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## BOARD AGENDA ITEM

Information/Discussion\_\_\_\_\_

Future Action\_\_\_\_\_

Action \_\_X\_\_

Item: Leadership Compensation Adjustment Recommendations

Submitted by: Ron Gorman

Date: March 10, 2025

Recommended by: Ron Gorman

Board Meeting Date: March 17, 2025

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**RECOMMENDATION:** It is recommended that the Board approve the following:

1. the re-grading of the designated Non-Union Professional leadership positions listed below beginning in 2025-26 based on benchmarking data from other ISDs and Kent County school districts.
  - Center Program Principals (from Grade 8 to Grade 9)
  - Director of CTE and KCTC Principal (from Grade 9 to Grade 10)
2. the specified additional forms of administrator compensation as remuneration for services rendered under individual contracts.

### **BACKGROUND:**

#### 1. Regrading of leadership positions

In recent months, Human Resources collaborated with Kevin Philipps to conduct a study to review the current Non-Union Professional Grade 8 positions as there were some concerns about the scope and range of positions that had been placed there over the years as the ISD has grown. The review included a review of data including how our center program principals align with other center program principals in other parts of the state as well as how they align with middle / high school principals in Kent County. After thoughtful review, it is our recommendation that beginning with the 2025-26 school year, the Board re-designate center program principals to Grade 9. Subject to approval, this would be done in such a way that their respective number of contract days would remain unchanged (200, 215, 260) and each principal will respectively remain at the same step # in Grade 9 next year as they are currently at in Grade 8. The increase that results from moving up a grade and the 3% to be added to the scales for 2025-26 is sufficiently significant, therefore advancing a step in addition to those adjustments is not recommended. We hope this demonstrates the Board's and the leadership's recognition and appreciation for the challenging work and the need for strong leadership within our center programs.

Other positions currently within Grade 8 including but not limited to Program Coordinators and KCTC asst. principals will remain in Grade 8.

As part of that benchmarking review, we find it appropriate that the Director of CTE and KCTC principal (given the scope and expansion of the CTE program) be re-designated to Grade 10 beginning with the 2025-26 school year. We believe the responsibilities of those positions are more closely aligned to Grade 10. Subject to approval, this would be done in such a way that the two year-round individuals would move back in step #s at the higher grade to avoid being out of alignment with current Grade 10 Directors. By moving up a grade and the 3% to be added to the scales for 2025-26 this move provides at least the same increase had no change been made, while also providing a more favorable and appropriate salary schedule for the long-term.

2. Additional compensation for remuneration for services rendered under specified individual administrative contracts:

A review of other ISD and local districts suggests that the overall total compensation packages of Kent ISD's leadership team are not closely aligned with increasingly common elements found in many individual contracts among other school or ISD employers. In order to bring that into balance, it is recommended that the Board approve the following to take effect for the 2025-26 school year:

Tier 1 – Assistant Superintendents

- \* 2 x salary life insurance (currently x 1.5)
- \* 7% Board paid annuity (currently 6.8%)
- \* May cash out up to 7 unused vacation days from the same contract year (currently no such provision)
- \* Longevity up to max of 3% (currently no longevity provision)
- \* Sick day payout \$75 for up to 100 days at the time of separation (except where separation is based on termination.) This provision is separated from and in addition to the existing ten-year service \$10,000 upon ORS retirement.

*Longevity: 1% increments, up to 3% - first paid in June at the end of the third contract year*

Tier 2 – Non-Union Professional Grades 10 & 11

- \* 2 x salary life insurance (currently x 1.5)
- \* 3.5% Board paid annuity (currently no such provision)
- \* May cash out up to 6 unused vacation days the same contract year (currently no such provision)
- \* Longevity up to max of 2% (currently no longevity provision)
- \* Sick day payout \$75 for up to 100 days at the time of separation (except where separation is based on termination.) This provision is separated from and in addition to the existing ten-year service \$10,000 upon ORS retirement.

*Longevity: 1% increments up to 2% - first paid in June at the end of the third contract year*

### Tier 3 – Non-Union Professional Grade 9

- \* 2 x salary life insurance (currently x 1.5)
- \* 2% annuity (currently no such provision)
- \* May cash out up to 5 unused vacation days the same contract year (260 day contracts only - currently no such provision)
- \* Longevity of 1% (currently no longevity provision)

Sick day payout \$75 for up to 100 days at the time of separation (except where separation is based on termination.) This provision is separated from and in addition to the existing ten-year service \$10,000 upon ORS retirement.

*Longevity: 1% first paid in June at the end of the third contract year*

Note: Increasing the life insurance level from 1.5 to 2x salary is conditional upon carrier approval