

**Brecksville-Broadview Heights City School District  
Administrative and Supervisor Compensation Schedule**

**1) Base**

|         |             |         |             |
|---------|-------------|---------|-------------|
| 2004-05 | \$52,919.38 | 2011-12 | \$68,727.84 |
| 2005-06 | \$54,718.64 | 2012-13 | \$68,727.84 |
| 2006-07 | \$56,496.99 | 2016-17 | \$70,102.40 |
| 2007-08 | \$58,304.90 | 2017-18 | \$71,504.45 |
| 2008-09 | \$60,054.05 | 2018-19 | \$72,934.54 |
| 2009-10 | \$61,855.67 | 2019-20 | \$74,393.23 |
| 2010-11 | \$61,855.67 | 2020-21 | \$75,881.09 |

**2) Years of Service**

| Year | Factor | Year | Factor |
|------|--------|------|--------|
| 1    | 0.010  | 16   | 0.160  |
| 2    | 0.020  | 17   | 0.170  |
| 3    | 0.030  | 18   | 0.180  |
| 4    | 0.040  | 19   | 0.190  |
| 5    | 0.050  | 20   | 0.200  |
| 6    | 0.060  | 21   | 0.210  |
| 7    | 0.070  | 22   | 0.220  |
| 8    | 0.080  | 23   | 0.230  |
| 9    | 0.090  | 24   | 0.240  |
| 10   | 0.100  | 25   | 0.250  |
| 11   | 0.110  | 26   | 0.260  |
| 12   | 0.120  | 27   | 0.270  |
| 13   | 0.130  | 28   | 0.272  |
| 14   | 0.140  | 29   | 0.273  |
| 15   | 0.150  | 30   | 0.275  |

**4) Education**

| Degree/Hours | Factor |
|--------------|--------|
| MA or BA     | 0.005  |
| MA +10       | 0.010  |
| MA +20       | 0.020  |
| MA +30       | 0.030  |
| MA +45       | 0.040  |
| PhD & EdD    | 0.060  |

**3) Responsibility**

| Position                       | Factor |
|--------------------------------|--------|
| HS Principal                   | 1.448  |
| MS Principal                   | 1.395  |
| Elem Principal                 | 1.305  |
| Dir/Business Services          | 1.115  |
| Asst. HS Principal (260 days)  | 1.135  |
| Asst. HS Principal (210 days)* | 1.135  |
| Asst. MS Principal             | 1.120  |
| Dir/Human Resources            | 1.265  |
| Dir/Curr & Instruction         | 1.200  |
| Dir/Pupil Services             | 1.200  |
| Technology Coord.              | 1.105  |
| Asst. Elem Principal           | 1.065  |
| Community Relations Coord.     | 1.012  |
| Athletic Director              | 1.000  |
| Bldgs/Grounds Supervisor       | 0.670  |
| Transportation Supervisor      | 0.650  |
| Food Service Supervisor        | 0.650  |

**5) Length of Contract**

| No. of Days | Factor |
|-------------|--------|
| 150         | (0.24) |
| 200         | 0.09   |
| 210         | 0.16   |
| 218         | 0.21   |
| 230         | 0.29   |
| 260         | 0.36   |

**Salary Factors (from above)**

- 1) Base salary increase shall be recommended for Board approval according to Policy BCE-R1.
- 2) Each administrator/supervisor shall be placed on the experience level equal to total number of administrative/supervisory years of experience unless otherwise determined by Superintendent.
- 3) Factor is determined by position.
- 4) Degree and hours as submitted to the Superintendent, or designee. Submission of additional hours must be submitted by September 15th and/or January 15th of each year.
- 5) Number of days determined by individual contract of each administrator/supervisor.
- 6) Board paid STRS/SERS pickup eliminated for 2011/2012 contract year.
- 7) An educational stipend of \$500.00 will be paid thirty (30) days following ratification of the 2016-2018 agreement.

**Calculation of Salary**

The sum of all factors (items 2 through 5 from above) shall be applied against the base salary.

\* For individuals hired after August 1, 2008.