
TIPTON COMMUNITY SCHOOL CORPORATION
MEMORANDUM

TO: Board of School Trustees

FROM: Kevin Emsweller, Superintendent

DATE: DECEMBER 2, 2019

RE: Changes in Maintenance Pay

With the retirement of Bruce Thompson in November of 2018, consideration, at the request of the maintenance staff, was not to replace that position. Rather, current staff members would receive an increase pay for taking on additional responsibilities. However, there is some concern on the part of administration that this may be stretching current staff members too thin in their responsibilities. It is felt a “handy-man” position would be beneficial to take care of some of the smaller issues that need to be addressed

As a trial period of January 2019 through June 2019, the corporation used current staff members rather than filling the vacancy. This was reviewed in April 2019 and felt we should continue this arrange through the end of 2019. During this time, maintenance staff members received a monthly stipend equivalent to 4% of their current pay. Should it be found that maintenance items can be handled satisfactory, the 4% increase will be added to the staff member’s current pay effective January 1, 2020.

It has been determined that this arrangement will work and therefore it is recommend that the above agreed to increase being paid as monthly stipend now be incorporated into the maintenance staff hourly rate effective January 1, 2020.

Personnel	Hourly Rate	Monthly Stipend	Stipend/Hrly Rate	NEW Hrly Rate
Eric Johnson	\$26.99	\$166	\$0.96	\$27.95
Dan Benefiel	\$24.14	\$185	\$1.06	\$25.20
Mark Webster	\$16.62	\$100	\$0.58	\$17.20