

Notes to guide the discussion about the salary schedule(s)

I. We are considering separating the unrepresented salary schedule into two schedules, one for certificated and one for classified.

- * Is this done in other districts? Why? Why not?
- * Are there issues we may run into if we do this?

II. We are considering adding a superintendent/principal column to the unrepresented Salary Schedule.

- * Is this done in other districts? Why/why not? Are there any unintended consequences?
- * If we instead contractually tie the superintendent/principal position to certificated % increases, it does not include the annual step increases which other employees receive. * How do other districts address this concern?
- * Does putting a superintendent on a salary schedule inadvertently diminish the role of “boss?” (We hire the Superintendent/Principal, and the Supt/principal hires/oversees everyone else since we only approve the Supt’s recommendations.)

III. We have arranged for a report from School Services of CA comparing the superintendent/principal position and principal positions in other districts. It is important that we are comparing apples to apples as much as possible. There are a lot of variables that should be considered. These include unduplicated pupil percentages as that impacts money we receive. Finding a district that is exactly like us is probably not possible. Therefore, if we know how each district in the report falls on the list of variables, we can make an informed comparison.

IV. Multi-year projections:

1. We should have multi-year projections for Superintendent/Principal with several % options as we try to bring the superintendent position into line with other superintendents and relative to our certificated staff.
2. The principal multi-year projections are not as crucial, but depending on the School Services report, we may want a few options here as well.
3. We need the multi-year projections for the unrepresented salary schedule.