



**Alsea School District 7J  
Board Recommendation Form**

**To:** The Board of Directors of Alsea School District  
**Prepared By:** Krista Nieraeth, Superintendent  
**Date:** June 20, 2024

**Background:** In the 2022 – 2023 SY, the board approved an Administrative/Supervisory/Confidential Salary Scale. All Admin was approved to work for 220 days. After completing the 2023 – 2024 SY, it is my recommendation that the Building Principal contract be reduced from 220 days to 210 days to match the schedule of principal in a similar sized school district, and that the Assistant Principal contract be reduced from 220 days to 195 days. Reduction in days will adjust the salary scale for both positions. I also recommend that the Steps be reduced from 10 to 7.

I recommend that the position of Special Education Director be deleted from the administrative salary scale. A district the size of Alsea has no need to have a full-time Special Education Director. This position should be absorbed into an existing administrative position, most likely the Superintendent/Principal position.

I also recommend that the positions of Maintenance Supervisor and Transportation Supervisor be combined into one position, renamed the Maintenance/Transportation Supervisor. This position will oversee both departments' budgets, the supervising and evaluation of maintenance and transportation staff for both Alsea and WLA, and ensure that the district follows all facilities, maintenance, and transportation laws and regulations, including bus maintenance. I am proposing the combined position's salary scale include the \$10,000 stipend that was given to the previous Transportation Supervisor. This \$10,000 will no longer be a stipend but will be part of the proposed salary scale for the position. With the creation of this new position, the District will not fill the Transportation Supervisor position, which is currently in the budget as a 0.5 FTE.

At the January 12, 2023, Alsea School District School Board meeting, the board members voted to adopt the HR Reset Plan, with salary schedules set at a 2% step increase, as proposed by former interim superintendent Sean Gallagher, which affected employees who are classified as confidential staff. The board also voted to freeze the salaries of employees in these classifications for the 2023 – 2024 SY.

**Action Requested:** I am requesting the board approve the reduction of days to the Building Principal and Building Vice Principal reduction of workdays, the proposed salary schedule of the Building Principal and Building Vice Principal based on the reduction of workdays, the deletion of the Special Education Director position on the salary schedule, and the creation of a Maintenance/Transportation Supervisor position with the proposed salary schedule. I am requesting that the board reinstate the 2% Step for confidential staff starting in the 2024 – 2025 SY.

**Motion Requested:** “I make a motion to reduce contract days of the Building Principal and Building Assistant Principal from 220 to 210 and from 220 to 195 respectively, to approve the proposed salary schedule for the Building Principal and Building Assistant Principal at 210 and 195 days respectively with a maximum step of 7, to strike the position of the Special Education Director from the Administrative Salary Scale, to approve the creation of the position of Maintenance/Transportation Supervisor with the proposed salary scale, and to reinstate the 2% Step for confidential staff as recommended by the superintendent.”

**Alesea School District Administrative Salary Schedule**

**2023-24**

<b>Position</b>	<b>Days</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5n</b>	<b>Step 6n</b>	<b>Step 7n</b>	<b>Step 8n</b>	<b>Step 9n</b>	<b>Step 10n</b>
Building Principal	220	87,000.00	88,740.00	90,514.80	92,325.10	94,171.60	96,055.03	97,976.13	99,935.65	99,935.65	99,935.65
Building Assistant Principal	220	76,368.00	77,895.36	79,453.27	81,042.33	82,663.18	84,316.44	86,002.77	87,722.83	87,722.83	87,722.83
Special Education Director	240	90,209.00	92,013.18	93,853.44	95,730.51	97,645.12	99,598.03	101,589.99	103,621.79	103,621.79	103,621.79
Business Manager	260	72,907.00	74,365.14	75,852.44	77,369.49	78,916.88	80,495.22	82,105.12	83,747.23	83,747.23	83,747.23
Executive (Board/Superintendent) Assistant	260	54,798.02	55,893.98	57,011.86	58,152.10	59,315.14	60,501.44	61,711.47	62,945.70	64,204.61	65,488.71
Technology Coordinator	240	63,300.74	64,566.75	65,858.09	67,175.25	68,518.76	69,889.13	71,286.91	72,712.65	74,166.91	75,650.24
Maintenance Supervisor	260	68,575.80	69,947.32	71,346.26	72,773.19	74,228.65	75,713.22	77,227.49	78,772.04	80,347.48	81,954.43
Transportation Supervisor	240	61,675.05	62,908.55	64,166.72	65,450.06	66,759.06	68,094.24	69,456.12	70,845.25	72,262.15	73,707.39

**2024-25**

**Increase** **2.00%**

**Licensed Administrator Positions**

**Building Principal from 220 days to 210 days**

		<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5n</b>	<b>Step 6n</b>	<b>Step 7n</b>
Salary Schedule at 220 days	220	88,740	90,515	92,325	94,172	96,055	97,976	99,936
Step increase			2%	2%	2%	2%	2%	2%
Salary Schedule at 210 days	210	84,706	86,400	88,128	89,891	91,689	93,523	95,393

**Assistant Principal at 195 days**

Building Principal Daily Rate	Daily	403.36						
Rate Differential	Rate	3.0%						
Assistant Principal Daily Rate		392	2%	2%	2%	2%	2%	2%
Salary Schedule at 195 days	195	76,440	77,969	79,528	81,119	82,741	84,396	86,084

**Position to Delete (Job Responsibilities included in Superintendent/Principal Position)**

Special Education Director	240	92,013	93,853	95,731	97,645	99,598	101,590	103,622	105,694	105,694	105,694
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**2.00%**

**Supervisory/Confidential Positions**

Business Manager	260	74,365	75,852	77,369	78,917	80,495	82,105	83,747	85,422	85,422	85,422
Executive Assistant	260	55,894	57,012	58,152	59,315	60,501	61,711	62,946	64,205	65,489	66,798
Technology Coordinator	240	64,567	65,858	67,175	68,519	69,889	71,287	72,713	74,167	75,650	77,163

**Combining Maintenance/Transportation into One Position**

<b>Original Salary</b>											
Maintenance Supervisor	260	69,947	71,346	72,773	74,229	75,713	77,227	78,772	80,347	81,954	83,594
Transportation Supervisor	240	62,909	64,167	65,450	66,759	68,094	69,456	70,845	72,262	73,707	75,182
Transportation Stipend		10,000	10,000	10,000	10,000	10,000	10,000	10,000	10,000	10,000	10,000
<b>Revised Salary</b>											
Maintenance/Transportation Supervisor	260	79,947	81,346	82,773	84,229	85,713	87,227	88,772	90,347	91,954	93,594