

**BOARD OF EDUCATION**

Portland Public Schools  
**REGULAR MEETING**  
June 21, 2016

**Board Auditorium**

Blanchard Education Service Center  
501 N. Dixon Street  
Portland, Oregon 97227

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**Note:** Those wishing to speak before the School Board should sign the public comment sheet prior to the start of the meeting. No additional speakers will be accepted after the sign-in sheet is removed, but testifiers are welcome to sign up for the next meeting. While the School Board wants to hear from the public, comments must be limited to three minutes. All those testifying must abide by the Board's Rules of Conduct for Board meetings.

Public comment related to an action item on the agenda will be heard immediately following staff presentation on that issue. Public comment on all other matters will be heard during the "Public Comment" time.

*This meeting may be taped and televised by the media.*

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**AGENDA**

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|----|--|---------|
| 1. | <b><u>STUDENT TESTIMONY</u></b>  | 6:00 pm |
| 2. | <b><u>PUBLIC COMMENT</u></b>   | 6:15 pm |
| 3. | <b><u>AMENDMENT NO. 2 TO THE 2015-16 BUDGET</u></b> – <i>action item</i> | 6:35 pm |
| 4. | <b><u>ADOPTION OF 2016-17 BUDGET</u></b> – <i>action item</i>            | 7:00 pm |
| 5. | <b><u>BUSINESS AGENDA</u></b>  | 8:00 pm |
| 6. | <b><u>ADJOURN</u></b>  | 8:15 pm |

**Portland Public Schools Nondiscrimination Statement**

Portland Public Schools recognizes the diversity and worth of all individuals and groups and their roles in society. The District is committed to equal opportunity and nondiscrimination based on race; national or ethnic origin; color; sex; religion; age; sexual orientation; gender expression or identity; pregnancy; marital status; familial status; economic status or source of income; mental or physical disability or perceived disability; or military service.



# Board of Education

## Staff Report to the Board

**Board Meeting Date:** June 21, 2016

**Executive Committee Lead:**

Yousef Awwad, CPA, Chief Financial Officer

**Department:** Finance

**Presenter/Staff Leads:**

David Wynde, Deputy Chief Financial Officer &  
Budget Director

Sara Bottomley, Assistant Budget Director

**SUBJECT: Amendment No. 2 to the 2015/16 Budget**

### BACKGROUND

On June 23, 2015 the Board of Education (“Board”), by way of Resolution No. 5107, voted to adopt an annual budget for the Fiscal Year 2015/16 as required under Local Budget Law.

On February 3, 2016 the Board, by way of Resolution No. 5207, voted to approve Amendment No.1 to the annual budget for the Fiscal Year 2015/16.

Amendment No.1 revised beginning fund balances to reflect the FY 2014/15 financial statements of the District; adjusted program allocations for funds to more accurately reflect intended expenditures and adjusted appropriation levels as needed; adjusted revenues and resources are for any other known or expected significant changes; and, in the process known as “fall balancing”, revised budgeted expenditures to reflect information not available at the time of the adopted budget, e.g. actual teacher salaries and the renewal rates for employees’ health care benefit plans.

This second amendment to the annual budget for the Fiscal Year 2015/16 includes the following major components, the first two of which are undertaken every year at this time:

- In all funds, each of the appropriation levels is reviewed against expected expenditures to ensure that adequate funds will have been appropriated, and by major function (e.g. Instruction). There is a change in Fund 205 as a result of this review.
- It reflects the proposed “carry-over” of funds from 2015/16 to 2016/17 in a number of cases where expenditures for approved programs and plans will not be completed before June 30, 2016. This has the effect of reducing appropriation levels for expenditures and increasing contingency.
- This year, in the General Fund, there is an increased appropriation to cover the cost, in the current 2015/16 fiscal year, of providing water to schools and some contract costs. These are funded by drawing down contingency.

