | \$77,577.71                          |
| Director of Pupil Personnel  | Hardin   | 240             | \$88,016.76                          |

|   |        |     |              |
|---|--------|-----|--------------|
| Director of Human Resources   | Hardin | 240 | \$88,016.76  |
| Director of Transportation  | Hardin | 240 | \$88,016.76  |
| Director of Facilities  | Hardin | 240 | \$88,016.76  |
| Director of Instruction<br>(Elementary, Secondary, Special<br>Ed)   | Hardin | 240 | \$88,016.76  |
| Assistant or Deputy<br>Superintendents (whichever is<br>higher pay) | Hardin | 240 | \$104,355.76 |

| POSITION   | DISTRICT  | # DAYS PER<br>YEAR | Total Annual<br>Salary (will<br>calculate) |
|--|-----------|--------------------|--|
| Teacher  | Jefferson | 187                | \$75,684.34                                |
| District Technology Coordinator  | Jefferson | 260                | \$152,637.92                               |
| Elementary School Principal -<br>large school (more than 35<br>teachers) | Jefferson | 220                | \$112,279.94                               |
| Middle School Principal  | Jefferson | 220                | \$112,279.94                               |
| Middle School Assistant Principal  | Jefferson | 215                | \$101,461.54                               |
| High School Principal  | Jefferson | 260                | \$137,955.96                               |
| High School Assistant Principal  | Jefferson | 215                | \$105,551.32                               |
| Director of Pupil Personnel  | Jefferson | 260                | \$127,643.46                               |
| Director of Human Resources  | Jefferson | 260                | \$152,637.93                               |
| Director of Transportation   | Jefferson |                    | \$152,637.93                               |
| Director of Facilities   | Jefferson |                    | \$152,637.93                               |
| Director of Instruction<br>(Elementary, Secondary, Special<br>Ed)        | Jefferson |                    | \$117,962.34                               |
| Assistant or Deputy<br>Superintendents (whichever is<br>higher pay)      | Jefferson |                    | \$149,320.75                               |

| POSITION   | DISTRICT | # DAYS PER<br>YEAR | Total Annual<br>Salary (will<br>calculate) |
|--|----------|--------------------|--|
| Teacher  | Kenton   | 187                | \$60,915.00                                |
| District Technology Coordinator  | Kenton   | 230                | \$86,500.00                                |
| Elementary School Principal -<br>large school (more than 35<br>teachers) | Kenton   | 230                | \$96,246.00                                |
| Middle School Principal  | Kenton   | 230                | \$99,291.00                                |
| Middle School Assistant Principal  | Kenton   | 230                | \$88,936.00                                |
| High School Principal  | Kenton   | 230                | \$109,038.00                               |
| High School Assistant Principal  | Kenton   | 230                | \$92,591.00                                |
| Director of Pupil Personnel  | Kenton   | 230                | \$95,637.00                                |

|   |        |     |              |
|---|--------|-----|--------------|
| Director of Human Resources   | Kenton | 230 | \$97,393.50  |
| Director of Transportation  | Kenton | 230 | \$87,216.00  |
| Director of Facilities  | Kenton | 230 | \$97,393.50  |
| Director of Instruction<br>(Elementary, Secondary, Special<br>Ed)   | Kenton | 230 | \$104,773.00 |
| Assistant or Deputy<br>Superintendents (whichever is<br>higher pay) | Kenton | 230 | \$113,911.00 |

| POSITION   | DISTRICT | # DAYS PER<br>YEAR | Total Annual<br>Salary (will<br>calculate) |
|--|----------|--------------------|--|
| Teacher  | Larue    | 187                | \$58,746.00                                |
| District Technology Coordinator  | Larue    | 240                | \$81,895.94                                |
| Elementary School Principal -<br>large school (more than 35<br>teachers) | Larue    |                    | \$0.00                                     |
| Middle School Principal  | Larue    | 240                | \$87,895.94                                |
| Middle School Assistant Principal  | Larue    | 210                | \$74,471.44                                |
| High School Principal  | Larue    | 240                | \$90,395.94                                |
| High School Assistant Principal  | Larue    | 220                | \$77,362.94                                |
| Director of Pupil Personnel  | Larue    | 240                | \$83,895.94                                |
| Director of Human Resources  | Larue    |                    | \$0.00                                     |
| Director of Transportation   | Larue    | 240                | \$60,014.00                                |
| Director of Facilities   | Larue    |                    | \$0.00                                     |
| Director of Instruction<br>(Elementary, Secondary, Special<br>Ed)        | Larue    | 240                | \$83,895.94                                |
| Assistant or Deputy<br>Superintendents (whichever is<br>higher pay)      | Larue    | 240                | \$96,395.94                                |

