

1. Are there still 25 Administrative positions? **Yes**
2. Did the salary of the Assist. Principal of the William Allen School actually decrease? **Yes**

T.A. Questions;

1. Under #2:
 1. Please explain the meaning of the "corrective action procedure".
 2. What specifically is it dealing with?

This is to put in place a formal procedure if an administrator is not performing up to their responsibilities. We are required to offer a chance for any certified employee to make improvements before their contract is not renewed.

2. Under #4: Is this the first contract to specifically add "Domestic Partner" for health Insurance coverage?

Domestic Partner has been part of the teacher's contract, para contract and now the administrator's contract. The requirements under the Health Insurance coverage is significant, so it is difficult to qualify. The employee is taxed on this particular benefit due to IRS regulations.

3. Under #5: Under this 10% compensation,
 1. Will this be added dollars to your budget as work loads shift?
 2. Will this 10% also be added whenever "work assignments change" or is this now coverage under stipends?

In most cases, if an administrator leaves, we save their salary, so we actually have a reduced cost to the District. This only relates to covering for a current employee, not when work assignments change.

4. Under #7: Is this deleted only to be replaced by a change in verbiage when the contract is accepted due to #4?

Yes, this is just a correction to old language.

5. Under #8: This is just an AVERAGE salary increase per year, right?

The \$51,639 and \$24, 019 are the increases in wages for this bargaining unit.

6. Under #9: Please explain:
 1. Why do you need to extended vacation usage out 14 calendar months?
 2. If one can accrue up to 48 days (9.6 weeks) and then take time off, won't this certainly add a 10% increase in other's pay due to #5?

Currently an administrator could retain their vacation days until retirement and asked to be paid much more than 48 days. Our current practice has been 14 months to use the earned vacation time, this puts language in the contract for current practice. Vacation time would not leave a position open and trigger the 10% pay.

7. Under #10: How many times has the school paid for additional courses to educate someone who was retiring?

I am not aware of the District paying for courses to a retiring administrator. We wanted to make sure that if someone has told us they are resigning effective the end of the year, the Superintendent can deny reimbursement.