

Norfolk Public Schools Administrative Salary Structure 26-27

* Superintendent Discretion to be used in salary placement based upon administrator's experience. Deviations from the salary structure may be warranted in extenuating circumstances

Administrative Contract Days	Level	Position	Salary Placement Range	Daily Rate based upon salary	Starting Longevity Salary
200	1	SH Dean of Students	For Initial Placement, certified schedule plus 12 days per diem of the certified base for SH (\$2,811), 20 days per diem for JH (\$4,686)		Follow Certified longevity system
208	1	JH Dean of Students/7-8 Activities Director			
220	2	Assistant Principal 5-6	\$92,057-\$98,057 (\$6,000)	\$418-\$445	\$122,057
220	2	Assistant Principal 7-8	\$92,057-\$98,057 (\$6,000)	\$418-\$445	\$122,057
230	3	Assistant Principal 9-12	\$101,439-\$107,907(\$6,000)	\$441-\$469	\$131,907
230	3	Assistant Principal 9-12	\$101,439-\$107,907(\$6,000)	\$441-\$469	\$131,907
230	3	Activities Director 9-12	\$101,439-\$107,907(\$6,000)	\$441-\$469	\$131,907
230	4	PK/Elementary Principal(s)	\$105,907-\$111,907(\$6,000)	\$460-\$486	\$135,907
260	4	M.S. Principal	\$113,907-\$119,907(\$6,000)	\$438-\$461	\$143,907
260	4	J.H. Principal	\$113,907-\$119,907(\$6,000)	\$438-\$461	\$143,907
260	5	High School Principal	\$127,907-\$133,907(\$6,000)	\$491-\$515	\$157,907
260	6	District Director of Student Programs	\$131,907-\$137,907(\$6,000)	\$507-\$530	\$161,907
260	6	District Director of Student Services, Safety and Technology	\$131,907-\$137,907(\$6,000)	\$507-\$530	\$161,907
260	6	District Director of Human Resources and Accreditation	\$131,907-\$137,907(\$6,000)	\$507-\$530	\$161,907
260	6	District Director of Teaching and Learning	\$131,907-\$137,907(\$6,000)	\$507-\$530	\$161,907
260	6	District Director of Business, Maintenance, & Facilities	\$131,907-\$137,907(\$6,000)	\$507-\$530	\$161,907
260	7	Associate Superintendent (Includes the job of one of the level 6 positions)	Additional \$5,000 to level 6 range \$136,907 - \$142,907	\$526-\$549	\$166,907
Extra Salary Incentives (Additional one time salary increase upon completion of degree)					
		Ed.S.	\$2,000		
		EdD. / Ph.D.	\$3,000		

**Administrative employees hired prior to the 2025-2026 contract year will receive an annual \$11,428 benefit package which can be applied to Single Health or taken as cash in lieu

**Administrative employees hired for the 2025-2026 contract year and after, will qualify for the benefit system

**All 260 day contract administrators receive 20 vacation days annually which can be used through the calendar year with prior approval from the Superintendent