

Special Study:

School Superintendent Compensation



September 25, 2003

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Executive Summary

The Office of the State Auditor's (OSA) special study on superintendent compensation reveals a vast difference in contract provisions between the Metropolitan school districts and districts in Greater Minnesota. Overall, very large total compensation packages exceeding the Governor's salary are not yet commonplace in Minnesota, but they are on the rise. Up until 1998, school districts were subject to a compensation limit, where public employee total compensation may not exceed 95 percent of the Governor's salary (\$114,288). Currently, 38 out of the 341 districts surveyed have a base salary amount exceeding that of the Governor. Metropolitan area school districts far exceed any of the other regions in salary and benefit provisions. The twenty-five largest contract salary amounts include 23 districts in the Metropolitan area. The average base salary in these twenty-five districts is \$139,722, compared to \$89,726 for the entire state. With the top twenty-five salaries removed, the state average decreases to only \$85,574. This indicates that with a few exceptions, high compensation is isolated to the Metropolitan Area. Currently, the majority of contract salary in the state ranges from \$85,000 to \$100,000.

The OSA found that even with the compensation limit lifted, districts that paid the most in contract salary are also the districts with the most generous severance, leave, and benefit provisions. The wording of contracts often masks additional compensation available to the superintendent. This is unnecessary as the superintendent is not subject to the compensation limit and their compensation should be reflected in their contract/base salary. The purpose of the removal of the compensation limit was for school districts to be able to pay superintendents a higher base salary and cease the provision of excessive severance and benefit packages. In most Metropolitan school districts the opposite has occurred. In Greater Minnesota school districts, severance and other benefit provisions have decreased and the requirements for receiving these benefits are more stringent.

In addition to their base salary, superintendents may receive additional compensation in the form of bonus or performance pay, salary in lieu of insurance, vehicle allowance, annual leave cash out, and other compensation. When total compensation is calculated, 44 districts have total compensation higher than the Governor's salary. The twenty-five largest total compensation amounts have an average value of \$153,947.

Bonus pay provisions are increasing in use, and are not limited to one geographic area. The amount of the bonus is not always explicitly stated in contracts, and if tied to superintendent performance, the results are often not released in detail to the public. The OSA recommends that if compensation is based on the specific performance of the superintendent then those specific goals should be explicitly stated in the contract. The public should be informed when those goals are met, before a bonus is granted to the superintendent.

Large vehicle allowances are most frequent in the Metropolitan area, where superintendents drive the least distance. Greater Minnesota districts tend to reimburse for

mileage driven, although the districts may cover a larger geographic area. Districts also provide additional compensation like moving and wellness allowances. The amount of these allowances may not always be explicitly stated in the contracts. Because superintendents are no longer subject to the compensation limit, the OSA recommends that school boards reconsider offering perks that often mask the true compensation of the superintendent.

Many superintendents receive severance pay for any reason except termination for cause. This means that many superintendents can break their contract at any point and receive compensation for doing so. This does not occur as frequently in Greater Minnesota, where most contracts specifically state that severance will be paid only at retirement, or at the end of the contract. Minnesota law does not prohibit this practice from occurring. However, the OSA strongly discourages school boards from negotiating contracts that allow superintendents to break their contracts and receive large compensation packages while moving to another district. The OSA also recommends that the legislature take action to prohibit this from occurring.

An argument often made for the necessity of severance is that superintendents lack good pension coverage. The majority of superintendents in Minnesota rose up from the ranks of public school teachers, and receive a pension from one of the four teacher retirement funds in the state. In fact, the district continues to contribute to the pension while the superintendent is in service, at a state determined contribution rate based on salary. This means that the superintendent receives pension contributions that are substantially higher than the contributions paid on behalf of teachers. These pension contributions are not mentioned in all superintendent contracts. The OSA recommends that for transparency purposes, the contributions made on behalf of a superintendent be discussed in the contract as part of the total compensation package.

The study also found that leave provisions are overly generous in some regions. In the Metropolitan Area, on average, superintendents receive a greater amount of annual sick and vacation leave, which can carry over from year to year. Districts in Greater Minnesota tend to offer less sick and vacation leave with less generous accrual provisions, or offer a larger amount of leave that does not accrue from year to year. Contracts contain different provisions for unused leave. Some superintendents receive cash on an annual basis for a certain amount of days that are unused. Most may accumulate unused leave to a maximum (in some cases, unlimited) amount over a period of years, to be cashed out at termination. Some superintendents may direct unused leave annually into deferred compensation funds that are also cashed out at termination. Many superintendents also receive a large bank of leave days at the commencement of their contract that may be cashed out at termination. This is equivalent to a large signing bonus.

Many superintendents are receiving large cash payments for unused leave on top of large severance payments. Unused sick leave was originally omitted from the statute limiting severance payments to a maximum of six months. The OSA recommends that school boards negotiate the forfeiture of excessive unused sick days, or impose a limitation on

how much unused leave may accrue, so that the original intent of the legislature in limiting severance is not circumvented.

Some superintendents receive continued health and life insurance benefits after they leave the district. While this provision mostly applies to retiring superintendents, many districts offer to pay this benefit for the superintendent and sometimes their spouse until they reach Medicare age, age 65, or until death. The OSA recommends that future contracts negotiated by school districts exclude this provision because it is cost prohibitive to the school district and a benefit that local government units may no longer be able to afford.

The contract process between school districts and superintendents makes it difficult for the public to obtain accurate and complete information regarding the total compensation of school superintendents. Multiple amendments make it difficult for the public to know exactly what the superintendent is receiving in compensation and benefits. Compensation items are also often hidden in the contract as a benefit with no specific dollar amount given. Districts themselves often do not know how much their superintendent is owed in compensation. The OSA recommends that the legislature require school boards to have public discussions of all compensation available to the superintendent prior to approval of the contract so the public is aware of the total cost to taxpayers and the board is fully aware of its responsibilities under the contract. Public discussion should also occur for any amendments that change the compensation of the superintendent.

The per diem rates of superintendents far exceed that of other public officials because there is no standard measure of duty days explicitly stated in all superintendent contracts. The per diem rate in the Metropolitan districts averages \$510 per day. Superintendent per diem rates can be calculated from as low as 200 work days per year even though, unlike teachers, their position is year-round. This benefit greatly affects the amount of money the superintendent receives when they leave the district. The OSA recommends that the exact number of duty days used to calculate the per diem rate of pay for the superintendent be explicitly stated in the contract. The OSA also recommends that it would better serve the public interest if per diem rates were calculated on a standard number of work days, such as those used by state, municipal, and county governments.

With the exception of a few waivers, local government units except school districts are subject to the compensation limit. The Governor's salary has increased only five percent in the last nine years. Superintendents have the same duties and skill requirements that public sector managers such as County Administrators and City Managers have. As such, one group has seen its earning power decrease steadily while superintendents, especially in the Metropolitan area, have seen their earning power dramatically increase. The OSA recommends that the legislature determine the fairness in treating these groups as different. If they are equal, then place the superintendents under the compensation limit to ensure equal treatment. The compensation limit should then be set at a level to attract and retain qualified individuals in the public sector. The legislature should decide whether to set the limit as a percentage of the Governor's salary, or set it according to

another standard. With the superintendents under the compensation limit, school districts would have to account for the total cost of the superintendent contract up front, which would make the process more transparent.

School superintendents are not subject to the compensation limit so school boards should not mask the compensation paid to superintendents in their contracts. School boards are strongly encouraged to review the wisdom of offering compensation packages such as excessive severance and leave provisions that mask the true cost of the contract to taxpayers. School boards can, and should, pay the superintendent what they feel the individual is worth, but compensation should be laid out in a transparent and understandable manner.

Overview and Background

Public and legislative concern that the severance package for the exiting Rosemount - Apple Valley - Eagan Superintendent would be well in excess of \$300,000 prompted an examination earlier this year by the Office of the State Auditor (OSA) into the severance package he was receiving. The OSA also conducted an examination of two other districts, Eden Prairie and Owatonna. The OSA determined that while there was nothing illegal about the examined superintendent contracts and severance packages, it was evident that the contracts granted excessive benefits and severance, even though school districts had been removed in 1998 from a statutory compensation limit applicable to other local government employees. The OSA also found that the superintendent contract negotiations were conducted without much public knowledge or input.¹

As a result of that examination, State Auditor Patricia Anderson Awada announced that the OSA would conduct a superintendent compensation study of public school districts in the state. The purpose of the study was to determine whether the compensation practices of the three districts examined were anomalies, or whether these practices were common throughout the state.

The compensation of most local government employees may not exceed 95 percent of the Governor's salary. In 1995, Governor Arne Carlson convened the *Governor's Commission on Public Sector Employment Contracts* (commission) to examine whether compensation packages for public employees were exceeding the compensation limit through items such as excessive benefit and severance packages not accounted for as salary.² This examination was conducted by the OSA and included school districts.

During this examination, the commission discovered that many political subdivisions, including school districts, were in violation of the statutes that set compensation limits because the political subdivisions were not accounting for benefits in the calculation of compensation subject to the compensation limit.³ The commission recommended that contracts be amended, and all compensation, including the monetary value of benefits, be considered salary for the purposes of the limit, unless the benefits were commonly available to all public employees.

In addition to salary violations, the commission discovered other problems regarding compensation for public sector employees and made a number of additional recommendations. The commission found it was extremely difficult for the public to

¹ The OSA also found that two of the districts had made errors in interpreting their superintendent contracts. After the discrepancies were pointed out by the OSA, the districts agreed to correct the errors.

² The Commission was co-chaired by State Auditor Judith H. Dutcher and the OSA conducted the examination. The full report is **Governor's Commission on Public Sector Employment Contracts: Findings and Recommendations**, published January 9, 1996.

³ This included annual cash payments for unused leave. Districts argued that the payments should be considered similar to overtime, which is not subject to the compensation limit. The Attorney General's Office ruled that such payments are salary subject to the compensation limit. See Op. Atty. Gen. No. 161b-12 (August 4, 1997).

obtain accurate and complete information regarding compensation and contracts for highly compensated employees, even though the Data Practices Act clearly allows the public access to that information.⁴ It was recommended that contracts be publicly scrutinized prior to approval, and information made readily available to the public in an easily understandable format, including a current valuation of all benefits.

The commission also found that severance payments made at termination were overly generous. The recommendation was made that total severance be limited to the value of six months salary, including all the value of all sick leave and vacation leave accumulated by the employee.⁵

At the time, the commission heard testimony that the compensation limit made attracting and retaining qualified top school district officials in a national market difficult. In 1998, the legislature removed the compensation limit for school districts.⁶

The focus of this study is to examine the changes in compensation packages provided to superintendents since the compensation limit was removed. A letter explaining the study, along with a form and instructions, was mailed directly to the superintendent of 341 public school districts in April 2003. They were asked to report salary, benefit, leave, expenses, severance, and post-employment benefit information from fiscal year 1997 through fiscal year 2003 to the OSA by May 2003.⁷ The OSA also requested that each district provide copies of all contracts, including amendments, and W2 forms from 1996 to 2002. Where the OSA needed clarification, the districts were asked to verify their data in July 2003.⁸ Data was analyzed to determine if the school districts had ceased providing excessive benefits and severance packages in contracts negotiated after 1998, once they were able to offer higher salaries.

This report is separated into seven sections. The first section gives an overview of the OSA's original examination of three districts, the purpose of the superintendent compensation survey, and background on the compensation limit issue and its relation to school districts. The second section analyzes the data provided by the districts regarding compensation. The third section examines compensation practices by geographic region. The fourth section examines contract trends in school districts using illustrations from surveyed districts. The fifth section compares superintendents with other high-ranking public officials, such as County Administrators, City Managers and Administrators. The

⁴ See Minn. Stat. § 13.43, subd. 2 (a)(1). The Commission defined highly compensated employees as employees with estimated annual wages greater than 60 percent of the Governor's salary, who were not covered by a collective bargaining agreement.

⁵ Under Minn. Stat. § 465.722, payments for accumulated vacation or sick leave are not included under the severance limit for highly compensated employees.

⁶ Prior to 1998, school districts were one of the political subdivisions in the state subject to the compensation limit for public workers. See Minn. Stat. 43A.17, subd. 9 (1996). School districts were exempted from the compensation limit by 1998 Minn. Laws, ch. 398, art. 5, § 1.

⁷ In most cases, the FY03 data received are year-to-date data. As a result, the FY03 data was excluded from some analysis because it was incomplete.

⁸ Changes in the data were made by the OSA where appropriate, based on the information provided in the contracts and on the W-2 forms.

sixth section offers conclusions and recommendations for the Legislature, taxpayers, and school boards regarding the compensation limit and future compensation practices. The last section contains expanded appendices and tables on the data discussed in this report. The appendices are for FY02, all other years in the survey are available on the State Auditor's website at www.auditor.state.mn.us.

Superintendents in Minnesota School Districts

During the reporting period, there were 548 superintendents in 341 school districts. There were also a few management companies that performed superintendent duties on an as needed basis. Appendices 1 through 4 illustrate length of service during the reporting period by district and by superintendent. Four hundred and forty-nine superintendents served in one district only, eighty-six superintendents served in two districts, and thirteen superintendents served in three districts from FY97 through FY03. One hundred districts (30 percent) had the same superintendent during the entire reporting period.

Many districts with two superintendents during the reporting period, such as Minneapolis and Bloomington, had one superintendent for six of the seven years. Metropolitan districts varied from one superintendent during the period (Richfield) to three superintendents (Burnsville). Districts in Greater Minnesota varied considerably throughout the reporting period: from as many as five superintendents during the reporting period (Balaton); to only one (Deer River).⁹

Some superintendents in the Greater Minnesota districts have additional duties besides being superintendent. They range from principal, to lunchroom coordinator, to activities director. Appendix 5 illustrates the forty-one districts where superintendents have additional duties. Of those districts, two superintendents have four additional responsibilities beyond the superintendency, the rest have one or two additional duties.¹⁰

During the reporting period, some districts consolidated to save costs. However, many rural districts are sharing the services of superintendents without consolidating. In those districts, one district generally holds the contract with the superintendent, and a joint powers agreement determines how much each district must pay. These arrangements save small districts the cost of having a full time superintendent. Unlike consolidated districts, each district retains its distinctiveness and has individual school boards. During the survey period twenty-two districts shared superintendent services. Superintendent sharing arrangements usually involve two districts. Lake Benton, Tyler, Russell, and Ruthton have a four-district agreement, and share a superintendent and business manager. In addition, three of the districts share teachers.

