

**HARTLAND CONSOLIDATED SCHOOLS
REGULAR MEETING – BOARD OF EDUCATION
August 15, 2019**

AGENDA

- I. Call to order, 7:30 a.m., Boardroom, Educational Support Service Center
 - A. Pledge of Allegiance
 - B. Approval of agenda/items for discussion
 - C. Approval of minutes – August 5, 2019 special meeting
 - D. Superintendent’s Report
 - Opening Day Breakfast – August 19, 2019
 - Hartland Living banner
 - October 14, 2019 Board Meeting
 - E. Call to the public

This portion of the agenda is for citizens to address any questions or comments to the Board. Attendees must register their intention to participate upon arrival at the meeting.

The Board will listen and take comments and questions under advisement but will not respond at this time. The presiding officer will refer questions to the superintendent for investigation and respond at a later date.

Speakers are asked to express themselves in a civil manner, with due respect for the dignity and privacy of others who may be affected by your comments. Each speaker may be limited to three (3) minutes. No participant may speak more than once.

- F. Board reports & requests
- II. Action Items
 - A. Payment of Invoices
 - B. Recognition of Tenure
 - C. New Hires
 - D. Wheelchair lift replacement at Round Elementary

- III. Discussion
 - A. Administrative Salary Adjustment

- IV. Information Items
 - A. Future meetings: September 9, 2019, regular meeting, 6:30 p.m. Hartland Educational Support Service Center; October 14, 2019, regular meeting, 6:30 p.m. Hartland Educational Support Service Center
 - B. Information Items

- V. Adjournment

This meeting is a meeting of the Board of Education in public for the purpose of conducting the business of Hartland Consolidated Schools and is not to be considered a public community meeting. There is a time for public participation during the meeting as indicated in Agenda Item I.E.

DETAILED AGENDA

I. CALL TO ORDER

I.A. PLEDGE OF ALLEGIANCE

I.B. APPROVAL OF AGENDA/ITEMS FOR DISCUSSION

(Recommended action): That the agenda for the August 15, 2019 regular meeting be approved.

Motion by _____, supported by _____. _____

I.C. APPROVAL OF MINUTES – AUGUST 5, 2019 SPECIAL MEETING- SEE ATTACHED

(Recommended action): That the minutes of the August 5, 2019 special meeting be approved.

Motion by _____, supported by _____. _____

I.D. SUPERINTENDENT’S REPORT

- Opening Day Breakfast – August 19, 2019, 8:00 a.m.
- Hartland Living banner
- October 14, 2019 Board Meeting

I.E. CALL TO THE PUBLIC

I.F. BOARD REPORTS & REQUESTS

II.A. PAYMENT OF INVOICES (SEE ATTACHED)

(Recommended action): That the Board of Education, upon the recommendation of the Assistant Superintendent for Business & Operations, approves the financial report as of July 31, 2019, and the payment of invoices totaling \$2,283,438.62 and payroll obligations totaling \$3,476,524.54.

Motion by _____, supported by _____. _____

II.B. MOTION TO RECOGNIZE TENURE (SEE ALTERNATE RESOLUTION BELOW)

(Recommended action): That the Board of Education, upon the recommendation of the Superintendent, recognizes Rachel Camilleri’s successful completion of the probationary teaching requirements and achievement of tenure as of August 29, 2019. Motion by _____, supported by _____. _____

(Recommended action): That the Board of Education, upon the recommendation of the Superintendent, recognizes Kari House’s successful completion of the probationary teaching requirements and achievement of tenure as of August 29, 2019. Motion by _____, supported by _____. _____

(Recommended action): That the Board of Education, upon the recommendation of the Superintendent, recognizes Stacey Maffeo’s successful completion of the probationary teaching requirements and achievement of tenure as of August 29, 2019. Motion by _____, supported by _____. _____

(Recommended action): That the Board of Education, upon the recommendation of the Superintendent, recognizes Melanie Ralbusky’s successful completion of the probationary teaching requirements and achievement of tenure as of August 29, 2019. Motion by _____, supported by _____. _____

(Recommended action): That the Board of Education, upon the recommendation of the Superintendent, recognizes Andrea Sprague's successful completion of the probationary teaching requirements and achievement of tenure as of August 29, 2019. Motion by _____, supported by _____. _____

