



Board Meeting Date: 8/14/2023

Title: Superintendent Advisory Council Agreement

Type: Consent

Presenter(s): Dr. Stacie Stanley, Superintendent

Description: The School District has Guidebooks that contain compensation and benefit information for non-union employees serving in at-will positions. Each member of the Superintendent Advisory Council has an individual contract. The Guidebook and agreements apply to employees serving in the superintendent advisory council.

The proposed Guidebook and agreements are attached with bold font used to represent new language and strikethrough font used to show language to be removed. Language has been added and deleted to provide consistency with current practices and between Guidebooks and to aid the reader to better understand the available benefits. References to wages have been removed and replaced with individual contracts that include annual salaries and overview of exempt or non-exempt status under the Fair Labor Standards Act. Title changes and reclassifications were made where appropriate.

The School Board's Governance Committee met with District management on July 20, 2023 to review the overall plans for modifications and costs for improvements to the contracts specifically:

1. Salary/wage increase for each position.
2. Performance pay provisions were added to the base salary/wage as an improvement and removed from the Guidebook.

The two-year total package increase for the proposed Guidebook and contracts combined is \$60,893.00. Using the Minnesota School Board Association's costing formula, the two-year percentage increase is 1.8%. This amount is within the School Board's financial parameters and Dr. Stanley supports the recommendation.

Recommendation: Approve the proposed Superintendent Advisory Council Guidebook and Agreements.

Desired Outcomes from the Board: Review and approval of the proposed Superintendent Advisory Council Guidebook and Agreements.

Attachments:

1. DRAFT bold/strikethrough versions of proposed Guidebook with changes highlighted in yellow
2. Final clean copies of the proposed Guidebook
3. Individual Superintendent Advisory Council Employment Agreements