**Reviewed and Approved by  
Executive Committee Lead**

## **RELATED POLICIES / BOARD GOALS AND PRIORITIES**

Board Policy 8.10.030-AD, “Budget Reallocations – Post Budget Adoption,” establishes the guidelines to ensure consistent and detailed communication on fiscal issues between the Superintendent and the Board.

Oregon Local Budget Law, ORS 294.471, allows budget changes after adoption under prescribed guidelines.

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## **PROCESS / COMMUNITY ENGAGEMENT**

None of the changes as a result of this amendment are large enough (10% of expenditures) to trigger the requirement for a public hearing. The Board can approve the amendment at a regular meeting.

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## **ALIGNMENT WITH EQUITY POLICY IMPLEMENTATION PLAN**

The PPS budget for 2015/16 was developed to be in alignment with the PPS Racial Educational Equity Policy. The Citizen Budget Review Committee stated in its report to the Board that “This Proposed Budget maintains the District’s investment in underserved populations in accordance with the Racial Educational Equity Policy and continues the process of rebuilding our schools to provide quality education for all students.” This amendment does not alter this alignment.

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## **BUDGET / RESOURCE IMPLICATIONS**

### Fund 101 – General Fund

#### Resources

PPS received about \$3.5 million more in local property taxes than currently reflected in the budget. This amendment increases revenue from Local Sources by that amount and also reduces State Sources by the same amount. When PPS increases its reported local revenue to the Oregon Department of Education that will, other things being equal, be offset by a corresponding reduction in the state school fund grant from ODE.

In addition, Other Sources shows \$100,000 realized from sale of custodial equipment. This equipment was replaced by leased equipment, the cost of which is shown as added expenditures below.

#### Expenditures

Overall expenditures are reduced in this amendment by \$451,000. This is the net result of an increase of \$400,000 to cover the costs of purchased water and some additional water-related contract costs in the final month of the fiscal year, the additional \$100,000 for the custodial equipment lease, and a reduction of \$951,000 because of the carry-over of funds into next year.

## Staff Report to the Board – Amendment No.2 to the 2015/16 PPS Budget

The carry-over includes funds budgeted for AVID (\$100,000), for various IT projects and contracts including the matching contribution to the Mt. Hood CRC grant (\$324,000), performance audit contract (\$70,000), PCC dual credit programs (\$31,000), Portland Workforce Alliance (\$50,000), and various facilities projects including the supplemental transportation plan (\$376,000). These are all approved plans and programs where we now know that the timing of activity is such that the funds will not be expended until after June 30, 2016.

### Contingency

As a result of all of the actions described above there is a corresponding net increase of \$551,000 to Contingency.

### Impact on 2016/17 Budget

As a result of these changes, in the 2016/17 budget the beginning fund balance will be increased by \$551,000, expenditures will be increased by \$951,000 with the balance (\$400,000) a reduction in unassigned contingency, which currently (in the approved budget) is at 2.475%. When these changes to 2015/16 are rolled forward to 2016/17 the unassigned contingency for 2016/17 is going to be 2.4%.

### Fund 205 - Grants Fund

There is a move of \$1,475,078 from Support to Instruction in Fund 205 to reflect actual overall expenditures in the various grant funded programs.

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## **NEXT STEPS / TIMELINE / COMMUNICATION PLAN**

Upon action by the Board, staff will amend the 2015/16 budget accordingly.

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## **ATTACHMENTS**

- Resolution included in business agenda



# Board of Education

## Staff Report to the Board

**Board Meeting Date:** June 21, 2016

**Executive Committee Lead:**

Yousef Awwad, CPA, Chief Financial Officer

**Department:** Finance

**Presenter/Staff Leads:**

David Wynde, Deputy Chief Financial Officer &  
Budget Director

Sara Bottomley, Assistant Budget Director

**SUBJECT: Adoption of 2016/17 Budget and Imposition of Taxes**

### BACKGROUND

Under ORS 294.456, local budget law, jurisdictions are required to adopt the future fiscal year budget in order to be able to spend funds in the new fiscal year. In addition, by these actions the governing board will also impose the appropriate property taxes and determine appropriation levels by fund and major program within the budget.

