

MINUTES

Work Session of the

BOARD OF DIRECTORS

Corvallis School District 509J
1555 SW 35th Street
Corvallis, OR

I. CALL TO ORDER AND ROLL CALL

Chair Gable called the meeting to order at 6:03 p.m. in the Central Office Board Room, 1555 SW 35th Street, Corvallis. Chair Gable dispensed with the calling of the roll and the secretary recorded those present as listed below.

BOARD MEMBERS PRESENT

Cyrel Gable, Chair
Nell O'Malley, Vice Chair
Helen Higgins, Member
Kari Rieck, Member
Bob Johnson, Member
Joan Demarest, Member

BOARD MEMBERS EXCUSED

Sara Gelser, Member

EXECUTIVE STAFF PRESENT

Jim Ford, Superintendent
Dawn Tarzian, Assistant Superintendent and incoming Superintendent
Kathy Rodeman, Business Services Director
Fred Wright, Auxiliary Services Director
Jeanne Holmes, Human Resources Director
Debbie Bell, Accounting Supervisor
Julie Catala, Executive Assistant

PRINCIPALS PRESENT

Bryan Traylor, Mt. View Elementary
Mike Strowbridge, Franklin K-8
Tonya Everest, Hoover Elementary
Cathi Alden, Crescent Valley High School
Julie McCann, Lincoln Elementary
Gerry Kosanovic, Wilson Elementary
Patty Pearson, Adams Elementary
Jay Conroy, Corvallis High School
Lynn Lahey, Garfield Elementary
Dawn Corliss, Cheldelin Middle School

A quorum was present and due notice had been published.

II. DISCUSSION OF NON-REPRESENTED EMPLOYEE COMPENSATION STUDY

Director Rieck explained that she was part of a superintendent's committee composed of classified, certified, and non-represented staff members, Board members, a citizen budget

committee member, and community members who evaluated 53 non-represented District staff positions, looking at internal and market equity. Non-represented positions are comprised of administrators, confidential employees, supervisory employees, and non-teaching professionals. Business Services Director Rodeman managed a Power Point program that accompanied Director Rieck's presentation.

Director Rieck noted that the last formal review of the group was done in 1995 while other employee groups are done every three years.

Director Rieck explained that the Committee's charge was to create compensation scenario options for the Board to consider with pros and cons of each and to review individual employee contracts.

When comparing with other Districts they found that the further one moved away from the classroom the greater the variance in responsibilities for positions, making direct comparisons difficult; however, most positions were paid below average with many near the bottom of comparator groups, reflecting an inconsistent pay philosophy between employee groups. (70% of classified positions compared above average while certified positions were above average at all points when considering the new contract.)

The Committee outlined six general compensation options of which they selected one as the most acceptable and further detailed its implications for the group over the next three years in two variations.

The Board was then asked to discuss their philosophy on initiating salary steps, compensation, cost-of-living (COLA), how to handle positions that were above average in compensation, desired dates of implementation, and the presented options.

Director O'Malley stated this was an opportunity to create equity across groups; though it is currently a bad time (fiscally), it would not be a good time for a long time.

In-coming Superintendent Tarzian expressed that it was her understanding that the District would be able to hire someone at other than the lowest step and Director Rieck stated they tried to be able to give the superintendent the opportunity to do that with parameters.

After some discussion, Chair Gabel stated the Board's consensus was to work toward comparator averages and to have five steps. Several directors expressed agreement with freezing those salaries found to be above averages. Agreement was also found in aligning dates for step and COLA increases across employee groups (some are at the beginning of the year, some at mid-year).

Superintendent Ford noted that Corvallis School District expectations are much higher than others and he worries what freezing salaries would do to key players. He expressed his hope that the effect on their salaries could be mitigated. Director Rieck replied that a

process for re-classification could find discrepancies between the Corvallis School District and others, which could moderate the effect.

Director Rieck distributed the “Corvallis School District Non-Represented Employees Salary and Benefits Document, 2004-2005” to Board Members as well as “Proposed Changes in Non-rep Agreement” which includes the addition of a new article eliminating individual contracts for non-licensed administrators. The package will be put before the Board for approval at a future meeting.

Director Rieck thanked staff for their objectivity as it affects them and Chair Gable expressed her satisfaction with soon attaining market equity for all employee groups.

In-coming Superintendent Tarzian expressed the non-represented group’s appreciation of the Board’s acknowledgement of their dedication.

III. ADJOURNMENT

Being no further business, Chair Gable adjourned the meeting at 6:58 p.m.

Nell O’Malley, Vice Chair

Dawn Tarzian,
Assistant Superintendent and in-coming
Superintendent

(Chair Gable and Superintendent Ford were unavailable for signature.)