

**MEMO TO: BOARD MEMBERS
DR. JOHN SIMPSON**

**FROM: BRUCE ELLERMAN
SANDY WILEY**

DATE: APRIL 24, 2017

RE: 2017-18 ADMINISTRATIVE SALARY STRUCTURE

The District Administrative Salary Committee has been meeting for the past few months with the objective of developing a model structure that would bring internal fairness and consistency to administrative salaries within the District while also being externally competitive with other St. Louis County school districts. These efforts resulted in the model framework that accompanies this memo.

This model framework, similar to the teacher salary schedule, is benchmarked on St. Louis County school district median salary levels. However, several important differences are also present. Specifically, while the teachers' salary schedule and comparative data consists of various distinct channels and steps, there is no such differentiation in the administrative arena. Instead, the administrative median data and schedule largely consists of a single salary and years' experience data point for each building and central office administrative position. As a result, it is necessary to impute salary credit values to reflect years of experience. However, no further adjustment for degree level was considered necessary as the median salary data already incorporates that factor.

A further difference is simply in the number of positions in the county population. Obviously, there are far more teachers in St. Louis County than there are building principals. And there are more building principals than Assistant Superintendents. These smaller population sample sizes can and do lead to more mathematical variability when medians and averages and percentages are computed. Nonetheless, there are generally still enough administrators in most building and central office administrative positions around St. Louis County to yield reasonably reliable results from a statistical standpoint.

Finally, while the duties, workload and responsibilities of a teacher tend to be very similar from one district to the next regardless of district size or structure, there can be less comparability for some lower incidence administrative positions—especially as the districts vary in size and organizational structure. This can make administrative salary comparisons more difficult.

In spite of these challenges, the Administrative Salary Committee believes the accompanying model framework represents a giant leap forward in providing a fairer, more equitable, consistent

and competitive salary structure for district administrators. Specifically, it is based on St. Louis County school district median salaries and years of experience, adjusted as follows:

- 1) Goal of 3% above the St. Louis County median salary for median years of experience;
- 2) Experience credit of 1.5% given for each of first 8 years of experience > county median;
- 3) Experience credit of 0.5% given for each additional year of experience beyond that;
- 4) For those below the salary goal, an equity adjustment is made in amount of 50% of difference—i.e. salary goal should be achieved over a 2 year period;
- 5) For those already at or above the salary goal, a minimum 2% increase is provided.

As the comparison salary data was collected and analyzed, it became apparent that unlike teacher salaries, administrative salaries in Webster Groves School District had instead generally fallen slightly behind the county median curve for most positions and individuals in those positions. It was this realization that resulted in the need for the equity adjustment outlined in 4) above. While the cost of beginning to act on this data by implementing this new salary model for 2017-18 results in slightly higher than average increase in the administrative salary budget—specifically about a 4.93% increase—it is a necessary step in fairly and consistently compensating administrative staff within the district and to remaining competitive with other districts for the best administrative talent.

Members of the Administrative Salary Committee include:

Tony Arnold, Principal-Avery
Marty Baker, Director-Ambrose Family Center
Kris Denbow, Assistant Superintendent-C&I
Jean Dugan, Board of Education
Bruce Ellerman, Interim CFO/COO
Dwight Kirksey, Interim Assistant Principal-WGHS
Todd Roberts, Assistant Principal-Hixson
John Simpson, Superintendent
John E. Thomas, Assistant Principal-WGHS
Sandy Wiley, Assistant Superintendent-HR
Julie Wuch, Principal-Edgar Road

RECOMMENDED BOARD ACTION....that the Webster Groves School District Board of Education approve the proposed Administrative Salary Structure for the 2017-18 school year.

Webster Groves School District
 Administrative Salary Analysis - Base Plus
 2016-17
 Revised:

4/17/2017

Issues:

- 1) Some district admin staff have limited comp's (communications, early childhood, stu svcs, const mgr)
- 2) Size of district and level of responsibility of some positions may vary greatly at Director level

Allowance for Year 1 through Year	8	1.50%
Allowance for Additional Years		0.50%
Goal % above StL County Median		3.00%

