

**WEBSTER GROVES SCHOOL DISTRICT
BOARD OF EDUCATION ITEM OF CONSIDERATION**

DATE: __March 7, 2016__

TOPIC/PROPOSAL:

Approval of administrator compensation scheduled for the 2016-17 school year.

BACKGROUND INFORMATION:

The Administrative Compensation Committee composed of WGSD administrator representatives, Jean Dugan, and Joel Oliver, has met to discuss compensation for the administrators for the 2016-17 school year. It was agreed that no changes in the administrative salary schedule would be recommended for the 2016-17 school year. However, the committee is requesting that longevity and advanced degree stipends be honored and that a 1% pay increase be allocated for the majority of administrators. These actions support the agreed upon Administrator Salary Plan and are equitable to the anticipated certified teacher compensation plan. This is actually a decrease of approximately \$23,000 as a result of retirements and dependent upon the salary for new administrators yet to be hired.

The administration is also recommending that the professional development allocation for administrators be increased from \$750 annually to \$1000 annually. This is less than the \$1500 and \$2000 annual allocations provided in the 2013-14 school year. The total cost of this change to the budget is an estimated increase of \$6,750.

INSTRUCTIONAL IMPACT/RATIONALE: NA

CSIP/DISTRICT GOAL ADDRESSED: NA

FISCAL NOTE: This action results in a decrease of approximately \$16,000 to the WGSD budget as a result of anticipated retirements.

ADMINISTRATIVE RECOMMENDATION:

- Action Requested: __X__
- Information: _____
- Proposed Motion for Approval (if applicable):

I move that the Board of Education approve the administrator salary schedule for the 2016-17 school year.

PREPARED BY: Sarah Booth Riss

Motion: _____ **Second:** _____

Board Vote: ____ (yes) ____ (no) ____ (abstain) ____ (Consent Agenda)

3/3/2016

2015-16 BOE Approved Position	Quartile 1 Salary 2015-2016	Mid-Point Salary 2015-2016	Quartile 3 Salary 2015-2016
Asst Supt Curriculum	\$ 129,902	\$ 135,460	\$ 144,300
Asst Supt HR	\$ 131,852	\$ 135,000	\$ 140,645
Asst Supt/CFO	\$ 122,685	\$ 144,322	\$ 162,933
High School Principal	\$ 116,954	\$ 122,920	\$ 131,472
Middle School Principal	\$ 107,645	\$ 114,800	\$ 122,634
Elem Principal/Early Years Dir.	\$ 100,939	\$ 109,224	\$ 118,928
Director of Staff Services	\$ 62,927	\$ 70,828	\$ 107,250
Director Community Relations	\$ 82,415	\$ 88,608	\$ 118,473
Director of Operations	\$ 82,973	\$ 99,869	\$ 112,394
Director of Technology	\$ 89,882	\$ 101,405	\$ 112,075
Director of Instructional Tech.	\$ 75,049	\$ 89,365	\$ 108,023
Activities Director	\$ 95,036	\$ 101,178	\$ 110,180
Director of Student Services	\$ 95,921	\$ 104,621	\$ 110,776
Director of Business Services	\$ 84,673	\$ 94,537	\$ 110,560
High School Assistant Principal	\$ 88,866	\$ 97,092	\$ 105,873
Middle School Assistant Principal	\$ 85,223	\$ 91,082	\$ 100,580
Elementary School Asst. Principal	\$ 78,790	\$ 86,004	\$ 92,820
	\$1,631,732	\$1,786,315	\$2,009,916

% Inc. 0%

2016-17 Proposed Schedule Position	Quartile 1 Salary 2016-2017	Mid-Point Salary 2016-2017	Quartile 3 Salary 2016-2017
Asst Supt Curriculum	\$129,902	\$135,460	\$144,300
Asst Supt HR	\$131,852	\$135,000	\$140,645
Asst Supt/CFO	\$122,685	\$144,322	\$162,933
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Administrators beginning their 10th year with the district are recommended to receive a one time longevity stipend of \$2,000
Administrators beginning their 15th year with the district are recommended to receive a one time longevity stipend of \$1,000

* \$2,000 increase for
12 month contracts

ADMINISTRATIVE COMPENSATION/PERFORMANCE REVIEW CRITERIA

- ◆ LEADERSHIP SKILLS
- ◆ PROFESSIONAL GROWTH
- ◆ OPERATIONAL/FISCAL MANAGEMENT
- ◆ INTERPERSONAL RELATIONSHIPS
- ◆ PUBLIC ENGAGEMENT
- ◆ STUDENT PERFORMANCE DATA