



Administrator Staffing & Salaries

March 31, 2014

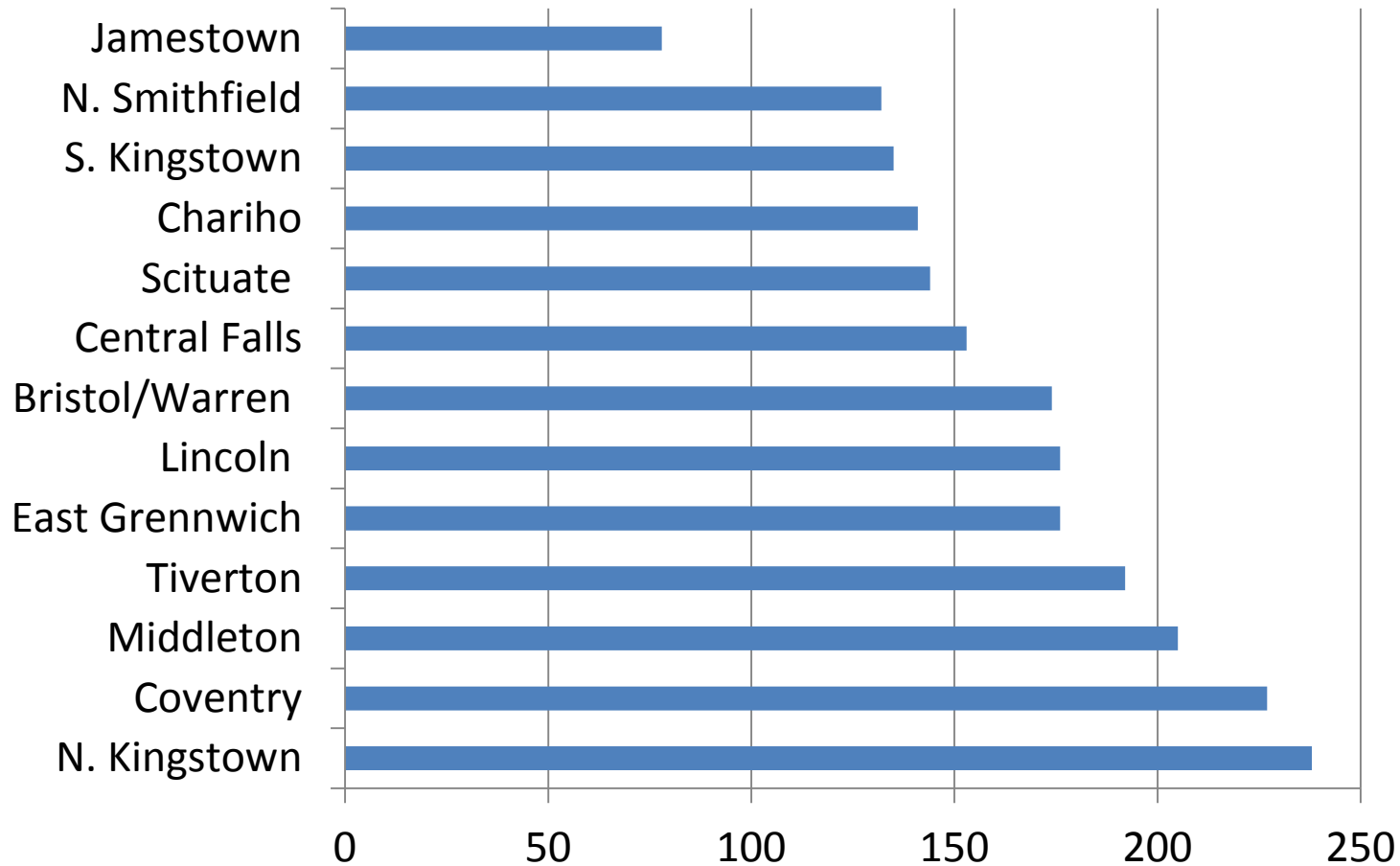
Central Office Administrators

- Coventry is the seventh largest school district in RI with respect to student enrollment.
- A lot of districts have specific administrators responsible for Curriculum Development and Literacy, where in Coventry these roles become additional roles of other district/school administrators.
- Many smaller districts have both an Assistant Superintendent & Curriculum Director – Coventry does not have a Curriculum Director.
- Our technology administrator staffing is grossly understaffed in comparison to the Town and other districts in RI. Most recently, recognizing our technology initiative and knowing our technology staff lacked an instructional technology knowledge, we restructured our current administration. In doing so, a high school assistant principal was transferred to the Technology Department as Director of Educational Technology – at no additional cost to the district/community. Thus, reducing the high school administrative team.