⁹ This includes interim superintendents, and districts that were consolidating but kept both superintendents for the rest of the fiscal year.

¹⁰ In Bellingham, the superintendent is also a principal, transportation supervisor, community education coordinator and the lunch director. In Climax, the superintendent is also a community education director, director of transportation, food service, and safety coordinator.

The following districts have joint powers superintendent sharing agreements: Adrian and Edgerton; Bertha-Hewitt and Browerville; Breckenridge and Campbell-Tintah; Brewster and Round Lake; Cyrus and Minnewaska; Fosston and Oklee; Goodridge and Grygla; Hendricks and Ivanhoe; Swanville and Upsala; Lake Benton, Russell, Tyler and Ruthton.

Statistical Analysis of School District Data

Information Requested

This section provides a summary of some of the data collected from the 341 school districts from fiscal year 1997 through fiscal year 2003. Given the exploratory nature of this examination, the following data provides a clearer understanding of superintendent compensation.

This section of the report examines the following items: 1) the number of students in average daily membership (ADM) for each district, 2) salary categories, including contract salary, bonuses, salary in lieu of benefits, vehicle allowances, and other compensation, 3) accrued vacation and sick leave, 4) annual leave cash-out provisions, 5) post-employment benefits such as severance pay, maximum leave cash-out at termination, and continued benefit coverage after termination, and 6) expenses paid and the use of search firms in hiring superintendents.

Number of Students in the District

Average daily membership (ADM) is defined by the Department of Education as the average number of pupils in membership during the school year. Pupils need not be in attendance to be counted in ADM but they must be enrolled in the district.

The following chart illustrates the change in membership over the reporting period.

Number of Students in ADM FY97-FY03							
	FY97	FY98	FY99	FY00	FY01	FY02	FY03
Minimum	85	80	75	64	72	57	60
Maximum	46,911	48,850	49,821	49,554	50,211	49,849	48,600
Average	2,566	2,528	2,543	2,536	2,536	2,522	2,468

Throughout the reporting period, the average number of students in ADM has remained fairly constant. The FY03 number is most likely lower due to the fact that many districts only had estimates for that year. Throughout the reporting period, in FY97 and FY98 only 14 districts out of 341 had over 10,000 students in ADM. For FY99 and above, 15 districts had over 10,000 in ADM. The following charts show the ten districts with the greatest number of students in ADM for FY02.

Top Ten School Districts By ADM in 2002		
1	MINNEAPOLIS	49,849
2	ST. PAUL	44,201
3	ANOKA-HENNEPIN	40,536
4	ROSEMOUNT-APPLE VALLEY-EAGAN	28,400
5	OSSEO	22,277
6	ROCHESTER	15,926
7	SOUTH WASHINGTON COUNTY	15,389
8	ROBBINSDALE	14,521
9	DULUTH	12,135
10	BURNSVILLE	11,598

In FY02, the smallest number of students in ADM (57) was in the Pine Point School District. Many of the Greater Minnesota school districts have steadily decreasing ADM. Since the average number of students in ADM has remained about the same, it would indicate that the student population has shifted to the Metropolitan area.

Salary

This section examines contract salary, bonus/performance pay, vehicle allowances, and other compensation. Comparisons are made for the state, the Metropolitan area, the urban core, and Greater Minnesota Regional Centers.¹¹ The data are generally presented from FY97 through FY02. FY03 is included where it highlights new changes.

Contract Salary

Also known as base pay, the “contract salary” is the amount the superintendent will earn on an annual basis, as written in the contract. Some contracts explicitly state the increase in the contract salary per year, over the life of the contract. Other contracts state the first year contract salary, and then provide that the next year’s salary would be negotiated (in a manner that would not decrease the base amount) with the School Board. An examination of the contract salary information shows that an increasing number of districts are offering higher salaries. The following chart illustrates the number of districts within specified contract salary ranges.

Range of Contract Salaries FY97-FY03							
Salary Range	# FY97	# FY98	# FY99	# FY00	# FY01	# FY02	# FY03
<\$70,000	158	118	84	66	50	42	37
\$70,000 - \$84,999	115	139	161	154	138	122	94
\$85,000 - \$100,000	46	56	56	71	88	104	120
>\$100,000	22	28	40	50	65	73	90

¹¹ For the purposes of this report, the Metropolitan area includes all school districts in the seven County Metropolitan area. The urban core consists of Minneapolis and St. Paul. The Greater Minnesota Regional Centers include Duluth, Rochester, and St. Cloud.

The ten districts with the highest contract salary amounts for FY02 are illustrated below.

Top Ten School District Contract Salaries FY02			ADM
1	ST. PAUL	\$165,000	44,201
2	MINNEAPOLIS	\$160,000	49,849
3	OSSEO	\$153,420	22,277
4	EDEN PRAIRIE	\$152,400	10,451
5	ROBBINSDALE	\$150,000	14,521
6	HOPKINS	\$150,000	8,372
7	HASTINGS	\$147,378	5,180
8	EDINA	\$146,540	6,906
9	MINNETONKA	\$145,000	7,776
10	ROSEMOUNT-APPLE VALLEY-EAGAN	\$142,776	28,400

According to an American Association of School Administrators (AASA) national survey, the mean of the average salaries paid to superintendents in the United States for 2002-03 (self-reported) varies by the number of students enrolled in a district. The chart below shows the mean contract salary paid to superintendents throughout the country. No districts with enrollment less than 300 were represented in the AASA survey.¹²

	Total	Greater than 25,000	10,000- 24,999	2,500 – 9,999	300 – 2,499
Superintendent (Contract Salary)	\$126,268	\$170,024	\$138,537	\$121,853	\$98,302

A research study by the RAND Corporation published in 2003 states that the average salary for superintendents nationally in 2000-01 was \$118,811. It increased to \$121,794 for 2001-02. The study also states that, after adjusting for inflationary effects, superintendent salaries have risen 14 percent since 1991-92. It is unclear whether the RAND study used contract salaries or included other forms of compensation and benefits.

Contract Salaries Statewide FY97-FY02						
	FY97	FY98	FY99	FY00	FY01	FY02
Minimum	\$6,149	\$18,000	\$14,564	\$15,990	\$18,000	\$13,833
Maximum	\$382,882	\$170,000	\$173,400	\$177,000	\$181,000	\$165,000
Average	\$73,725	\$76,848	\$80,246	\$83,058	\$86,967	\$89,706

Overall, Minnesota is below the RAND average contract, but the districts using part-time consultants on an “as needed” basis skew the average on the low side.

¹² For FY03, Minnesota has 27 districts with less than 300 students in ADM.

Forty-eight school districts comprise the Metropolitan District area. The chart below shows the salary range in the Metropolitan districts. The overall average was below the RAND average for the first year, but above in the second. Some of the smaller districts in the Metropolitan area have much lower salaries and lowered the average.

Contract Salary for the Metropolitan Districts FY97-FY02						
	FY97	FY98	FY99	FY00	FY01	FY02
Minimum	\$60,900	\$32,504	\$68,600	\$63,700	\$72,600	\$84,778
Maximum	\$382,882	\$116,294	\$129,565	\$174,584	\$160,000	\$165,000
Average	\$100,496	\$96,592	\$103,054	\$109,626	\$115,352	\$123,924

According to the RAND survey, superintendents in urban districts tend to have salaries ranging from \$113,000 - \$298,000, with an average of \$165,114 nationally. Urban core districts, for the purpose of this report, would include only the Minneapolis and St. Paul School Districts.¹³ Minneapolis is slightly under the average and St. Paul is almost at the average. The following chart shows how contract salaries have changed in these two districts over the reporting period. The large amount in FY97 for Minneapolis represents salary paid to Public Strategies Group and to an interim superintendent. Otherwise, the largest increases in contract salaries occurred after the compensation limit was removed.

Contract Salary for the Urban Core Districts FY97-FY02						
	FY97	FY98	FY99	FY00	FY01	FY02
MINNEAPOLIS	\$382,882	\$94,441	\$127,087	\$152,954	\$160,000	\$160,000
ST. PAUL	\$108,781	\$114,287	\$119,000	\$155,000	\$155,000	\$165,000

Greater Minnesota Regional Centers for the purposes of this report are Duluth, Rochester, and St. Cloud. Duluth is the only regional center below the national average.

Contract Salary for Greater Minnesota Regional Centers FY97-FY02						
	FY97	FY98	FY99	FY00	FY01	FY02
DULUTH	\$94,750	\$102,000	\$100,000	\$102,000	\$104,040	\$108,202
ROCHESTER	\$98,000	\$102,390	\$114,890	\$123,000	\$123,000	\$120,000
ST. CLOUD	\$101,355	\$108,944	\$113,000	\$118,400	\$121,950	\$122,000

Overall, Minnesota appears to have lower salaries than superintendents in other states. Looking at the Metropolitan area, superintendent salaries are very comparable to the RAND and AASA surveys.

Bonus/Performance Pay

Bonus/performance pay is compensation made available to the superintendent if specific goals are met during the fiscal year. Bonus/performance pay was available in 82 districts

¹³ Duluth, even though by statute is a “first class” city, was not considered an urban district for this report and was included in the Greater Minnesota Regional Centers.

during the reporting period, although not always every year. The following chart shows the change in the amount offered to superintendents through bonus provisions.

Total Bonus Pay FY97-FY02						
	FY97	FY98	FY99	FY00	FY01	FY02
Districts with bonus provision	23	25	32	42	42	51
Minimum	\$1,000	\$6,000	\$1,000	\$1,000	\$1,200	\$1,200
Maximum	\$10,000	\$10,000	\$15,000	\$15,000	\$15,059	\$15,511
Average	\$3,853	\$3,736	\$4,316	\$5,213	\$5,254	\$5,025

The number of districts providing bonuses has increased steadily since FY97. The amounts paid have also increased. Nine districts paid bonus pay for all years.¹⁴ In the Metropolitan districts, the average amount paid as a bonus is much higher. The chart below illustrates the amount offered to superintendents through bonus provisions in the Metropolitan districts.

Bonus Pay in the Metropolitan Districts FY97-FY02						
	FY97	FY98	FY99	FY00	FY01	FY02
Minimum	\$1,801	\$1,000	\$1,233	\$1,650	\$1,604	\$1,703
Maximum	\$6,031	\$7,500	\$15,000	\$15,000	\$15,000	\$14,500
Average	\$3,489	\$3,487	\$4,470	\$5,580	\$5,961	\$5,552

In the urban core districts, Minneapolis offered a bonus of \$2,500 in FY98 only. St. Paul offered a bonus in FY00 and FY01 of \$10,000 and \$15,000 respectively. In the Greater Minnesota regional centers, Rochester offered a bonus of \$8,000 in FY02, and St. Cloud offered a bonus of \$8,108 in FY98.

In FY02, the districts that paid the most in bonus pay are illustrated below. Use of a bonus/performance pay provision is split evenly between Greater Minnesota and Metropolitan Districts.

Top Ten School District Bonuses FY02		
1	PERHAM	\$15,511
2	MINNETONKA	\$14,500
3	BROWERVILLE	\$12,345
4	WEST ST. PAUL-MENDOTA HTS.-EAGAN	\$12,000
5	HOPKINS	\$10,500
6	STILLWATER	\$9,387
7	BUFFALO	\$9,100
8	OWATONNA	\$9,000
9	PIPESTONE AREA SCHOOLS	\$8,714
10	RICHFIELD	\$8,500

¹⁴ The districts were Brooklyn Center, Browerville, Lake City, Minnetonka, North Branch, Prior Lake, Richfield, Rocori, and West St. Paul-Mendota Heights-Eagan.

In some cases, bonus/performance pay amounts were reported strictly as a bonus for longevity.¹⁵ In those cases, the superintendent received a bonus for each year the superintendent stayed in the district.

Salary in Lieu of Insurance

School district were also asked to report any provisions that allowed the superintendent to receive salary to purchase his or her own insurance coverage. Eight of the 341 districts offered this provision for all the years in the reporting period.¹⁶ Fifty-eight districts offered this option at some point during the reporting period. The chart below shows the amount superintendents were paid under such provisions over the reporting period. In FY01 and FY02, this amount has increased considerably, perhaps reflecting the rising cost of insurance.

Statewide Salary in Lieu of Insurance FY97-FY02						
	FY97	FY98	FY99	FY00	FY01	FY02
Minimum	\$217	\$484	\$252	\$21	\$400	\$400
Maximum	\$7,806	\$7,806	\$8,690	\$9,842	\$11,088	\$13,364
Average	\$3,103	\$2,856	\$3,624	\$4,090	\$5,127	\$5,353

In FY02, the districts that provided the greatest amount of salary in lieu of insurance are illustrated below. More Greater Minnesota districts allowed for this provision than Metropolitan districts.

Top Ten School District Salary in Lieu Provisions FY02		
1	EDEN PRAIRIE	\$13,364
2	JORDAN	\$9,869
3	BUFFALO LAKE-HECTOR	\$9,385
4	DOVER-EYOTA	\$9,348
5	ROSEVILLE	\$9,160
6	PRIOR LAKE	\$7,757
7	FRIDLEY	\$7,579
8	LAC QUI PARLE VALLEY	\$7,455
9	OGILVIE	\$7,398
10	HERON LAKE-OKABENA	\$7,000

¹⁵ For example, Eden Prairie FY04 contract stipulates the superintendent earns \$16,000 per year in longevity pay.

¹⁶ The districts were Brandon, Chisago Lakes, Menahga, Nevis, Pierz, Prior Lake, Sibley East, and St. Charles.

Vehicle Allowance

Most of the Metropolitan school districts provided their superintendent with a vehicle allowance, rather than with mileage reimbursement. In contrast, most of the Greater Minnesota districts reimbursed their superintendent for mileage expenses (which is included in the expense section of this report), or allowed the superintendent to drive one of the district vehicles. As a result, very few Greater Minnesota districts are contained in this section of the report, even though the geographic area for driving is smaller in many of the Metropolitan districts than it is in some of the Greater Minnesota districts. The chart below shows that the average annual amount paid as vehicle allowances in the Metropolitan district steadily increased over the reporting period.

