

minutes

Administrative Compensation Committee		
01.09.2017	1:30- 2:30	DO Board Room
Meeting called by	John Rasmussen	
Note taker	Janessa Katzenberger	
Minutes approved	1 st : Jerry. 2 nd : Barb; motion carried.	
Attendees	John Rasmussen, Melissa Hammann, Barb Dorn, Jerry Roth, Jason Knott, Joanie Dobbs, Janessa Katzenberger, Scott Everson, Alice Murphy, and Brian Cashore	
Approval of Job Descriptions		
HS Principal / AP		
Approved. 1 st : Melissa 2 nd : Alice; motion carried.		
Action Items	Person	Deadline
Rock Valley Administrator Salary Comp Study		
Discussion		
<p>Melissa explained her revisions to the RV comparable - revisions helped paint a better picture describing where each position stood as compared to similar positions in other districts.</p>		
<p>Jerry explained that we, as an admin team, did not feel comfortable telling the Board what to do, but suggested that we do not take from one person/group to pay for another person/group .</p>		
<p>Barb noted that the MS average is less than an elementary school principal on the spreadsheet - and questioned why a MS principal would be paid less than an elementary school teacher.</p>		
<p>Melissa acknowledged that, typically a middle school principal is paid more than an elementary school teacher, but the RV averages did not play out this way.</p>		
<p>Scott suggested increasing vacation days for positions that are “under paid” to make them commensurate. Jerry asked the input of Joanie and Barb and explained that he would like to see those days taken during the summer, not school year. Joanie explained that they don’t use their vacation days now.</p>		
<p>Jerry asked to we provide our recommendation to the Board. Melissa explained that Janessa’s salary is the lowest and that we talked about getting her to some level commensurate with others. She would like to start there when bringing suggestions to the Board.</p>		
<p>Melissa would like to recommend the payout for sick days during retirement and increase vacation days to be the same as teachers during the school year.</p>		
<p>Melissa is concerned about the current salaries as they are. Pupil Services and Elementary School principals need to increase their salaries.</p>		
<p>Jerry suggested to increase administrative salaries by 1.5% as budgeted and bring Dir of Student Services, LLE and TRIS principals up to the 90%.</p>		
<p>Melissa explained that the three positions listed may not also receive the 1.5% increase if they are getting a pay raise. Alice and Steve also have their salaries in place, so they will not receive the 1.5% increase.</p>		

minutes

Conversation continued around % vs. dollar increase:

- Jerry suggested that, instead of a percentage we go to 90k for Janessa, 93k for elementary and 94k for Jason.
- Melissa indicated that they are still very low.
- Team discussed going with a percentage over a dollar amount. Melissa suggested moving positions to the 88% mark this year and then 92% next year. This provides an equitable goal for everyone.
- Jerry does not see how an elementary/intermediate school principal would make more than a middle school principal. He cannot make less than the elementary school principals.
- Joanie suggested calculating the difference between the MS and LLE principal and then provide Jason with the difference.
- Jerry suggested that he and Melissa work on a proposal and then email it out to us before taking it to the Board.
- Melissa would like to make it clear that the goal is not to stay at 88% - she would like to see this number increase each year.
- Barb clarified that we would never be where we want to be with this model.
- Team agreed and decided to meet again to target a specific salary.
- Jerry suggested making two proposals to the board - one for the nonmonetary items and another motion for a monetary recommendation.
- Do we want to connect to the RV averages? If so, provide a ranking of each position within their district.
- Averages will always be skewed due to experience of other comps.

Action Items	Person	Deadline
Proposal to the Board to recommend a 1.5% increase and nonmonetary items	Jerry, Melissa	
Melissa to come up with some options	Melissa	
Future Agenda Items		
Discuss Melissa's new salary structures		
Next meeting: February 6, 2017, at 1:30	Kelly (Jerry to remind)	

Approved: 2/6/17