

**Prepared Notes for Board Meeting – Administrative Compensation and Benefits**

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Every three years, the board updates its policy vis-à-vis administrative compensation and benefits. Unlike the agreements with the WEA and WESP, this policy is not a result of collective bargaining and is therefore not influenced by Senate Bill 5, House Bill 153 or other pending legislation, it is merely being updated on a predetermined schedule.

The Board is not required to define these terms and benefits years in advance, but as policy, we believe it worthwhile to set expectations, both for our administrators and our other stakeholders so with that as background, I will call attention to the following items.

First, Worthington's administrators have agreed to freeze their salary for the 2011-2012 and 2012-2013 school years. This comes on the heels of donating their salary increase back to the district in 2009-2010. Make no mistake, this represents a considerable sacrifice on their part and, as was the case with Dr. Tucker, the WEA and the WESP, is evidence that our employees, all of them, recognize the financial times we are in and what members of our community are facing and have taken steps to minimize the size of the 2012 levy. In 2013-2014, two years from today, our administrators will receive a nominal 0.5% increase. In addition, there is the possibility of receiving another 0.5% if the district receives a rating of "Excellent with Distinction" or meets the current OIP goals. This is the same bonus that the WEA, WESP and Dr. Tucker will be receiving.

Second, Worthington's administrators have agreed to the same health care cap that the WEA agreed to, meaning that the taxpayer liability for employee health care for administrators will be capped at around \$20,800/year for family coverage. While I think it unlikely that the cap will be reached in the three years of this agreement, it does set a ceiling on health care costs that will be useful in levy planning.

Third, the Board of Education has specifically agreed to hold administrators harmless if state legislation forbids the current practice of paying the employee portion of retirement. Personally, I agree with this decision because I didn't think it was fair to ask a group of employees to take a defacto 11% pay cut and if anything, it will make the totality of administrative compensation more transparent in the future.

With this final agreement in place, our district has achieved a high level of cost certainty subject only to increases in employee health care costs, and even those are capped. This will, in turn, allow for a better planning process and I thank once again our teachers, our classified workers, our administrators and our old and new superintendent for making it possible.