ALTERNATE RESOLUTION:

(Recommended action): That the Board of Education, upon the recommendation of the Superintendent, recognizes the successful completion of the probationary teaching requirements and achievement of tenure as of August 29, 2019 for the following teachers: Rachel Camilleri, Kari House, Stacey Maffeo, Melanie Ralbusky and Andrea Sprague. Motion by _____, supported by _____. _____

II.C. **NEW HIRES (SEE ATTACHED)**

(Recommended action): That the Board of Education, upon the recommendation of the Superintendent, offers a probationary teaching contract to Bradley Guenther for the 2019/20 school year at the Step 2, BA salary tract (\$42,227), pending verification of credentials and Public Acts 99, 83 & 189 requirements, if applicable. Motion by _____, supported by _____. _____

(Recommended action): That the Board of Education, upon the recommendation of the Superintendent, offers a probationary teaching contract to Stacey French for the 2019/20 school year at the Step 2, MA +30 salary tract (\$51,368), pending verification of credentials and Public Acts 99, 83 & 189 requirements, if applicable. Motion by _____, supported by _____. _____

II.D. **WHEELCHAIR LIFT REPLACEMENT AT ROUND ELEMENTARY**

(Recommended action): That the Board of Education, upon the recommendation of the Assistant Superintendent for Business & Operations, and the Director of Maintenance approves the purchase of a wheelchair lift replacement for Round Elementary as presented.

Motion by _____, supported by _____. _____

III.A. **ADMINISTRATIVE SALARY ADJUSTMENT (SEE ATTACHED)**

For discussion. Revisions to Board Policy 1410 and 1410.01.

IV.A. **FUTURE MEETINGS**

September 9, 2019, regular meeting, 6:30 p.m. Hartland Educational Support Service Center

October 14, 2019, regular meeting, 6:30 p.m. Hartland Educational Support Service Center

IV.B. **INFORMATION ITEMS**

V. **ADJOURNMENT**

Hartland Consolidated Schools
Special Meeting-Board of Education
August 5, 2019

Members present: T. Dumond, C. Aberasturi, M. Hemeyer, K. Coleman
Members absent: C. Costa, C. Kenrick, B. Gatewood
Admin. Present: C. Hughes, S. Bacon, D. Minsker, S. VanEpps, M. Cheney, E. Hawker, S. Way,
M. Marino, J. Reck, K. Gregory, E. Aluia, N. Conley, T. Howerton
Guests: T. Ureche

President Dumond called the meeting to order at 7:30 a.m. in the Board Room of the Hartland Educational Support Service Center. The Pledge of Allegiance was recited.

8/5/19 AGENDA APPROVED

Motion by Hemeyer, supported by Aberasturi that the agenda for the August 5, 2019 special meeting be approved. Motion carried 4-0.

7/15/19 MINUTES APPROVED

Motion by Aberasturi, supported by Coleman that the minutes of the July 15, 2019 organizational meeting be approved. Motion carried 4-0.

SUPERTINTENDENT'S REPORT

Mr. Hughes introduced Mrs. Conley as the new principal of Legacy/HVA.

CALL TO THE PUBLIC

There was no response to call to the public.

NEW HIRES

Motion by Coleman, supported by Hemeyer that the Board of Education, upon the recommendation of the Superintendent, offers a probationary teaching contract to Jennifer Gulbis for the 2019/20 school year at the Step 2, MA salary tract, pending verification of credentials and Public Acts 99, 83 & 189 requirements, if applicable. Motion carried 4-0. Principal Cheney introduced Ms. Gulbis.

Motion by Hemeyer, supported by Aberasturi that the Board of Education, upon the recommendation of the Superintendent, offers a 2-year contract to Angelina Kreger for the 2019/20 school year as presented. Motion carried 4-0. Mr. Hughes introduced Ms. Kreger.

Motion by Aberasturi, supported by Hemeyer that the Board of Education, upon the recommendation of the Superintendent, offers a 2-year contract to Thomas Ureche for the 2019/20 school year as presented. Motion carried 4-0. Mrs. Gregory introduced Mr. Ureche.

WHEELCHAIR LIFT REPLACEMENT AT ROUND

Matt Marino talked about the lift at Round Elementary being a problem over the last couple of years because we can not get parts or service for the current one anymore. Only one company submitted a bid for the project.

