

minutes

Administrative Compensation Committee		
12.12.2016	1:30-2:30	DO Board Room
Meeting called by	Jerry Roth (per John's request)	
Note taker	Janessa Katzenberger	
Minutes approved	1 st = Joanie Dobbs, 2 nd = Barb Dorn; motion carried.	
Attendees	John Rasmussen, Melissa Hammann, Barb Dorn, Jerry Roth, Jason Knott, Joanie Dobbs, Janessa Katzenberger, Scott Everson, Alice Murphy, and Brian Cashore	
Finalize Goals		
Discussion		
Motion to Approve Goals	1 st = John. 2 nd = Joanie; motion carried.	
Approval of Job Descriptions		
Principals /Directors		
4k- 2 Principal: (1 st = Barb, 2 nd = Brian) No Discussion; motion carried.		
3 -5 Principal: (1 st = Brian, 2 nd = Joanie) No Discussion; motion carried.		
6-8 Principal: (1 st = Alice, 2 nd , Barb) No Discussion; motion carried.		
C & I Director: (1 st = Joanie, 2 nd , John) No Discussion; motion carried.		
Student Services Director: (1 st Brian, 2 nd = Barb) No Discussion; motion carried.		
Business Manager (1 st = Alice, 2 nd = Barb) No Discussion; motion carried.		
Action Items	Person Responsible	Deadline
Today's date (12/12/2016) will be added to the bottom of approved job descriptions	Kelly	12/16/2018
Review/Revise Job Description		
HS Principal		
Action Items	Person Responsible	Deadline
Capitalize District Administrator on page 4	Scott	12/16/2018
F 5 – Curriculum AND Instruction		
Review/Revise Job Descriptions		
HS AP		
Changed format to be consistent with all others		
Action Items	Person Responsible	Deadline
Brian to include Athletic Director job duties in AP job description (as attachment)	Brian	12/16/2018
Rock Valley Administrator Salary Comp Study		
Discussion		
Average salaries are based on differing conference days. Melissa suggested Steve provide an updated document with weighted averages based on consistent conference days (260) versus a straight average. Each district's position's averages should be extrapolated based on 260 days.		
Brian's salary is not accurate – should be \$81,000.		
Did Steve include coaching into Brian's salary?		
Do we want an average without our salaries included in the RVC average? No. No matter how we look at the data, Evansville's administrator's compensation will always be at the bottom. We need to even out the playing field to be comparable and competitive.		
Should we be comparing admin salaries to the highest paid teacher? Should we compare admin average salary to average teacher salary?		
Highest paid teacher's per diem is higher than administrator's per diem, but continue to compare admin's salaries to average salaries of RVC.		

minutes

<p>Administrators understand the magnitude of the current budget deficit. Can administrators be compensated in a nonmonetary way? Administrators would be willing to discuss cost neutral options.</p> <ol style="list-style-type: none"> 1. Sick days up to 110 days would be paid out the sub rate 2. Above 110 days would be the base pay of 1st year teacher for each day 3. Same school year "holidays" off as teachers (winter break, spring break, day before Thanksgiving etc.) 		
<p>Board reps are appreciative of admin's suggestions given the current deficit</p>		
<p>Would the Board consider increasing the salary for Director of Student Services? Melissa is in support of bringing to the Board to level the playing field.</p>		
<p> </p>		
Action Items	Person Responsible	Deadline
Extrapolate salaries based on 260 days for all	Steve	12/16/2018
Fix Brian's salary to reflect \$81,000		
Sort spreadsheet by position (refer to 2015 Admin Comp spreadsheet) i.e. all superintendents in one table, all Directors of Student Services in another table etc.		
<p>Future Agenda Items</p>		
<p>Discuss updated RVC spreadsheet</p>		
<p>Approve HS Principal job description</p>		
<p>Approve HS AP job description (with the new AD inclusions)</p>		
<p>Review recommendations to the Board for 16-17 (Admin compensations)</p>		
<p> </p>		
Next meeting: January 9, 2017 1:30 pm	Kelly	

Approved: 1/9/17