

Coupeville School District
Resolution for Unrepresented Administrators Compensation
Board of Directors Resolution No. 2018-06

WHEREAS, the Board of Directors annually sets salaries for the next school year for the unrepresented administrators, specifically the 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 2018-19.
- 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 2018-19 shall be adopted and bi-furcated as explained herein. For the period beginning July 1, 2018 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, and Exhibit B for the Business Manager (“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 25th day of June 2018.

Kathleen Anderson

Glenda Merwine

Venessa Matros

Brent Stevens

Christi Sears

ATTEST:

Secretary to the Board

Exhibit A

Coupeville School District				
2018-19 Administrator Salary Schedule				
Step	CES Principal	CMS Principal	CHS Principal	Assistant Principal
1	\$94,701	\$99,011	\$104,996	\$94,701
2	\$95,861	\$100,001	\$105,975	\$95,861
3	\$97,020	\$101,001	\$106,953	\$97,020
4	\$98,180	\$102,011	\$107,931	\$98,180
5	\$99,340	\$103,031	\$108,909	\$99,340
6	\$100,500	\$104,061	\$109,887	\$100,500
7	\$101,660	\$105,102	\$110,865	\$101,660
8	\$102,820	\$106,153	\$111,843	\$102,820
9	\$103,980	\$107,214	\$112,821	\$103,980
10	\$105,139	\$108,286	\$113,800	\$105,139
GF	\$111,072			
Days per year	219	219	219	210

Exhibit B

Coupeville School District	
2018-19 Business Manager Salary Schedule	
\$107,483	
Days per year	260