

DOCUMENT I

Emphasis Added By Grand Jury's Underscoring

CAPISTRANO UNIFIED SCHOOL DISTRICT
San Juan Capistrano, California

March 6, 1989

TO: Brian R. Demsey, President
and Members
Capistrano Unified School District

FROM: Jerry Thornsley, District Superintendent

SUBJECT: CLOSED SESSION

It is respectfully requested the Board convene into Closed Session for the following purposes:

- A. INCENTIVE PAY, MEASURE A
(MELLO-ROOS) ELECTION
- C. CONTRACT FOR SERVICES RELATED
TO MEASURE A (MELLO-ROOS) ELECTION

AD-21

CAPISTRANO UNIFIED SCHOOL DISTRICT
San Juan Capistrano, California

March 6, 1989

TO: Brian Demsey, President
and Members
Board of Trustees, Capistrano Unified School District

FROM: Jerry Thornsley, District Superintendent

SUBJECT: INCENTIVE PAY - MEASURE A (MELLO-ROOS ELECTION)

BACKGROUND INFORMATION

The certificated management salary schedule provides for incentive (merit) pay. The basic guideline provides for payments of 1% to 5% of annual salary. A maximum of 20% of management personnel in any given year may receive incentive salary pay.

CURRENT CONSIDERATIONS

This agenda item pertains to consideration of authorizing the Superintendent to inform principals that each principal who with their school level Mello-Roos election committee (based on the principal's leadership) achieves a 66-2/3% "yes" vote would be recommended for a 5% incentive pay increment.

Although it could be argued that working hard for a successful Mello-Roos election is a normal expectation of administrators, the Superintendent feels it would be justified to provide an additional financial incentive.

As Trustees will recall, when recommendations are made annually it is based upon individuals who go above and beyond the normal call of duty in the performance of some action. In this instance, to achieve a 2/3 "yes" vote will take leadership by principals of the election committee each will chair and will require extra-ordinary effort.

If the Board approves the concept, although it would be communicated to principals, there would be strong admonishments not to make it a matter of public record. When incentive pay is given annually, it is done confidentially. By granting the authority in this instance, the Superintendent can simply indicate that should the incentive pay issue become public and cause any problem prior to the election, the follow through would simply not take place; i.e., final Board approval. This would put the responsibility on each principal to keep the matter confidential.

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FINANCIAL IMPLICATIONS

A 1% incentive pay increment for 25 principals is \$14,396. A 5% increment totals \$71,980. An alternate approach to a 5% increment would be a flat \$2500 payment or a payment at some other level. The payment would be funded from lottery funds of which there is currently over \$1 million available for discretionary use by the Board.

STAFF RECOMMENDATION

It is respectfully requested the Board President recognize the Superintendent who will introduce the topic and recommendation of incentive pay for principals related to the Measure A election.

It is further specifically recommended the Board authorize the Superintendent to be allowed to communicate to principals a 5% incentive pay stipend may be granted to each principal who, with their school election committee, achieves a 66-2/3%, or above, "yes" vote on the May 9 Measure A election.