



Michael Clara <donmiguelslc@gmail.com>

Re: Reorganization

2 messages

Thu, Oct 29, 2015 at 12:03 PM

Janet Roberts <Janet.Roberts@slcschools.org>

To: Michael Clára <donmiguelslc@gmail.com>, Rosemary Emery <rosemary.emery2@gmail.com>, Heather Bennett <Heather.Bennett@slcschools.org>, Kristi Swett <Kristi.Swett@slcschools.org>, Tiffany Sandberg <Tiffany.Sandberg@slcschools.org>, Melissa Ford <Melissa.Ford@slcschools.org>, Katherine Kennedy <Katherine.Kennedy@slcschools.org>

Cc: McKell Withers <McKell.Withers@slcschools.org>, Kristina Kindl <Kristina.Kindl@slcschools.org>, Patrick Garcia <Patrick.Garcia@slcschools.org>, Craig Ruesch <Craig.Ruesch@slcschools.org>

Mr. Clara:

As a note, I received your email at 9:40 p.m. on Tuesday evening, after working hours. I feel I am responding to your request for information in one day.

Attached please find three documents that should answer your questions.

In regard to the additional 10 days, they are allowed based on the needs of the district.

In regard to provisional status, after consultation with our attorney, it is clear that the placement on the direct report salary schedule is a discretionary placement rather than a provisional placement. The superintendent can move administrators on and off this salary schedule but that placement does not change their current career or provisional status.

Sincerely,

Janet

Email to me from Mr. Clara:

I sent a set of questions to you two days ago and did not receive a response, so I am not sure if it went through. I am re-sending the text of that email again, with the hopes that you will respond:

Thank for this response, it is however, too scant for me to glean enough information to find the answers to my questions.

In order for me to cast an informed vote to approve or disapprove these new positions, I need the following questions answered:

Can you tell me the specific salary and step/lane they are on now and then tell me where on the superintendency salary schedule they will be placed so that I have an actual comparison?

More specifically, for **Barbara Kuehl**:

What degree does she currently have?

Being new to the position, will she be provisional?

How will it be determined if she receives the 10 extra days?

Please respond to these questions with dollar amounts:

What is her salary and step/lane now?

Where will she be placed on the Executive Director Salary schedule?

What additional dollar amount will she receive for her degree?

What additional Administrative Pay will she receive?

More specifically, for **Brian Conley**:

Where will he be placed on the CIO/Finance Director salary schedule?

Being new to the position, will he be provisional?

What degree does he currently have?

How will it be determined if he will receive the 10 extra days?

Please respond to these questions with dollar amounts:

What is his current salary?

What is his salary and step now?

What additional dollar amount will he receive for his degree?

What additional Administrative Pay will he receive?

More specifically, for **Larry Madden**:

Where will he be placed on the CIO/Finance Director salary schedule?

Being new to the position, will he be provisional?

What degree does he currently have?

How will it be determined if he will receive the 10 extra days?

Please respond to these questions with dollar amounts:

What is his current salary?

What is his salary and step now?

What additional dollar amount will he receive for his degree?

What additional Administrative Pay will he receive?

More specifically, for **Kathleen Christy**:

Where will she be placed on the superintendent's salary schedule?

Being new to the position, will she be provisional?

What degree does she currently have?

Please respond to these questions with dollar amounts:

What is her current salary?

What is her salary and step now?

What additional dollar amount will she receive for her degree?

What additional Administrative Pay will she receive?

Scanned By Microsoft EOP

2 attachments

 **Superintendency Reorg 2015-16.pdf**
89K

 **ATT00001.htm**
2K

Michael Clara <donmiguelslc@gmail.com>
Draft To: Kathleen Christy <k.christy@hotmail.com>

Fri, Jul 1, 2016 at 3:28 PM

FYI

[Quoted text hidden]

2 attachments

 **ATT00001.htm**
2K

 **Superintendency Reorg 2015-16.pdf**
89K

Superintendency Reorganization

Salt Lake City School District		2015-16 Superintendency Reorganization							
		Christy, Kathleen	Conley, Brian	Kuehl, Barbara	Madden, Larry				
		Prior	Prior	Prior	Prior				
		Reorg.	Reorg.	Reorg.	Reorg.				
Base Salary									
Administrators Salary Schedule									
Lane V									
Lane VI	106,321	106,321	106,321	106,321	101,154				
Superintendency Salary Schedule									
CIO/Financial Director									
Executive Director	110,489	106,321	106,321	110,489	103,525				
Degree									
Masters Degree 440 semester hours	2,564	2,564	2,564	2,564	2,564	2,564	2,564	2,564	2,564
Doctorate Degree									
Stipends									
Executive Director Stipend	4,168			4,168					
School Support Supervisor Stipend		3,000			3,000				
Total Base Salary	113,053	113,053	111,885	108,885	113,053	113,053	106,718	106,089	
Other									
Administrators Salary Schedule									
Admin. Longevity Pay 15 or more years	433		433				433		
Admin. Longevity Pay 30 or more years									
Superintendency Salary Schedule									
Admin. Pay less than 15 years					11,594				
Admin. Pay 15 or more years		12,065		12,065					12,065
Admin. Pay 30 years or more									
Longevity 2%	2,261	2,502					2,134	2,363	
Wellness									
1%									
2%			2,238	2,419					
3%							3,202	3,545	
4%									
Total Compensation	115,747	127,620	114,556	123,369	113,053	124,647	112,487	124,062	
Difference		11,873		8,813		11,594		11,575	