FUTURE MEETINGS

Mr. Hughes noted that the next meeting is scheduled for August 15, 2019, regular, at 7:30 a.m. in the Boardroom of the Educational Support Service Center. Mr. Dumond reminded everyone of the District Breakfast on August 19th at 8:00 a.m.

ADJOURNMENT

The meeting was adjourned at 7:43 a.m.

Respectfully submitted,

A handwritten signature in cursive script that reads "Michelle Hemeyer".

Michelle Hemeyer
Secretary

A handwritten signature in cursive script that reads "Renee Braden".

Renee Braden
Recording Secretary

**HARTLAND CONSOLIDATED SCHOOLS
BOARD MEETING ON AUGUST 15, 2019
EXPENDITURES FOR THE MONTH OF JULY 2019**

Check registers and ACH payments:

Date	Description	General Fund	Athletics	Cafeteria	Capital Proj	Debt	Activity	TOTAL
07/03/2019	A/P Check Run	\$ 17,180.58	\$ 262.16	\$ 32,479.44	\$ 11,313.00		\$ 9,095.65	\$ 70,330.83
07/03/2019	A/P Check Run	\$ 386,297.87						\$ 386,297.87
07/08/2019	A/P Check Run	\$ 1,100.00						\$ 1,100.00
07/11/2019	A/P Check Run	\$ 125,957.75	\$ 19,392.91				\$ 17,060.46	\$ 162,411.12
07/11/2019	A/P Check Run	\$ 62,615.41		\$ 15,230.23	\$ 78,712.04		\$ 5,110.07	\$ 161,667.75
07/18/2019	A/P Check Run	\$ 270,096.24	\$ 6,679.62	\$ 340.68			\$ 2,578.90	\$ 279,695.44
07/18/2019	A/P Check Run	\$ 40,342.81	\$ 180.00		\$ 70,827.00		\$ 2,468.31	\$ 113,818.12
07/25/2019	A/P Check Run	\$ 314,646.39					\$ 776.79	\$ 315,423.18
07/25/2019	A/P Check Run	\$ 6,845.28			\$ 209,141.16			\$ 215,986.44
07/26/2019	A/P Check Run	\$ 523,522.86	\$ 2,455.00				\$ 3,640.67	\$ 529,618.53
07/31/2019	Prepaid Checks							\$ -
07/31/2019	Void Checks	\$ (50.00)	\$ (270.00)					\$ (320.00)
07/10/2019	Merchant Fees	\$ 11,213.80						\$ 11,213.80
07/12/2019	PCMI - ACH	\$ 9,416.42						\$ 9,416.42
07/25/2019	PCMI - ACH	\$ 5,531.47						\$ 5,531.47
07/24/2019	PNC VISA - ACH	\$ 21,247.65						\$ 21,247.65
TOTAL		\$ 1,795,964.53	\$ 28,699.69	\$ 48,050.35	\$ 369,993.20	\$ -	\$ 40,730.85	\$ 2,283,438.62

Payroll and Benefit expenses:

Date	Description	Net Pay	Federal Taxes	State Taxes	Retirement	Other	Health Equity	TOTAL
7/1/2019	6/28/2019 PAYDATE				\$ 390,659.06			\$ 390,659.06
7/1/2019	JUNE UAAL				\$ 312,234.78			\$ 312,234.78
7/12/2019	7/12/2019 PAYDATE	\$ 626,270.64	\$ 221,991.75	\$ 32,799.45	\$ 320,377.58			\$ 1,201,439.42
7/26/2019	7/26/2019 PAYDATE	\$ 869,789.26	\$ 336,913.02	\$ 47,334.07			\$ (30,070.00)	\$ 1,223,966.35
7/24/2019	JULY UAAL				\$ 312,234.79			\$ 312,234.79
JULY HLTH EQ CLAIMS							\$ 35,990.14	\$ 35,990.14
TOTAL		\$ 1,496,059.90	\$ 558,904.77	\$ 80,133.52	\$ 1,335,506.21	\$ -	\$ 5,920.14	\$ 3,476,524.54

New Hire
August 15, 2019

**HARTLAND CONSOLIDATED SCHOOLS
HARTLAND, MICHIGAN**

RESUME'

NAME: Bradley Guenther

ADDRESS: 7106 Poplar Drive
Ypsilanti, MI 48197

EDUCATION: B.S., Wayne State University - 2018

MAJOR: Elementary Education

MINOR: Social Studies

CERTIFICATION: Elementary Standard Teaching Certificate K-5 all subjects (K-8 all subjects self-contained classroom).

