



To: Board of Education Members

From: President Scott Thompson

A handwritten signature in black ink, appearing to be "S. Thompson", is written over the printed name.

RE: 2012-2013 Compensation for the District Administrator

Date: June 19, 2012

Following is a summary of my recommendations for adjustments to the District Administrator's salary and benefit compensation package:

1. Dr. Pfeiffer's salary will increase by 2% to \$150,692 for the 2012-2013 school year.
2. Health /Dental/Prescription Drug Plan - *The District Administrator will be provided a choice of the following four options:*

Option A: Effective January 1, 2013, the Board will offer a High Deductible Health Plan (HDHP) / Health Savings Account (HSA) with a 0% premium contribution by the employee. The 0% premium employee contribution HDHP / HSA will have a \$2500 (single plan) maximum out-of-pocket deductible and a \$5,000 (family plan) maximum out-of-pocket deductible. The Board will not contribute toward a 0% employee premium HDHP / HSA. The employee may contribute up to \$6,250 for a family plan or \$3,100 for a single plan.

Option B: Effective January 1, 2013, the Board will offer a High Deductible Health Plan (HDHP) / Health Savings Account (HSA). The Board will contribute \$1,000 (single plan) with \$1,500 maximum out-of-pocket deductible and \$2,000 (family plan) with a \$3,000 maximum out-of-pocket deductible. The Board will pay 87.4% of the lower cost (Network/United) Dual Choice HDHP/ HSA option with the employee paying the difference between the lower and higher cost option and the 12.6% premium contribution. The employee may contribute an additional \$4,250 for a family plan or contribute an additional \$2,100 for a single plan.

Option C: Effective January 1, 2013, the employee may elect a Dual Choice (Network or United) point-of-service (POS) health care plan. Employees electing the higher cost POS (Network or United) health plan will pay the difference in cost between the lower cost (Network/United) HDHP / HSA plan (Option B) option and the 12.6% premium contribution.

OPTION D: Voluntary Health Insurance Buyout. In exchange for relinquishing their participation in the District's health and prescription drug/dental plans, the District will pay directly to an employee \$2,000 for relinquishing a family health/dental plan (must show compliance with law regarding access to other insurance). This payment will be made over the course of the employee's annual pay periods and will be subject to payroll tax withholding. This voluntary program will be offered on an annual basis at the District's discretion. This benefit does not apply to two (2) employees of the NJSD who qualify for one (1) health care plan.

Dental Insurance: The Board will provide group insurance coverage in a dental insurance plan. The Board will pay 87.4% of the required premium.

3. Wisconsin Retirement System (WRS) Contribution

The District Administrator is provided a retirement benefit through the Wisconsin Retirement System (WRS). The Board of Education contributes to the District Administrator's WRS as required by law. The District Administrator will pay the employee share to the WRS.

4. The contribution toward Dr. Pfeiffer's tax-deferred annuity will increase by \$300/month.
5. Dr. Pfeiffer will be reimbursed for all personal learning as deemed appropriate to her position.
6. Other Post Employment Benefit (OPEB) – this is currently being reviewed for all employees.
7. Dr. Pfeiffer's contract will be renewed for two years from July 1, 2012-June 30, 2014.