Metropolitan Vehicle Allowance FY97-FY02						
	FY97	FY98	FY99	FY00	FY01	FY02
Minimum	\$600	\$600	\$600	\$600	\$600	\$600
Maximum	\$9,000	\$9,048	\$9,000	\$12,000	\$13,568	\$13,767
Average	\$5,316	\$5,328	\$5,513	\$5,934	\$6,547	\$6,533

In FY02, the districts with the largest vehicle allowances are illustrated below.¹⁷ Minneapolis School District is omitted from the chart. In FY02, the Minneapolis School District shifted the amount it had provided as a vehicle allowance to “Other Compensation” because the superintendent was not using the entire allowance amount for her vehicle.

Top Thirteen School District Vehicle Allowances FY02		
1	OSSEO	\$13,767
2	ST. PAUL	\$12,000
3	BRAINERD	\$10,800
4	CENTENNIAL	\$9,600
5	WAYZATA	\$9,000
5	ROBBINSDALE	\$9,000
5	ORONO	\$9,000
5	HOPKINS	\$9,000
9	ST. LOUIS PARK	\$8,400
9	ST. CLOUD	\$8,400
9	SOUTH WASHINGTON COUNTY	\$8,400
9	ROSEVILLE	\$8,400
9	FRIDLEY	\$8,400

¹⁷ Thirteen districts were listed because five districts offered a vehicle allowance of \$8,400.

Other Monetary Compensation

Districts were also asked to report any other monetary compensation received by the superintendent not reported in one of the other categories. Districts reported items such as moving allowances and compensation for other duties. Ten districts provided their superintendent with a “wellness” allowance, where districts covered gym/health club benefits.¹⁸

In FY02, the districts offering the greatest amount of other monetary compensation are illustrated below.

Top Ten School District Other Compensation Amounts FY02		
1	ELK RIVER	\$18,411
2	ORONO	\$15,237
3	MINNETONKA	\$12,000
4	ROSEVILLE	\$10,500
5	MINNEAPOLIS	\$10,200
6	HENDRICKS	\$10,000
7	ROSEMOUNT-APPLE VALLEY-EAGAN	\$9,133
8	WARREN-ALVARADO-OSLO	\$9,000
8	MEDFORD	\$9,000
9	LONG PRAIRIE-GREY EAGLE	\$8,887

Total Compensation

For this report the OSA defines total compensation as any amount paid to the superintendent during the year. This included, contract salary, bonus pay, salary in lieu, vehicle allowance, the annual amount of leave cashed out (if applicable) and other compensation¹⁹.

As mentioned earlier, the twenty-five highest contract salary amounts in the district have an average value of \$139,722 for FY02. The twenty-five highest amounts for total compensation have an average value of \$153,947 for FY02. There is noticeable difference in district order when the two lists are compared.

The chart on the next page shows the top twenty-five districts ranked according to contract salary and total compensation. Where St. Paul offers the highest contract salary, it has the third highest total compensation.

¹⁸ The districts were Hopkins, LaCrescent, Mahtomedi, Mankato, Minneapolis, Randolph, Robbinsdale, St. Louis Park, Waconia, and Warroad.

¹⁹ The annual leave cash out provision is discussed in the leave section, but since a superintendent who receives this benefit receives cash every year, it was included in total salary.

Change in District Rank Between Contract Salary and Total Compensation FY97-FY02

Top 25 Districts - Contract Salary FY02	
ST. PAUL	\$ 165,000
MINNEAPOLIS	\$ 160,000
OSSEO	\$ 153,420
EDEN PRAIRIE	\$ 152,400
HOPKINS	\$ 150,000
ROBBINSDALE	\$ 150,000
HASTINGS	\$ 147,378
EDINA	\$ 146,540
MINNETONKA	\$ 145,000
ROSEMOUNT-APPLE VALLEY-EAGAN	\$ 142,776
BLOOMINGTON	\$ 142,621
ANOKA-HENNEPIN	\$ 142,000
WAYZATA	\$ 141,278
BURNSVILLE	\$ 139,423
ORONO	\$ 137,700
SOUTH WASHINGTON COUNTY	\$ 135,182
CHASKA	\$ 130,442
LAKEVILLE	\$ 129,500
INVER GROVE	\$ 129,120
BECKER	\$ 128,416
OWATONNA	\$ 126,942
ST. LOUIS PARK	\$ 126,320
NORTH ST PAUL-MAPLEWOOD	\$ 125,000
MAHTOMEDI	\$ 124,200
CENTENNIAL	\$ 122,400

Top 25 Districts - Total Compensation FY02	
MINNEAPOLIS	\$ 185,585
MINNETONKA	\$ 178,700
ST. PAUL	\$ 177,000
ORONO	\$ 172,079
HOPKINS	\$ 171,000
EDEN PRAIRIE	\$ 168,164
OSSEO	\$ 167,187
ROBBINSDALE	\$ 164,730
ROSEMOUNT-APPLE VALLEY-EAGAN	\$ 160,189
BLOOMINGTON	\$ 155,318
BURNSVILLE	\$ 155,294
EDINA	\$ 154,340
WAYZATA	\$ 150,278
HASTINGS	\$ 147,378
ELK RIVER	\$ 145,011
ROSEVILLE	\$ 144,200
SOUTH WASHINGTON COUNTY	\$ 143,582
CHASKA	\$ 143,502
ANOKA-HENNEPIN	\$ 142,000
OWATONNA	\$ 141,942
LAKEVILLE	\$ 139,200
STILLWATER	\$ 135,898
NORTH ST PAUL-MAPLEWOOD	\$ 135,710
CENTENNIAL	\$ 135,672
ST. LOUIS PARK	\$ 134,720

Total compensation for the state is higher than the average salary amounts over the reporting period.

State Total Compensation Amounts FY97-FY02						
	FY97	FY98	FY99	FY00	FY01	FY02
Minimum	\$6,149	\$18,000	\$14,564	\$15,990	\$18,000	\$13,833
Maximum	\$385,382	\$205,827	\$173,400	\$183,584	\$188,085	\$185,585
Average	\$76,280	\$79,878	\$83,724	\$87,265	\$91,018	\$93,574

In the Metropolitan Districts, total compensation is substantially higher than contract salary over the reporting period.

Metropolitan Districts Total Compensation FY97-FY02						
	FY97	FY98	FY99	FY00	FY01	FY02
Minimum	\$66,904	\$34,413	\$71,186	\$63,700	\$83,327	\$85,944
Maximum	\$385,382	\$205,827	\$153,142	\$183,584	\$188,085	\$185,585
Average	\$108,007	\$106,378	\$111,747	\$121,779	\$126,297	\$134,962

In the urban core districts, total compensation increased for both districts in each year of the reporting period.

Urban Core Districts Total Compensation FY97-FY02						
	FY97	FY98	FY99	FY00	FY01	FY02
MINNEAPOLIS	\$385,382	\$98,441	\$131,887	\$171,808	\$188,085	\$185,585
ST. PAUL	\$117,781	\$205,827	\$128,000	\$177,000	\$182,000	\$177,000

In the Greater Minnesota Regional Centers total compensation increased for each district every year over the reporting period.

Greater Minnesota Regional Centers Total Compensation Amounts FY97-FY02						
	FY97	FY98	FY99	FY99	FY01	FY02
DULUTH	\$94,750	\$102,000	\$106,000	\$108,000	\$110,040	\$114,802
ROCHESTER	\$100,206	\$103,495	\$116,050	\$124,515	\$123,607	\$128,531
ST. CLOUD	\$102,255	\$121,252	\$121,400	\$122,600	\$126,150	\$130,400

The purpose of the removal of the compensation limit was for school districts to offer higher salaries to the superintendent. Contract salaries have increased every year since the compensation limit was removed, but it is evident that other forms of compensation available to the superintendent are increasing as well.

Leave

The study asked for information regarding accruable vacation and sick time leave granted in superintendent contracts. It also asked for the maximum amount of leave that the superintendent could accumulate during his/her service in the district. Generally, leave is allotted on an annual basis. Some districts either allow the leave to be carried over into the next year, or banked for cash-out purposes. The cash-out provisions allowed payments annually, or at termination, or both, and are discussed in another section of this report.

Appendices 6, 9, and 10 show the number of days allowed as vacation and sick leave, and the maximum accumulation provisions, by economic development region for FY02. Superintendents may receive other types of leave such as bereavement leave or personal leave, but it is very rare for this leave to be accumulated from year to year or included in days that may be cashed out at termination.

Vacation

The survey asked for the amount of vacation available to a superintendent during the year that could accrue into the next year. If vacation is not used in some districts, the vacation days are lost at the end of the fiscal year. Those districts will have a blank in Appendices 6, 9, and 10 for maximum accumulation. In districts that allowed the accrual of vacation days, the permitted accrual period varied from six months into the next year to some indefinite time.

Sick

The survey asked for the amount of sick leave available to a superintendent during the year that could accrue into the next year. Some of the Greater Minnesota districts provided a larger number of sick days per year than Metropolitan districts, but the days were lost at the end of the year if they were not used.²⁰

On average, the amount of leave offered on an annual basis did not increase substantially throughout the reporting period. In some cases, the amount of leave provided decreased with new contracts.

Maximum Accumulation

The survey asked for the maximum amount of leave that the superintendent could accumulate, even if the superintendent had not actually accumulated this amount. Columns with a “U” in Appendices 6, 9, and 10 reflect districts where unlimited accumulation is allowed for one or more types of leave. In FY02, 38 districts allowed superintendents unlimited accumulation of leave. Only 39 had a maximum accumulation

²⁰ As an example, Waseca provides 100 sick days per year for its superintendent. These days are lost if not used, and are not cashed out at termination.

that was less than 100 days (approximately 5 months) for both types of leave combined at some time during the reporting period. After the 95% compensation limit was removed, many of the districts in Greater Minnesota decreased the maximum number of days that could accumulate. Some of the Metropolitan districts raised the maximum accumulation amount.

Yearly Leave Cash Payments

Some superintendents can receive annual cash payments in lieu of taking vacation leave. For example, the contract in Minneapolis granted the superintendent 40 vacation days in FY02, and allowed 25 of them to be cashed out annually. In FY02 and FY03, the superintendent received cash from this benefit in the amount of \$15,384 per year. Providing leave in this manner allows the superintendent to take three weeks of paid vacation, and an annual cash payment worth five weeks of pay. Similarly, Orono’s 2002-2003 contract allowed up to ten days pay in lieu of vacation annually. The Orono contract calculated the per diem rate based on 231 duty days. The value of this benefit in 2002 was \$6,766. Appendices 6, 9, and 10 illustrates how many districts provided this benefit to superintendents in FY02. While a maximum amount of days is specified in the contract, the actual number of days the superintendent will cash out will be unknown from year to year. In FY02, the districts with the greatest number of potential annual leave cash-out days are illustrated below.

Top Five School District Annual Leave Cash-Out Days		
1	MINNEAPOLIS	25
2	ONAMIA	20
3	UNDERWOOD	13
4	WHITE BEAR LAKE	12
4	WEST ST. PAUL-MENDOTA HTS.-EAGAN	12

Post-Employment Benefits

The districts were asked to report, for each fiscal year, what the district’s responsibility for severance, leave cash-out, and post-employment benefits would be if their superintendent were to leave at the end of the year. Appendices 6, 9 and 10 show the amounts that could have been paid in severance, leave days, and post-retirement benefits if the superintendent had left in FY02. The following three sections discuss trends in these provisions in general.

Severance

Minnesota law does not prohibit severance for superintendents who leave employment voluntarily or are dismissed subject to cause. Severance is negotiated by the school boards and the superintendent. The Metropolitan districts have the largest severance

packages and generally provide for payment of the severance even if the superintendent breaks the contract for any reason. The majority of the Greater Minnesota contracts do not allow superintendents to break their contract and receive severance pay. Such contracts allow for severance only in the case of the contract expiring, or retirement.

In some contracts, a district may offer severance for any reason, but only after the superintendent has worked in the district for a minimum amount of time. In Appendices 6, 9 and 10, the severance amounts for the districts indicate what they would have owed if the superintendent had left the district at the end of the fiscal year. A change in superintendent name in the district would indicate that the amount shown would have been paid out. As a result, severance payments may be listed in the contract, but if the superintendent did not meet the requirements, the district was not liable for severance at that particular time.

The table below shows that the average value of severance payments is fairly low for those districts that offered severance.²¹ There is vast difference between the FY02 and FY03 maximums. Hastings represents the highest amount in FY03, the year the superintendent left the district. Severance provisions are examined further in the geographic region appendix of this report.

Value of Severance in Minnesota FY97-FY03							
	FY97	FY98	FY99	FY00	FY01	FY02	FY03
Minimum	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000
Maximum	\$108,781	\$112,894	\$119,431	\$125,777	\$100,547	\$87,368	\$153,273
Average	\$30,902	\$29,370	\$30,393	\$32,318	\$31,604	\$30,624	\$34,226

Leave Cash Out at Termination

Districts were asked how much leave would be cashed out if the superintendent left at the end of the fiscal year. A number of superintendents will receive large cash payouts for accumulated sick leave upon termination. For example, under his current contract, the Hopkins superintendent is permitted to carry forward 20 days per year of vacation and sick leave. The Hopkins District reported that the superintendent has accrued 381 days of vacation and sick leave for the 2002-2003 school year, at a value of \$227,133. If qualified at retirement or resignation, the superintendent could receive the full cash value of this benefit. Similarly, in the latest Edina contract the superintendent is permitted to cash out accumulated sick leave upon termination in the amount of 90 days in 2003, 120 days in 2004, and 150 days in 2005. At the superintendent's 2002-2003 rate of pay, 150 days of leave have a value of \$101,115.

Post-Severance Benefits

Some districts offer additional non-pension benefits after the superintendent leaves the district. The most common benefits are health and life insurance. A few districts pay health benefits until death; others generally pay until the recipient reaches Medicare age.

²¹ This does not include payments received for accumulated leave.

The data show the yearly cost of the benefit, multiplied by the number of years the district would be required to pay the benefit.²² While the calculation does not factor in inflation, it provides a snapshot of what the district would pay for an individual who was no longer with the district. Very few Greater Minnesota districts offered health benefits after termination.

For districts providing this benefit, the following table illustrates the additional amount reportedly paid for the superintendent in health and life insurance benefits over and above severance, leave compensation and pension benefits of any one of the four teacher retirement funds in the state.²³

Health and Life Benefits FY97-FY03							
	FY97	FY98	FY99	FY00	FY01	FY02	FY03
Minimum	\$413	\$439	\$535	\$586	\$710	\$806	\$861
Maximum	\$167,689	\$181,864	\$194,864	\$206,855	\$284,376	\$269,524	\$251,971
Average	\$42,769	\$42,330	\$44,549	\$55,500	\$49,806	\$49,057	\$54,550

Additional comments on compensation after termination appear in the contract summary section of this report.

