

Evansville Community School District

Administrators Compensation Meeting Minutes

Monday, Feb. 11, 2019

4:00 p.m.

Present: Melissa Hammann, Kathi Swanson, Jamie Merath, Jason Knott, Barb Dorn, Scott Everson, Jerry Roth, Mark Schwartz, Brian Cashore

1. Merath passed out compensation model that showed average & median salaries of comparable districts and a second handout showing average of lowest three salaries excluding Evansville.
2. Admin. Proposed:
  - a. \$3,000 (that they currently receive into a TSA – retirement account) be added to their salary instead.
  - b. Mimic the insurance language that Teachers have.
  - c. Unused vacation be carried over to sick time (currently 40 hours can be carried over the rest is lost) majority of Administrators stressed the difficulty in using all of their vacation days.
3. Hammann passed out three different handouts:
  - a. First handout showed a summary of current salaries by position
  - b. Second handout showed proposal using a 2.13% increase
  - c. Third handout showed a proposal using a 2.4% increase
4. Swanson explained her dislike with the Administration matching Teachers vacation (days off during breaks) because it looks like they are in the same classification. Swanson was also concerned that she was not able to find minutes that the board had approved this change too vacation time for Administrators.
5. Roth would like Merath to call each school from the comparable districts in regards to contract days for Administrators and outline of retirement benefits.
6. Hammann pointed out that the Elem. Principles salaries are very low compared to comps.
7. Roth explained this is why the district went to an operational referendum for salaries to **help** get wages to average comps.
8. Discussion of Administrator positions being filled at average compensation rates with individuals with no experience was a concern for some but Merath explained these are market driven positions.
9. Using the Admins proposal would help new and existing Administration supplement retirement if an individual so wishes.
10. Merath will also work up the cost to the district to take the \$3,000 TSA benefit and add to Salary instead.
11. Meeting ended at 5:10 p.m. and no future meetings were planned.