

Minutes of the Special Study/Voting Session Of December 1, 2009

Prescott Unified School District Governing Board

A Special Study/Voting Session meeting of the Governing Board of Prescott Unified School District was held Tuesday, December 1, 2009, beginning at 4:00 p.m. in the Board Room located at the District Office, 146 South Granite Street, Prescott, Arizona.

Board Members Present:

Andy Newton
Dee Navarro
Joan Fleming
Steve Campbell
Tina Seeley

Others Present:

Renee Raskin, Chief Financial Officer
Andrea Mayer, Adm. Asst. to the Governing Board

District Personnel and Members of the Public Present:

John Gordon

Paula Rhoden

Bill Monroe

CALL TO ORDER

President Andy Newton called the meeting to order at 4:03 p.m.

WELCOME, INTRODUCTIONS AND OPENING CEREMONY

President Newton welcomed everyone in attendance and led the audience in the Pledge of Allegiance.

APPROVAL OF AGENDA

Mrs. Dee Navarro moved that the Governing Board approve the agenda as presented. Dr. Joan Fleming seconded the motion.

Dr. Joan Fleming voted aye, Mr. Steve Campbell voted aye, Mrs. Dee Navarro voted aye, Mrs. Tina Seeley voted aye, and President Newton voted aye. The motion carried 5-0.

SPECIAL STUDY/VOTING SESSION:

DISCUSSION AND POSSIBLE ACTION ON DETERMINING THE SALARY RANGE AND BENEFITS FOR THE SUPERINTENDENT-ELECT'S POSITION

Dr. Newton noted that Mr. Kapp's last contract (before his ESI contract) was for \$96,408 with a \$7,200 car allowance, which is about \$103,000.

Dr. Fleming noted that the district also gave him \$900 annually for professional growth as the board had hoped that Mr. Kapp would work on a doctorate.

Dr. Newton noted that he gets 12 sick leave and 20 annual leave days each year.

Mr. Campbell stated that he felt the board should use the same parameters that we use for everyone else.

Mr. Gordon pointed out that if the new superintendent stayed 10 years that would be 120 days.

Mrs. Raskin noted that sick leave buyback is based on a formula.

Mrs. Navarro noted that HUSD pays insurance for the superintendent's family.

Dr. Fleming suggested having Mr. Gordon facilitate this discussion. Dr. Newton stated that he was just reviewing what has been done for the current superintendent.

Mr. Gordon suggested that the board discuss the term of the contract, which is usually a 2-3 year contract.

Mr. Campbell noted that by law the contract cannot exceed three years.

Mr. Gordon pointed out that the board can't "re-up" until the last year. He noted that the salary range on the comparison sheet runs from \$100,000 - \$139,000 and that HUSD set their range at \$98,000 - \$125,000. He recommended a range from \$100,000 - \$125,000, which is all negotiable.

Mr. Campbell asked, that doesn't include the car allowance does it? Mr. Gordon responded, the maximum would be \$125,00 – if you're inexperienced you'll be at the low end of the salary range. He added that you would then set the term, how many sick and annual leave days they would receive, professional growth type activities, and we can then inform the applicants.

Dr. Newton asked, when Kevin attends ASBA functions, does that come out of his budget? Mrs. Raskin noted that he has his own budget.

Dr. Newton suggested adding any car allowance to the salary.

Mr. Gordon noted that it would affect their taxes, but would also help with retirement by doing it that way.

Dr. Newton asked, as far as retirement, a separate car expense isn't figured into that is it? Mr. Gordon responded, no, it's not.

Mrs. Navarro stated that it would be a better benefit if it's added to the salary, rather than having it separate.

Mr. Gordon noted that when you're down to the final 2-3 candidates, he would send them a questionnaire asking what they expect and that he would give that information to the board before any negotiations were to take place. He added that the board would then negotiate back and forth with the candidate within the agreed upon salary range with other things all being negotiable.

Mrs. Raskin noted that with the car allowance, Mr. Kapp was never reimbursed for mileage and if you don't give them a car allowance they could ask for reimbursement for mileage.

Dr. Fleming stated that she thought the car allowance should be separate.

Dr. Newton then polled the board as to what they thought the salary range should be.

Dr. Fleming stated, up to \$120,000.

Mrs. Seeley stated, between \$105,000 - \$115,000.

Dr. Newton stated, \$100,000 - \$120,000.

Mr. Campbell stated, \$105,000 - \$120,000.

Mrs. Seeley stated that it's hard, but you have to realize how many students and staff there are in the district and a CEO in the private sector works for much more money and less staff. She added, it's a lot of responsibility.

Dr. Newton stated, our city manager makes more than that with fewer employees and not counting the students.

Mrs. Navarro asked, what if we find someone we really like, but doesn't have the experience?

Mrs. Seeley pointed out, their responsibility won't be any less.

Mr. Campbell noted that Mr. Kapp didn't have any experience as a superintendent.

Dr. Fleming noted that someone from in-district will look at it differently than someone from the outside.

Mr. Gordon pointed out that you usually pay more for the experienced person.

Dr. Newton stated that he would be comfortable with a range from \$100,000 - \$115,000 or \$120,000.

Mrs. Navarro stated that she could support that range.

Mrs. Seeley asked, what about other districts that are near? Mr. Gordon responded, HUSD is offering \$98,000 - \$125,000 and Flagstaff with 11,000 students is offering \$120,000 - \$149,000. He added that the range the board was discussing was a good salary range and that \$100,000 - \$120,000 would provide the board with a lot of negotiating ability.

Dr. Joan Fleming moved that the Governing Board determine the salary range for the superintendent position be between \$100,000 - \$120,000. Mr. Steve Campbell seconded the motion.

Dr. Newton clarified, that's without a car allowance.

Mr. Campbell stated that Mrs. Navarro had a legitimate point, and if you start adding things, it could become an issue. He added that health insurance for the superintendent is one thing, but if it's for the entire family – that's something else. He stated that it's important to stay within the range that is set.

Mrs. Navarro stated that she liked the fact that if the car allowance is included in the salary, it helps with their retirement.

Dr. Joan Fleming voted aye, Mrs. Tina Seeley voted aye, Mrs. Dee Navarro voted aye, Mr. Steve Campbell voted aye, and President Andy Newton voted aye. The motion carried 5-0.

Mr. Gordon recommended that anything they get should be listed in their contract.

Mr. Campbell stated that he felt they should still be treated the same as the other employees.

Dr. Fleming suggested that the district offer a two-year contract.

Mrs. Navarro asked, what happens if we have to buy them out?

Mr. Gordon pointed out that with a two-year contract, after the first year you make a decision whether to add a third year – that in May of each year you decide whether to extend the contract or not.

Dr. Joan Fleming moved that the Governing Board offer a two-year contract to the new superintendent. Mr. Steve Campbell seconded the motion.

Dr. Joan Fleming voted aye, Mrs. Tina Seeley voted aye, Mrs. Dee Navarro voted aye, Mr. Steve Campbell voted aye, and President Andy Newton voted aye. The motion carried 5-0.

Mr. Gordon noted that the board should list all other benefits that would be comparable to the administrative staff according to policy.

The board agreed to meet again with Mr. Gordon on Tuesday, December 15th at 4:30 p.m. to discuss and vote on the profile.

ADJOURNMENT

President Newton adjourned the meeting at 4:59 p.m.