

Webster Groves School District
 Administrative Salary Analysis - Base Plus
 2017-18

Revised: 3/23/2018

Issues:

- 1) Some district admin staff have limited comp's (communications, early childhood, stu svcs, const mgr)
- 2) Size of district and level of responsibility of some positions may vary greatly at Director level

Allowance for Year 1 through Year	8	1.50%	# of years to Goal=	2
Allowance for Additional Years		0.50%	Min increase =	2.000%
Goal % above StL County Median		3.00%		

Position	# of Comps	StL County			StL County Median	Years Exp in Pos	2017-18		Median Salary @ Years Exp	Salary at Minimum	Equity Adjust	Salary at Min Increase + Equity Adjust	Difference
		2016-17	2017-18	Goal % of StL County Median			Webster	2017-18					
Asst. Principal--Elementary School	68	\$ 94,846	\$ 96,944	\$ 99,853	3.0	0.0	\$ 103,000	\$ 95,360	\$ 105,060	\$ -	\$ 105,060	\$ 2,060	
Asst. Prin--HS (interim @ 90% HS AP)	106	\$ 102,681	\$ 106,115	\$ 109,298	4.5	0.0	\$ 103,000	\$ 101,920	\$ 105,060	\$ -	\$ 105,060	\$ 2,060	
Asst. Principal--High School	106	\$ 102,681	\$ 106,115	\$ 109,298	4.5	0.0	\$ 103,000	\$ 101,920	\$ 105,060	\$ -	\$ 105,060	\$ 2,060	
Asst. Principal--Middle/Jr. High School	68	\$ 94,846	\$ 96,944	\$ 99,853	3.0	0.0	\$ 103,000	\$ 95,360	\$ 105,060	\$ -	\$ 105,060	\$ 2,060	
Principal--Elementary School	130	\$ 113,251	\$ 117,275	\$ 120,794	5.0	0.0	\$ 103,000	\$ 111,734	\$ 105,060	\$ 3,337	\$ 108,397	\$ 5,397	
Principal--High School	41	\$ 127,550	\$ 130,739	\$ 134,661	6.0	0.0	\$ 103,000	\$ 122,542	\$ 105,060	\$ 8,741	\$ 113,801	\$ 10,801	
Principal--Middle/Jr. High School	43	\$ 115,000	\$ 121,472	\$ 125,116	3.0	0.0	\$ 103,000	\$ 119,486	\$ 105,060	\$ 7,213	\$ 112,273	\$ 9,273	
Athletic Director	29	\$ 104,601	\$ 107,100	\$ 110,313	5.0	0.0	\$ 103,000	\$ 102,040	\$ 105,060	\$ -	\$ 105,060	\$ 2,060	
Asst Athletic Director*(ltd comps-see f/n)	5	\$ -	\$ 88,665	\$ 91,325	5.0	0.0	\$ 103,000	\$ 84,476	\$ 105,060	\$ -	\$ 105,060	\$ 2,060	
Chief Communications Officer	15	\$ 101,426	\$ 97,657	\$ 100,587	9.0	0.0	\$ 103,000	\$ 87,008	\$ 105,060	\$ -	\$ 105,060	\$ 2,060	
Assistant Superintendent-C&I	25	\$ 140,000	\$ 143,328	\$ 147,628	3.0	0.0	\$ 130,200	\$ 140,985	\$ 132,804	\$ 4,091	\$ 136,895	\$ 6,695	
Assistant Superintendent-HR	16	\$ 141,800	\$ 146,723	\$ 151,125	4.0	0.0	\$ 130,200	\$ 142,058	\$ 132,804	\$ 4,627	\$ 137,431	\$ 7,231	
CFO	18	\$ 145,884	\$ 150,506	\$ 155,021	4.5	0.0	\$ 130,200	\$ 144,557	\$ 132,804	\$ 5,877	\$ 138,681	\$ 8,481	
Director of Student Services	19	\$ 111,947	\$ 118,586	\$ 122,144	4.0	0.0	\$ 103,000	\$ 114,815	\$ 105,060	\$ 4,878	\$ 109,938	\$ 6,938	
Comptroller/Director of Finance	16	\$ 101,316	\$ 102,646	\$ 105,725	4.0	0.0	\$ 103,000	\$ 99,382	\$ 105,060	\$ -	\$ 105,060	\$ 2,060	
Director of Facilities	17	\$ 105,341	\$ 106,555	\$ 109,752	11.0	0.0	\$ 103,000	\$ 91,643	\$ 105,060	\$ -	\$ 105,060	\$ 2,060	
Director of Technology	32	\$ 101,231	\$ 102,800	\$ 105,884	5.0	0.0	\$ 103,000	\$ 97,943	\$ 105,060	\$ -	\$ 105,060	\$ 2,060	
Director of Instr Tech (90% Dir of Tech)		\$ 91,108	\$ 92,520	\$ 95,296	5.0	0.0	\$ 103,000	\$ 88,149	\$ 105,060	\$ -	\$ 105,060	\$ 2,060	
Director of Early Childhood	18	\$ 111,000	\$ 114,599	\$ 118,037	4.5	0.0	\$ 103,000	\$ 110,070	\$ 105,060	\$ 2,505	\$ 107,565	\$ 4,565	
Director of HR	13	\$ 101,316	\$ 105,102	\$ 108,255	4.0	0.0	\$ 103,000	\$ 101,760	\$ 105,060	\$ -	\$ 105,060	\$ 2,060	
Construction Manager (100% Dir of Fac)		\$ 105,341	\$ 106,555	\$ 109,752	11.0	0.0	\$ 103,000	\$ 91,643	\$ 105,060	\$ -	\$ 105,060	\$ 2,060	
Net Total							\$ 2,244,600	\$ 2,244,851	\$ 2,289,492	\$ 41,269	\$ 2,330,761	\$ 86,161 3.839%	