Central Office Administrators

- Several districts have another layer of instructional support personnel for all instructional areas (English, math, science, world languages, etc.) K-12. (Sometimes they are union positions.)
- Last January, an Educator Quality Administrator was hired to oversee the new Teacher Evaluation Program. Coventry has its own evaluation that requires intensive oversight to meet RIDE requirements. In addition, this administrator is acting as our ESL Director to keep us in compliance with both federal and state regulations.
- No district Coventry's size has one Special Education Administrator. We have the Highest Special Educator Administrator-to-Special Education Student Ratio in the State
- All Coventry central office administrators work a 260 day work-year, while some administrators in other districts work a 205-210 day work-year.

District/School Administrator-to-Student Ratio



Leadership (Administrators) / Per Pupil Expenditure:
Coventry: \$825 State Average: \$871

SUPERINTENDENTS' SALARIES IN RI

DISTRICT	SALARY	ENROLLMENT	ANNUAL BUDGET
New Shoreham	\$45,000.00	112	\$4,443,923
Little Compton	\$63,500.00	295	\$6,995,203
Jamestown	\$67,000.00	481	\$12,049,735
Foster-Glocester	\$142,000.00	1,226	\$18,267,711
Narragansett	\$138,000.00	1,407	\$26,850,371
Scituate	\$155,000.00	1,492	\$22,330,940
Exeter-West Greenwich	\$135,000.00	1,678	\$32,331,544
North Smithfield	\$130,000.00	1,704	\$23,498,113
Tiverton	\$125,000.00	1,738	\$28,715,478
Newport	\$155,000.00	2,005	\$39,683,489
East Greenwich	\$145,000.00	2,323	\$32,975,952
Smithfield	\$141,000.00	2,349	\$34,311,788
Middletown	\$154,000.00	2,360	\$37,340,131
Burrillville	\$139,000.00	2,418	\$31,681,821
Portsmouth	\$132,000.00	2,590	\$36,591,167
Central Falls	\$145,000.00	2,724	\$51,519,366
Johnston	\$123,000.00	2,917	\$50,452,203
Westerly	\$146,000.00	3,030	\$55,015,253
Barrington	\$147,500.00	3,101	\$44,851,748
Lincoln	\$149,000.00	3,236	\$49,551,778
North Providence	\$127,600.00	3,301	\$47,235,638
West Warwick	\$134,000.00	3,374	\$53,918,748
South Kingstown	\$151,000.00	3,393	\$59,950,442
Chariho	\$149,000.00	3,421	\$55,831,939
Bristol-Warren	\$145,100.00	3,454	\$51,591,792
North Kingstown	\$145,000.00	4,398	\$61,636,874
Cumberland	\$158,000.00	4,470	\$55,508,846
Coventry	\$145,000.00	5,000	\$67,620,141

Thirteen Superintendents in the State with smaller districts are paid equal or higher salaries than Coventry Superintendent. Coventry Superintendent is on the low end with respect to salary in comparable size districts. Superintendents in districts half the size of Coventry only make a few thousand dollars less.

DIRECTOR OF COMPLIANCE, HR DIRECTOR & SCHOOL COMM. ATTORNEY

YEAR	2010-2011	2011-2012	2012-2013	2013-2014
COST	<u>\$286,543</u>	<u>\$224,162</u>	<u>\$397,263</u>	\$100,000*
Settlements	\$0	\$0	\$339,628	\$0
Legal Fees	\$195,033	\$208,324	\$57,635	\$0
Legal Services	\$91,510	\$15,838	\$0	\$0

2012-2013	DIRECTOR OF COMPLIANCE	\$100,000 – Yearly Salary
Effective Feb 2014*	*DIRECTOR OF COMPLIANCE, HR DIRECTOR & SCHOOL COMMITTEE ATTORNEY	\$100,000 – Legal Council \$15,000 – HR Director Total Salary - \$115,000

NOTE: We absorbed the HR Director Position.

School Administrators

- **Washington Oak** – One of the largest Elementary Schools in the State - Highest Administrator-to-Student Ratio in the State
 - ALL elementary schools larger than 600 students have at least one assistant principal – sometimes two.
 - Average elementary school in RI has 349 students.
 - Coventry elementary schools average 442 students with ALL schools larger than RI average.
- **Feinstein Middle School** – Largest Middle School in the State - Highest Administrator-to-Student Ratio in State
- **Coventry High School** – One of the Largest High Schools in the State – One of the Highest Administrator-to-Student Ratio in State

Elementary Principal Salaries

District	Average Daily Rate of Pay
Burrillville	\$386
Central Falls	\$400
Cumberland	\$410
Cranston	\$413
Scituate	\$420
North Smithfield	\$440
Jamestown	\$441
Lincoln	\$450
Coventry	\$472
North Kingstown	\$474
East Greenwich	\$475
Chariho	\$485
Smithfield	\$490
Middletown	\$495
South Kingstown	\$510

Coventry Elementary Principals' salaries are at the median in the State.

