

ADMINISTRATIVE REPORT

DATE: December 15, 2020
TOPIC: #8.5 - Superintendent Contract
PRESENTER: Sharon Van Leer, School Board Chair
REFERENCE TO POLICY/STATUTE: 304 Superintendent Contract, Duties and Responsibilities

A. PURPOSE OF REPORT

- a. The Board is being asked to vote on a new three-year contract with Superintendent Nielsen. This is the standard term for a superintendent contract.
- b. The proposed contract includes a modest increase in the amount of the District's 403(b) matching contribution.
- c. The proposed contract also includes a pay raise for Superintendent Nielsen. The amount of the pay raise is based on market conditions. While South Washington County Schools is the sixth largest school district in Minnesota, the proposed salary for Superintendent Nielsen was determined by approximating the average pay for the 20 largest school districts in Minnesota.
- d. The proposed contract changes the language on post-employment insurance benefits to provide for payment of the family premium rather than the individual premium because Superintendent Nielsen current has the family plan. The language also clarifies that the benefit includes dental insurance and life insurance and a survivor benefit.
- e. The School Board's legal counsel has reviewed the proposed contract and recommends approval. The Board Chair negotiated the contract and also recommends approval.

B. RECOMMENDATION

- a. Approval