On March 8, 2016 the Superintendent presented a framework and staffing plan for the 2016/17 budget to the Board and on March 29, 2016 the Superintendent proposed a budget for Portland Public Schools for the 2016/17 fiscal year and delivered her budget message to the Board and to the community.

On May 24, 2016, the Board – acting as the budget committee – approved the 2016/17 budget and imposed taxes by passage of Resolution no. 5274. In addition, the Board gave direction to staff to make a number of additions and changes to the budget. These additions are reflected in the numbers for the Adopted Budget documents and are explained in more detail below.

Upon approval the budget was submitted to the Tax Supervising Conservation Commission (TSCC) for review and approval. The TSCC is required to hold a public hearing on the approved budget. This hearing is scheduled for June 21, 2016, immediately preceding the board meeting.

The other significant changes from the Approved Budget are as a result of Amendment No. 2 to the 2015/16 budget, which moves some budget from 2015/16 to 2016/17 to reflect the timing of expenditures on certain approved plans and programs.

### RELATED POLICIES / BOARD GOALS AND PRIORITIES

An adopted budget is necessary to ensure effective financial management of the district's programs and priorities, and to remain in compliance with state budget law. Specifically, the District is required to ensure legal appropriation of expenditures by major function, as defined in the state chart of accounts.

**Reviewed and Approved by  
Executive Committee Lead**

## **PROCESS / COMMUNITY ENGAGEMENT**

The Superintendent presented a preview of and framework for her proposed budget and reviewed school staffing plans on March 8, 2016 at a public meeting and then proposed her budget on March 29, 2016.

The Board, acting as the budget committee, held three public hearings – on April 19, May 10 and May 17 – prior to voting to approve the budget on May 24, 2016.

The Community Budget Review Committee (CBRC), composed of community representatives, met beginning in September 2015 and reviewed the proposed budget and reported to the Board on its findings on May 17, 2016.

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## **ALIGNMENT WITH EQUITY POLICY IMPLEMENTATION PLAN**

The PPS budget for 2016/17 was developed to be in alignment with the PPS Racial Educational Equity Policy. The Citizen Budget Review Committee stated in its report to the Board that:

“This Proposed Budget maintains the District’s investment in services for underserved populations in accordance with the Racial Educational Equity Policy. It was disappointing to learn during the District-wide Boundary Review Advisory Committee (DBRAC) process that some equity allocations were being used to provide the core program rather than supports for underserved populations. We commend District staff for implementing a financial tool in 2016/17 staffing to better track and monitor how equity allocations are used within schools. It is important that the District know how this funding is being spent and consider how best to manage those allocations based on the data.”

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## **BUDGET / RESOURCE IMPLICATIONS**

### Fund 101 – General Fund

#### Resources

The Beginning Fund Balance in the General Fund is \$551,000 higher than in the approved budget because of Amendment #2 to the 2015/16 budget that included \$951,000 of carry-over items from 2015/16 to 2016/17, and added \$400,000 of expenditures to the 2015/16 budget funded through contingency.

There are no other changes to Resources.

#### Expenditures

Expenditures are increased by \$951,000 as a result of the carry-over items from 2015/16 that will now be paid for in 2016/17.

## Staff Report to the Board – Adoption of the 2016/17 PPS Budget

### Board/Budget Committee Additions

The adopted budget as drafted also reflects the additional expenditures that the Board/Budget Committee directed on May 17 and May 24. These are summarized on the attached spreadsheet. The additions include:

- sustaining the staffing level for Site Support Instructors (\$400,000);
- academic interventions (\$200,000) including materials for strategic and intensive interventions, and an interactive website supporting multi-tiered systems of support;
- creating an equity allocation for charter schools (\$167,000);
- allocating funds to support the new ethnic studies course, the students bill of rights and Teach with Purpose (\$150,000);
- adding a position in HR to support recruitment efforts and early hiring (\$120,000);
- adding a second grant development position (\$110,000);
- adding a teacher-on-special-assignment (TOSA) in TAG (\$100,000); and,
- creating an Innovation Fund in the Board budget to support student-supported initiatives (e.g. Grant magazine, Roosevelt Freedom Writers) (\$60,000).