Expenses

The OSA requested information on work-related expenses paid by the district for the superintendent such as meals, credit card payments, educational expenses, license/dues/memberships, and health expenses. Greater Minnesota districts tend to cover the minimum number of expenses, such as mileage reimbursement for school-related business. Metropolitan districts had higher superintendent expenses.

All districts pay for licenses/memberships/dues for the superintendent on a yearly basis.²⁴ Martin County West offers a family membership in the Fox Lake Golf Club in one of its contracts.

Statewide, many superintendents with Master's Degrees often obtain their Ph.D. or Ed.D. while in service, at the district expense. This amount is included in educational expenses. Educational expenses also included the cost of any conferences that superintendents attended. Health expenses were high where districts offered reimbursement in lieu of insurance. Eye and dental reimbursement were the most common, as was paying for a yearly physical for the superintendent if the district required one every year.

²² For example, if the district's yearly cost of health insurance was \$10,000 and the district was going to pay it for ten years, the district would have put \$100,000 on that line. For districts that were paying for life, we asked them to calculate 10 years, or Medicare age, whichever came first.

²³ These amounts are probably lower than they should be because some districts reported the monthly cost of insurance instead of the annual cost.

²⁴ Management companies would not require any of these expenditures.

For the state overall, total expenses increased steadily from FY97 to FY02. The table below illustrates the changes. The maximum amounts are high where districts spent more on educational expenses for the superintendent.²⁵

Expenses FY97-FY02						
	FY97	FY98	FY99	FY00	FY01	FY02
Minimum	\$78	\$95	\$100	\$60	\$105	\$35
Maximum	\$17,527	\$50,343	\$29,396	\$34,963	\$40,856	\$37,103
Average	\$3,614	\$3,934	\$4,093	\$4,322	\$4,410	\$4,349

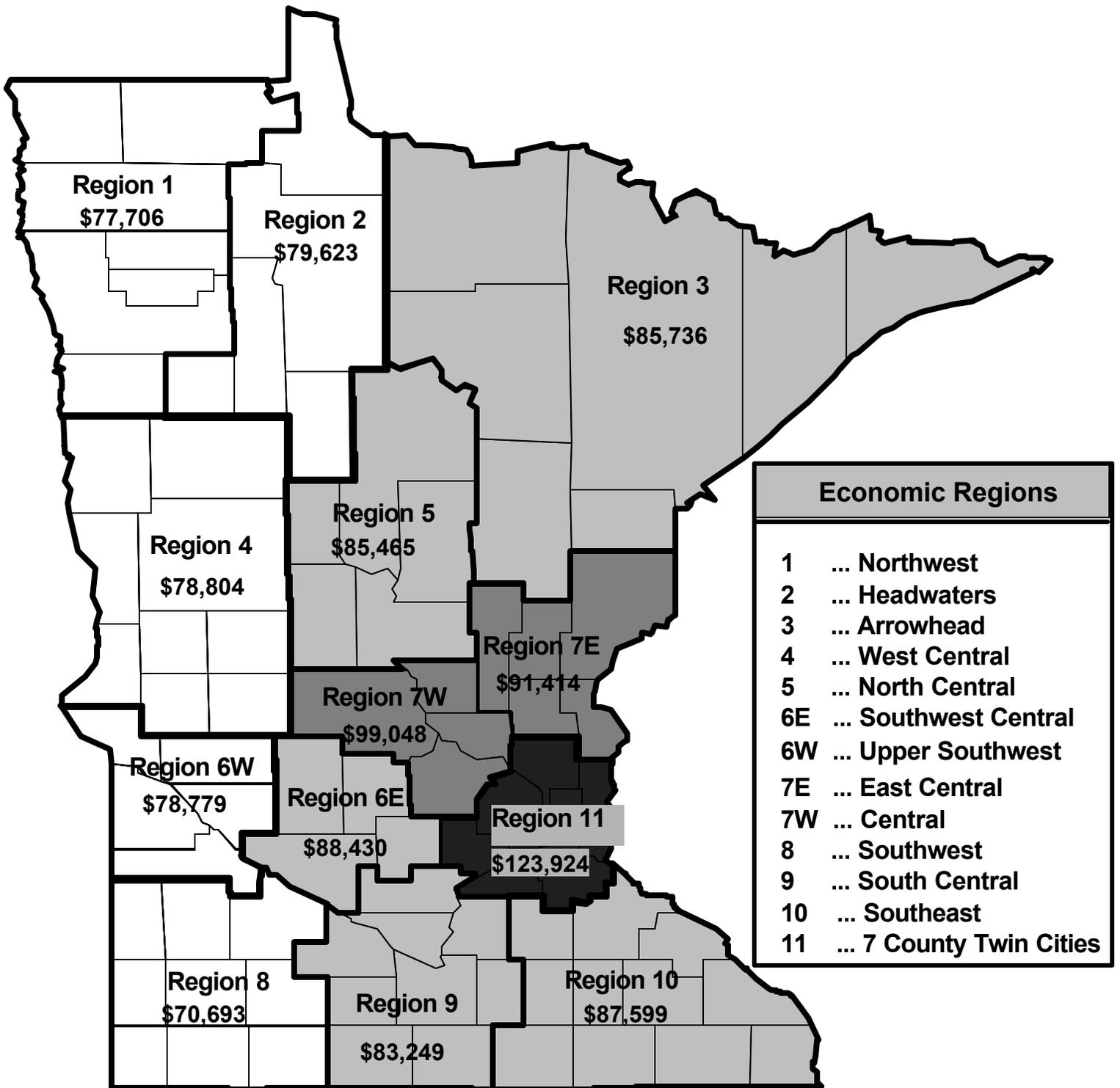
Compensation by Geographic Region

To allow for an easier geographic comparison of compensation practices, districts were separated into Minnesota's 13 economic development regions. The following four maps illustrate selected compensation practices by region in FY02: average contract salary, average total compensation, average severance payment, and average maximum leave cash out at termination. Appendix 8 and 9 give greater detail on each district in the region and compensation items relating to FY02.

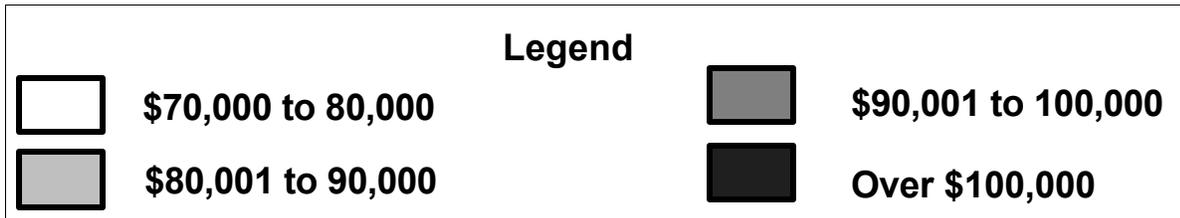
²⁵ In FY01, the maximum amount is from St. Louis Park. The bulk of their total expense cost was for educational expenses.

Average Contract Salary FY02

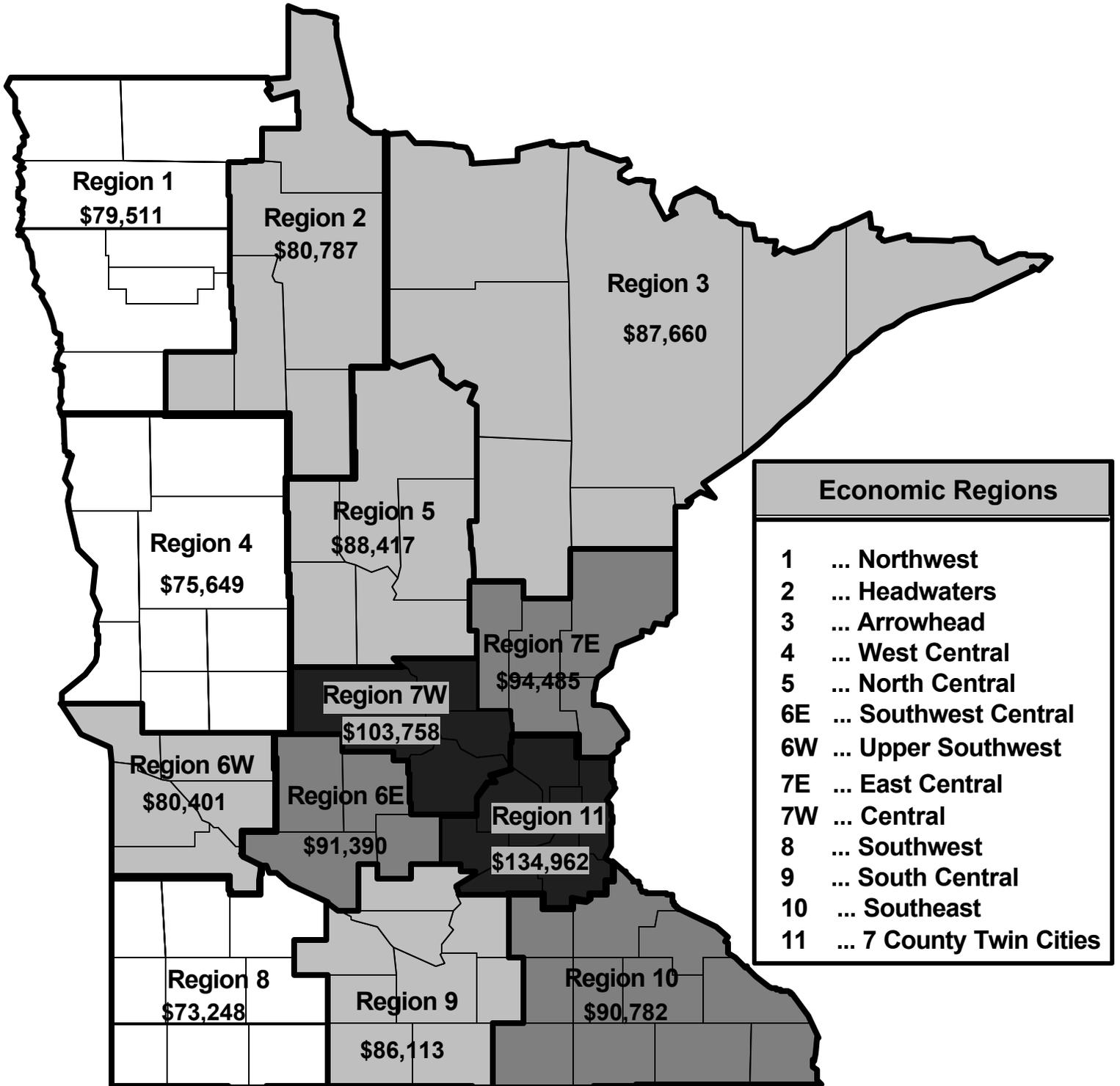
By Economic Development Region



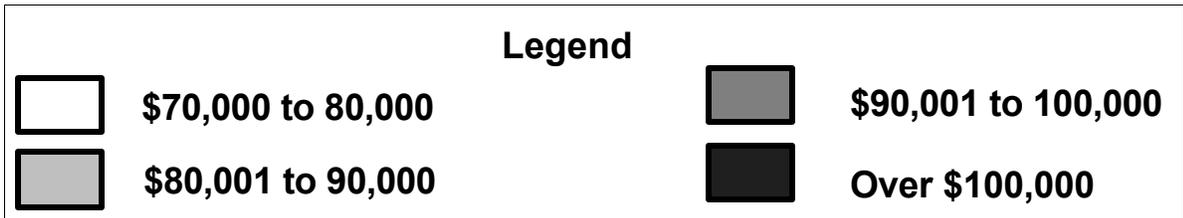
Economic Regions	
1	... Northwest
2	... Headwaters
3	... Arrowhead
4	... West Central
5	... North Central
6E	... Southwest Central
6W	... Upper Southwest
7E	... East Central
7W	... Central
8	... Southwest
9	... South Central
10	... Southeast
11	... 7 County Twin Cities



