



SCHOOL-BASED ADMINISTRATOR COMPENSATION PLAN (SBACP)

Frequently Asked Questions (FAQs)

School-Based Administrator Compensation Plan (SBACP)

1. When will the School-Based Administrator Compensation Plan (SBACP) be implemented?
 - The SBACP has been implemented for the 2013-14 school year. Salary schedule levels will be determined annually and effective the beginning of each new school year.
2. Why was the Ewing Compensation Plan suspended?
 - The Ewing Compensation Plan was suspended because of a continued downward trend in salaries affected by norm changes, new school configurations, and school calendar changes. As a result, the District is implementing an updated and streamlined School-Based Administrator Compensation Plan.
3. What factors will determine my base salary schedule level/pay scale group in the SBACP?
 - Salary schedule levels will be based on:
 - School type (e.g., Elementary, Secondary, and SPAN)
 - Classification/position (e.g., Principal and Assistant Principal)
 - 3-year average student norm day enrollment (e.g., 2010-11, 2011-12, and 2012-13)

Enrollment

4. How does the SBACP utilize enrollment in this process?
 - The SBACP utilizes a school's 3-year average student norm day enrollment data (including magnet, special education, and pre-K SRLDP students) based on the three preceding school years to determine salary schedule levels for the following school year. For example, to set salary schedule levels for the 2013-14 school year, SBACP calculates a 3-year average based on student norm day enrollment data for the 2010-11, 2011-12, and 2012-13 school years.
5. How is the student norm day enrollment data established?
 - The annual student norm day enrollment is established each year as verified by schools, principals, and the Attendance and Enrollment Section. The student norm day enrollment verification process is captured and set as detailed in reference guide REF-1819.10, "*Classification Reports – Instructions and Schedules of Electronic Capture*". Questions related to annual student norm day enrollment should have been addressed or reconciled with the Attendance and Enrollment Section each year.

Salary

6. If the SBACP establishes a lower salary schedule level for my school, will my salary schedule level be lowered?
 - Your salary schedule level will remain the same as long as you remain in the same classification and at the same school.
7. I would like to move to another school; would I keep my existing salary schedule level?
 - Your new salary schedule level will be determined by the new school's salary schedule level as set by the SBACP.