In addition, there were several programs and investments that were supported by the Board/Budget Committee and that have been funded using existing budgeted resources. These include:

- summer school for Ockley Green feeder schools;
- SWIFT program at Irvington (set aside staffing allocated to restore status quo);
- Vietnamese immersion at Roseway Heights (set aside staffing allocated to restore status quo for first grade classes);
- library books and materials (direction to principals to use \$6,000 of consolidated budgets).

### Paying for Board/Budget Committee Additions

In order to balance the budget, and not use contingency to cover the costs of these additions, the following changes were made:

- after a review of current vacant positions two were eliminated completely (\$207,000) and a further reduction was made based upon savings from vacant central office positions during the recruitment of replacement staff (\$390,000);
- the carry-over of unspent consolidated budgets in schools will be limited to 2/3 of the year-end amount (\$200,000);
- the cost of the charter school equity allocation will be covered within the charter school budget because it is believed that student numbers at charter schools will not be as high as originally estimated (\$167,000);
- changing the Board performance auditor work from contracted to a staff person will reduce costs (\$50,000); and,
- the remaining funds needed to cover these additions will be covered by the substitute budget because the SSIs may reduce overall costs of substitutes (\$293,000).

This last item will be reviewed at “fall balancing” and may be revisited at the time of a budget amendment.

Also included in the information for this action are the revised salary schedules for non-represented employees, effective July 1, 2016 as of the adoption of this budget. The revisions

## Staff Report to the Board – Adoption of the 2016/17 PPS Budget

reflect a 1.5% cost-of-living adjustment to these salaries. Licensed administrators will move up one level if they have crossed the respective three-year experience threshold. Other non-represented employees will not be receiving a step increase in 2016/17.

### Contingency

Contingency is reduced by \$400,000 as a result of Amendment #2 to the 2015/16 budget; reduction flows through the 2016/17 budget to the bottom line. Unassigned contingency is now \$13.7 million or 2.40% of total expenditures.

### Fund 202 – Cafeteria Fund

Expenditures in the Cafeteria Fund are \$1 million higher than in the approved budget. There is a relatively high level of reserves in this fund and some funds are being used to purchase equipment. Ending Fund balance is reduced by the corresponding amount.

### Fund 205 - Grants Fund

Budgeted resources and expenditures are \$325,000 higher because of grant awards since the earlier versions of the budget were completed. In addition, there are some changes between program and account codes that reflect more up-to-date estimates of how funds will be spent.

### Fund 299 – Dedicated Resource Fund

There are some changes between program and account codes that reflect more up-to-date estimates of how funds will be spent.

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## **NEXT STEPS / TIMELINE / COMMUNICATION PLAN**

Upon the vote by the Board, staff will complete and publish the budget document for 2016/17, will load the budget into PPS financial system to ensure that the District is “open for business” on July 1, 2016, will file this document with all necessary authorities, will post the document on the PPS website, and will communicate with county tax assessors to ensure that they have the information necessary to levy taxes.

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## **ATTACHMENTS**

1. Spreadsheet on Sources and Uses of Board/Budget Committee directed changes
2. Non-Represented Employee salary schedules
3. Draft resolution to adopt the 2016/17 budget