EXPERIENCE: Bradley has worked as an elementary teacher at Marshall Upper Elementary School in the Wayne/Westland School District since September of 2018. Prior to that Bradley did his student teaching at Walker-Winter Elementary School.

SALARY STEP: BA, Step 2

ASSIGNMENT: Physical Education at Creekside Elementary School

Recommended Action:

That the Board of Education, upon the recommendation of the Superintendent, offers a probationary teaching contract to Bradley Guenther for the 2019-2020 school year, at the Step 2, BA salary tract, (\$42,227), pending verification of credentials and Public Acts 99, 83 & 189 requirements, if applicable.

New Hire
August 15, 2019

**HARTLAND CONSOLIDATED SCHOOLS
HARTLAND, MICHIGAN**

RESUME'

NAME: Stacey French

ADDRESS: 7019 Granger Drive
Howell, MI 48855

EDUCATION: M.A., Marygrove College – 2010
B.S., Baker College – 2008

MAJOR: Elementary Education and English

MINOR: Early Childhood

CERTIFICATION: Elementary Professional Teaching Certificate with endorsements in English (BA) and Child Development (ZA).

EXPERIENCE: Since 2008 Stacey has been teaching 2nd, 3rd and 5th grades in the Grand Blanc Community School District.

SALARY STEP: MA+30, Step 2

ASSIGNMENT: 5th Grade at Farms Intermediate School

Recommended Action:

That the Board of Education, upon the recommendation of the Superintendent, offers a probationary teaching contract to Stacey French for the 2019-2020 school year, at the Step 2, MA+30 salary tract, (\$51,368), pending verification of credentials and Public Acts 99, 83 & 189 requirements, if applicable.

Administrator Salary Adjustment Recommendation

8-15-19

As the Superintendent, I am requesting that the Board of Education adopt my recommendation to adjust the administrative salary schedule currently listed in Board Policy 1410 for the 2019-20 school year.

Rationale:

1. I stated to the Board of Education, during the course of negotiating all of our contracts a year ago, that when we were confident that we have taken care of our employees we needed to look at taking care of our administrators. This is part of our “stable table” concept where one leg is “to attract and retain employees.”
2. When working to hire a new administrator with outside experience the district could not come close to a salary agreement. The person we offered the job to had nine years of experience and we were off by \$19,500 at Step 5 of our Elementary schedule.
3. When comparing Hartland administrative salaries with Brighton, Howell, Grand Blanc, and Saline salaries are not comparable.
4. When comparing administrative costs through the Michigan Department of Education Bulletin 1014, (email to legislators and Board of Education on 4-29-19) I shared that Hartland administrative costs have been ranked #767 (2017-18), #758 (2016-17), and #791 (2015-16) over the past three years out of 825 districts and Public Charter Schools in Michigan. This means that we are not ranked in the top but closer to the bottom compared to all other school districts.

District Comparison Data:

Note: There is no way to compare “apples to apples” when reading the association contracts for these districts (we do not have an Administrative Union). The only district that has a salary schedule like ours is Saline. I have attempted to compare salaries that are current so that you can see where they fall compared to where our administrators fall in the same three categories.

Brighton:

HS Principal = \$131,846

MS Principal = \$124,555

Elem. Principal = \$ 107, 349 to \$112, 708

*Plus: 1% Annuity, Longevity, Bargaining Team Stipend, Full Tuition Reimbursement

Note: Brighton just posted for an Assistant Superintendent with a range of \$125,000 to \$132,600. My recommendation brings the range for Assistant Superintendent to \$116,560 to \$126,560 after 5 years.

Howell:

HS Principal = \$126, 376

MS Principal = 100,508

Elem. Principal = 94,267

*Plus: Experience Longevity up to 3% added to base salary annually, District Employee Longevity up to 3% annually, Bonus Longevity of 4.5% to 6.5% annually for 3 years and paid out every third year, 50% Tuition Reimbursement + books, 1.5% to 2% for Degree Held Factor, and \$750 off schedule annually paid in July.

