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**TIPTON COMMUNITY SCHOOL CORPORATION**  
**MEMORANDUM**

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**TO:** Board of School Trustees  
**FROM:** Kevin Emsweller, Superintendent  
**DATE:** 06/04/2020  
**RE:** **Technology Director - Salaried**

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The position of Technology Director has been in a state of flux for the past two years. When Mr. Witherow left the position, Mr. Gingerich was approached about assuming the position. Lacking confidence and balancing his home life, he did not feel he was ready to take on that salaried position would entail. While he was capable and willing to take on some of the responsibilities, he wanted to control his hours at work and not be "on called " 24/7. He was also unsure of how he could handle supervising other staff members within the IT Department. Had we looked elsewhere, we would have recommended looking for someone to fill this salaried position.

For that first year, we partnered with Five-Star Technologies. They help to fill a void as well as provide some needed training, not only to staff but also to Mr. Gingerich. As we began discussing ending teh partnership with Five-Star, Mr. Gingerich indicated that he felt more confident in fulfilling all duties as a Technology Director and felt he learned how he could manage that balance with home and work, especially as his children got older.

With that background, we would like to recommend that the position of Technology Director be returned to one of a salaried position rather than hourly. Mr. Witherow, with a BS Degree in Education, left TCSC after 12 years at a salary of \$71,000. We would offer Mr. Gingerich a salary of \$62,000. This salary is comparable with the state average salary for this position as indicated in the chart below.

It is recommended that the position of Technology Director be restored to a salaried position.