MIDDLE SCHOOL PRINCIPAL

DISTRICT	School	Principal Annual Salary	Principal Pay Per Student	# of Students
Jamestown	Lawn	\$101,739	\$482.17	211
North Kingstown	Wickford	\$110,715	\$276.78	400
North Smithfield	Middle	\$103,224	\$268.11	385
Scituate	Middle	\$100,667	\$265.61	379
East Greenwich	Archie Cole	\$102,000	\$243.34	419
North Kingstown	Davisville	\$109,983	\$210.29	523
South Kingstown	Broad Rock	\$103,720	\$196.44	528
South Kingstown	Curtis Corner	\$109,016	\$182.60	597
Burriville	Middle	\$100,879	\$175.13	576
Central Falls	Calcutt	\$98,000	\$169.84	577
Lincoln	Middle	\$112,551	\$151.27	744
Middletown	Middle	\$105,250	\$148.03	711
Chariho	Middle	\$107,995	\$103.94	1039
Coventry	Feinstein	\$108,000	\$91.75	1177

Feinstein Middle School is the largest middle school in the State. At least four principals in much smaller schools are paid a higher salary. And, Feinstein Middle School Principal is paid the lowest when comparing principal salary in relation to administrator-to-student ratio.

HIGH SCHOOL PRINCIPAL SALARY

DISTRICT	HS PRINCIPAL SALARY	Principal Pay Per Student	# of students*
Narragansett	\$ 124,000.00	\$ 250.51	495
Scituate	\$ 107,931.00	\$ 224.86	480
Tiverton	\$ 114,637.00	\$ 202.90	565
North Smithfield	\$ 105,825.00	\$ 198.92	532
Exeter/West Greenwich	\$ 108,000.00	\$ 186.21	580
Middletown	\$ 109,412.00	\$ 153.02	715
East Greenwich	\$ 110,282.00	\$ 143.78	767
Foster/Glocester	\$ 105,000.00	\$ 139.81	751
Burrillville	\$ 100,671.00	\$ 138.67	726
Pawtucket	\$ 118,000.00	\$ 124.47	948
Central Falls	\$ 102,000.00	\$ 120.28	848
South Kingstown	\$ 127,128.00	\$ 120.27	1057
Lincoln	\$ 121,211.00	\$ 115.66	1048
Chariho	\$ 112,032.00	\$ 94.46	1186
Coventry	\$ 116,000.00	\$ 74.17	1564
North Kingstown	\$ 116,413.00	\$ 72.99	1595

Coventry is third largest high school in the State. Four principals in schools much smaller are paid a higher salary. High school principals in schools half the size are paid just a few thousand dollars less. And, Coventry High School Principal is paid the second lowest to the bottom when comparing principal salary in relation to administrator-to-student ratio.

Other Points

- Coventry has NOT added administrators: The school department has three less administrators than three years ago and the lowest amount in 10+ years – despite the increasing demands.
- Currently we are operating with three open/vacant administrator positions at central office – and drowning.
- The Superintendent has a 3 year contract with a flat salary. No incentives – No pay raises.

Other Points

- Two school administrators out of fourteen received incentive pay of \$1000 for achieving “Highly Effective” on their annual evaluation.
- Three school administrators out of fourteen received incentive pay of \$2000 for achieving “Highly Effective” on their annual evaluation.
- School-based administrators have not had a pay raise in five years.
- Coventry Administrators will pay the highest health care and dental co-pay in the State – 25% effective July 1, 2014.(Approximately \$4500)

Administrator Recognitions

- Kathryn Tancrelle – RI Outstanding First-Year Principal of the Year – 2012-2013; RI Teacher of the Year 2001
- Michael Hobin – RI Outstanding First-Year Principal of the Year – 2007-2008
- Michael Almeida – RI Middle School Principal of the Year – 2009-2010
- Brooke Macomber – RI High School Assistant Principal of the Year – 2012-2013
- Michael Hobin – RI High School Principal of the Year – 2012-2013
- Louise Seitsinger – Finalist RI Elementary Principal of the Year – 2010-2011
- Mike Convery – RI Assistant Principal of the Year – 2000; Finalist Principal of the Year 2005-2006
- Dr. Arthur Lisi – RI School Counselor of the Year; Counselor of the Year - by the RI Association of College Admissions Officers