Saline:

HS Principal = \$126,083

MS Principal = \$122,847

Elem. Principal = 112,733 to 115,877

*Plus: Retirement Stipend of \$1,000 per each year of service, Full Education Reimbursement

Grand Blanc:

HS Principal: \$109,042

MS Principal: \$115,344 – \$120,193

Elementary Principal: \$105,207 – \$108,212

*Plus: 3% to 6% of Annual Salary for Longevity, 50% Tuition Reimbursement, 2.5% to 10% Annual Education Degree Status, and 2% annually if choose insurance with a co-pay and 1.5% annually if choose insurance with no co-pay

Hartland:

HS Principal: \$108,367 – \$110,738

MS Principal: \$99,536 - \$103,907

Elem. Principal: \$93,507 – \$97,892

Plus: Longevity \$3,000 to \$6,000 for non-52 weeks and \$3,000 to \$9,000 for 52 weeks



Position: Assistant Superintendent of Finance

Reports to: Superintendent

Job Goal: The Assistant Superintendent of Finance is responsible for implementing the District's vision for an exemplary and compelling K-12 education to prepare all students for 21st century scholarship, citizenship and leadership. To this end, the Assistant Superintendent oversees the development, implementation, and evaluation of the District's business affairs. In addition, the Assistant Superintendent works closely with the Superintendent to ensure that business affairs reflect the values and vision of the Brighton Community, as well as the Board of Education. The Assistant Superintendent must be adept in managing all supervisory, budgetary, and compliance related duties associated with the position while providing extraordinary leadership and guidance as the district continues its quest to be a state and national academic leader.

Posting Date: July 23, 2019

Deadline Date: August 16, 2019

Starting Date: September 1, 2019

Annual Salary: \$125,000-\$132,600

Qualifications:

1. Minimum of a Bachelors Degree in Accounting, and a minimum of a Masters Degree in Educational Administration, accounting, or related field; and a CPA certification strongly preferred.
2. Minimum of five (5) years demonstrated administrative and leadership experience in the area of school business.
3. Michigan School Business Officials (MSBO) current Chief Financial Officer (CFO) certificate preferred.
4. Positive record in collaborative leadership in developing working relationships with employee groups and bargaining units.
5. Experience with software and operations of school financial accounting systems.
6. Ability to draft presentations and effectively present information to administrators, public groups/community and the board of education.
7. Excellent communication (oral, written and listening) and interpersonal relations skills.

1410 - ADMINISTRATIVE SALARY STRUCTURE

PURPOSE

To establish a continuing process for administrative salaries.

SCOPE

This policy applies to all the administrators **noted in the salary schedule**, assistant superintendents, building principals, assistant principals, the Athletic Director, Director of Technology and the Director of Community Education.

DESCRIPTION

District administrators, as described in the scope of this policy, who are performing at an **satisfactory level Effective or Highly Effective level** can expect to move up one (1) salary step on the salary schedule each year until Step 5 is reached. Administrators receiving an **unsatisfactory a Minimally Effective or Ineffective** evaluation will not receive the step increment raise or longevity. His/Her salary shall be frozen, and s/he may face possible termination. (Note: last two sentences moved from end of this policy)

After administrators finish the year at salary Step 5, a longevity benefit replaces step increases **in year six and only after the administrator accumulates five complete years of service in the district.**

Merit Pay: All Administrators referenced in this policy who are rated Effective or Highly Effective will either move up on the salary schedule or after reaching Step 5 be eligible for an off-schedule payment of \$1,000 at the end of the 6th year and each consecutive year thereafter.

The Personnel Committee (Superintendent) will recommend an update to the salary grid each year **when necessary to ensure that the district is offering competitive compensation.** At the discretion of the Superintendent, proposals can be moved through a standing committee or ad hoc committee of the Board prior to being considered by the entire Board of Education. ~~The formula to use as the basis for consideration in making the recommendation is as follows:-~~

- ~~A. Survey school districts in Livingston County and those in contiguous counties with a foundation allowance within ten percent (10%) of the District.~~
- ~~B. Use the average from the survey to establish Step 3 of the schedule.~~
- ~~C. Maintain an increment between steps of \$1,000.~~

