TO: La Center School District Board of Directors
FROM: Mark Mansell, Superintendent
RE: Request for Reduction in Salary
DATE: January 20, 2011

I am requesting that you approve a reduction in my salary effective February 1st, 2011 equal to five percent (5%) for the balance of my 2010/11 contract. I offer the following three factors as the basis of my request:

1) As the chief executive officer (CEO) of the district, it is my responsibility to take on this financial challenge before us and lead the organization in a way that gives us the best chance to be a stronger educational team rather than accepting the opposite as inevitable;
2) I feel the best way to make us stronger is to retain as many of our teaching and support staff in the service of our students as possible and show that we really care about them even in the toughest of times. To do this, we all must be open to every possible solution including pay cuts instead of simply looking at staff layoffs (which will have significant impacts on our students) in order to balance the budget;
3) I believe strongly that I cannot ask our staff to be open to all options if I'm not willing to make personal sacrifices myself as the CEO and to demonstrate my resolve to act in advance of their action.

Everyone has worked hard to avoid the situation of layoffs and/or reduction in hours so reducing staffing and hours after all that has been done is a hard step to take. Despite our best efforts, laying off staff and/or reducing hours has become a necessary step in a long process of adjusting to even less funding coming from the state than in previous years.

I feel it is essential that I lead the way in this sacrifice as your superintendent. Therefore I respectfully ask that you support this action and approve my request.

Sincerely,

Mark Mansell

Dr. Mark Mansell
Superintendent