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To: Board of Education Members

From: Dr. Mary B. Pfeiffer, District Administrator *MBP*

RE: 2013-2014 Compensation Plan for Administrative Staff and Exempt Personnel

Date: June 18, 2013

Following is a summary of my recommendation for adjustments to Exempt and Administrative compensation for the 2013-2014 school year.

For the exempt staff, I am recommending that the Board of Education supports an overall salary increase and not to exceed 2.0%, creating an overall package increase of 2.24% (Note: This percentage reflects a comparison of the same positions in the 2012-2013 and 2013-2014 school years.). The 2.24% reflects total package including salary and benefits.

For the administrative staff, I am recommending the following:

I am recommending that the Board of Education supports an overall salary increase not to exceed .35% , creating an overall package increase of .41% (Note: This percentage reflects a comparison of the same positions in the 2012-2013 and 2013-2014 school years.). The .41% reflects total package including salary and benefits.

For budget purposes, there will be an increase due to the addition of two administrative positions including the shared Shattuck/Neenah High School administrator and the anticipated hire of an Assistant District Administrator of Business & Finance.

Below is a summary of the shifts that will be taking place in the administrative group for 2013-14.

Administrator	Position	2012-13 Salary	2013-14 Salary
Colleen Doyle	High School Principal	\$105,762	Resigned and taking Director of Curriculum position in Illinois
Diane Doersch	Director of Instructional Technology	\$87,489	Resigned and taking Technology Coordinator position in Green Bay
LeAnn Metzger	Coolidge Principal	\$95,576	Retired
Matthew Smith	Neenah High School Associate Principal	\$90,000	Resigned and taking Director of Secondary Education position in Kaukauna

Vicki Bayer	Shattuck/NHS Associate Principal		\$80,000
Chad Buboltz	NHS Associate Principal	\$77,760	\$85,000
April Keepers	Coolidge Principal		\$84,000
Michael Tauscher	Horace Mann Principal	\$92,927	\$96,650
Brian Wunderlich	Neenah High School Principal	\$95,718	\$110,000
Vacancy	Director of Instructional Technology		\$87,000
Vacancy	Hoover/Taft Principal		\$84,000
Vacancy	Shattuck Associate Principal		\$82,000
Vacancy	Asst. District Administrator of Business and Finance		\$125,000

In the past three years, the salary ranges for administrators have remained constant. This approach was intentional and based upon the discrepancy in salary distribution. Additionally, in the past four years there have been salary freezes and reductions. It is my intent to bring an updated salary schedule to the Board for review next year.

It is my recommendation that the Board of Education accept my proposal for administrative and exempt personnel salary increases as presented.