Salary Schedule - ~~2018/2019~~ **2019-20 and 2020-21**

Assistant Superintendents **or Chief Financial Officer**

Step 1	Step 2	Step 3	Step 4	Step 5
\$114,060	\$115,154	\$116,248	\$117,340	\$118,433
\$116,560	\$119,060	\$121,560	\$124,060	\$126,560

- ~~A. The first step of the assistant superintendent's salary schedule will be three percent (3%) above Step 5 of the high school principal's salary schedule.~~
- ~~B. Additionally, annual salary increases commensurate with the teachers' salary increase will be addressed in the individual assistant superintendent contracts.~~

High School Principal

Step 1	Step 2	Step 3	Step 4	Step 5
\$106,367	\$107,459	\$108,553	\$109,645	\$110,738
\$108,867	\$111,367	\$113,867	\$116,367	\$118,867

Middle School Principal

Step 1	Step 2	Step 3	Step 4	Step 5
\$99,536	\$100,628	\$101,721	\$102,814	\$103,907
\$102,036	\$104,536	\$107,036	\$109,536	\$112,036

Director of Student Services (Depending on the job description created, this position can be assigned to a different salary category)

Step 1	Step 2	Step 3	Step 4	Step 5
\$99,534	\$100,628	\$101,721	\$102,814	\$103,907
\$102,034	\$104,534	\$107,034	\$109,534	\$112,034

Intermediate School Principal

Step 1	Step 2	Step 3	Step 4	Step 5
\$96,520	\$97,613	\$98,706	\$99,800	\$100,892
\$99,020	\$101,520	\$104,020	\$106,520	\$109,020

Elementary School Principals

Step 1	Step 2	Step 3	Step 4	Step 5
\$93,507	\$94,601	\$95,694	\$96,787	\$97,880
\$96,007	\$98,507	\$101,007	\$103,507	\$106,007

Assistant Principals, Athletic Director, Community-Education Director, Director of Community Education and Legacy Principal

Step 1	Step 2	Step 3	Step 4	Step 5
\$91,322	\$92,415	\$93,509	\$94,602	\$95,695
\$93,820	\$96,320	\$98,820	\$101,320	\$103,820

Administrative Dean of Students and Director of Technology – Hartland High School

Step 1	Step 2	Step 3	Step 4	Step 5
\$81,097	\$82,166	\$83,232	\$84,302	\$85,369
\$83,597	\$86,097	\$88,597	\$91,097	\$93,597

Annual salary increases commensurate with the teachers’ salary formula will be addressed in the individual contracts (Frozen for 2019-20) if it is currently in force.

Apply the same salary increase percent as the annual teachers’ salary increase.

It shall be at the discretion of the Personnel Committee Board of Education upon the recommendation of the Superintendent to modify compensation as needed to be fiscally prudent and protect personnel from salary decreases.

New administrators in the District, without administrative experience in a comparable position, shall begin on salary Step 1. New administrators from outside the district with experience may be placed on the salary schedule as determined by the Superintendent with years toward longevity starting at year one.

LONGEVITY – Building Level Administrators, Directors

Administrators receiving a "satisfactory" an Effective or Highly Effective evaluation will move up one (1) step each year until they reach Step 5 (Merit). After that, they will qualify for additional longevity as follows:

Step 6	Step 7	Step 8	Step 9	Step 10
\$2,000	\$2,500 \$3,000	\$3,000 \$4,000	\$3,500 \$5,000	\$4,000 \$6,000
Step 11	Step 12	Step 13	Step 14	
\$4,500	\$5,000	\$5,500	\$6,000	

LONGEVITY – Superintendent, Asst. Superintendents, CFO, High School Principal

Administrators receiving a "satisfactory" an Effective or Highly Effective evaluation will move up one (1) step each year until they reach Step 5 (Merit). After that, they will qualify for additional longevity as follows:

Step 6	Step 7	Step 8	Step 9	Step 10
\$3,000 \$5,000	\$3,750 \$6,000	\$4,500 \$7,000	\$5,250 \$8,000	\$6,000 \$9,000
Step 11	Step 12	Step 13	Step 14	
\$6,750	\$7,500	\$8,250	\$9,000	

Asst. Superintendents, High School Principal, High School Athletic Director, Director of Technology, and Director of Community Education are eligible to cash in a maximum of five vacation days at the end of the year by notifying the Superintendent by May 15 of each year.