PPS 2016/17 Budget  
Sources and Uses of Funds for Additions

Sub Total Uses					\$ 1,307,000	\$ 420,000	\$ 700,000
Idea	Estimated Cost	Votes	Notes	Covered within existing proposed budget	Now through change to proposed budget	Consider at Budget Amendment (December/January)	Consider in Next Budget (2017/18)
Academic interventions	\$ 1,500,000	8	Immediate: materials for strategic/intensive; interactive website tool for multi-tiered systems of support.		\$ 200,000		
Talented & Gifted programs and supports	\$ 100,000	8	Placeholder to allow implementation to begin. Added TOSA. Will work with TAGAC to prioritize next steps.		\$ 100,000		
Ockley Green feeder schools transition program	\$ 40,000	8	Repurpose budget funds set aside for summer school programs	X	\$ -		
Site Support Instructors	\$ 400,000	7	Funding five already in GF. Found capacity to fund four previously covered by Title I.		\$ 400,000		
Ethnic Studies/Bill of Rights/Teach with Purpose	\$ 150,000	7	Funds added in OTL budget.		\$ 150,000		
Irvington FTE	\$ 100,000	7	Added 0.5 FTE from set aside to maintain staffing level.	X	\$ -		
Textbooks & supplies	\$ 750,000	7	Will find \$ for textbooks as needed. Also review consolidated budget carry-over.	X	\$ -		
Vietnamese Immersion FTE	\$ 200,000	7	Restored second first grade teacher to maintain status quo. Second grade is one class.	X	\$ -		
PISA	\$ 200,000	7	Add 2 FTE to increase numbers. No wait list. Not added.				\$ 200,000
Equity allocation for charters	\$ 167,000	6	Funded.		\$ 167,000		
"Innovation Fund"	\$ 150,000	6	Established in Board budget		\$ 60,000	\$ 90,000	
Grant writer	\$ 110,000	6	Added new second position		\$ 110,000	\$ -	
Eliminate credit recovery fees	\$ 210,000	5	Defer to amendment in time for next summer			\$ 210,000	
HR Recruiter/Capacity to Hire	\$ 120,000	5	Added new position.		\$ 120,000		
Library Books	\$ 700,000	5	Funded via Consolidated Budgets @ \$6,000/school. May need to support consolidated budgets via budget amendment.	X	\$ -	\$ 120,000	\$ 500,000
George/Lane MS FTE		4	Review for use of set aside, as necessary. Report back.	X	\$ -		
Eliminate athletic fees for freshmen	\$ 180,000	4					
Latino Network/Roosevelt HS	\$ 258,000	4	Latino Network				
Systems Planning & Performance	\$ 125,000	4	Add position				
Tech algebra and geometry	\$ 50,000	4	Benson HS & beyond				
Roosevelt Freedom Writers	\$ 30,000	3	Consider under Innovation Fund		\$ -		
Eliminate all athletic fees	\$ 550,000	3	Athletics				
Facilitator for principal hiring	\$ 75,000	3	0.5 FTE				
Grant magazine	\$ 30,000	2	Consider under Innovation Fund		\$ -		
Add small middle school soccer	\$ 92,000	2	Can we get a grant?				
District Volunteer Coordinator	\$ 110,000	2	1 FTE				
Facilities/Energy Audit	\$ 135,000	2					
Increase Contingency to 3%	\$ 3,000,000	2					
Milagro	\$ 35,000	2					
Portland Workforce Alliance	\$ 50,000	2	Covered by funds in approved budget and budget amendment	X	\$ -		
Study Abroad	\$ 16,000	2	2 students				
TAGAC Itinerant Math	\$ 600,000	1	Immediate action under \$100k placeholder				
TAGAC TOSAs	\$ 480,000	1	Immediate action under \$100k placeholder				
Add internal audit position	\$ 150,000		Funded by contract amount	X	\$ -		
Non-structural seismic hazard mitigation	\$ 25,000		Covered within maintenance budget	X	\$ -		
Gender neutral bathrooms			Ensure compliance and communications	X	\$ -		
Outside evaluation for PK-5 literacy adoption			Will cover cost within proposed budget for innovation/adoption.	X	\$ -		
Custodians			Addition of four floater custodians			\$ 140,000	
<b>Sub Total Sources</b>					<b>\$ 1,307,000</b>		
Vacant Positions			Elimination of two positions. Revised figure.		\$ 207,000		
Consolidated Budget Carry Over			Limit carryover to 2/3 of estimate		\$ 200,000		
Net Saving on Internal Auditor			Estimated saving from hiring staff person as alternative to contracting		\$ 50,000		
Charter Schools			Revised estimate for pass through costs based upon current year numbers		\$ 167,000		
Vacancy Savings			Estimated savings while vacant BESC positions are being filled.		\$ 390,000		
Substitute Budget for SSIs			Add SSI positions & \$107,000 to substitute budget; assume remaining costs (\$293,000) covered within budget. Review & adjust as needed at fall balancing.	X	\$ 293,000		
Title I funding			No longer a source of funds for SSIs				
<b>Balancing</b>					<b>\$ 0</b>		

