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Metropolitan School District  
Superior Schools in a Supportive Community

# WASHINGTON TOWNSHIP

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James D. Mervilde, Ed.D., *Superintendent*

**To:** Board of Education

**From:** James Mervilde, Ed.D.

**Re:** Classified Salary and Benefits Recommendation

As you know, typically we set and seek approval for classified salary and benefit package for after the agreement with teachers is negotiated and approved. However, this year economic circumstances dictate a change I that time line. As the Board knows, the district is trying to carefully navigate through some very difficult economic circumstances. With extreme care and good stewardship, the Board and the District have avoided the kinds of catastrophic reductions and program elimination that we have seen in other Indiana Districts.

As a result of this difficult reality, I recommend that classified salary and benefits for 2010 be frozen at the rates approved by the Board of Education in June, 2009. What this means in effect is that classified salaries and benefits will continue to be fixed at the levels approved at that time. There will be no pay increases in this payroll group for the 2011 year. As you know, we are currently evaluating the health insurance package for classified and administrative personnel. We expect our costs in that arena to be similar to our current plan.

This recommendation helps us move closer to the budget economies needed to weather this first wave of the economic storm. Should further reductions become necessary, we may have to work toward additional budget economies.

This in no way reflects negatively on the value or excellent work our classified employees perform for Washington Township. Whether it is providing clerical or office support, preparing and serving meals, operating a bus, or cleaning and maintain our facilities, our classified staff members do great work. In the past four years the classified costs in the district have been reduced significantly. Rather, this recommendation reflects the reality that all groups have a responsibility to do their part in weathering the economic story while offering the children of Washington Township the best possible programming that will prepare them for their futures.