

Principal Differentiated Compensation Model (PDCM)

Salary

1	Remain in Current assignment	Retain Existing Salary
2	Applies for and appointed to new school site assignment	Receive Salary/Supplements on PDCM
3	Administratively appointed to new school site assignment	Receive Salary/Supplements on PDCM
	Non-School site Administrator appointed to Principal	Five Percent (5%) Salary Reduction but no less than salary on PDCM

Retention Benefits

4	Administratively appointed to new school site with salary on PDCM lower than employee current salary (at least three full years completed at same school site)*			
	Salary Difference	50%	75%	100%
	School received Fragile Supplement during tenure	3 years completed as principal at same school site	4 years completed as principal at same school site	5+ years completed as principal at same school site
	School received No Fragile Supplement during tenure	3 -5 years completed as principal at same school site	6 years completed as principal at same school site	9+ years completed as principal at same school site

*Time served in a principalship shall be determined by the date a principal was initially appointed to a school, regardless of whether date is prior to implementation of PDCM. Benefits retained through subsequent principal assignments.

5 Future raises applied to standard PDCM Base Salary