**Portland Public Schools Non - Represented Employee Salary Schedule**  
 (proposed 1.5% COLA - tentatively effective  
 7/1/16)

<b>Job Classifications</b>	<b>Grade</b>	<b>Days</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	<b>STEP 6</b>	<b>STEP 7</b>	<b>STEP 8</b>	<b>STEP 9</b>	<b>STEP 10</b>
Asst Dir	F	260	\$83,825	\$87,012	\$90,318	\$93,749	\$97,312	\$101,010	\$104,850	\$108,832	\$112,967	\$115,566
Prgm Dir		225	\$72,263	\$75,010	\$77,860	\$80,819	\$83,889	\$87,078	\$90,388	\$93,821	\$97,385	\$99,625
		210	\$67,446	\$70,009	\$72,670	\$75,431	\$78,297	\$81,272	\$84,362	\$87,566	\$90,893	\$92,983
PeopleSoft	EIT	260	\$76,475	\$79,343	\$82,317	\$85,405	\$88,607	\$91,929	\$95,377	\$97,285	\$99,230	\$101,513
Sr Manager / Sr Prgm Mgr	E	260	\$72,945	\$75,717	\$78,595	\$81,581	\$84,681	\$87,899	\$91,239	\$94,707	\$96,601	\$98,823
		225	\$62,884	\$65,273	\$67,754	\$70,329	\$73,002	\$75,775	\$78,655	\$81,643	\$83,276	\$85,191
Functional Lead / Senior Analyst / Manager / Program Manager	D	260	\$62,514	\$65,139	\$67,874	\$70,924	\$73,696	\$76,792	\$80,017	\$83,377	\$85,045	\$87,001
		225	\$53,891	\$56,154	\$58,513	\$61,141	\$63,531	\$66,200	\$68,980	\$71,877	\$73,314	\$75,001
		210	\$50,299	\$52,411	\$54,611	\$57,065	\$59,296	\$61,787	\$64,381	\$67,085	\$68,427	\$70,001
		202	\$48,382	\$50,414	\$52,531	\$54,891	\$57,037	\$59,433	\$61,929	\$64,529	\$65,820	\$67,334
		192	\$45,987	\$47,918	\$49,931	\$52,174	\$54,214	\$56,491	\$58,863	\$61,335	\$62,561	\$64,000
Analyst / Coordinator /	C	260	\$53,164	\$55,797	\$57,945	\$60,494	\$63,156	\$65,934	\$68,836	\$71,864	\$73,302	\$74,988
		225	\$45,831	\$48,101	\$49,953	\$52,150	\$54,444	\$56,841	\$59,341	\$61,952	\$63,191	\$64,644
		210	\$42,775	\$44,894	\$46,622	\$48,674	\$50,815	\$53,050	\$55,385	\$57,821	\$58,978	\$60,334
		202	\$41,146	\$43,184	\$44,846	\$46,820	\$48,879	\$51,030	\$53,275	\$55,619	\$56,732	\$58,037
		192	\$39,109	\$41,046	\$42,626	\$44,502	\$46,460	\$48,503	\$50,638	\$52,866	\$53,923	\$55,163
Senior Specialist	B	260	\$43,115	\$45,185	\$47,592	\$49,626	\$52,008	\$54,614	\$57,121	\$59,862	\$61,059	\$62,464
		225	\$37,168	\$38,952	\$41,029	\$42,781	\$44,834	\$47,081	\$49,242	\$51,605	\$52,637	\$53,848
		210	\$34,691	\$36,356	\$38,293	\$39,929	\$41,846	\$43,942	\$45,959	\$48,165	\$49,128	\$50,258
		202	\$33,369	\$34,970	\$36,835	\$38,408	\$40,252	\$42,268	\$44,209	\$46,329	\$47,256	\$48,343
		192	\$31,717	\$33,239	\$35,011	\$36,507	\$38,258	\$40,176	\$42,020	\$44,036	\$44,917	\$45,950
Specialist	A	260	\$35,545	\$37,393	\$39,337	\$41,559	\$43,585	\$45,999	\$48,180	\$50,685	\$51,699	\$52,888
		225	\$30,642	\$32,235	\$33,911	\$35,826	\$37,573	\$39,654	\$41,535	\$43,694	\$44,568	\$45,593
		210	\$28,599	\$30,086	\$31,651	\$33,438	\$35,068	\$37,011	\$38,765	\$40,781	\$41,597	\$42,554
		202	\$27,509	\$28,940	\$30,445	\$32,165	\$33,733	\$35,601	\$37,288	\$39,228	\$40,012	\$40,933
		192	\$26,148	\$27,507	\$28,938	\$30,572	\$32,063	\$33,838	\$35,442	\$37,286	\$38,032	\$38,906



