
TIPTON COMMUNITY SCHOOL CORPORATION
MEMORANDUM

TO: Board of School Trustees

FROM: Kevin Emsweller, Superintendent

DATE: NOVEMBER 22, 2019

RE: Administrative Pay Increases

This year, pay increases for teachers resulted in an 8.5% increase on that line item of the budget. As in the that percentage is used to determine the amount of increase for salaries for administrators on that line item. This would amount to an increase of \$64,739. Among ten administrators this would be an increase of \$7,193 each. In discussing with the Personnel Committee, we looked at a different process or distribution.

1. Teachers received a sizeable increase - \$4000 per teacher. To keep the gap between the pay for teachers and administrators, ALL administrators will receive an increase of \$2000.
2. The new assistant principals have done a great job for us. We want to recognize them for their efforts and also encourage them to stay with Tipton. For this, we will add an additional \$2000 to their salaries. We had discussed this regarding Mrs. Kikta and Mrs. Dicken but they have not yet completed a full year or received a summative evaluation. This "retention pay" could be considered for these two individuals for next year.
3. Mrs. Rayl has taken on the additional responsibilities of the full-time principal over Tipton Elementary rather than the shared responsibility in the past. For this additional responsibility, we would add \$2000 to her salary.
4. For those administrators who were rated "effective" on their evaluations last year, they would receive a pay increase e of \$4000 on their salary. All but two administrators were rated effective or above.
5. Kory Fernung is included in this proposal because he performs an administrative role but is not certified, would receive a raise of \$1900 in addition to the \$2000 increase from item #1. This total increase would be about 6% which is comparable with other classified staff in a supervisory role.
6. For those administrators who were rated "high effective" on their evaluations, they will receive an additional \$1000. (Mrs. Rayl would be the sole qualifier in this category.

This information is summarized in the chart below. The total of these increases would be \$52,900 which is \$11,839 less than the original 8.5% increase of \$64,739 we began with.

	Current Salary	Base Increase	Retention Increase	Raise	Highly Effective	Total	New Salary	% Increase
Kevin Emsweller	\$114,770.00	\$2,000.00		\$4,000.00		\$6,000.00	\$120,770.00	5.23%
Shayne Clark	\$86,481.00	\$2,000.00		\$4,000.00		\$6,000.00	\$92,481.00	6.94%
Scott Wessel	\$82,000.00	\$2,000.00		\$0.00		\$2,000.00	\$84,000.00	2.44%
Rik Stillson	\$80,000.00	\$2,000.00		\$0.00		\$2,000.00	\$82,000.00	2.50%
Brett Sanders	\$63,500.00	\$2,000.00	\$2,000.00	\$4,000.00		\$8,000.00	\$71,500.00	12.60%
Melissa Kikta	\$74,000.00	\$2,000.00		\$2,000.00		\$4,000.00	\$78,000.00	5.41%
Craig Leach	\$61,000.00	\$2,000.00	\$2,000.00	\$4,000.00		\$8,000.00	\$69,000.00	13.11%
Lori Rayl	\$76,440.00	\$2,000.00	\$2,000.00	\$4,000.00	\$1,000.00	\$9,000.00	\$85,440.00	11.77%
Caylie Dicken	\$59,000.00	\$2,000.00		\$2,000.00		\$4,000.00	\$63,000.00	6.78%
Kory Fernung	\$64,547.00	\$2,000.00		\$1,900.00		\$3,900.00	\$68,447.00	6.04%
	\$761,738.00					\$52,900.00	\$814,638.00	6.94%
					Difference		\$52,900.00	