

Pay Schedule 2026-27

Assistant Principal									
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
\$98,000.00	\$100,940.00	\$103,968.20	\$107,087.25	\$110,299.86	\$113,608.86	\$117,017.13	\$120,527.64	\$124,143.47	\$127,867.77
Step 11	Step 12	Step 13	Step 14	Step 15					
\$131,703.81	\$135,654.92	\$139,724.57	\$143,916.30	\$148,233.79					

Salary Schedule Placement Guidelines:

- Internal hires moving to a lateral position or a role with a broader scope will be placed at either: (a) the salary step closest to their current rate that ensures no reduction in annual pay, or (b) the step that corresponds to their prior years of experience in a similar role, selecting the higher of the two. Conversely, internal hires transitioning to a role with a narrower scope will be positioned at the step matching their years of experience in comparable roles.
- External hires will be placed on the corresponding step based on prior years of experience in a similar role. Verification of experience will be requested.
- Employees will receive a step advancement at the beginning of each school year in accordance with the Step Advancement Policy in the Employee Handbook. To be eligible for step advancement, the Employee must have been paid for a minimum of 910 service hours during the previous school year. Time on approved CFRA, PDL, ADA, and other job-protected leaves under State and Federal law shall count as paid time. In addition, qualifying experience from multiple years may be aggregated in accordance with the Step Advancement Policy. For more information contact hr@soleilacademy.org
- The final step on this salary schedule represents the maximum base salary for this position. Employees who reach the maximum step will no longer receive annual step advancements but may remain eligible for salary schedule adjustments, cost-of-living increases, stipends, or other compensation changes approved by Soleil Academy.