Average Total Compensation FY02 By Economic Development Region

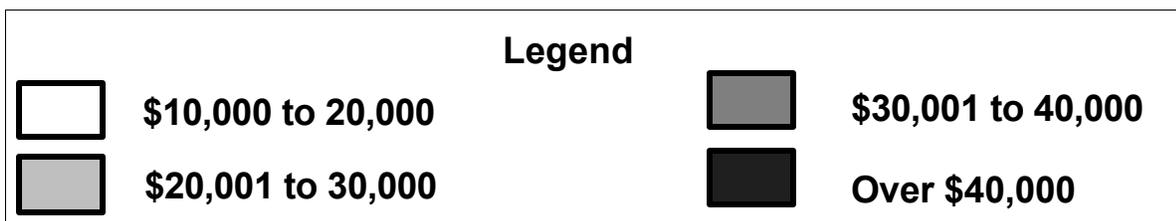
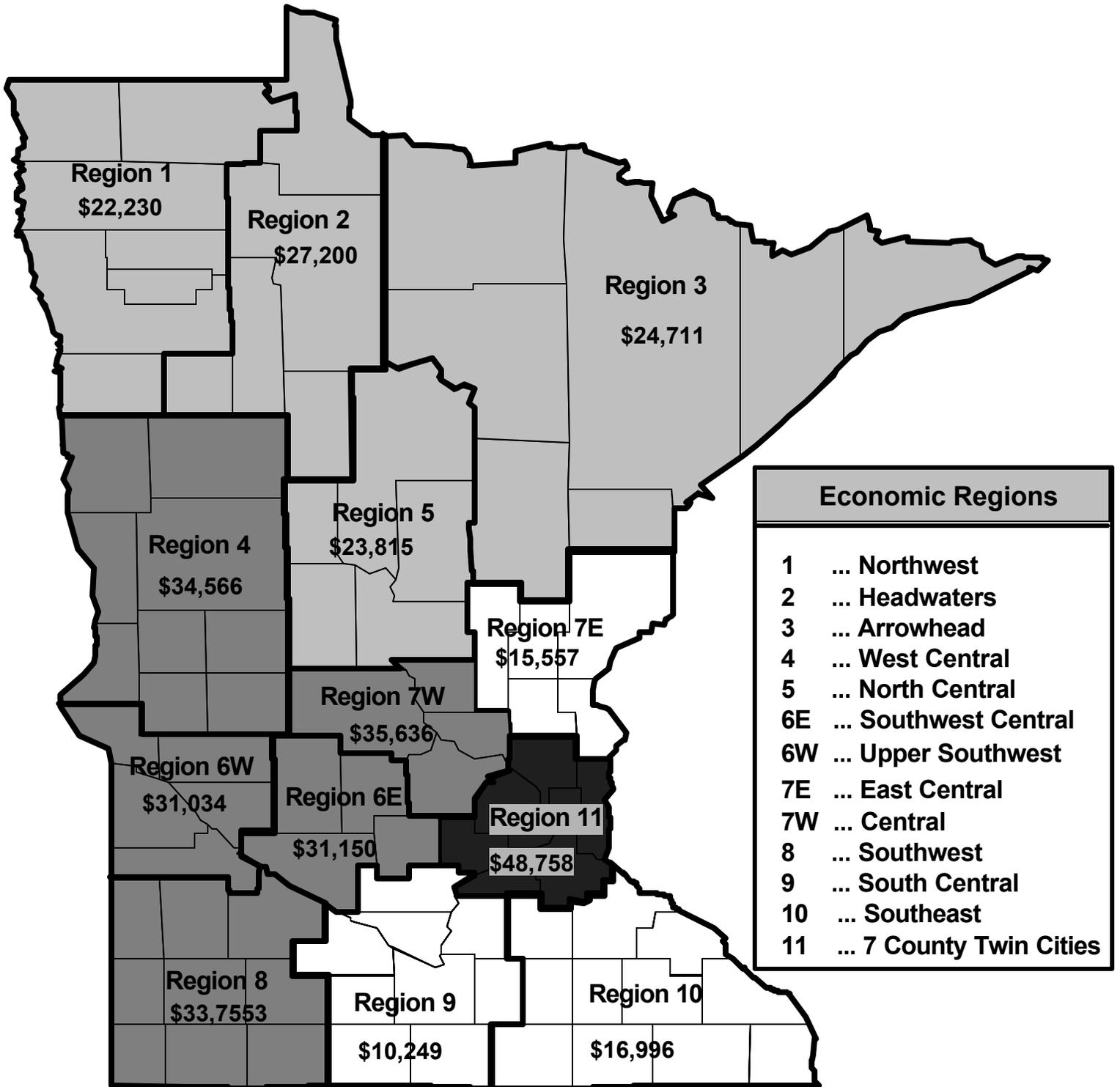


Economic Regions	
1	... Northwest
2	... Headwaters
3	... Arrowhead
4	... West Central
5	... North Central
6E	... Southwest Central
6W	... Upper Southwest
7E	... East Central
7W	... Central
8	... Southwest
9	... South Central
10	... Southeast
11	... 7 County Twin Cities



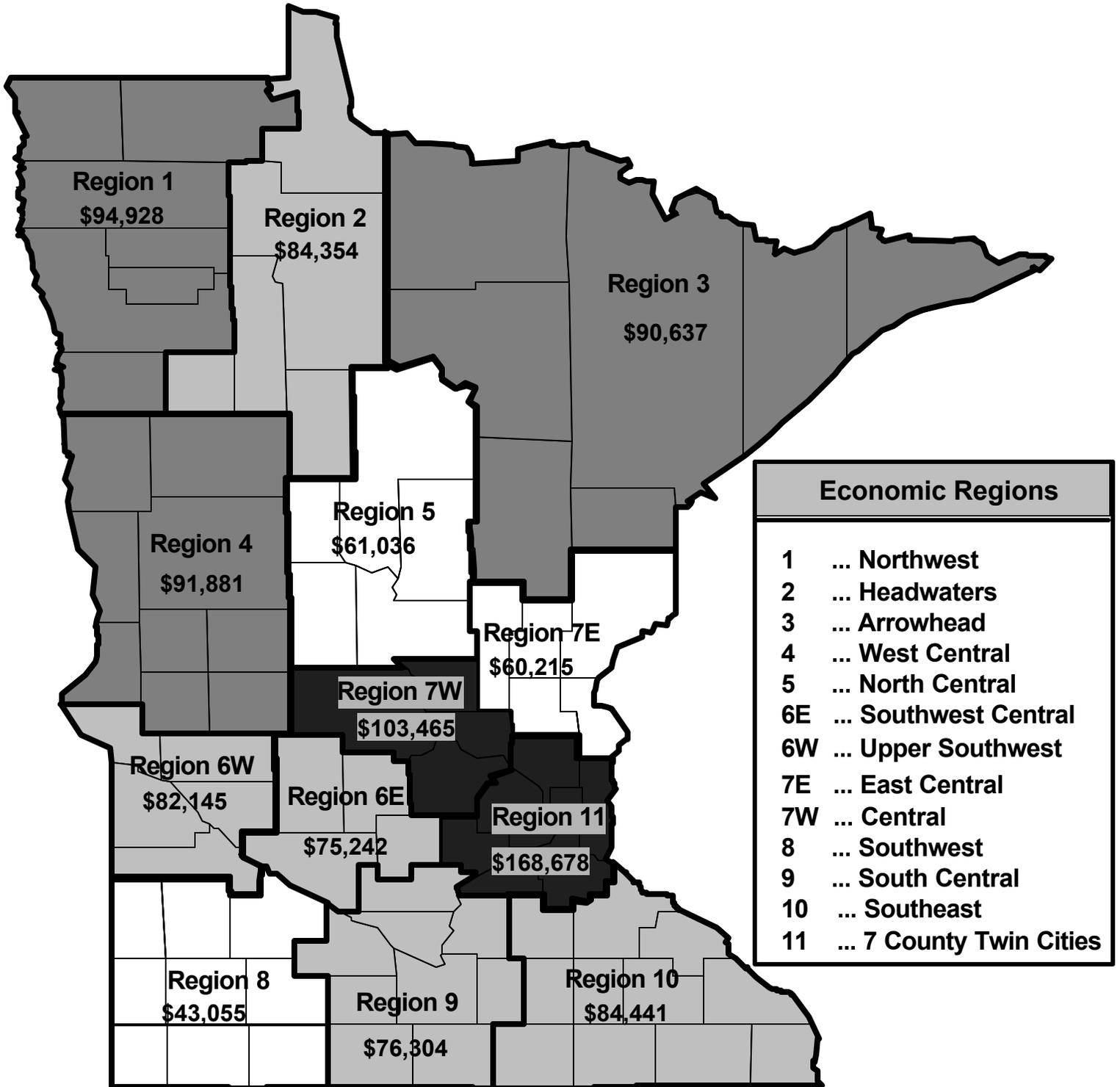
Average Severance Payment - FY02

By Economic Development Region

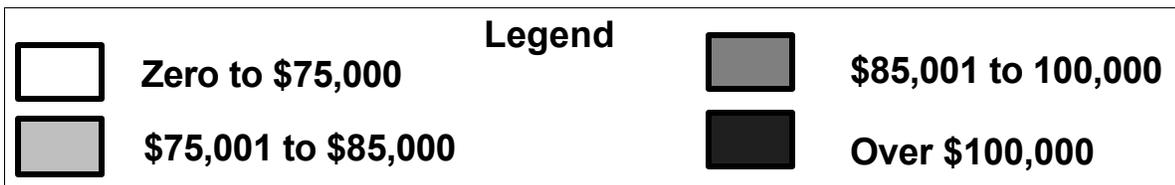


Average Maximum Leave Cash-Out At Termination - FY02 *

By Economic Development Region



* Value calculated by multiplying average maximum days by average per diem rate.



Contract Trends

The analysis of superintendent contracts is difficult because in many contracts the compensation for which the school district is responsible is not clearly visible and understandable. This section examines provisions in superintendent contracts that may increase the compensation of the superintendent without it being obvious to the public. Examples from district contracts are used for illustrative purposes.

Negotiating a subsequent contract

In 1993, the rollover, renewal or extension of superintendent contracts was prohibited.²⁶ As the expiration of the contract approaches, a new contract may be negotiated and signed to take effect upon expiration of the existing contract. Superintendent contracts cannot exceed three years, so most contracts are for three-year periods.²⁷ Most contracts state that amendments can be made at any time by the mutual agreement of the superintendent and the Board. The Minnesota Association of School Administrators (MASA) suggests if the school board wants the superintendent to stay on, that the parties should just sign a new contract and work out the details later. This may cause problems as each side may have signed a contract thinking they would be able to receive particular provisions that may not be attainable in the renegotiation phase. As a result, the contract may be terminated before the term is completed. While the public may know the terms of the contract, it may not be aware of provisions added or changed in the amended contract for the same period.

A good example is the contract situation in Minneapolis. Throughout her approximately six-year tenure in Minneapolis, Carol Johnson had three contracts, and four contract amendments. Her original contract dates from August 30, 1997 to August 30, 2000. The original wording stated her salary would not exceed the amount permitted by statute. She had full benefits, annual leave, post-retirement benefits and cash for unused leave at termination. A deferred compensation provision provided six months salary upon termination for any reason except being fired for cause. She also was to move into the district within two years of the date of the contract.

The first amendment to the contract was effective July 1, 1998. Her salary increased from \$105,000 to \$126,000 (the compensation limit was removed at this time). The amendment also stated that over the next three years, the Board would move towards a compensation package that would focus on the need to attract and retain the best talent and the best results.

The next amendment, effective July 1, 1999, increased her salary to \$150,000. Leave increased to 65 days a year and a yearly cash out provision of 15 days at the annual per diem rate was added. A wellness allowance was added. She was also no longer required to live in the district.

²⁶ See 1993 Minn Laws, ch. 224, art. 9, § 22; Minn. Stat. §123B.143, subd. 1 (2002).

²⁷ *Id.*

The next amendment, effective July 1, 2000, increased her salary to \$160,000, and increased the annual leave cash out provision to 25 days.²⁸ Another amendment, effective July 1, 2001 increased her salary to \$190,000 and included a provision that if the superintendent sought to terminate the contract, she had to give six months notice or be subject to a \$10,000 penalty.²⁹

The next amended contract was effective July 1, 2002 to June 30, 2003. The six-month notice and penalty provision was changed to two months notice and no penalty. Annual cash out of leave was still at 25 days. Maximum accumulation was at 150 days, but instead of forfeiting all leave exceeding 150 days, the district would direct up to 25 days over that limit to a 403(b) account. The deferred compensation provision remained the same.

A new contract dated from July 1, 2003 to June 30, 2006 was ratified this year. The superintendent gave two month's notice at the end of July and an interim superintendent will take over until a new search is completed.

Superintendents also cannot negotiate a new contract until the final year of their current contract begins.³⁰ This typically means that negotiations cannot begin until July 1 of the last year of the contract. Negotiations usually do not begin until later in the year, and sometimes not until January. Most contracts reviewed in this survey stated that the board must inform the superintendent in writing no later than six months before expiration whether their contract would be renewed.³¹

Mutual Consent

This provision states that the parties may terminate the contract at any time by mutual consent. The amount of notice required is negotiable, as previously indicated. This means that even if a three-year contract is signed, either side can walk away if the other agrees. This language has been used to allow the superintendent to walk away if a more lucrative situation arises or if the potential severance payments become sufficiently lucrative.

Early Retirement Incentives

Over the reporting period, 103 districts offered early retirement incentives (see Appendix 11). Of the 103 districts, five were Metropolitan districts. Duluth also has early retirement, and 97 other Greater Minnesota districts offer early retirement incentives.

²⁸ This amendment purports to amend the 1997-2000 contract, but provides for compensation through December 31, 2001.

²⁹ This amendment refers to a 2000-2003 contract not provided to the OSA. The superintendent declined the \$30,000 raise and the money was donated to arts programs.

³⁰ Minn. Stat. § 123B.143, subd. 1 (2002).

³¹ MASA Executive Director, Dr. Charles Kyte informed the OSA that many times, negotiations do not begin until at least January and if they occur later than that and the superintendent does not stay in the district, it does not leave a lot of time for the superintendent to find another position elsewhere.

Superintendents within the rule of 90 (age plus years of experience totals 90 years) often qualify to take early retirement. When they do, some may receive a payment (usually the equivalent of unused leave days) multiplied by a percentage based on their age. The younger the superintendent, the higher the percentage he/she receives. Some districts specify that this option is available if the superintendent has served a specific number of years in continuous service in that particular district.

Hidden Pay

In 1996, the Governor's Commission on Public Sector Employment Contracts noted that it was "extremely difficult for the public to obtain accurate and complete information" regarding the compensation of highly compensated public employees. Despite repeal of the compensation limit in 1998, it is sometimes still difficult to determine how much superintendents are being paid by looking at their contracts. Often, amounts paid in cash are not included in the contract as salary, but are hidden in the contract as another benefit, for which no dollar amount is given.

In other contracts, salary or bonus amounts were not clearly stated in the contract. For example, Robbinsdale's 2000-2003 contract provided that the parties would determine the base salary later. This type of arrangement also appears in the Orono contract for the 2001-2002 and 2002-2003 school years. The Robbinsdale contract also provided for performance incentive compensation at the end of each year in an amount to be determined by the school board. The district reported that in 2002, \$5,250 was paid pursuant to this provision. Minnetonka's 2001-2003 contract provided for performance incentive compensation up to 10% of annual base salary. Under this provision, \$14,500 was paid in 2002. The Richfield District reported that it paid an \$8,500 bonus in 2002 based on its 2001-2004 superintendent contract that provided for incentive pay up to \$10,000 annually. In Roseville, the contract provided for performance pay not to exceed 5% of the base salary. In 2002, \$4,352 was paid pursuant to this provision.

Contract provisions that provide for monetary benefits, but which do not specify how much will be paid make it difficult for citizens to know how much their superintendent is paid, especially if only the amount of base salary is publicized. The repeal of the compensation limit has not effectively resolved this problem.

Positive Change

Some districts have improved their superintendent contracts in ways that serve the public interest. For example, in 1997, Burnsville's contract allowed the superintendent to receive pay in lieu of vacation amounting to 16 days per year, based on only 223 duty days. By 2002, the amount of days that could be cashed in was reduced to 5, based on a duty day rate of 261 days per year.

In addition, unlike districts that encouraged superintendents to leave with early retirement incentives, some districts designed severance benefits that encouraged superintendents to stay for a longer period of time. For example, Rochester's 2001-2004 contract provides

an increasing scale for severance based on how long the superintendent stays. A similar provision appeared in Minnetonka's contract for the period 1995-1998. While there is room for additional improvement in making contracts fiscally responsible and shifting compensation to provisions that can be scrutinized by the public, these types of provisions show that progress is possible.