| POSITION   | DISTRICT | # DAYS PER<br>YEAR | Total Annual<br>Salary (will<br>calculate) |
|--|----------|--------------------|--|
| Teacher  | Madison  | 187                | \$58,359.00                                |
| District Technology Coordinator  | Madison  | 240                | \$74,897.71                                |
| Elementary School Principal -<br>large school (more than 35<br>teachers) | Madison  | 235                | \$79,575.85                                |
| Middle School Principal  | Madison  | 235                | \$81,761.85                                |
| Middle School Assistant Principal  | Madison  | 205                | \$69,493.44                                |
| High School Principal  | Madison  | 235                | \$87,318.85                                |
| High School Assistant Principal  | Madison  | 220                | \$74,174.65                                |
| Director of Pupil Personnel  | Madison  | 235                | \$81,792.85                                |

|  |         |     |             |
|--|---------|-----|-------------|
| Director of Human Resources                                    | Madison | 235 | \$81,792.85 |
| Director of Transportation                                     | Madison | 235 | \$81,792.85 |
| Director of Facilities   | Madison | 235 | \$81,792.85 |
| Director of Instruction<br>(Elementary, Secondary, Special Ed) | Madison | 235 | \$81,792.85 |
| Assistant or Deputy Superintendents (whichever is higher pay)  | Madison | 242 | \$96,106.41 |

| POSITION   | DISTRICT | # DAYS PER YEAR    | Total Annual Salary (will calculate) |
|--|----------|--------------------|--------------------------------------|
| Teacher  | Meade    | 186                | \$58,194.00                          |
| District Technology Coordinator                                    | Meade    | 261                | \$74,278.00                          |
| Elementary School Principal - large school (more than 35 teachers) | Meade    | 236                | \$82,718.00                          |
| Middle School Principal  | Meade    | 240                | \$87,469.00                          |
| Middle School Assistant Principal                                  | Meade    | 221                | \$73,004.00                          |
| High School Principal  | Meade    | 240                | \$98,969.00                          |
| High School Assistant Principal                                    | Meade    | 240                | \$81,949.00                          |
| Director of Pupil Personnel  | Meade    | 240                | \$90,089.00                          |
| Director of Human Resources  | Meade    | done by assoc supt | \$0.00                               |
| Director of Transportation   | Meade    | 240                | \$90,089.00                          |
| Director of Facilities   | Meade    | done by supt       | \$0.00                               |
| Director of Instruction<br>(Elementary, Secondary, Special Ed)     | Meade    | done by assoc supt | \$0.00                               |
| Assistant or Deputy Superintendents (whichever is higher pay)      | Meade    | 240                | \$92,089.00                          |

| POSITION   | DISTRICT | # DAYS PER YEAR | Total Annual Salary (will calculate) |
|--|----------|-----------------|--------------------------------------|
| Teacher  | Nelson   | 186             | \$59,415.00                          |
| District Technology Coordinator                                    | Nelson   | 259             | \$0.00                               |
| Elementary School Principal - large school (more than 35 teachers) | Nelson   | 239             | \$87,304.00                          |
| Middle School Principal  | Nelson   | 239             | \$88,561.00                          |
| Middle School Assistant Principal                                  | Nelson   | 204             | \$72,984.00                          |
| High School Principal  | Nelson   | 239             | \$93,905.00                          |
| High School Assistant Principal                                    | Nelson   | 219             | \$78,351.00                          |
| Director of Pupil Personnel  | Nelson   | 239             | \$83,980.00                          |

|   |        |     |             |
|---|--------|-----|-------------|
| Director of Human Resources   | Nelson | 239 | \$91,615.00 |
| Director of Transportation  | Nelson | 259 | \$70,801.00 |
| Director of Facilities  | Nelson | 259 | \$90,295.00 |
| Director of Instruction<br>(Elementary, Secondary, Special Ed)      | Nelson | 239 | \$91,615.00 |
| Assistant or Deputy<br>Superintendents (whichever is<br>higher pay) | Nelson |     | \$0.00      |

