

**THE SCHOOL BOARD OF ALACHUA COUNTY, FLORIDA
APPROVED MINUTES OF ADMINISTRATIVE SALARY STUDY WORKSHOP
October 3, 2006**

The School Board of Alachua County, Florida, met in workshop session duly called at 2 p.m. in Conference Room E, 620 East University Avenue, Gainesville, Florida. Present were F. Wesley Eubank, chairman; Virginia S. Child, vice chairman; Eileen Roy, Janie S. Williams, and Tina Pinkoson, members; W. Daniel Boyd, Jr., Superintendent; and staff members.

The workshop was called to order by Chairman F. Wesley Eubank.

The purpose of this workshop is to discuss Administrative Salaries (recruitment and retention); inequities in current administrative salary schedule (salaries frozen and improper placements); terminal administrative sick and vacation leave.

Dr. Joan Longstreth, assistant superintendent for Human Resources, distributed copies of the Committee's proposed recommendations, proposed salary schedule, and cost estimates for implementation (see copy of Attachment "A").

Tom Wittmer, staff attorney, made a presentation regarding administrator's terminal pay—sick leave and vacation (see copy of Attachment "B"). The current Administrator's Terminal Pay is a very complicated issue; therefore, the Board requested that the Staff Attorney and the Salary Committee study the current plans and bring back recommendations to the Board. The Committee recommended implementation of revised Administrator's Terminal Pay beginning with the next school year.

Keith Birkett, assistant superintendent for Planning, Budgeting, and Accountability, reviewed the two different cost schedules included in Attachment "A".

- Example 2: Place all administrators on salary level that provides 5% increase, except those administrators who are placed on a lower level to achieve internal equity.
- Example 3: Place all administrators on a salary step that provides a 5% increase to current salary or payment of a one-time bonus equal to 5% to administrators who are placed on a lower level to achieve internal equity.

Dr. Longstreth outlined the Committee's recommendations:

Phases of implementation July 1, 2006

- Adopt proposed salary schedule
- Place administrators on new schedule at the level that provides a 5% increase to current salary
- Address internal equity and make adjustments—No one would receive less than current salary
- Pay one-time bonus to individuals who do not receive 5% as a result of internal equity adjustment. Bonus amount would be the difference calculated between the percentage of increase received when placed on the salary schedule and 5%.

Phases of implementation July 1, 2007

- Implement procedures for terminal sick and vacation leave
- Delete Level AA
- Implement differentiated salaries (law)
- Implement school size supplements
- Move positions on Pay Grade 12 to Professional/Technical schedule
- Move selected TSAs to Administrative and Professional/Technical Salary Schedules

Board discussion:

- Moving employees to the Professional/Technical schedule effective July 2006 instead of July 2007, because there would be no negative financial impact.
- Internal equity – how the decision on placement would be determined and who would receive bonuses. Consider whether employees hired or promoted after July 1, 2006, should receive a 5% increase in salary or a bonus considering they had already received a 5 or 10% increase because of their promotion.
- School size supplements – suggested paying the supplement based on enrollment projections and to implement the supplements effective July 1, 2006.
- Had concerns regarding reclassification of TSAs and a possible phase-in plan.

Dr. Longstreth summarized the Board's suggestions and indicated that if future issues arise, they could be brought back to the Board.

The workshop adjourned at 3:30 p.m.