

June 20, 2023

To: Andrea Trybus, Executive Director APSPA

From: Todd Torgerson, Chief HR Officer, Valerie Hoose Executive Director, Labor Relations

Re: Principal/ Assistant Principal Compensation Agreement 23-24

Superintendent Scott Elder, the Albuquerque Public Schools, and the Albuquerque Public Schools Principals Association (APSPA) agree on the following for 2023-24.

- Principals and Assistant Principals will receive a 6% salary increase based on their current salaries. The 6% increase will be added to each salary band.
- Elementary Principal salaries will be increased to the same amount as High School Assistant Principals. Their contract days (211) will remain the same.
- Principals and Assistant Principals at TOPS schools will be paid on the Middle School Salary Schedule.
- A taskforce of District Staff, Principals and Assistant Principals (selected collaboratively) will convene in January 2024 to study and make recommendations on the establishment of Principal and Assistant Principals stipends/differentials. (school size, #of District Special Education Programs, # of after hour's activities; credentials)
- Five Discretionary Days are included in Principal and Assistant Principal yearly calendar. Principals and Assistant Principals must get prior approval from their Associate Superintendent/Supervisor to use these days.
- Principals and Assistant Principals will continue to have one sick day converted to a personal day unless they have reached the personal day cap of 5 days.
- Conditions of employment are outlined in the Principal and Assistant Principal contract as well as the APS Employee Handbook. The Handbook can be found on the HR website.

Scott Elder, Superintendent

Todd Torgerson, Chief HR officer

Valerie Hoose, Executive Director, Labor Relations

Andrea Trybus, Executive Director, APSPA