

Coupeville School District  
Resolution for Unrepresented Administrators Compensation  
Board of Directors Resolution No. 2017-02

WHEREAS, the Board of Directors annually sets salaries for the next school year for the unrepresented administrators, specifically the Superintendent, Building Administrators and Business Manager, on or before July 1 of each year; and

WHEREAS, before determining whether to adjust the salary compensation for said unrepresented administrators for the year beginning July 1, the Board desires to review:

- The level of revenue the District is projected to receive from all sources in 2017-18, after the final state budget is passed;
- The results of salary surveys and other compensation related planning and other information from comparable in-State school districts;
- The level of allocation in the state budget that are earmarked for members of District bargaining units and the outcome of any negotiations with such bargaining units; and
- Salary compression that may have been created as a result of any such increases or allocations.

WHEREAS, all such information will not be available on or before July 1;

NOW, THEREFORE, BE IT RESOLVED that:

1. ADOPTION AND BI-FURCATION OF SALARY SCHEDULE

The salary schedule for unrepresented administrators for 2017-18 shall be adopted and bifurcated as explained herein. For the period beginning July 1, 2017 until such time as the Board has been able to review the type of information listed above and determine whether to make any adjustments to salaries or other forms of compensation, it shall be as set forth in the attached Exhibit A, for Building Administrators, Exhibit B, for the Business Manager and Exhibit C for the Superintendent (“Initial Salary Schedules”). The Board anticipates it is likely the Initial Salary Schedules will be in effect no less than 2 months.

2. ADJUSTMENTS TO INITIAL SALARY SCHEDULES

After the Board has had time to adequately review the type of data listed above, it might decide to make adjustments to and reserves the right to make adjustments to either the Initial Salary Schedules or other forms of compensation for the balance of the contract year. In no event shall salaries or other compensation be reduced at the time of such adjustments.

3. TOTAL COMPENSATION NOT SETTLED OR LIQUIDATED

Total compensation for the contract year is currently not a settled or liquidated amount, because it is uncertain whether there will be increases for the latter part of the contract year, based on the Board’s determination after reviewing the data listed above.

4. INDIVIDUAL CONTRACTS

All initial individual contracts issued to employees subject to this Resolution shall include a provision stating the compensation provided in the contract may be revised pursuant to this Board Resolution.

DATED this 22<sup>nd</sup> day of May 2017.

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Kathleen Anderson

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Glenda Merwine

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Venessa Matros

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Chris Chan

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Christi Sears

ATTEST:

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Secretary to the Board

# Exhibit A

Coupeville School District				
2017-2018 Administrator Salary Schedule				
Step	CES Principal	CMS Principal	CHS Principal	Assistant Principal
1	\$85,604	\$88,000	\$94,910	\$84,298
2	\$86,652	\$88,880	\$95,795	\$85,052
3	\$87,701	\$89,769	\$96,678	\$85,804
4	\$88,750	\$90,666	\$97,564	\$86,557
5	\$89,798	\$91,573	\$98,448	\$87,310
6	\$90,846	\$92,488	\$99,331	\$88,064
7	\$91,895	\$93,414	\$100,216	\$88,817
8	\$92,943	\$94,348	\$101,100	\$89,570
9	\$93,992	\$95,291	\$101,984	\$90,323
10	\$95,040	\$96,244	\$102,868	\$91,076
GF	\$100,403			
Days per year	219	219	219	210

## Exhibit B

Coupeville School District	
2017-2018 Business Manager Salary Schedule	
	\$97,159
Days per year	260

# Exhibit C

Coupeville School District	
2017-2018 Superintendent Salary Schedule	
\$133,105	
Days per year	260