

WARROAD SCHOOL DISTRICT #690

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*June 2015
Board Packet
Questions & Responses*



Craig Oftedahl <craig_oftedahl@warroad.k12.mn.us>

June Board Packet Questions

1 message

Justin Partee <justin_partee@warroad.k12.mn.us>
To: Craig Oftedahl <craig_oftedahl@warroad.k12.mn.us>

Wed, Jun 3, 2015 at 1:23 PM

Craig,

Below are the questions I have received thus far.

Brian:

5k, 5i and 5t - as of 6/3/2015 none of these individuals are licensed teachers. How can we approve a contract that states "a legally qualified and licensed teacher"?

6f - Are any of the legislatures proposed increases included in this budget? For example, the 2% formula increase, sparsity funding increase and Indian education funding increase?

Justin:

What compensation data was used to determine the new salaries for the business manager, food service manger and IT manager? Has a range been established for each position (starting to years of service)?

What's the ballpark cost for a pay equity consultant to come in and review the entire scale? This may be a better approach instead of giving large raises to individuals that have current salaries that are off according to the current scale. There are other salaries that are off on our current scale that need to be addressed to correct the issues before raises are given to make up the differences, in my opinion.

On the dome, have we established a final plan of what will be housed there? Will it be used to gain space in the building? (Weight room?)

Thanks!

Justin M. Partee
#690 Warroad School Board
Cell: 612-889-6900

Sent from my iPhone

June 2015 Board Packet Questions

Questions from Brian McFarlane

5k,5i and 5t-as of 6/3/2015 none of these individuals are licensed teachers. How can we approve a contract that states “a legally qualified and licensed teacher”?

Response-All of the individuals in question have been recommended by an interview team through the building principal. The District cannot put an unlicensed person in front of students. These individuals would be hired contingent upon licensure showing up prior to school starting. I believe that all of the individuals are waiting on the licensure paperwork to come through as they have started the processing.

6f-Are any of the legislatures proposed increases included in this budget? For example, the 2% formula increase, sparsity funding increase and Indian education funding increase?

Response-No, we did not factor any legislative changes. We only used what we knew at the time of the budget formation.

Questions from Justin Partee

What compensation data was used to determine the new salaries for the business manager, food service manager and IT manager? Has a range been established for each position (starting to years of service)?

Response-Most of the compensation pieces are governed by negotiated union contracts. The other positions do not have steps or experience factors built in. They are typically negotiated individually. The Facilities Supervisor, Food Service Supervisor, and Technology Coordinator are all at the same spot on the Pay Equity point value. They are all based on a \$50,000 starting wage.

The business manager’s pay equity point value is higher than our ALC Teacher/Director. This position is currently at a base pay of \$68,057. The individual at that position has many years of experience. The business manager position (proposed salary of \$67,000) is certainly in the range of being correct in my opinion.

What’s the ballpark cost for a pay equity consultant to come in and review the entire scale? This may be a better approach instead of giving large raises to individuals that have current salaries that are off according to the current scale. There are other salaries that are off on our current scale that need to be addressed to correct the issues before raises are given to make up the differences, in my opinion.

Response-I spoke with Kathleen Murphy of Murphy Management Consultants mid-afternoon today. She did not give me a specific dollar amount because she wasn’t sure about the entire scope of work the district would be looking for. Kathleen worked with the district 8-9 years ago when we moved to the current model. She has been used by the

district to converse with over the years as questions have been posed in regards to pay equity. I spoke with her a few months ago regarding the Facilities Supervisor position and pay. Kathleen has worked with over 100 districts across the state. She works with Roseau also. She is more than willing to work with the district. Her contact information is 651-452-4099.

On the dome, have we established a final plan of what will be housed there? Will it be used to gain space in the building? (Weight room?)

Response-Administratively, we have talked about moving the weight room to this space as a way to gain classroom space. The space, depending on where it is located, could have multiple uses.

If this is something the District wants to pursue, the Facilities Supervisor will have to get involved with the determination of location and also with the various permits and bidding. The information is being reviewed by Mike Johnston, currently, as a second set of eyes to determine what we may have missed or additional steps.

Warroad Public Schools Job Evaluation Hierarchy - January 2014

Job Title	Band	Grade	Subgrade	Pay Equity Points
À la Carte Worker	A	1	3	1125
Food Service Worker	A	1	3	1125
Food Service Worker/Scanner	A	1	3	1125
Custodian	A	1	4	1375
Assistant Cook	B	2	3	2125
Bus Driver	B	2	3	2125
Cafeteria Accounts Secretary	B	2	3	2125
Early Childhood Assistant	B	2	4	2375
General Education Teacher Assistant	B	2	4	2375
Media Center Assistant	B	2	4	2375
Special Education Teacher Assistant	B	2	4	2375
Special Education/Health Teacher Assistant	B	2	4	2375
Title 1/Alternative Learning Program Teacher Assistant	B	2	4	2375
Head Cook	B	3	2	3250
Piano/Voice/Guitar Instructor	C	4	1	3625
Kid Kare Coordinator	C	4	2	3875
Administrative Assistant II - HS	C	4	3	4125
Administrative Assistant II - MS	C	4	3	4125
Bus Driver/Mechanic	C	4	3	4125
Administrative Assistant - Activities/Community Ed	C	4	4	4375
Administrative Assistant - Special Education	C	4	4	4375
Administrative Assistant I-ES	C	4	4	4375
Administrative Assistant I-HS	C	4	4	4375
Administrative Assistant I-MS	C	4	4	4375
AP/AR/Purchasing Specialist	C	4	4	4375
Assistant Technology Coordinator	C	4	4	4375
Learning Readiness Teacher	C	4	4	4375
Maintenance Custodian	C	4	4	4375
Aquatics Director	C	5	3	5333
Assistant Facilities Supervisor	C	5	3	5333
Early Childhood Teacher	D	6	2	6000
IECFE/Learning Readiness Coordinator	D	6	2	6000

Warroad Public Schools Job Evaluation Hierarchy - January 2014

School Counselor	D	6	2	6000
School Nurse	D	6	2	6000
School Social Worker	D	6	2	6000
School Support Services	D	6	2	6000
Speech and Language Teacher	D	6	2	6000
Teacher	D	6	2	6000
Teacher-Special Education	D	6	2	6000
Facilities/Transportation Supervisor	D	6	3	6333
Food Service Supervisor	D	6	3	6333
HR/Payroll/Benefits/Specialist	D	6	3	6333
Technology Coordinator	D	6	3	6333
ALC Director/Teacher	D	7	1	6750
Business Manager	E	8	2	8000
District Administrator	E	8	2	8000
Activities/Community Ed Director	E	8	3	8333
Principal - Elementary	F	10	3	10333
Principal - HS	F	10	3	10333
Superintendent	F	11	2	11250