Monitoring Report - Executive Limitations Policy
EL-5, Staff Compensation

BOARD POLICY EXPECTATION

With respect to employment compensation and benefits for employees, the Superintendent shall not fail to employ the highest quality staff at the most reasonable cost to the district, nor jeopardize the fiscal integrity or public image of the district.

CERTIFICATION

I hereby present my monitoring report on Executive Limitations Policy EL-5 "Staff Compensations" in accordance with the monitoring schedule set forth in board policy. I certify that the information contained in this report is true as of April 23rd, 2013.

Mark Mansell, Superintendent

SUPERINTENDENT'S INTERPRETATION OF POLICY

I interpret staff compensations and benefits to be the compensation and support provided by the district to its employees in exchange for the services provided to accomplish the board's Ends policies. This effort manifests itself through the creation of equitable and appropriate wage schedules and benefit language within the negotiated agreements and in district policies.

REPORT

There are two specific areas described in this policy. The following will address each specific area of EL-5 as best as possible. At the time of this report, I believe that the district is in compliance with the Board's expectations.

1. ***The superintendent shall not change his or her own compensation and benefits, as evidenced by the annual contract and district records.*** **IN COMPLIANCE**
   The board approves the compensation and benefits for the superintendent through a written contract. The district fiscal officer and payroll clerk oversees the execution of the written contract and follows district policies and the state accounting manual for appropriately documenting all fiscal transactions, including superintendent compensation and benefits. State audits of these transactions also verify appropriate procedures and protocols are being followed.

2. ***The Superintendent shall not fail to recommend for board approval salary schedules that represent fair and competitive compensation for all employees.***
   IN COMPLIANCE
   Each year, a recommendation is made to the board on wage/salary schedules for staff. Certificated staff (teachers) are paid from the state salary schedule so approval of their salary schedule is not required by the Board other than the

approval of a multi-year collective bargaining agreement that calls for paying teachers from the state salary schedule (which has already been accomplished).

For other staff in the district (unionized classified, unrepresented classified and administrative) I have brought forward each year recommendations for wages or salaries that are thought to be fair to the employee, reasonable for the taxpayer and appropriate for our sized district. As a Board, you have reviewed these recommendations and taken appropriate action to approve these wages and salaries each year.

On the classified staffing side of the organization, over the past couple of years we have been able to keep up with their wage experience steps of the schedule as well as keep pace with the SIRS statewide wage/salary averages. The goal of this effort for classified staff is to make sure the wages we offer are maintained at just slightly above the average (mean) compensation for our employees relative to their peers throughout the state serving in districts of similar size (1,000 FTE to 1,999 FTE students).

For administrators, in past years recommendations for salaries have been based on a formula that is linked to the state teacher's salary scale, but takes into account their longer work year and additional position responsibilities (a.k.a. the "headache factor"). This strategy has worked well for many years, however there is a significant problem developing that concerns me.

Linking administrator pay this way has slowly put us behind the curve over the past few years in administrative salaries compared to similar sized districts (as per the SIRS statewide data). Therefore our administrator compensation is now showing a sharp difference to similar districts. Failing to keep pace with these salaries when mixed with the significant demands of these positions could put extra pressure on our administrators to leave La Center based on economic conditions. The new proposal will still link them to teacher pay, but alters the responsibility factor and increases the number of work days that are compensated.

With this compensation difference beginning to become very noticeable along with the need to complete more work due to TPEP (Teacher-Principal Evaluation Program) responsibilities, I will be recommending to the Board for next year a change in how administrators are compensated that corresponds with an increase in days required to work. My new proposal will increase the days all administrators are required to work to 220 days per year and ensure the compensation matches with the median salary for other administrators in the SIRS report for our sized districts across the state.