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MEMORANDUM

TO: Board of Education

FROM: Dr. Mary B. Pfeiffer, District Administrator 

DATE: May 1, 2014

RE: **2014-15 Administrator Salary Structure**

The Administrator Salary Structure was last updated for the 2010-11 school year. During the last two years, I have worked with my administrative team to review our salary structure and analyze market data for comparables.

**NEENAH JOINT SCHOOL DISTRICT
ADMINISTRATOR ANNUAL COMPENSATION
2013-2014**

ADMINISTRATORS

Pay Grade	Pay Range			
	Min	Mid	Max	
Grade 1	65,000	77,500	90,000	Middle School Shattuck Associate Principal Neenah High/ Shattuck Middle School Associate Principal
Grade 2	70,000	84,000	98,000	Elementary School Principal High School Associate Principal
Grade 3	75,000	90,000	105,000	Horace Mann Middle School Principal Shattuck Middle School Principal
Grade 4	80,000	95,000	110,000	Neenah High School Principal Director of Facilities/Engineer Director of Instructional Technology Director of Business Services Director of Revenue Enhancement and Business Services Support Director of Curriculum Director of Pupil Services
Grade 5	100,000	115,000	130,000	Assistant District Administrator of Business Services Assistant District Administrator of Human Resources & Central Services Assistant District Administrator of Learning & Leadership
Grade 6	120,000	142,500	165,000	District Administrator

I am recommending the following Administrative Salary Structure for the 2014-15 school year. The minimum salary ranges are reflective of the current salary market for comparable administrative positions for the majority of the administrative positions in our district. The middle and maximum ranges, while providing salary growth opportunities for many administrative positions, also reflect the current market for comparable administrative positions.

D R A F T

**NEENAH JOINT SCHOOL DISTRICT
 ADMINISTRATOR ANNUAL COMPENSATION
 2014-2015**

Pay Grade	Minimum	Pay Range Control Point	Maximum	Administrator Position
Grade 1	76,114	82,964	91,260	Middle School Shattuck Associate Principal Middle School Shattuck/NHS Associate Principal
Grade 2	78,365	85,418	93,960	Director of Revenue Enhancement and Business Services Support Director of Facilities/Engineer
Grade 3	84,453	92,054	101,259	Elementary School Principal High School Associate Principal
Grade 4	89,625	97,691	107,460	Principal Horace Mann Middle School Principal Shattuck Middle School
Grade 5	95,930	104,564	115,020	Director of Instructional Technology Director of Curriculum Director of Pupil Services Principal Neenah High School
Grade 6	108,540	118,309	130,140	Assistant District Adm. of Human Resources & Instruct. Support Services Assistant District Administrator of Learning & Leadership Assistant District Administrator of Business Services
Grade 7	139,166	151,691	166,860	Superintendent of Schools

I am recommending that the Board of Education approve the Administrative Salary Structure for the 2014-15 school year. I will be in attendance at the May 6, 2014 Board meeting if the Board has any questions regarding the salary structure.