

From: ["Thomas Tucker" <tstucker@dcsdk12.org>](mailto:tstucker@dcsdk12.org)
To: ted.knight@dcsdk12.org
CC:
Date: 1/8/2019 8:32:12 PM
Subject: Fwd: Compensation Increase

Please read below:

Thomas

----- Forwarded message -----

From: **Mary Chesla** <mary.chesla@dcsdk12.org>
Date: Thu, Dec 13, 2018 at 5:28 PM
Subject: Compensation Increase
To: Kevin Leung <kleung@dcsdk12.org>
Cc: David Ray <dray@dcsdk12.org>, Anthony Graziano <ANTHONY.GRAZIANO@dcsdk12.org>, Krista Holtzmann <klholtzmann@dcsdk12.org>, AnneMarie Lemieux <anne-marie.lemieux@dcsdk12.org>, Wendy Vogel <wendy.vogel@dcsdk12.org>, Christina CianoSchor <cciancioschor@dcsdk12.org>, Tamra Taylor <tamra.taylor@dcsdk12.org>, Dorinda Hedin <dorinda.hedin@dcsdk12.org>, Amanda Thompson <athompson4@dcsdk12.org>, Thomas Tucker <tstucker@dcsdk12.org>

Director Leung,

We thank you for your patience as our team calculated average salary increase data at your request. The data is listed below for your reference. Please note that we also included average pay freeze increase information by employee group as well.

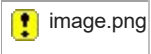
Assistant Principals were included in the group requiring attention to external pay gaps because our pay ranges for them are far below our neighboring districts, making it difficult to recruit (even from our own ranks) our future leaders.

For clarity, we separated the Classified employees who received larger raises due to the addressing of the external pay gaps from

the other Classified employees who received ongoing increases without movement of their salary ranges.

Our exempt employees are calculated using annual salary amounts and percentages, while non-exempt employees are calculated using hourly rates.

If you have questions about this data, we are happy to respond to them.



Our sincere gratitude to you and all Board Directors for your continued support in our compensation work.

Respectfully,

Amanda Thompson
Chief Human Resources Officer
Douglas County School District
athompson4@dcsdk12.org
720-433-1283

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Thomas S. Woods-Tucker, Ph.D.
Superintendent
The Douglas County School District
"Learn Today, Lead Tomorrow!"
2016 AASA National Superintendent of the Year
2013 NABSE National Superintendent of the Year

Employee Group	Average MLO % Increase Across Employee Group	Average MLO \$ Increase Across Employee Group	Average Pay Freeze % Increase for Eligible Employees	Average Pay Freeze \$ Increase for Eligible Employees
Licensed	2.76%	\$ 1,344.25	4.80% *	\$ 3,088.62
Classified (Range Minimum Increase)	15.64%	2.55	3.99%	0.75
Classified (All Other)	5.00%	0.82	4.13%	0.80
Assistant Principals (Range Minimum Increase)	10.00%	8,253.75	4.24%	3,553.26
Professional/Technical	3.50%	2,434.98	4.27%	2,935.70
Principals	3.50%	3,570.87	4.22%	4,338.22
Directors	3.50%	3,780.85	1.38%	1,536.41
* Please note: Since July 1, Licensed staff received pay freeze adjustments of 4.8% on average and a merit increase of 3.2%				

From: "Thomas Tucker" <tstucker@dcsdk12.org>

To: amlemieux@dcsdk12.org
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klholtzmann@dcsdk12.org
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tltaylor@dcsdk12.org
wendy.vogel@dcsdk12.org

CC:

Date: 1/9/2019 3:10:18 PM

Subject: Fwd: Important Update Regarding Compensation for Assistant Principals

Directors,

Below is the communique we sent to the following staff:

Thomas

Ps: We are crafting an FAQ to all staff and community members; we placed the compensation chart from last night on presentation on our website; we will address compensation at our upcoming expanded Employee Council Meeting; and we are arranging listening and talking sessions with our various employee groups within the next two weeks.

----- Forwarded message -----

From: Kelly Devol <kelly.devol@dcsdk12.org>

Date: Wed, Jan 9, 2019 at 4:28 PM

Subject: Important Update Regarding Compensation for Assistant Principals

To: AP & Deans 18-19 <ap--deans-18-19usergroup@dcsdk12.org>, All DCSD Principals Sans Charter <DCSD_All-District-Principals@dcsdk12.org>, Carrie Stephenson <carrie.stephenson@dcsdk12.org>, Corey Wise <corey.wise@dcsdk12.org>,

Danelle Hiatt (via Google Sheets) <danelle.hiatt@dcsdk12.org>, Derek Chaney <derek.chaney@dcsdk12.org>, Ian Wells <ian.wells1@dcsdk12.org>, Ted Knight <etknight@dcsdk12.org>, Stacy Rader <srrader@dcsdk12.org>, Nancy Ingalls <nancy.ingalls@dcsdk12.org>, Marlena GrossTaylor <mgtaylor@dcsdk12.org>, Gautam Sethi <gsethi@dcsdk12.org>, Richard Cosgrove <Richard.Cosgrove@dcsdk12.org>, Thomas Tucker <tstucker@dcsdk12.org>, Amanada Thompson <athompson4@dcsdk12.org>, MARY KLIMESH <mklimesh@dcsdk12.org>, Mathias Reynolds <mathias.reynolds@dcsdk12.org>

Please see the important message below from Superintendent Dr. Tucker.

January 9, 2019

Dear DCSD Assistant Principals,

On December 7, you received an email outlining the approximate dollar amount of the compensation adjustment you will receive on your January 2019 paycheck. These compensation adjustments were made possible by the passage of our Mill Levy Override (5A) in November and are intended to begin the process of closing internal and external pay gaps in our organization.

It has come to our attention that compensation increase estimates for our assistant principals were not calculated in alignment with how MLO dollars were intended to be distributed. This means your upcoming compensation increase may be lower than initially projected.

Each DCSD assistant principal will receive a 3.5% pay increase from MLO funds, plus any compensation adjustments for pay freeze years (1.5% per year for 2008-2009, 2009-2010, and 2010-2011). However, in order to qualify for pay freeze adjustments, the staff member must have been employed with DCSD during the pay freeze years until present, and maintained the same job classification (Admin Pro Tech) that they held during the pay freeze years. Our assistant principals who moved from a Licensed or Classified position during the pay freeze years to an Admin Pro Tech position do not qualify for the pay freeze increase.

Additionally, assistant principals who were employed in the district last year also received an annual increase based on their 2018 performance evaluation (3.2% - Highly Effective, 2.8% - Effective, 0.75% - Partially Effective). **This makes the overall compensation increase range for assistant principals 4.25% - 11.2% for the 2018-19 school year.**

I recognize this is disappointing and want to remind you that this round of pay increases is not the end of our work to rectify our overall compensation structure. **Should state per-pupil education funding increase as anticipated, I will propose to our Board of Education additional pay increases for staff, including assistant principals, this spring.**

I appreciate you and all you do for the 68,000+ students within DCSD, and I greatly value your service to our school district.

If you have any questions, please do not hesitate to reach out to me, your Executive Director of Schools or our Human Resources team.

Sincerely,

Thomas S. Tucker, Ph.D.
Superintendent
Douglas County School District

Kelly DeVol
School Leadership
Administrative Assistant to Ted Knight
Assistant Superintendent of Schools
303.387.0067
kelly.devol@dcsdk12.org



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