



December 3, 2009

**APPENDIX LLL-6-18
December 14, 2009****MEMORANDUM**

To: Members of the Board of Education

From: Daniel A. Nerad, Superintendent

Subject: **Administrators and Professional Employees Salary Increase Recommendation: 2009-2010**

Background:

Annually, on a biennial basis, salary and benefit recommendations for administrators are brought to the Board of Education. In previous years, while the QEO was in place, that recommendation typically involved the same total package as the teachers received the previous year. Since the QEO no longer governs the salary and benefits package of administrators, the Board is able to compensate administrators without reference to the previous requirements under the QEO.

Many issues affect the recommendation of an administrative salary increase including the impact on the district budget, the comparables of surrounding districts, the adjustments of other governmental groups in Dane County, the internal equity with other MMSD unit and the economy. I have considered these factors in the salary adjustment proposal that I am forwarding to the Board.

I am recommending a salary increase of 1.48% on the salary schedule which is relative to the 1.00% salary schedule increase that we gave the teachers this year. This salary increase translates to a 3.00% total package increase, which is relative to the 3.92% total package increase the teachers received. As such, this proposal provides a comparable salary increase but does not provide administrators and professional staff members the benefit of insurance savings.

Background:

The Professional Employees Unit was formally formed in 2006. This unit includes professional and supervisory employees. Since its inception, the annual salary increase for Professionals has been the same as Administrators. This year, I am recommending that the Professional Employees unit receive the same salary schedule increase as the Administrators. The recommended increase is 1.48% on the salary schedule.

Recommendation:

It is the recommendation of the Superintendent that the Board of Education approve the requested salary increase (1.48%) detailed in this memo for administrators and professional staff members.

Attachments - None.