



DATE: April 2, 2018

TO: Earl Kim, Superintendent of Schools
John Zelinsky, Board of Representatives

FROM: Stephen Falcone, Executive Director of Human Resources

CC: David Mannis, President, Board of Education
Matt Quinones, Chair, Board of Representatives

RE: Information Request

A request was made from a member of the Board of Representatives for the total compensation for the three (3) new positions that were recently posted and filled. These were the positions for Chief Fiscal and Operations Support Officer, Associate Superintendent for School Development and Associate Superintendent for Teaching & Learning.

First, it is important to state that the Superintendent has committed to a reorganization that will not have an increase to the headcount nor to the overall cost at the Central Office, except for routine cost of living adjustments. Second, the salaries and benefits offered are commensurate with the responsibilities of the respective positions and the size of the school district. Finally, there are salary bands that serve as guides for making offers.

The requested information includes:

CFOSO –	Base	196,500
	Annuity	15,000
	Travel	3,000
	Total	214,500
Associate Superintendents	Base	168,500
	Annuity	15,000
	Travel	3,000
	Total	186,500

N.B. – There is a possibility for reallocation of the amounts, however, the total will not change.

Offers were made based on a compensation review of area districts.

1. In determining salaries, a 30% band was established.

Position	Mean	30% range max	30% range min
Superintendent	260,396	299,455	221,337
Asst. Super	189,148	217,520	160,766
CFOSO	187,591	215,730	159,452
Deputy	224,772	258,488	191,056

2. For positions, other considerations include:

- a. Size of District
- b. Parallel or Different Job Responsibilities
- c. Experience