**Hartland Consolidated Schools
Administrative Salaries**

			Current	FICA/RET	Total	Proposed Increase	Proposed Salary	FICA/RET	Total	Merit
	Sched	Step	Salary							
Scott VanEpps	AS	5	118,433	39,853	158,286	8,127	126,560	42,587	169,147	1000
Dave Winsker	AS	3	116,248	39,117	155,365	5,312	121,560	40,905	162,465	
TBD	AS	1	114,060	38,381	152,441	2,500	116,560	39,222	155,782	
Kate Gregory	HSP	3	108,553	36,528	145,081	5,314	113,867	38,316	152,183	
Lawrence Pumford	MSP	5	103,907	34,965	138,872	8,129	112,036	37,700	149,736	1000
Milki Cheney	ISP	5	100,892	33,950	134,842	8,128	109,020	36,685	145,705	1000
Dotty Hottum	ESP	5	97,880	32,937	130,817	8,127	106,007	35,671	141,678	1000
Tony Howerton	ESP	5	97,880	32,937	130,817	8,127	106,007	35,671	141,678	1000
Stephanie Way	ESP	1	93,507	31,465	124,972	2,500	96,007	32,306	128,313	
Angelina Kreger	ESP	1	93,507	31,465	124,972	2,500	96,007	32,306	128,313	
Jason Reck	AP	3	93,509	31,466	124,975	5,313	98,822	33,254	132,076	
Emily Aluia	AP	1	91,322	30,730	122,052	2,498	93,820	31,570	125,390	
Tom Ureche	AP	1	91,322	30,730	122,052	2,498	93,820	31,570	125,390	
Chris Chanavier	AP	5	95,695	32,201	127,896	8,127	103,822	34,936	138,758	1000
Ethan Hawker	AP	3	93,509	31,466	124,975	5,313	98,822	33,254	132,076	
JD Wheeler	AP	5	95,695	32,201	127,896	8,127	103,822	34,936	138,758	1000
Michelle Otis	AP	5	95,695	32,201	127,896	8,127	103,822	34,936	138,758	1000
Scott Usher	N/A	1	79,584	26,780	106,364	4,013	83,597	28,130	111,727	
Nicole Conley	AP	1	91,322	30,730	122,052	2,498	93,820	31,570	125,390	
TOTAL			1,872,520	630,103	2,502,623	105,278	1,977,798	665,529	2,643,327	8000
						Total Increase	105,278	35,426	140,704	

FICA - 7.65%

Retirement - 26%

Total Cost with Merit \$ 148,704

policy

**BOARD OF EDUCATION
HARTLAND CONSOLIDATED SCHOOLS**

ADMINISTRATION
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COMPENSATION AND LONGEVITY SCHEDULE - HCS DIRECTOR
AND SUPERVISOR POSITIONS

Director/Supervisor Tier 1	Supervisor Tier 2
Student Nutrition Director Accounting Department Supervisor Payroll Supervisor Transportation Director Custodial and Maintenance Coordinator Administrative Assistant to Superintendent Assistant Director for Community Education	Technology and Student Services Assistant Assistant to Director of Student Nutrition Personnel Coordinator School Nurse Director of Senior Center *Transportation Dispatcher = Longevity only *Head Mechanic & Mechanic = Longevity only (positions are hourly with existing pay schedule)

Compensation Schedule	
Year 1	Base Salary
Year 2	1%
Year 3	1%
Year 4	1%
Year 5	1%

	Year 6	Year 7	Year 8	Year 9	Year 10	Year 11	Year 12	Year 13	Year 14	Longevity	Year 6-8	Year 9-14	Year 15-19	Year 20-24	Year 25-13+
	\$2,000	\$2,500	\$3,000	\$3,500	\$4,000	\$4,500	\$5,000	\$5,500	\$6,000		\$1,000	\$2,100	\$2,600	\$3,100	\$3,600
<i>3000</i>															
<i>4000</i>															
<i>5000</i>															
<i>6000</i>															
<i>Consistent with Adm Schedule</i>															
												<i>2000</i>	<i>3000</i>	<i>4000</i>	<i>5000</i>

*Data Tech and Computer Tech positions have separate compensation & longevity grid

*This compensation schedule may change year to year depending on District financial conditions and measures necessary to ensure fiscal responsibility and operational efficiency. Administration will periodically review market values and employment conditions.

Adopted 12/14/15