
TIPTON COMMUNITY SCHOOL CORPORATION
MEMORANDUM

TO: Board of School Trustees
FROM: Kevin Emsweller, Superintendent
DATE: 06/22/2018
RE: Pay Increases – Administrative Staff

The negotiated pay increase to teachers for 2018-2019 resulted in 2.2% increase to the total salaries paid to teachers, as well as up to a 10% increase to the amount paid in insurance premiums (dependent upon the actual amount of increase determined at the July meeting of the Insurance Trust). Using those figures, it is recommended that similar increases be provided to the administrators and support staff.

A phone allowance of \$900 is currently paid to Joe, Kory, Brian, John, and me. With the increase use of phone sin communications (texting and email with staff and sometimes parents) plus an increase expectation to use phones to photo and share information about our schools, it is recommended that all building administrators be provided the \$900 phone allowance.

Recommendation:

Eligible administrators (based on evaluative ratings) received a base pay increase of \$1890, plus, an additional increase in the board's contribution for health insurance premiums up to 10%. In addition, each administrator will be provided a \$900 phone allowance.

Administrators

The total salaries paid to the eight administrators are \$687,017. Adding 2.2% to that amount would be an increase of \$15,114 for a total of \$702,131. Taking the \$15,114 and dividing it by the eight administrators, would be an increase of \$1890 per administrator.

Applying the increase to administrators' health premium (up to 10%) would result in an increase of \$13,913.

Total increase for Administrators:	Salary	\$ 15,114
	Insurance	\$ 13,913
	Phone (5 @\$900)	\$ 4,500
		\$ 33,527

Semi-Administrators (Anderson, Fernung, Witherow)

Using the same procedure as above, a 2.2% increase for these individuals would total \$4,218 (\$187,656 to \$191,784). Dividing this amount by three would result in an increase of \$1375 per employee. For insurance, up to a 10% increase would total \$6,484.

Total increase for Semi-Administrators:	Salary	\$ 4,128
	Insurance	\$ 6,484
		\$10,612

The retirees have remained in the calculations for consistency purposes. The newly hired, replacement personnel would not be eligible for any pay increases for 2018 though they would be eligible for health insurance increases.

For teachers, the board has agreed to cover any premium increases up to 10%. That figure has been used in these calculations though the amount could be less, but not more, than 10%.