

minutes

Administrative Compensation Committee		
02.06.2017	1:30- 2:30	DO Board Room
Meeting called by	John Rasmussen	
Note taker	Janessa Katzenberger	
Minutes approved	1 st : Brian 2 nd :Barb	
Attendees	John Rasmussen, Melissa Hammann, Barb Dorn, Jerry Roth, Jason Knott, Janessa Katzenberger, Alice Murphy, Brian Cashore, Steve Swanson	
Agenda Topic		
5 Year Plan		
<p>Melissa presented a document she created to help create a more consistent comparison of positions in RVC North. Her document included straight salaries, contracted days, per diem, and adjusted salaries (adjusted to the same amount of days ECSD admins work). Average of RVC salaries were presented to include Evansville and then without Evansville's information. Melissa projected a 2% increase to all salaries to reflect this year's averages versus comparing to last year's averages. Percentages of averages were provided (i.e. 100% of the average, 95% of the average etc.) and how much it would require to reach 90% and 95% average of RVC North.</p>		
<p>Melissa focused on the positions that were significantly lower compared to RVC North: Student Services (82% of average) Elem and TRIS (87% of average) and proposed 71% for Student Services, 70% for Elem and TRIS principals, and 1.5% increase for other administrators (other than Dir of C & I and Bus Manager who already received their 1.5% increase).</p>		
<p>Melissa encouraged committee to discuss which % they'd like to commit to.</p>		
<p>Do we want to consider "giving back" our approved benefits (additional vacation days and sick days paid out at retirement) if the Board approves monetary benefits as a good faith proposal to the Board? Or at least be comparable to other districts at that point in time?</p>		
<p>5 year plan = shift from comparing all salaries to the RVN conference to pinning the District administrator to the RVN and pinning the rest of the administrators to a percent of the district administrator.</p>		
<p>Team agreed of the importance of keeping all salaries in line with the District Administrator's salary.</p>		
<p>Jerry spoke about the Director of Student Services' position and proposed that we provide that position an increase at minimum. Melissa agreed that Janessa's salary is priority.</p>		
Action Items	Person	Deadline
What percentages would we like to use?	Admin	March 6
Do we want to bring the three most underpaid positions to the Board for recommendation of salary increases.	Admin	March 6
Future Agenda Items		
<p>Discuss compensation model and possible recommendation to the Board</p>		
Next meeting: March 6 th at 1:30	Janessa to send calendar invite	

Approved: 3/6/17