

Act 93 Certificated Salary Adjustments

To the members of the Board:

In May 2010, the ACT 93 leadership submitted a request to me asking for a review of their salaries, which they felt required adjustments. In conjunction with the Personnel Committee I have studied the application of the Act 93 Certificated agreement. One of the purposes of the study is to attempt to clarify the meaning of the language contained in the agreement. Another purpose is to address the "misapplication" of the existing formula. These are misapplications of which I have been aware; the misapplications were also brought to your attention in May, by the leadership of the Act 93 Certificated group. In reality I am recommending to the Board to revise ("fix") the salaries of 7 administrators rather than amending the actual Agreement.

The questions in application arise in the salary language found in Article IV of the ACT 93 Certificated Agreement. The language which provides direction for placement on the administrative salary schedule states:

IV. PLACEMENT ON AND MOVEMENT THROUGH THE SALARY RANGE

Placement on the salary range and movement through it shall be governed by the following statements:

1. ACT 93 Members will be assigned a level in the first year of this agreement (2008-2011)
 - A. Initial level will be determined based upon the following factors:
 - A-1 Date of hire as Administrator
 - A-2 Years of WUSD Service (Years of teaching minus 5 divided by 4 reflected as additional levels)
 - A-3 Education Level
 - B. In each subsequent year, each ACT 93 Member will continue at the same level until expiration of the agreement.
2. New employees under ACT 93 (not yet covered by this agreement as of July 1, 2008)
 - A. Initial level will be determined based upon the following factors:
 - A-1 Individuals not on scale will receive an annual increase in their current salary of not more than 20% until they reach Level A.
 - A-2 Individuals on scale will follow the established formula: (years of teaching minus 5 divided by 4 reflected as additional levels)
 - B. Once reaching scale, each ACT 93 Member will continue at the same level until expiration of the agreement.
3. If an administrator covered by this plan obtains a higher degree during the term of this Agreement, they will move diagonally (to the next level) in the following contract year.

Degrees qualifying include:

 - Letter of Eligibility
 - Director of Vocational Instruction

Doctor of Education

4. If an administrator has 30+ years in WCSD or is off the pay scale, they will be placed at level U, and receive the base % increase.
5. If a current ACT 93 employee of the District is hired for a position covered by this compensation plan a higher classification matrix, he or she will be placed on the new matrix closest to their current salary (dollar amount) plus two additional increments (levels).
6. The Superintendent of Schools may recommend for hire an individual for any administrative position and recommend a level at which he/she would be placed that meets the administrative needs of the district. The Board reserves the right to have flexibility in assigning and/or changing the initial level.

Questions about the application of this language include how fractions (resulting from the application of the formula) are rounded and how the application of the formula has resulted in a principal being paid less than an assistant principal serving under the principal's direction. Also, it is observed that, in the case of several administrators, an application of the formula results in salaries different than what is actually being paid.

When I discussed this with the Board Personnel Committee various members identified concerns with several areas of the ACT 93 Certificated Agreement. At the same time, the Personnel Committee unanimously felt strongly that the language should be maintained for the remainder of the agreement period, which expires in June, 2011. We felt it best to postpone the question of whether to change any language until the next contract Meet & Discuss cycle (which process should be started very soon). What we focused on instead was the use of the existing language to place each administrator on the applicable salary matrix.

Using the language from Article IV, the Personnel Committee computed the salaries of each administrator in terms of their Years of teaching minus 5 divided by 4 reflecting additional levels. The results are set forth in the chart below (names are not used and each administrator is represented merely by a number). In the chart you will observe that no administrator's current salary was reduced; however, seven administrators' salaries were adjusted by simply applying the formula as written (the seven are highlighted in green). When the Personnel Committee discussed these formula results at its September 28th meeting the Committee agreed to seek advice from Attorney Wassell as to how to proceed. Mr. Wassell recommended that I contact the membership of ACT 93 to determine whether it was in agreement with the recalculated salaries if the Board were to also agree. A complete chart with all of the ACT 93 members is on page 3.

Administrator #	Administrative Hire Year	Initial Placement Based on Hire Date & Formula Adjustment	Recommended Placement	Assigned Salary 09-10	Adjusted Salary 09-10	Difference	Assigned Salary 10-11	Adjusted Salary 10-11	Difference
1	1991	none	R	\$85,998	\$88,001	\$2,003	\$89,008	\$91,081	\$2,073
2	1992	R	S	\$88,724	\$90,036	\$1,312	\$91,830	\$93,188	\$1,358
3	2002	F	G	\$72,575	\$73,861	\$1,286	\$75,116	\$76,446	\$1,330
4	1991	S	T	\$89,287	\$90,572	\$1,285	\$92,412	\$93,742	\$1,330
5	2005	H	J	\$73,058	\$75,414	\$2,356	\$75,615	\$78,054	\$2,439
6	2002	G	H	\$74,289	\$75,602	\$1,313	\$76,890	\$78,248	\$1,358
7	2005	B	E	\$67,434	\$71,290	\$3,856	\$69,794	\$73,785	\$3,991
				09-10 Adjustment	\$13,411		10-11 Adjustment	\$13,879	