Office of J. Michael Clara
 Source: Roberts Email
 RECEIVED
 OCT 29 2015

2015-2016
 DIRECT REPORTS TO EMPLOYEES REPORTING TO THE BOARD
 223 DAYS/YEAR
 8.0 HOURS/DAY
 12.0 MONTHS

Reporting to Board to The

Note: Placement on this salary schedule is reviewed annually and may change based on appropriate performance evaluations. When the Board of Education hires a new superintendent, the new superintendent may reorganize the administration and reassign any current member of the Superintendency.

Step	Associate Superintendent	Assistant Superintendent	Executive Director	CIO/Finance Director
Mastery	145,396	139,875	110,489	106,321
Standard	139,791	134,301	103,525	99,443
Provisional	134,416	129,013	96,560	92,985

- In addition to the salary shown above, administrators paid from this schedule also receive the following:
 - Master's Degree +20 semester hours \$1,293
 - Master's Degree + 40 semester hours \$2,564
 - Doctorate Degree \$4,450
 - Administrative Pay less than 15 years \$11,594
 - Administrative Pay 15 or more years \$12,065
 - Administrative Pay 30 years or more \$12,375

Additional salary shall be paid in equal installments with regular payroll, and is subject to Cost of Living Adjustments.

- This schedule includes dental insurance.
- Placements on this salary schedule will be recommended by the Superintendent to the Board of Education.
- Administrators on this schedule are contracted to work 223 days per fiscal year with an option of 10 additional days if authorized by the Superintendent.
- Administrators on this schedule are part of the Wellness Incentive Program and will receive the following:
 - Step 4 Incentive (2184 sick leave hours) 4% of base wage
 - Step 3 Incentive (1768 sick leave hours) 3% of base wage
 - Step 2 Incentive (1352 sick leave hours) 2% of base wage
 - Step 1 Incentive (936 sick leave hours) 1% of base wage
- Administrators with 10 consecutive years in the district AND 25 years in the Utah State Retirement System OR Administrators with 10 consecutive years in the district AND have reached 55 years of age will receive longevity pay which shall be 2% of the salary schedule only (not including other TSA or administrative pay)



Salary Schedule #8
 Salt Lake City School District
 2015-2016
 ADMINISTRATORS/EDUCATIONAL - BUSINESS

STEP	1	II	III	IV	V	VI
10 Months	12 Months	12 Months	12 Months	12 Months	12 Months	12 Months
5	87,774	91,898	95,068	95,987	101,154	106,321
4	84,913	88,907	91,958	92,845	97,855	102,865
3	82,174	86,028	88,967	89,818	94,631	99,443
2	79,542	83,267	86,095	86,916	91,535	96,154
1	77,033	80,642	83,301	84,089	88,537	92,985

- In addition to the salary shown above, administrators also receive the following:
 - Master's Degree +20 semester hours \$1,293
 - Master's Degree +40 semester hours \$2,564
 - Doctorate Degree \$4,450
 - Administrative Longevity Pay 15 or more years \$433
 - Administrative Longevity Pay 30 or more years \$719
 Additional salary shall be paid in equal installments with regular payroll, and is subject to Cost of Living Adjustments.
- The following listed administrators are paid on the above schedule:
 - Lane I: Elementary Assistant Principals
 - Lane II: Middle School Assistant Principals; Coordinators
 - Lane III: Elementary Principals; Assistant High School Principals; Supervisors
 - Lane IV: Middle School Principals; K-8 Principals; Director III
 - Lane V: Director II
 - Lane VI: High School Principals; Director I
- This schedule includes dental insurance.
- Other administrative placements on this salary schedule will be recommended by the Superintendent's staff to the Board of Education.
- Administrators may receive additional pay for approved programs. These are documented in the 1993-94 negotiations. Assistant High School principals may receive additional pay for after-school functions as documented in the 1994-95 negotiations. Elementary assistant principals are eligible to receive additional days of pay.
- 12 month administrators are contracted to work 223 days per fiscal year. 10 month administrators are contracted to work 213 days per fiscal year
- Administrators on this schedule are part of the Wellness Incentive Program and will receive the following:
 - Step 4 Incentive (2184 sick leave hours) 4% of base wage
 - Step 3 Incentive (1768 sick leave hours) 3% of base wage
 - Step 2 Incentive (1352 sick leave hours) 2% of base wage
 - Step 1 Incentive (936 sick leave hours) 1% of base wage
- Administrators with 10 consecutive years in the district AND 25 years in the Utah State Retirement System OR Administrators with 10 consecutive years in the district AND have reached 55 years of age will receive longevity pay which shall be 2% of the salary schedule only (not including other TSA or administrative pay)

