

March 15, 2013

Email Response to BOE regarding Teacher/Administrator Evaluations

Please see below for the answers to Mr. Kery's questions regarding Teacher Evaluations:

- Number of staff that must be evaluated via the new Teacher Evaluation by level (Elementary, Middle school, High School)
- Number of Administrators that meet the criteria to perform the new Teacher Evaluation by level (Elementary, Middle school, High School)

Average # of certified teaching staff to be evaluated, by each administrator:

ECC: 19
Elementary: 38
Middle School: 37
High School: 29

Number of administrators that meet criteria to perform the evaluations:

ECC: 1
Elementary: 11
Middle School: 7
High School: 10

Curriculum Leaders/Special Education Coordinators:

Elementary: 3
Secondary: 5

Also if you can provide us with the following (which can be estimates based on district wide data versus data for each level):

- Average salary/benefit load of an employee that must be evaluated under the new teacher evaluation program - (I understand there is a range here - but please give us your best estimate)

Average salary = \$77,320 (this includes 50 employees who work days beyond the teacher 187 work days, [deans, guidance counselors, school psychologists, Instructional Improvement Teachers])

Average Board cost of benefits= \$17,500.

- Average days/hours per year of work for employees that must be evaluated under the new teacher evaluation program - (Again - I understand this is a hard number to capture but if 900 of say 1000 are certified teachers then providing the contractually agreed upon days/hours for the majority employee pool is sufficient)

Certified staff members work 187 days/year; 7 hours and 10 minutes per day

-Average Salary/Benefit Load for the administrators that are performing the teacher evaluations.

Average salary: \$143,123

Average Board cost of benefits= \$19,500.

-Average days/hours per year of work for administrators that are performing the teacher evaluations.

225 days/year (38 of these days are without teachers present)

~1,800 hours

- Number of Administrators, district wide, that must be evaluated via the new Administrator Evaluation.

39 building/district

6 Central Office

- Number of CO Staff that meet the criteria to perform the new Administrator Evaluation.

6 (4 will evaluate building admin; Superintendent will evaluate Central Office Admins)

- Average Salary/Benefit load of CO Staff that must perform the new administrator evaluations.

Average salary = \$174,452 (Average of 4 CO Admin without Superintendent = \$160,515)

Average Board cost of benefits= \$22,400.

- Average Days/Hours per year for CO Staff that must perform the new administrator evaluations.

223 days