Initial Placement of Administrators on the Applicable Salary Schedule (2008-09)

Administrator #	Administrative Hire Year	Initial Placement Based on Hire Date	Years Teaching	Years Teaching - 5 / 4	Column F - Using Conventional Rounding Rules	Placement Based on Hire Date + Teaching Years Rounded Conventionally	Assigned Step	
1	1991	R	4	0	0	R	?	Proposed Adjustments
2	1992	Q	11	1.5	2	S	R	Proposed Adjustments
3	2002	G	5	0	0	G	F	Proposed Adjustments
4	1991	R	12	1.75	2	T	S	Proposed Adjustments
5	2005	D	29	6	6	J	H	Proposed Adjustments
6	2002	G	9	1	1	H	G	Proposed Adjustments
7	2005	D	5	0	0	E	B	Proposed Adjustments
8	2007	B	6	0.25	0	B	B	
9	2000	I	10	1.25	1	J	J	
10	2006	C	13	2	2	E	E	
11	2002	G	24	4.75	5	L	M	
12	1985	U	8	0.75	1	U	U	
13	1995	N	5	0	0	N	U	
14	1993	P	14	2.25	2	R	U	
15	1995	N	14	2.25	2	P	U	
16	2001	H	21	4	4	L	P	
17	2006	C	10	1.25	1	D	E	
18	2006	C	6	0.25	0	C	D	
19	2003	F	6	0.25	0	F	G	
20	2005	D	14	2.25	2	F	I	
21	2004	E	12	1.75	2	G	I	
22	2000	I	7	0.5	1	J	L	
23	2006	C	5	0	0	C	D	
24	2008	A	20	3.75	4	E	E	
25	2008	B	12	1.75	2	D	D	
29	2009	A	13					New after 08-09
30	2010	A	7					New after 08-09
31	2008	M	13					New after 08-09
32	2010	A	16					New after 08-09
33	2009	Sal + 20%	10					New after 08-09
34	2009	Sal + 20%	11					New after 08-09
35	2010	A	8					New after 08-09

I met with the ACT 93 membership on Thursday, October 8th to explain the process and to answer any questions. After I left the room, the membership agreed to obtain the signatures of its members to indicate approval of the seven salary adjustments. Attached is the ACT 93 membership document which reflects group acceptance of the salary recalculations for seven of its members.

Based on the above I recommend that the Board adopt the salary adjustments for academic years 09-10 and 10-11 as set forth on the chart. The adjustment as proposed would resolve the issue of the assistant principal receiving higher compensation than the supervising principal. I also believe that the adoption of the proposed salaries would reflect a mutual trust between the Board, Superintendent and Administrators. We have a solid team of loyal administrators who will continue to seek quality education in Warren County; this has been a meaningful dialogue with them.

Attorney Wassell's recommended motion is provided below:

"That the Warren County Board of School Directors approve the adjustment of the annual salaries of seven ACT 93 administrators, retroactive to the 2009-10 school year."

**Warren County School District
 ACT 93 Group**

The majority of the Act 93 membership has agreed that at this time, although we are not asking to make any changes to the current Act 93 agreement, we are requesting that the Board of Directors recalculate the salaries of seven members based on the formula existing in the current agreement.

Signature

Beers, Amy	<i>Amy Beers</i>
Berry, Delores	<i>Delores Berry</i>
Bokulich, Kristina L	<i>Kristina Bokulich</i>
Buerkle, Ann	<i>Ann Buerkle</i>
Decker, Rhonda	<i>Rhonda Decker</i>
Doyle, Deborah	<i>Deborah Doyle</i>
Evers, Jim	<i>Jim Evers</i>
Flickner, Jeffrey	<i>Jeffrey Flickner</i>
Green, Rosemarie	<i>Rosemarie Green</i>
Hetrick, Amanda	<i>Amanda Hetrick</i>
Horner, Patricia	<i>Patricia Horner</i>
Jaskolka, Darrell	<i>Darrell Jaskolka</i>
Kennerknecht, Norbert	<i>Norbert Kennerknecht</i>
Knapp, Philip A	<i>Philip Knapp</i>
Leamon, Erik C	<i>Erik Leamon</i>
Madigan, Marcia	<i>Marcia Madigan</i>
Martin, Diane	<i>Diane Martin</i>
Mead, Maryann	<i>Maryann Mead</i>
Miller, James	<i>James Miller</i>
Mineweaser, Eric	<i>Eric Mineweaser</i>
Nelson, Mark	<i>Mark Nelson</i>
Nelson, Ruth	<i>Ruth Nelson</i>
Parinella, Steven	<i>Steven Parinella</i>
Ryan, Ann	<i>Ann Ryan</i>
Stewart, Amy	<i>Amy Stewart</i>
Stimmell, Amy	<i>Amy Stimmell</i>
Weber, Gary	<i>Gary Weber</i>
Weber, Misty D	<i>Misty Weber</i>
Wilks, Sandy	<i>Sandy Wilks</i>
Yeager, Shannon	<i>Shannon Yeager</i>
Yourchisin, Kim	<i>Kim Yourchisin</i>