

Murfreesboro City Schools
Salary Structure for Principals, Assistant Principals,
and Central Office Certified Staff

4.4.23

Salary Formula: Teacher base salary (Masters level)/ 200 x contract days x index + applicable supplements = salary

1. **Teacher Base:** The starting point for calculating pay for Principals, Assistant Principals, and Central Office Certified Staff shall be the Masters degree salary recognizing the employees years of experience on the Murfreesboro City Schools Salary Schedule for teachers.

** If employee does not have a Masters, bachelor level is applied*

2. **Days Worked** - The daily pay rate for these positions is determined by dividing the the masters degree salary on the MCS salary schedule by 200

3. **Base Salary** - The base salary is calculated by multiplying the daily rate calculated in step 2 by the employee's contracted days.

Principals = 220 days

Assistant Principals = 210 days

CO Certified Instructional Staff= 210 to 260 depending on position

4. **Position Index** - The index for the position is then multiplied by the base salary

Assistant Superintendents - 1.27

Principals - 1.25

Assistant Principals - 1.16

Central Office Specialist - 1.05

Central Office Coordinator - 1.10

Central Office Director 1.17

5. Degree Supplement

MA30 \$ 3,000

Eds \$ 6,000

Dr \$ 9,000

6. Experience Supplement for Principals and Assistant Superintendents only.

These years of experience include approved non-MCS experience at principal, CO director/supervisor, or assistant superintendent level positions.

5 - 9 \$ 4,000

10 - 14 \$ 8,000

15 & up \$ 12,000

7. Principals' Certified Staff Size Supplement

Principals only

29 or less \$ 1,500

30 - 39 \$ 2,500

40 - 49 \$ 3,500

50 or more \$ 4,500

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