

September 10, 2008

To: Elementary, Middle Level, and High School Principals and Principal Assistants

From: Becky McClure, Assistant Superintendent of Human Resources

Re: Request for salary classification review for Elementary, Middle and High School Principal Assistant Positions

A request was received during the spring of 2008 to conduct a salary market review of the elementary, middle level, and high school principal assistant positions. Oehms Consulting Services was used to conduct this salary market review. The salary market review is based on the 2008-09 minimum, midpoint, and maximum hourly rates plus longevity comparing 12 Front Range school districts. In the survey, 11 school districts responded. Those districts include; Adams Five Star, Jefferson County, Littleton, Aurora, Cherry Creek, Douglas County, Brighton, Poudre, Thompson, and St. Vrain. The data below represents the summary of what was submitted:

	Hourly Salary Ranges				
<b>Elementary Principal Asst.</b>	<b>Minimum</b>	<b>Mid-point</b>	<b>Maximum</b>	<b>Mid-point w/ Longevity</b>	<b>Maximum w/ Longevity</b>
Average of Districts Surveyed	\$15.32	<b>\$18.89</b>	\$22.46	<b>\$19.19</b>	\$23.06
Boulder Valley School District	\$16.29	<b>\$19.21</b>	\$22.13	<b>\$19.76</b>	\$23.23
<b>Difference</b>	<b>6.3%</b>	<b>1.7%</b>	<b>-1.5%</b>	<b>3.4%</b>	<b>1.4%</b>

	Hourly Salary Ranges				
<b>Middle Level Principal Asst.</b>	<b>Minimum</b>	<b>Mid-point</b>	<b>Maximum</b>	<b>Mid-point w/ Longevity</b>	<b>Maximum w/ Longevity</b>
Average of Districts Surveyed	\$15.47	<b>\$19.06</b>	\$22.66	<b>\$19.36</b>	\$23.26
Boulder Valley School District	\$16.29	<b>\$19.21</b>	\$22.13	<b>\$19.76</b>	\$23.23
<b>Difference</b>	<b>5.3%</b>	<b>.08%</b>	<b>-2.3%</b>	<b>2.1%</b>	<b>-.01%</b>

	Hourly Salary Ranges				
<b>Elementary Principal Asst.</b>	<b>Minimum</b>	<b>Mid-point</b>	<b>Maximum</b>	<b>Mid-point w/ Longevity</b>	<b>Maximum w/ Longevity</b>
Average of Districts Surveyed	\$15.32	<b>\$18.89</b>	\$22.46	<b>\$19.19</b>	\$23.06
Boulder Valley School District	\$16.29	<b>\$19.21</b>	\$22.13	<b>\$19.84</b>	\$23.38
<b>Difference</b>	<b>6.3%</b>	<b>1.7%</b>	<b>-1.5%</b>	<b>3.4%</b>	<b>1.4%</b>

	Hourly Salary Ranges				
<b>High School Principal Asst.</b>	<b>Minimum</b>	<b>Mid-point</b>	<b>Maximum</b>	<b>Mid-point w/ Longevity</b>	<b>Maximum w/ Longevity</b>
Average of Districts Surveyed	\$15.32	<b>\$18.88</b>	\$22.45	<b>\$19.18</b>	\$23.05
Boulder Valley School District	\$16.29	<b>\$19.21</b>	\$22.13	<b>\$19.76</b>	\$23.23
<b>Difference</b>	<b>6.4%</b>	<b>1.7%</b>	<b>-1.4%</b>	<b>3.0%</b>	<b>.08%</b>

Based on the data, BVSD principal assistants at all levels are paid at or above the mid-point in the base hourly salary and at the mid-point hourly salary with longevity. There are slight decreases below the average for the maximum hourly salaries, however when longevity is factored in, BVSD hourly rates are within the averages to above.

Based on the data, there is not sufficient rationale to adjust salary schedule rates at this time. Certainly it is understood that there are workload issues for these positions. A Workload Task Force as per the BVEOP Negotiated Agreement will convene during the 2008-09 school year to review and make recommendations to address these challenges.

Cc: Chris King, Superintendent  
 Barbara Olsen, BVEOP  
 Paula Miller, BVEOP  
 Steve Landrigan, Director HRD