Another good example of a positive change in severance provisions since the compensation limit was removed is in Duluth. The superintendent's contract from December 1, 1994 to June 30, 1997 stated that upon conclusion of the contract, the superintendent had three options: return to his principal position, retire from the district with severance benefits, or apply for and receive a Board approved extended leave of absence without pay for 1997-98 and 1998-99. The term of the contract was July 1, 1997 to June 30, 1998. Much of his severance was tied to his premiums earned as a principal. The earlier he left the district, the more money he could earn.

The second contract provided the following:

- Severance pay and hospitalization premiums earned while a principal in the form of 2.5 days times the number of years continuous service.
- The number of unused and accumulated sick leave days (max 210 days) earned while a principal, added to the days listed above.
- The age at which he left would determine the percentage of the days earned above. If he left between the ages of 53-60 he would receive 110% of that amount. If he left at age 66, he would receive 0% of that amount. The amount is calculated as the number of days multiplied by the daily rate of pay for elementary principals in 1994-95.
- The number of unused and accumulated sick days earned while superintendent multiplied by the current daily rate of pay and added to the severance earned while a principal.
- Severance is paid out over a five-year period.
- Any discharge for cause will make the superintendent ineligible for severance earned while a superintendent. He was still eligible for principal severance.
- Upon death, any unpaid balance would be paid to a designated beneficiary or to his estate.

Duluth's contracts after the 95 percent compensation limit was removed are very different. The superintendent with the previous provisions left the district at the end of FY98. The new superintendent's first contract is dated July 1, 1998 to June 30, 2001 and his second contract is dated July 1, 2001 to June 30, 2004.

The severance provisions in the second contract provide the following:

- Upon leaving employment, the superintendent will continue to receive health and hospitalization coverage with the dollar amount based on the number of accumulated sick days (max of 210) multiplied by the daily rate (260 duty days) at the time of termination. Then, he is allowed to remain on the district health and

hospitalization plan for a number of years based on his years of employment with the district.

- This provision is invalid if the superintendent is terminated for cause, or if the superintendent terminates his employment with the district during the term of the contract.

While the district's practices changed with the hiring of the new superintendent, the salary amount for the new superintendent also did not increase substantially after the limit was removed.

The Future of Contracts

Lessons Learned – or Still Providing Extra Benefits?

Of the three districts examined originally, Owatonna operates under its current contract provisions until the end of FY04. The Rosemount-Apple Valley-Eagan district just ratified its new contract with the new superintendent. The school board members stated that they learned a lesson from their previous contracts. The new superintendent's salary is \$160,900 for FY04. Over the next two years, the salary will be renegotiated but never reduced. The new superintendent annually receives 28 days of paid vacation, and comes in with a vacation bank of 56 days. He will be paid out for only those 56 banked days upon separation. He annually receives 24 paid sick days with a maximum accumulation of 208 days. He will be paid out up to 208 sick days at termination. There is no specific severance provision but the superintendent can direct up to 30 unused days (15 sick, 15 vacation) into a "savings plan" on an annual basis. The value of the days is based on the per diem rate. The sick days will be deducted from his maximum payout. The payout will be directed into a plan created pursuant to section 401(a), and/or 403(b), and/or 457(b) of the Internal Revenue Code. The district will also continue to pay health, dental, and life insurance upon termination, until he reaches the age of 65 or he qualifies for Medicare coverage, whichever is later. If he takes a new job, he can elect to keep the district coverage at his own expense.

Eden Prairie School District's new contract starts in FY04. The new superintendent has an annual salary of \$153,000 for FY04. As of July 1, 2003, the district is responsible for placing just over \$135,000 in a "special pay" deferral plan. This amount represents accrued sick days, vacation days, and service days. If the superintendent leaves employment with the district before the district has finished putting the money in the deferral plan, the district must continue to do so until the obligation is met. Additionally, the superintendent may direct up to 32 days of unused sick and vacation leave at the current per diem rate into this account on an annual basis. The superintendent will also receive longevity pay based on 16 days of pay for each year of employment. This is not paid out as a bonus in a lump sum, but is provided in the superintendent's pay over the contract year. The district will also pay health benefits for the superintendent after he/she leaves the district until Medicare age.

Other Districts

Orono's new contract for 2003-06 provides for a yearly cash payment of up to 10 days of unused vacation available at the annual per diem rate. All unused sick leave will be paid if the superintendent leaves for any reason. A new clause in this contract will allow upon retirement or resignation, that the District will continue to pay the premiums for insurance provided in the contract including hospitalization and medical insurance, term life insurance, and dental insurance until the death of the superintendent and his spouse. When they reach the age of Medicare eligibility, the district is responsible for any supplemental coverage.

Summary of Contract Provisions

As mentioned previously, the argument for removing the compensation limit was to allow school districts to increase the salary of their superintendent in order to attract and retain qualified candidates. Previously, districts had used lucrative severance and leave provisions as a method of providing compensation outside of the compensation limit.

In Greater Minnesota and the Regional Centers, the majority of the districts have decreased the amount of leave and severance available at termination for the superintendent. The salaries offered are reasonable for the size of the district administered. They also have more rigid requirements for severance provision, especially when contracts are terminated before the ending date. Many districts are sharing superintendents to keep their costs down, or consolidating districts.

In the Metropolitan districts, the opposite has occurred. Districts have increased salaries substantially, which was the purpose of removing the compensation limit. However, they are also increasing the provisions available to the superintendent in bonus pay, longevity pay, accumulated leave, annual leave cash-out, continued benefit coverage and severance. These were the provisions that were supposed to decrease with the removal of the compensation limit.

Often, these contract provisions are worded in a manner that is confusing to the average reader, let alone the school district. As the original investigation showed, even the school district can be unsure how much it owes the superintendent at the time of termination. It is necessary for contracts to explicitly state what compensation the superintendent will earn and the rate by which that compensation will be calculated. The school district should ensure that contracts serve the public interest as well as the interest of the superintendent.

Search Firms

The survey asked each district if, during the reporting period they had used a search firm, or consultant to aid in the finding of a superintendent. During the reporting period, 107 districts reported using a search firm one or more times for a total of 120 searches. A total of 26 firms were used and the total reported amount spent was \$875,706. The ADM Group accounted for 62 (52%) of the searches and \$297,192 (34%) of total dollars spent. Kenneth LaCroix was the next highest with nine searches at a total cost of \$64,975. St. Paul School District had three superintendents during the reporting period and listed two firms during that time for a total cost of \$82,500. Canby and Robbinsdale school districts noted the use of search firms but reported that they have not paid them anything as of yet. The maximum amount spent at one time was St. Paul's payment to Korn Ferry. The chart below illustrates spending on search firms throughout the reporting period.

Firm	Searches	Total Fees	Average Fee
ADM GROUP LLP	62	\$297,192	\$4,793
BICKERT	1	\$22,853	\$22,853
BKB	11	\$83,524	\$7,593
CASCADE CONSULTING GROUP	1	\$16,304	\$16,304
CH	3	\$37,938	\$12,646
EXECUTIVE RESOURCE GROUP	1	\$18,500	\$18,500
HAZARD	3	\$53,631	\$17,877
KORN FERRY	1	\$50,000	\$50,000
KENNETH LACROIX	9	\$64,975	\$7,219
MANAGEMENT ASSISTANCE SERVICES	2	\$4,165	\$2,083
MN ASSOC. OF SCHOOL ADMINISTRATORS	1	\$275	\$275
MIDWEST CONSULTING	1	\$2,350	\$2,350
MIDWEST MANAGEMENT RESOURCES	1	\$5,000	\$5,000
MIDWEST MANAGEMENT SERVICE	1	\$3,674	\$3,674
MINNESOTA SCHOOL BOARDS ASSOC.	2	\$409	\$205
NORTHERN LEARNSCAPES	1	\$620	\$620
NSBA	1	\$32,500	\$32,500
PERSONNEL DECISIONS INC.	2	\$35,650	\$17,825
PELTON AND PELTON	1	\$4,000	\$4,000
PNR	7	\$104,928	\$14,990
REMBRANDT ADVANTAGE	1	\$825	\$825
RAY AND ASSOCIATES	2	\$14,680	\$7,340
ROGER WARNER ASSOCIATES	1	\$6,922	\$6,922
SCHOOL EXECUTIVE SEARCH CONSULTANTS	1	\$6,796	\$6,796
SW/WC SERVICE COOPERATIVE	1	\$1,500	\$1,500
THE ADMIN GROUP LTD	2	\$6,495	\$3,248
Total	120	\$875,706	\$7,298
Maximum			\$50,000
Average			\$10,305
Minimum			\$205

High Ranking Public Officials – A Comparison

Superintendent positions equate to that of other high-level government managers in duties and qualifications. Because the compensation limit was removed for school districts in 1998, superintendents do not equate on compensation levels with other government managers. The OSA analyzed data from the Stanton Group Metropolitan Area Compensation Survey relating to county administrators, city managers and city administrators and their compensation and compared them to Metropolitan superintendents based on their contract salary in FY02. Data in the Stanton Group Survey pertains to eight counties, seventy-seven cities and the forty-eight Metropolitan School Districts³². The analysis revealed that there are many similarities in position requirements and duties, but there are extreme differences in compensation.

Duties

City managers, city administrators, and county administrators are the highest-ranking administrative positions in a local government unit, just as the superintendent is the highest-ranking administrative position in the school district. Managers, administrators and superintendents all must carry out the policies established by the Board, Council, or Commission while following policies, regulations, rules and procedures established by the state or federal government.

Managers, administrators and superintendents all coordinate and administrate departments and employees, oversee and administer budgets, prepare for and attend all board, council or citizen meetings, and interact with citizens and elected officials.

Qualifications

At a minimum, city managers and county administrators require managerial, administrative, and educational experience to manage a government unit. The majority of individuals have Ph.D., JD, MPA, or MA degrees. These positions do not require a license to administer these departments. Superintendents must have doctorate or master's degree in education administration and teaching experience in order administer a school district. Unlike city and county administrators they also need to obtain a license to be a superintendent. Appendix 12 lists the requirements necessary to obtain licensure in the state, the competencies a superintendent should have, and an example curriculum from the University of Minnesota Ph.D. and Ed.D. programs in education and education administration.

In 2003, the National Center for Education Information (NCEI) stated that Minnesota reported to them that the state is experiencing a shortage of school administrators, but only in some geographic areas of the state. Minnesota is one of 11 states with a provision for an alternative (nontraditional) licensure for the superintendent position. This means

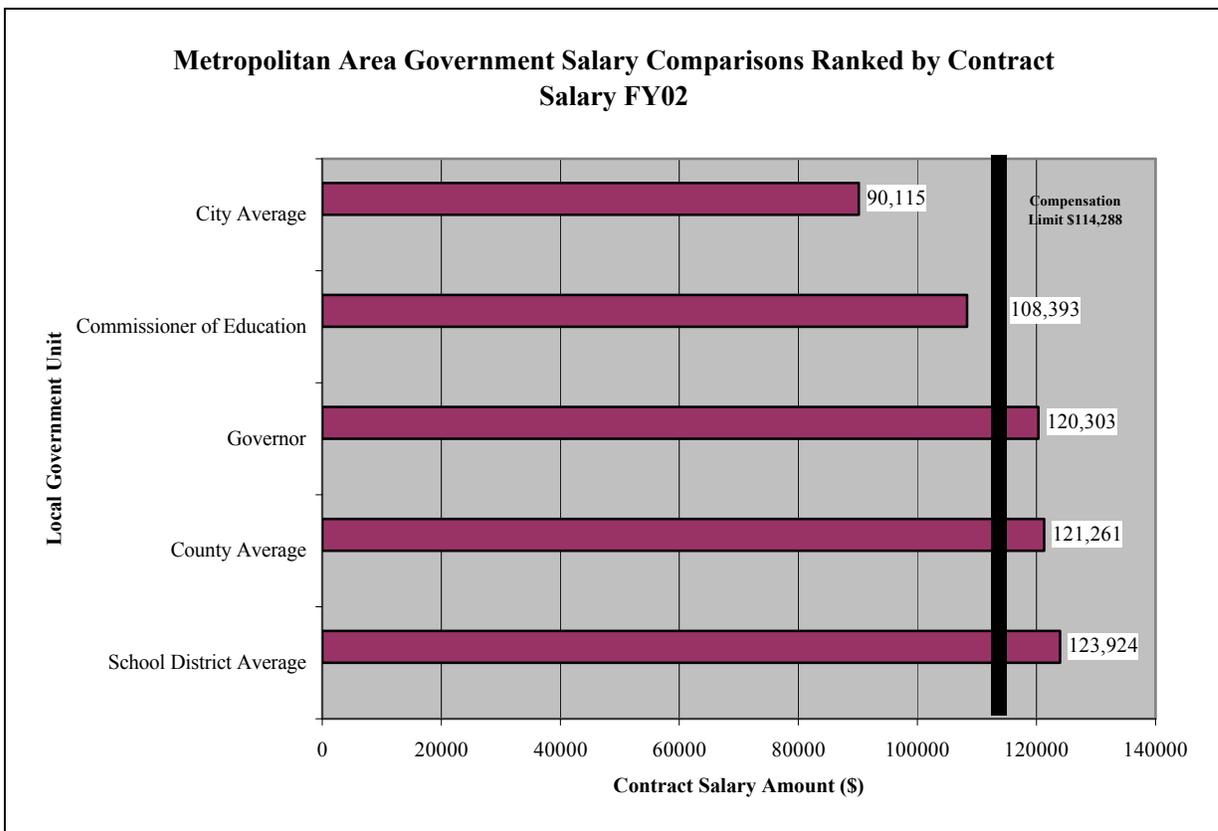
³² The Stanton Group survey listed eight counties, two of which are not in the Metropolitan Area, St. Louis County and Olmsted County. Carver County was not included in this survey. In the city data, St. Paul is a notable city missing from this list.

that an individual with managerial and leadership experience, but no teaching experience, is able to obtain a license to be an administrator. The NCEI reports, however, that there is no significant effort being made by any state to bring in nontraditional candidates in either principal or superintendent positions. There are currently no non-traditional superintendents in Minnesota, with the exception of David Jennings, the interim superintendent in the Minneapolis School District.