**PORTLAND PUBLIC SCHOOLS**  
**SENIOR LEADERSHIP SALARY SCHEDULE**

(PROPOSED 7/1/16)

<b>Pay Grade</b>	<b>Associated Job Titles</b>	<b>Pay Range Minimum</b>	<b>Pay Range Maximum</b>
<b>SL200</b>	<b>Assistant Superintendent Chief General Counsel</b>	<b>\$ 118,500</b>	<b>\$ 154,050</b>
<b>SL100</b>	<b>Deputy Chief Senior Director Senior Legal Counsel</b>	<b>\$103,000</b>	<b>\$ 133,900</b>

**PORTLAND PUBLIC SCHOOLS  
 LICENSED ADMINISTRATOR SALARY SCHEDULE  
 July 1, 2016 (proposed)**

<b>Job Title</b>	<b>Work Days</b>	<b>Level 1</b>	<b>Level 2</b>	<b>Level 3</b>	<b>Level 4</b>
HIGH SCHOOL PRINCIPAL	233	\$118,616	\$121,582	\$124,621	\$127,737
MS/K-8 PRINCIPAL^	233	\$110,080	\$112,831	\$115,652	\$118,544
K-5 PRINCIPAL	233	\$106,142	\$108,795	\$111,515	\$114,303
VICE PRINCIPAL^	233	\$103,340	\$105,923	\$108,572	\$111,287
ASSISTANT PRINCIPAL^	233	\$97,038	\$99,468	\$101,954	\$104,503
DIRECTOR - ACADEMIC PROGRAMS	260	\$114,348	\$117,207	\$120,136	\$123,140
ASSISTANT DIRECTOR - ACADEMIC PROGRAMS	260	\$108,111	\$110,814	\$113,583	\$116,424
ACADEMIC PROGRAMS ADMINISTRATOR	260	\$104,741	\$107,360	\$110,043	\$112,795
ACADEMIC PROGRAMS ASSOCIATE	260	\$100,190	\$102,696	\$105,264	\$107,895

Level 1 = 0 - 3 years of experience  
 Level 2 = Beginning 4 years - 6 years of experience  
 Level 3 = Beginning 7 years - 9 years of experience  
 Level 4 = Beginning 10 + years of experience

Experience is based on years of experience in the job title you are working in; e.g., experience as a Principal or AP and/or VP.

Relevant / related experience will be considered in initial salary placement, up to, but not exceeding, a maximum of one (1) level in the appropriate pay grade.

^ includes Special Programs Principal, AP,VP  
 Human Resources 4/25/16 with 1.5% proposed 16-17 COLA