

RESOLUTION No. 6445

Academic Administrator Compensation

RECITALS

- A. Portland Public Schools must invest in the recruitment and retention of licensed administrators to lead programs and schools and achieve our vision and mission. Our strategic plan calls for developing a diverse, high-quality, thriving workforce that is supported in personal and professional well-being and success.
- B. Labor shortages across many employment sectors are reflected in increased competition for qualified and experienced licensed administrators. The District's ability to attract and retain administrators must be supported by a competitive salary structure; similarly, long-term retention of current administrators requires a salary structure that offers competitive wages and supports meaningful professional growth opportunities.
- C. PPS typically offers a standard cost-of-living adjustment to administrator compensation. A standard 3% cost-of-living adjustment for the academic administrator salary schedule would cost \$1,320,000 for 2022-23.
- D. The 2022-23 school year hiring season for administrators is underway. The Superintendent recommends that the Board authorize a revised salary structure for licensed administrators for use in recruiting and retaining licensed administrators in this current hiring season.

RESOLUTION

The School Board authorizes the Superintendent to update the licensed administrator salary structure to include a market-rate increase and adjustments as necessary to support career growth and avoid salary compression in an amount not to exceed \$2,640,000 for the 2022-23 budget, and a 3% cost-of-living adjustment. The revised salary structure will be updated during the current spring hiring season, at which time it will be available on the Human Resources Department webpage with other salary schedules, and will go into effect July 1, 2022.