Administrators and managers require substantial financial expertise and education in order to administer the government unit over which they preside. A superintendent is required to take a 3-credit course in education finance (in the Ed.D. program only). Unless they choose other finance courses in their electives, the only other financial training they receive is on the job training (see Appendix 12).

Salaries

With the exception of a few positions, all city and county administrative positions fall under the compensation limit. The 95 percent compensation limit applies to salary and benefits for city and county officials.³³ As noted in the graph, the school district salary alone is more than the total compensation limit that applies to city and county administrators in the Metropolitan area. For illustrative purposes, the salaries of the Governor and the Commissioner of Education were also added.



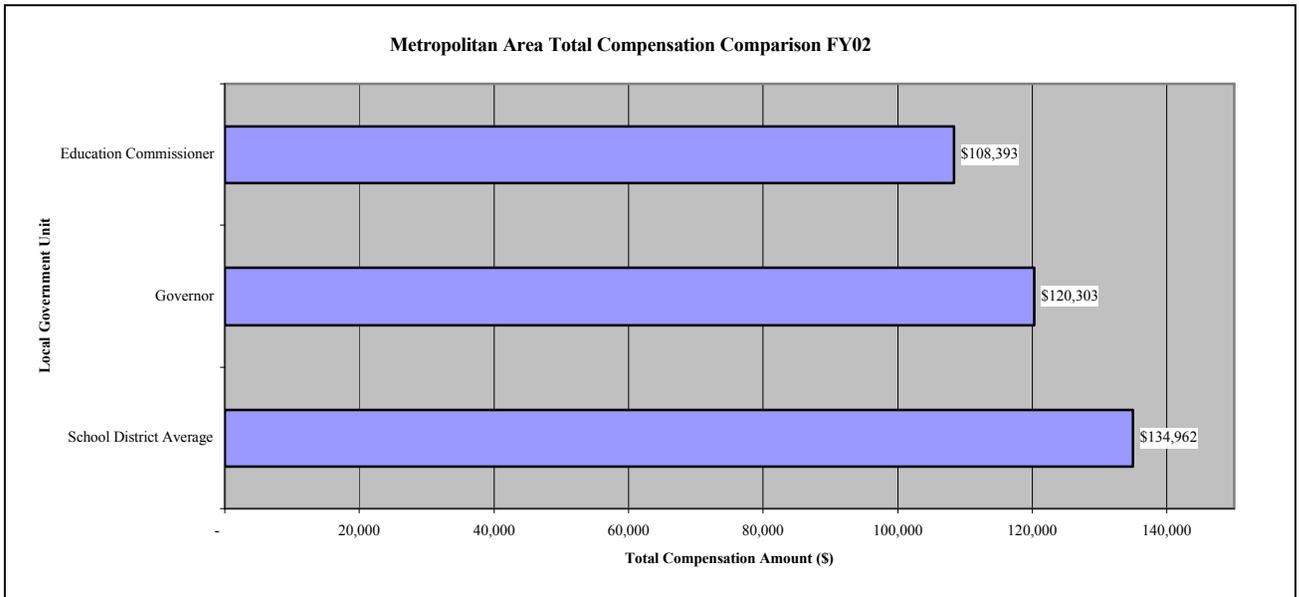
³³ Hennepin County received a waiver from the state to permit a salary above the compensation limit. This skews the county average in the Metropolitan area so that it is above the Governor’s salary.

In a ranking of the salaries for these groups, the top ten salaries included only one government unit that was not a school district. The first city to rank was Minneapolis, at number twenty-four.

Top Ten Contract Salary Amounts for LGUs FY02		
1	ST. PAUL SCHOOL DISTRICT	\$165,000
2	MINNEAPOLIS SCHOOL DISTRICT	\$160,000
3	OSSEO SCHOOL DISTRICT	\$153,420
4	EDEN PRAIRIE SCHOOL DISTRICT	\$152,400
5	HOPKINS SCHOOL DISTRICT	\$150,000
6	ROBBINSDALE SCHOOL DISTRICT	\$150,000
7	HENNEPIN COUNTY ADMINSTRATOR	\$147,559
8	HASTINGS SCHOOL DISTRICT	\$147,378
9	EDINA SCHOOL DISTRICT	\$146,540
10	MINNETONKA SCHOOL DISTRICT	\$145,000

Total Compensation

With the exception of a few waivers, all local government units except for school districts are under the compensation limit. Cities and counties generally cannot have a total compensation package greater than \$114,288³⁴. After adding vehicle allowances, performance bonuses, annual cashed-out leave, other compensation and salary in lieu of other benefits, superintendents’ average total compensation increases to \$134,962. The graph below illustrates the difference between superintendents’ average total compensation and the salaries of the Governor and the Commissioner of Education.



³⁴ Certain specified benefits, including benefits available to all employees are excluded. See Minn. Stat. §43A.17, subd. 9.

The Governor and Commissioner of Education also do not receive any severance or leave cash out provisions at the end of their service.

The highest amounts for total compensation are illustrated in the table below.

Top Ten Total Compensation Amounts FY02		
1	MINNEAPOLIS	\$185,585
2	MINNETONKA	\$178,700
3	ST. PAUL	\$177,000
4	ORONO	\$172,079
5	HOPKINS	\$171,000
6	EDEN PRAIRIE	\$168,164
7	OSSEO	\$167,187
8	ROBBINSDALE	\$164,730
9	ROSEMOUNT-APPLE VALLEY-EAGAN	\$160,189
10	BLOOMINGTON	\$155,318

Per Diem Rate Comparisons

When examining salaries, it is also helpful to calculate the value of one day of pay. In a comparison of per diem rates of pay, the average per diem rate for the Metropolitan school districts is \$510. For Metropolitan counties it is \$465 and for Metropolitan cities it is \$394. The Commissioner of Education’s per diem rate of pay is \$415 and the Governor’s per diem rate is \$461. Cities generally calculate wages based on a 2080-hour work year. This equates to 260 annual workdays. Counties and the state generally calculate wages based on a 2088-hour work year. This equates to 261 annual workdays.

School districts do not have a standard method for calculating the number of duty days for the superintendent.³⁵ Most contracts state that the superintendent must be available to work all year.

While some districts use the standard 260 or 261, many districts remove either leave days, or statutory holiday days from that total, or both.³⁶ The lower the number of duty days a superintendent has, the higher the per diem rate of pay. A few contracts actually state that the number of duty days equals one amount, but for the purposes of calculating the per diem rate, the amount of duty days is a lower figure. Four Metropolitan districts have duty days of 261. However, the average duty day amount in the Metropolitan school districts is 245. The lowest number of duty days is in White Bear Lake where the

³⁵ The OSA acknowledges that teachers in school districts are assigned duty days based on the number of days they are in the classroom. Superintendents’ jobs are year round and as such, they should be subjected to a different standard when determining duty days.

³⁶ Some contracts explicitly state the number of duty days the superintendent works, but the number of duty days used to calculate the per diem rate of pay is not always known.

contract explicitly states that the superintendent's per diem rate is calculated at 200 duty days.

The chart below illustrates the range of the per diem values in each local government unit.



From the graph, the black bar shows the mean of the per diem rates and the gray bar itself shows the range of the per diem rates. When looking at the distribution of the school district per diem rates, the mean is in the middle of the bar and the range is very wide. This means that the distribution of the per diem value is evenly spread out on both sides of the mean. The county mean is in the lower part of the bar. This means that there are more values below the mean. The salary of the Hennepin County administrator is very high compared to the other seven counties, so the range of the per diem rates seems much wider. For the cities, the mean lies in the middle of the bar. City salaries are much lower and the range is much smaller, indicating that many city positions have equivalent salaries. Obviously, there is no range for the Governor or Commissioner salaries.

In summary, these positions are similar in nature with the exception of the greater requirement of financial experience for the manager and administrator positions and the licensure requirement for the superintendents. Superintendents not only have higher salaries, their per diem rates are substantially higher than that of administrators and city managers. If all positions receive unused leave at termination, the superintendent stands to receive much more compensation on top of a substantially higher salary.

General Conclusions and Recommendations

Overall, the State Auditor's statewide study of school superintendent compensation concludes that very large total compensation packages exceeding the Governor's salary are not yet commonplace in Minnesota, but they are on the rise.

The State Auditor finds that even with the compensation limit lifted, districts that paid the most in contract salary are also the districts that have the greatest severance, leave, and benefit provisions. The compensation limit was removed to allow districts to attract and maintain qualified superintendents. The removal of the limit was supposed to ensure that the granting of excessive severance and leave provisions in superintendent contracts would cease once districts could offer a higher salary. It is evident that these practices have not ceased in the Metropolitan School Districts, and if anything, are increasing with each new contract ratified.

The report also illustrates the stark contrast in compensation packages offered between Metropolitan superintendents and those in Greater Minnesota.

General Recommendations: Because school superintendents are not subject to the 95 percent compensation limit as are other public officials, school boards should not mask the compensation paid to superintendents. School boards are strongly encouraged to review the wisdom of offering compensation packages with excessive severances or leave that would in any way mask the true cost to taxpayers of future contractual obligations. This includes benefits that go beyond the length of service to the district. School boards can, and should, pay the superintendent what they think that person is worth, but compensation should be laid out in a transparent and understandable manner.

Specific Conclusions and Recommendations

Transparent Superintendent Compensation

It remains extremely difficult for the public to obtain accurate and complete information regarding the total compensation of school superintendents. Many amounts paid in cash are not included in the contract as salary, but are hidden in the contract as another benefit for which no dollar amount is expressly provided.

Sometimes, even the district itself is not sure how much compensation is owed. The OSA's initial legal compliance examinations of two school districts (Rosemount-Apple Valley-Eagan and Eden Prairie) resulted in reduction of the severance to be paid after the contracts were thoroughly reviewed by the State Auditor's Office.

Recommendation: The legislature should require school boards to have public discussions about all aspects of superintendent compensation prior to approval by the board so that the public knows the full exposure to taxpayers. Further, they should also require public discussion when amendments are made to the superintendent’s contracts.

Per Diem Rates

The per diem rates of superintendents are increasing substantially from year to year. It is most noticeable in the year superintendents are leaving the district. This change is a significant benefit to the superintendent because it is the per diem rate that is used to determine the “cash-out” at the end of a superintendent’s term of service.

Recommendation: It would better serve the public interest if per diem rates were calculated on a standard number of days such as those used by the state, municipal, and county governments. The exact number of duty days used to calculate the per diem rate should be explicitly stated in the contract.

Severance

Minnesota Law does not prohibit severance for superintendents who leave employment voluntarily or are dismissed subject to cause. The situation by which severance is offered is negotiated into the contracts by the board and the superintendent.

Recommendation: School Boards are strongly discouraged by the State Auditor from negotiating contracts that allow superintendents to break their contracts before termination and receive a severance package. The legislature should take action to prohibit severance packages for those voluntarily leaving a post. Allowing a superintendent to voluntarily leave with a large amount of taxpayer dollars, encourages superintendents to leave and exposes the districts to financial obligations they may not have anticipated.

Pension

Despite the claim of some superintendents and districts that severance pay is needed to compensate for poor pension coverage, almost all of the superintendents currently employed in the state are “home grown” former Minnesota public school teachers. As such, they get a full career pension from one or more of Minnesota’s four teacher retirement funds.³⁷ If they began teaching right after college, certain superintendents can retire as early as age 56 with 34 years of service with a full pension. They can also reap the rewards of their administrative services under the benefit formulas that take into

³⁷The four retirement funds are the Teachers Retirement Association, the Minneapolis, St. Paul and Duluth teacher retirement fund associations.

account their high five average salary. Most superintendents earn more than the high five salary of the average retiring career teacher.

Since state law sets consistent employer pension contribution rates, school districts must pay more toward the superintendent pensions because they are highly compensated. While severance is properly excluded from salary for pension purposes, it is still a benefit on top of an already favorable pension. When severance packages increase in contracts signed before separation or retirement, it is an invitation to leave service rather than a tool to encourage the superintendent to remain in service.

Recommendation: For the purpose of transparency, pensions should be included in the public discussion of the superintendent's compensation since school districts have already been paying toward the pension of most superintendents. In addition, school districts should recognize the employer pension contributions made on the superintendent's behalf as part of the total compensation package.

Vacation and Sick Leave

When the legislature enacted the 6-month limit on severance payments codified in Minn. Stat. § 465.772, it exempted payments for unused sick leave. It is evident that in some cases, this good faith exemption is being exploited in ways that violate the intent of the law, which was to limit excessive severance pay for highly compensated public employees. In addition, vacation accrual rates varied from very small to unlimited accrual. Some superintendents are also given a large bank of leave at the time the new contract commenced. This increases the amount of compensation the superintendent receives at termination.

Recommendation: Because superintendents are not subject to the 95 percent compensation limit, school boards are strongly encouraged to negotiate contracts in which sick days are lost if unused. Or, there should be a limitation of accrual set up in state law so that the legislature's intent of limiting severance is not circumvented. In addition, vacation accrual should be limited to a reasonable period of time. Boards should also reexamine the purpose of granting leave to a superintendent and consider whether it is for vacation purposes, or for increased severance benefits at termination.

Yearly Leave Cash Payments

Some superintendents can receive cash payments annually in lieu of taking vacation leave. These are "cash out" vacation days, since it appears neither the superintendents nor the districts believe that much vacation will actually be used.

Recommendation: Because school superintendents are not subject to the 95 percent compensation limit, schools boards should review the need to “buy back” vacation that masks the true compensation of the superintendent.

Post-Severance Health and Life Benefits

Many districts offer health benefits to retiring superintendents. A few districts will pay health benefits until death; others generally pay until the recipient reaches Medicare age. For most districts, the amounts would be well over the equivalent of six months salary.

Recommendation: In future contracts school districts should be discouraged from granting these provisions because the cost for family and single coverage is prohibitive. Additionally, the cost to districts is also increasing at an unknown rate. This benefit is a luxury that local government units may no longer be able to afford.

Performance-Based Pay

Superintendent contracts usually state that the superintendent chooses the method by which they are evaluated. Often, their evaluation is tied to the goals mutually agreed upon by the Board and the superintendent. This evaluation is sometimes tied to performance-based compensation. There are arguments for and against performance-based pay. One argument is that the superintendent should be doing the best job they can without extra monetary incentives. Others feel that it keeps salaries down and makes the process more results-oriented. Often, the performance of the superintendent is never entirely known to the public,³⁸ so it is difficult to measure whether this is an effective tool of measuring performance.

