

Evansville Community School District

Administrators Compensation Meeting Minutes

Thursday, March 14<sup>th</sup>, 2019

4:30 p.m.

Present: Melissa Hammann, Kathi Swanson, Jamie Merath, Jason Knott, Scott Everson, Jerry Roth, Mark Schwartz, Joanie Dobbs

1. Merath passed out minutes from February meeting, Average/Median Wage and Cost Spreadsheet and document outlining comparable districts benefit package.
2. Swanson moved to approve the minutes, Hammann 2<sup>nd</sup>, motion passed.
3. Merath reviewed the spreadsheet with everyone and explained the cost to get Administrators to the average wage of comparable districts.
4. Roth expressed concern with the graph showing Elem. Principles making more than M.S. Principles as this is typically not the norm. He thinks the graph might show Elem. Principles with a higher wage due to years of service with their district. He wants to make sure that M.S. Principles wages are at least \$2,000 higher than Elem. Principles. Discussion took place about why this is typical for districts and everyone agreed that it is because M.S. and H.S. Principles typically have more evening attributes.
5. Discussion took place about the other proposal of unused vacation time being rolled into sick time. This was not supported by the whole committee.
6. Dobbs expressed that she has always given vacation days back and would like the group to consider comparable costs to the district of what to do with the unused vacation days since you can only roll 5 vacation days.
7. Swanson suggested that maybe Admin. Group use years of experience to help the wages appropriate for Elem. & M.S. Principles. Or suggested that maybe not every Admin. Is treated the same.
8. Everson suggested that everyone except Joanie take \$200.00 off their raise and give to Joanie or maybe instead of everyone getting 40% of average – take the pot of money and distribute to some with a higher percent and others a lower percent
9. Jason Knott left meeting at 5:10 p.m.
10. Merath went through the benefits document.
11. Swanson suggested that if Evansville can't handle wage and benefits of comparable districts then maybe a discussion should take place in regards to what our future district comparable should be.
12. Group agreed to move forward with proposing the 40% cost average, No change in current TSA and also take the vacation days rolling into too sick days off the proposal.
13. Admin. Group will meet on their own to figure out salaries within the 40%.
14. Meeting ended at 5:30 p.m. and no additional meetings were set.