

## PDCM 2.0 FINAL BUSINESS RULES

### Definitions

**PDCM Base Salary:** The starting salary of principals, not inclusive on any supplements.

**Legacy Salary:** Base salary plus raises, performance pay and any other recurring salary adjustments.

**School Profile Supplement:** An amount assigned to each school in April that constitutes additional pay based on school profile factors.

**Assignment Minimum:** The minimum amount of pay that correlates with the assignment, which consists of PDCM Base Salary plus School Profile Supplement.

**Total Salary:** An employee's yearly salary consists of the Legacy Salary and School Profile Supplement if applicable.

### Committee Modification Recommendations

- Modifications to PDCM will take place as of approval by board.
- The Legacy Salary will be each principal's individual base salary.
- Salaries will be adjusted upon change of assignment.
- During a change in assignment, salaries will only be adjusted as follows:
  - If Legacy salary is below the assignment minimum, school profile supplement will be applied as necessary to ensure assignment minimum.
  - If Legacy salary is above the assignment minimum, salary will remain the same.
- Principals eligible for a supplement retention benefit, based on longevity, under original PDCM will retain the benefit until they are reassigned.

### Recruitment

- Upon transfer, salary will be adjusted only as to the difference in School Profile Supplement. There is no retention of School Profile Supplement.
- The Superintendent has the authority to modify the Legacy salary if it is deemed to be in the best interest of the school system.

### Retention

- Once a principal is assigned, the School Profile supplement will not be adjusted until they are reassigned.
- Salary adjustments will be applied to Total Salary and will be incorporated into Legacy Salary.