

April 12, 2007
OCASA Meeting with Dr. Barbara Jenkins

Food for Thought:

1. School-based administrative salaries in Orange County compared to the other 13 Central Florida school districts surveyed:
 - a. Orange Co. H.S. principals rank #9 of the 14 Florida districts surveyed (average beginning daily rate \$333.75)
 - b. Orange Co. M.S. principals rank #10 of the 14 Florida districts surveyed (average beginning daily rate \$307.17)
 - c. Orange Co. E.S. principals rank #8 of the 14 Florida districts surveyed (average beginning daily rate \$294.46)
 - d. Orange Co. Asst. Prin. & Asst Dir. rank #14 of the 14 Florida districts surveyed (average beginning daily rate \$254.48)

Orange Co. school-based administrative salaries have diminished in comparison each year of the last 3 years we have been conducting the salary survey.

Increasing Assistant Principal/Director pay continues to be the #1 concern of OCASA. The beginning daily rate of pay for an assistant is \$8 less than a 14-year teacher with a master's degree.

2. The recent survey of 13 Florida districts indicated that 9 of the 13 pay supplements to administrators with advanced degrees. Only 4 districts including Orange do not pay the supplement for advanced degrees.

OCASA #2 - requests that the district consider paying administrators a supplement for advanced degrees.

3. Most of the districts surveyed are concerned about longevity pay for school administrators. Currently 3 of the districts surveyed pay administrators longevity pay. Although a salary range exists, in Orange County, there is confusion as to how one can move from one end to the other.

OCASA #3 - requests that the district review the longevity plan and explain how it works or develop a longevity plan that allows administrators to see their potential for salary increases commensurate with years of experience.