|  |        |     |              |
|--|--------|-----|--------------|
|  |        |     |              |
| Teacher  | Oldham | 187 | \$60,601.00  |
| District Technology Coordinator  | Oldham | 260 | \$95,176.00  |
| Elementary School Principal -<br>large school (more than 35<br>teachers) | Oldham | 240 | \$92,649.64  |
| Middle School Principal  | Oldham | 240 | \$94,860.85  |
| Middle School Assistant Principal  | Oldham | 240 | \$89,437.00  |
| High School Principal  | Oldham | 240 | \$102,747.49 |
| High School Assistant Principal  | Oldham | 240 | \$89,437.00  |
| Director of Pupil Personnel  | Oldham | 240 | \$102,747.49 |
| Director of Human Resources  | Oldham | 240 | \$106,848.00 |
| Director of Transportation   | Oldham | 260 | \$94,164.00  |
| Director of Facilities   | Oldham | 260 | \$110,332.00 |
| Director of Instruction<br>(Elementary, Secondary, Special<br>Ed)        | Oldham | 240 | \$121,711.95 |
| Assistant or Deputy<br>Superintendents (whichever is<br>higher pay)      | Oldham | 240 | \$134,454.06 |

| POSITION   | DISTRICT | # DAYS PER<br>YEAR | Total Annual<br>Salary (will<br>calculate) |
|--|----------|--------------------|--|
|  |          |                    |  |
| Teacher  | Shelby   | 187                | \$60,197.00                                |
| District Technology Coordinator  | Shelby   | 230                | \$82,581.86                                |
| Elementary School Principal -<br>large school (more than 35<br>teachers) | Shelby   | 240                | \$95,086.95                                |
| Middle School Principal  | Shelby   | 240                | \$95,086.95                                |
| Middle School Assistant Principal  | Shelby   | 207                | \$74,323.98                                |
| High School Principal  | Shelby   | 240                | \$104,001.95                               |
| High School Assistant Principal  | Shelby   | 215                | \$81,588.24                                |
| Director of Pupil Personnel  | Shelby   | 240                | \$97,760.95                                |
| Director of Human Resources  | Shelby   | 240                | \$97,760.95                                |
| Director of Transportation   | Shelby   | 261                | \$58,367.43                                |

|  |        |     |              |
|--|--------|-----|--------------|
| Director of Facilities   | Shelby | 240 | \$117,372.95 |
| Director of Instruction<br>(Elementary, Secondary, Special Ed) | Shelby | 240 | \$97,760.95  |
| Assistant or Deputy Superintendents (whichever is higher pay)  | Shelby | 240 | \$117,372.95 |

| POSITION   | DISTRICT | # DAYS PER YEAR | Total Annual Salary (will calculate) |
|--|----------|-----------------|--------------------------------------|
| Teacher  | Spencer  | 185             | \$62,023.00                          |
| District Technology Coordinator                                    | Spencer  | 260             | \$70,334.00                          |
| Elementary School Principal - large school (more than 35 teachers) | Spencer  | 250             | \$92,196.35                          |
| Middle School Principal  | Spencer  | 250             | \$93,034.50                          |
| Middle School Assistant Principal                                  | Spencer  | 213             | \$73,552.57                          |
| High School Principal  | Spencer  | 250             | \$93,872.65                          |
| High School Assistant Principal                                    | Spencer  | 215             | \$74,603.61                          |
| Director of Pupil Personnel  | Spencer  | 250             | \$91,358.20                          |
| Director of Human Resources  | Spencer  | 260             | \$44,366.00                          |
| Director of Transportation   | Spencer  | 245             | \$86,245.50                          |
| Director of Facilities   | Spencer  | 260             | \$58,698.00                          |
| Director of Instruction<br>(Elementary, Secondary, Special Ed)     | Spencer  | 250             | \$93,872.65                          |
| Assistant or Deputy Superintendents (whichever is higher pay)      | Spencer  | 250             | \$98,063.39                          |

| POSITION   | DISTRICT | # DAYS PER YEAR | Total Annual Salary (will calculate) |
|--|----------|-----------------|--------------------------------------|
| Teacher  | Warren   | 186             | \$57,370.00                          |
| District Technology Coordinator                                    | Warren   | 240             | \$82,725.81                          |
| Elementary School Principal - large school (more than 35 teachers) | Warren   | 240             | \$84,825.81                          |
| Middle School Principal  | Warren   | 240             | \$85,525.81                          |
| Middle School Assistant Principal                                  | Warren   | 206             | \$70,163.82                          |
| High School Principal  | Warren   | 240             | \$86,525.81                          |
| High School Assistant Principal                                    | Warren   | 230             | \$78,566.40                          |
| Director of Pupil Personnel  | Warren   | 240             | \$82,725.81                          |
| Director of Human Resources  | Warren   | 260             | \$81,244.00                          |
| Director of Transportation   | Warren   | 260             | \$84,495.00                          |



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