of years to Goal= 2
 Min increase = 2.000%

Position	# of Comps	Salary at Goal % of		Size Adjustment	Size Adjusted for	Pos	StL County Median		2016-17 Webster	2016-17 Webster	Median Benchmarked	Salary at Minimum	Increase	Salary at Increase + Equity		Difference
		StL County Median Salary	StL County Median				StL County Median	StL County Median						Equity Adjust	Equity Adjust	
Asst. Principal--Elementary School	51	\$ 87,544	\$ 90,170	100.000%	\$ 90,170	3			0	\$ 100,000	\$ 86,112	\$ 102,000	\$ -	\$ 102,000	\$ 2,000	
Asst. Prin--HS (interim @ 90% HS AP)	114	\$ 92,413	\$ 95,185	100.000%	\$ 95,185	4			0	\$ 100,000	\$ 89,474	\$ 102,000	\$ -	\$ 102,000	\$ 2,000	
Asst. Principal--High School	114	\$ 102,681	\$ 105,762	100.000%	\$ 105,762	4			0	\$ 100,000	\$ 99,416	\$ 102,000	\$ -	\$ 102,000	\$ 2,000	
Asst. Principal--Middle/Jr. High School	77	\$ 94,846	\$ 97,691	100.000%	\$ 97,691	4			0	\$ 100,000	\$ 91,830	\$ 102,000	\$ -	\$ 102,000	\$ 2,000	
Principal--Elementary School	153	\$ 113,251	\$ 116,649	100.000%	\$ 116,649	5			0	\$ 100,000	\$ 107,900	\$ 102,000	\$ 2,950	\$ 104,950	\$ 4,950	
Principal--High School	45	\$ 127,550	\$ 131,377	100.000%	\$ 131,377	5			0	\$ 100,000	\$ 121,524	\$ 102,000	\$ 9,762	\$ 111,762	\$ 11,762	
Principal--Middle/Jr. High School	47	\$ 115,000	\$ 118,450	100.000%	\$ 118,450	3			0	\$ 100,000	\$ 113,120	\$ 102,000	\$ 5,560	\$ 107,560	\$ 7,560	
Athletic Director	31	\$ 104,601	\$ 107,739	100.000%	\$ 107,739	4			0	\$ 100,000	\$ 101,275	\$ 102,000	\$ -	\$ 102,000	\$ 2,000	
Chief Communications Officer	8	\$ 111,345	\$ 114,685	100.000%	\$ 114,685	8			0	\$ 100,000	\$ 100,923	\$ 102,000	\$ -	\$ 102,000	\$ 2,000	
Assistant Superintendent-C&I	25	\$ 140,000	\$ 144,200	100.000%	\$ 144,200	3			0	\$ 100,000	\$ 136,846	\$ 102,000	\$ 17,423	\$ 119,423	\$ 19,423	
Assistant Superintendent-HR	19	\$ 141,800	\$ 146,054	100.000%	\$ 146,054	3			0	\$ 100,000	\$ 139,482	\$ 102,000	\$ 18,741	\$ 120,741	\$ 20,741	
CFO	23	\$ 145,884	\$ 150,260	100.000%	\$ 150,260	5			0	\$ 100,000	\$ 138,991	\$ 102,000	\$ 18,496	\$ 120,496	\$ 20,496	
Director of Student Services	8	\$ 109,843	\$ 113,138	100.000%	\$ 113,138	6			0	\$ 100,000	\$ 103,804	\$ 102,000	\$ 902	\$ 102,902	\$ 2,902	
Comptroller/Director of Finance	21	\$ 101,316	\$ 104,355	100.000%	\$ 104,355	3			0	\$ 100,000	\$ 99,659	\$ 102,000	\$ -	\$ 102,000	\$ 2,000	
Director of Facilities	23	\$ 105,341	\$ 108,501	100.000%	\$ 108,501	9			0	\$ 100,000	\$ 93,853	\$ 102,000	\$ -	\$ 102,000	\$ 2,000	
Director of Technology	18	\$ 94,780	\$ 97,623	100.000%	\$ 97,623	9			0	\$ 100,000	\$ 85,176	\$ 102,000	\$ -	\$ 102,000	\$ 2,000	
Director of Instr Tech (90% Dir of Tech)		\$ 85,302	\$ 87,861	100.000%	\$ 87,861	9			0	\$ 100,000	\$ 76,659	\$ 102,000	\$ -	\$ 102,000	\$ 2,000	
Director of Early Childhood	7	\$ 114,358	\$ 117,789	100.000%	\$ 117,789	2			0	\$ 100,000	\$ 114,255	\$ 102,000	\$ 6,128	\$ 108,128	\$ 8,128	
Director of HR	21	\$ 101,316	\$ 104,355	100.000%	\$ 104,355	3			0	\$ 100,000	\$ 99,659	\$ 102,000	\$ -	\$ 102,000	\$ 2,000	
Construction Manager (100% Dir of Fac)		\$ 105,341	\$ 108,501	100.000%	\$ 108,501	9			0	\$ 100,000	\$ 93,853	\$ 102,000	\$ -	\$ 102,000	\$ 2,000	
Net Total									\$ 2,000,000	\$ 2,093,811	\$ 2,040,000	\$ 79,962	\$ 2,119,962	\$ 119,962	5.998%	