

**BELLINGHAM PUBLIC SCHOOLS**  
**PRINCIPALS AND PROGRAM ADMINISTRATORS**  
**BELLINGHAM ADMINISTRATORS' ORGANIZATION (BAO)**  
**2021-22**

Position	Contract Days	Experience Step				
		A	B	C	D	E
<b>Principals</b>						
High School Principal	220	\$158,176	\$160,549	\$162,958	\$165,403	\$170,366
Middle School Principal	216	\$147,342	\$149,554	\$151,798	\$154,075	\$158,698
Elementary Principal	216	\$140,819	\$142,933	\$145,077	\$147,254	\$151,672
Family Partnership Principal	216	\$140,819	\$142,933	\$145,077	\$147,254	\$151,672
Principal of Innovative Secondary Learning/Options High School*	216	\$147,342	\$149,554	\$151,798	\$154,075	\$158,698
<b>Assistant Principals</b>						
High School Assistant Principal	216	\$139,690	\$141,786	\$143,914	\$146,073	\$150,455
Middle School Assistant Principal	216	\$132,345	\$134,331	\$136,347	\$138,392	\$142,545
Elementary Assistant Principal	213	\$125,585	\$127,469	\$129,382	\$131,323	\$135,264
<b>Directors</b>						
Teaching & Learning	220	\$150,043	\$152,295	\$154,580	\$156,899	\$161,606
<b>Assistant Director</b>						
Teaching & Learning	216	\$140,819	\$142,933	\$145,077	\$147,254	\$151,672

\* This position has an additional stipend of \$2,000 to compensate for the additional responsibilities of innovative learning for secondary schools.

Directors are paid the same per diem rate as the Middle School Principal salary.

Substitute rate: Step A of the administrative position requiring a substitute