Recommendation: Pay for specific actions or outcomes should be explicitly stated in the contract, such as bonuses for increased levies, student attendance, or student performance on tests. The public should be explicitly informed when the goals are met, before the bonus goes into effect.

Vehicle Allowance

Most Metropolitan school districts had a monthly vehicle allowance rather than mileage reimbursement. Most Greater Minnesota districts reimbursed the superintendent for mileage expenses.

³⁸ See Minn. Stat. § 13.43 (2000) (certain personnel data not public).

Recommendation: School Boards should review the size, and need, of a vehicle allowance for the superintendent. Because school superintendents are not subject to the 95 percent compensation limit, offering a vehicle allowance as a perk is unnecessary and masks the true compensation of the superintendent.

Other Monetary Compensation / Expenses

Some districts included items such as moving allowances and compensation for other duty, as well as “wellness” allowances (gym/health club memberships) and in one case a country club membership.

Recommendation: Again, because school superintendents are not subject to the 95 percent compensation limit, schools boards should be strongly discouraged from offering such perks that mask the true compensation of the superintendent.

Reexamining the Compensation Limit

The compensation limit for most local government employees is set at 95 percent of the Governor’s salary. The Governor’s salary has increased only five percent in the last nine years. For those public employees (state, county and city managers and administrators) who are subject to the compensation limit and have reached the limit, salaries have remained flat for this period of time. Superintendents, who essentially have the same qualifications and duties as other public sector administrators and managers, are not subject to the compensation limit. The result has been that one group of employees has seen their earning power decrease steadily over time while superintendents, especially in the Metropolitan area, have seen their earning power steadily increase.

Recommendation: The legislature should determine whether it is fair to treat the two classes of employees differently. If not, they should place superintendents back under the compensation limit in order to treat all highly compensated individuals in an equitable manner. The compensation limit should be set to reflect the need to attract and retain talented individuals in the public sector. It is up to the legislature to decide if the limit is set as a percentage of the Governor’s salary or according to another standard. Under a compensation limit, school districts would have to account for the total cost of the superintendent contract up front, making the process more transparent.

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APPENDICES 1-12

The appendices with district compensation data are for FY02, all other years of the survey are available on the State Auditor's website at www.auditor.state.mn.us

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Appendix 1

Superintendent by District - FY1997 to FY2003

<u>School District</u>	<u>Superintendent</u>	<u>School District</u>	<u>Superintendent</u>
A.C.G.C.	Management Assistance Services Jon Bathke Pamela Kyllingstad	Barnum	David Bottem
Ada-Borup	Donald Vellenga Ollen Church	Battle Lake	Robert Clausen Richard Bleichner
Adrian	Leroy Domagala	Becker	Jim Mantzke
Aitkin	Edward Anderson	Belgrade-Brooten-Elrosa	Robert Bogart Robert Dell
Albany	John Tritabaugh	Belle Plaine	Thomas Lubovich
Albert Lea	David Prescott	Bellingham	Raymon Seiler
Alden	Rita Usselman	Bemidji	Rollie Morud
Alexandria	George Cassell Dennis Rislove Frederick Dressen	Benson	Lester Potas Carl Remmers
Annandale	Steve Niklaus	Big Lake	Laverne Lageson Jonathan Miller
Anoka-Hennepin	Roger Giroux	Bird Island-Olivia-Lake Lillian	Virgil Green Roger Schmidt
Ashby	Ronald Breuer	Blackduck	Thomas Hoppe Keith Togstad Thomas Mathews Robert Doetsch
Ashby	Bernard Novak	Blooming Prairie	Irving Peterson Barry Olson
Austin	Douglas Myers James Hess Corrine Johnson	Bloomington	Timothy Connors Gary Prest
Badger	Dennis Maasjo Wayne Turnquist Kevin Mckeever Gwendolyn Borgen	Blue Earth Area Public School	Donald Helmstetter Timothy Collins
Bagley	Gary Bratvold	Braham	Russell Johnson Nicholas Waldoch
Balaton	Duane Hill Dennis Maasjo Richard Gulbranson Edvisions Cooperative John Mattison	Brainerd	Robert Gross Gerald Walseth
Barnesville	Gary Zirbes Todd Cameron	Brandon	Mark Westby
Barnum	Glenn Corbett Thomas Hoppe	Breckenridge	Mark Weston David Pace Richard Link

Appendix 1

Superintendent by District - FY1997 to FY2003

<u>School District</u>	<u>Superintendent</u>	<u>School District</u>	<u>Superintendent</u>
Brewster	George Loudenslager Greg East Marcia Schumacher John Cselovszki	Chaska	David Clough Beverly Stofferahn
Brooklyn Center	Antoinette Monster	Chatfield	Jeffrey Miller
Browerville	Larry Werder	Chisago Lakes	Thomas Dickhudt
Browns Valley	Todd Cameron Alvin Birkholz Burton Nypen	Chisholm	Robert Belluzzo Robert Krebsbach Robert Kaiser
Buffalo	Thomas Nelson	Chokio-Alberta	Burton Nypen Loy Woelber Edward Nystrom Robert Schumacher
Buffalo Lake-Hector	Roy Rud Thomas Rich	Clearbrook-Gonvick	George Linthicum Russell Johnson Diane Lehse
Burnsville	James Rickabaugh Gerald Ackermann Benjamin Kanninen	Cleveland	Karl Berlin Patricia Heminover Constance Letts
Butterfield	Lisa Shellum	Climax	Walter Aanenson Shirley Moger
Byron	Robert Carlson Wendy Shannon	Clinton-Graceville-Beardsley	Melvin Hauge Russel Sethre Karsten Anderson Steven Hutchens Gordon Baumgartner
Caledonia	Donald Wilke Priscilla Lingen James Tool	Cloquet	Russell Smith John Langenbrunner
Cambridge-Isanti	Raymond Hoheisel Kenneth Runberg	Columbia Heights	Alain Holt Nancy Behlow David Kaldor
Canby	Marvin Niedan Loren Hacker	Comfrey	Richard Briesath Robert Meyer
Cannon Falls	Richard Mcguire Todd Sesker	Cook County	Donald Langan Ronald Luoma Dale Tormondsen
Carlton	Scott Hoch	Cromwell-Wright	Herbert Hilinski
Cass Lake-Bena Schools	Mary Pelton Michael Novak	Crookston	James Torbert
Cedar Mountain	Joel Whitehurst Robert Tews		
Centennial	John McClellan John Christiansen		

Appendix 1

Superintendent by District - FY1997 to FY2003

<u>School District</u>	<u>Superintendent</u>	<u>School District</u>	<u>Superintendent</u>
Crookston	Sharon Lembke William Young Allen Zenor Ralph Christofferson	Elk River	David Flannery Wendell Jensen
Crosby-Ironton	William Makinen Dale Wain Sheldon Johnson John Yeamen Linda Lawrie	Ellsworth	George Berndt
Cyrus	Leroy Edlund Donald Andersen Judy Burkey	Ely	Terrence Merfeld Joselyn Murphy Raymond Toutloff
Dassel-Cokato	Edward Otto Craig Kay	Esko	James Schwartz
Dawson-Boyd	Brad Madsen	Evansville	John Retrum Thomas Shea Elizabeth Fyre
Deer River	Raymond Pelton	Eveleth-Gilbert	Michael Lang
Delano	James Tool Howard Carlson	Fairmont Area Schools	Ralph Miller Harlow Hanson
Detroit Lakes	Robert Melick Lowell Niklaus	Faribault	Keith Dixon
Dilworth-Glyndon-Felton	Dennis Wahl Bernard Lipp	Farmington	Patricia Hanauer Robert Endersbe Gregory Ohl
Dover-Eyota	David Groth	Fertile-Beltrami	Kristin Anderson Donald Blaeser
Duluth	Mark Myles Julio Almanza	Fergus Falls	Robert Duncan Mark Bezek
Eagle Valley	Dale Svaren	Fillmore Central	Donald Berkland Myrna Luehmann
East Central	Kerry Roberts John Cambronne	Fisher	Randy Bruer
East Grand Forks	John Roche Walter Aanenson	Floodwood	Philip Minkkinen Rob Benson
Eden Prairie	William Gaslin	Foley	Gregory Ohl Linda Partridge Fredrick Nolan
Edina	Kenneth Dragseth	Forest Lake	Donald Ruble Lynn Steenblock
Elgin-Millville	Richard Pederson O John Larson	Fosston	Mary Schmidt Dale Salberg

Appendix 1

Superintendent by District - FY1997 to FY2003

<u>School District</u>	<u>Superintendent</u>	<u>School District</u>	<u>Superintendent</u>
Frazee	Joseph Merseth Janet Mohr	Hendricks	Jerry Martinson Ted Suss
Fridley	Mary Nelson	Henning	Bruce Montplaisir James Madsen Deborah Wanek
Fulda	Elizabeth Fyre	Herman-Norcross	Donald Andersen Phillip Smith Leroy Mackove Elizabeth Fyre Dale Gilje James Guetter
G.F.W.	Stephen Malone	Hermantown	Frederick Majeski
Glencoe-Silver Lake	Warren Schmidt Mary Straley Russell Johnson	Heron Lake-Okabena	Steve McCormick Rebecca Cselovszki
Glenville-Emmons	Terry Frazee John Hanson Nathan Johnson Clarence Chessmore	Hibbing	Willis Schoeb Robert Belluzzo
Goodhue	Michael Smith Todd Sesker Robert Bangston	Hill City	Darrell Nelson Bradley Johnson
Granada-Huntley-East Chain	Jon Bathke Douglas Kodet Randy Grupe	Hills-Beaver Creek	Thomas Knoll David Deragisch
Grand Meadow	Bruce Klaehn	Hinckley-Finlayson	Jack Almos
Grand Rapids	Jim Luoma Lloyd Styrwooll	Holdingsford	Roger Carlson
Greenbush-Middle River	Philip Dyrud	Hopkins	Michael Kremer
Greenway	F Martin Duncan William Makinen	Houston	Wayne Diekrager Kim Ross
Grygla	Salvinus Hoffert Galen Clow	Howard Lake-Waverly-Winsted	Riley Hoheisel George Ladd
Hancock	Russell Larson Jerry Martinson	Hutchinson	Robert Windel
Hastings	Wayne Haugen	International Falls	John Frederickson Clark Kirkpatrick Allen Rasmussen Priscilla Lingen
Hawley	Dale Skallerud Michael Mcloughlin	Inver Grove	Phillip Moye Jerry Robicheau
Hayfield	Thomas Knoll Larry Shay		

Appendix 1

Superintendent by District - FY1997 to FY2003

<u>School District</u>	<u>Superintendent</u>	<u>School District</u>	<u>Superintendent</u>
Isle	Dale Captain Bruce Novak	Lake Park Audubon District	Stephen Twitchell
Jackson County Central	Kent Baldry Gery Arndt	Lake Superior	Martin Avelsgaard
Janesville-Waldorf-Pemberton	Donald Hainlen	Lakeview	Palmer Anderson
Jordan	Larry Kauzlarich John Gates	Lakeville	Carl Wahlstrom James Bauck Gary Amoroso
Kasson-Mantorville	Donald Groth Sigurd Anderson Michael Smith	Lancaster	Philip Dyrud
Kelliher	Ronald Luoma Diane Lehse Terry Bartness	Lanesboro	Richard Lamon
Kenyon-Wanamingo	Jeffrey Evert Duane Stoesz David Gehrke	Laporte	Thomas Behounek Dennis Fogelson Ted Bogda
Kerkhoven-Murdock-Sunburg	Gary Shaw Martin Heidelberger	Lecenter	Anthony Boyer
Kimball	Kenneth Helling John Messelt Scott Thielman	Leroy	John Varner Arnold Prince
Kingsland	Gregory Ehresmann	Lesueur-Henderson	Harold Larson David Johnson
Kittson Central	Bruce Jensen	Lester Prairie	James Redfield
Lac Qui Parle Valley	Marlowe Halbur Robert Munsterman	Lewiston-Altura	Merlyn Krenz Dale Hurni Bruce Montplaisir
LaCrescent-Hokah	Kenneth Runberg Constance Hayes	Litchfield	Donn Hoffman William Wold
Lake Benton	Dany Castor	Little Falls	Kerry Jacobson George Maurer Sharon Thomas
Lake City	Jerry Jensen	Littlefork-Big Falls	Larry Phillips Terrence Erholtz
Lake Crystal-Wellcome Memorial	Stanley Ries Leslie Norman	Long Prairie-Grey Eagle	Donald Hansen
Lake of the Woods	Ralph Christofferson Connie Nelson	Lynd	Adm Group Faye Fossum
		Luverne	George Maurer Adm Group Vincent Schaefer

Appendix 1

Superintendent by District - FY1997 to FY2003

<u>School District</u>	<u>Superintendent</u>	<u>School District</u>	<u>Superintendent</u>
Lyle	O Paul Trelstad Jerry Reshetar	Menahga	Fred Seybert
Mabel-Canton	Marcia Love James Madsen Richard Nance Michael Moriarity	Mesabi East	Dale Wain Robert Melin Donald Langan Gene Paulson
M.A.C.C.R.A.Y.	Roger Rueckert James Lentz	Milaca	Darwin Bostic Barbra Zakrajsek
Madelia	Wilmer Forrey Kay Schmidt Vincent Schaefer Gary Spawn	Minneota	Orlyn Wiemers Steven Rassier
Mahnomen	Brent Gish	Minneapolis	Public Strategies Group Katrina Reed Carol Johnson
Mahtomedi	Dennis Rettke Mark Wolak	Minnetonka	Daniel Jett Dennis Peterson
Mankato	Eric Bartleson David Dallem Edward Waltman	Minnewaska	Daniel Froemming Robert Vaadeland
Maple Lake	Kenneth Engel	Montevideo	Edward Nystrom David Baukol
Maple River	Jack Stouten Wayne Gilman	Monticello	Kent Baldry Michael Benedetto
Marshall	Thomas Tapper	Moorhead	Bruce Anderson Larry Nybladh
Marshall County Central Schools	Ronald Paagen	Moose Lake	Nancy Kaldor Thomas Hoppe Timothy Caroline
Martin County West	Randy Grupe	Mora	Jon Mcbroom Keith Lester
McGregor	Constance Hayes Lynette Maas	Morris	Leslie Norman Keith Redfield
McLeod West Schools	Duane Howard Michael Mcloughlin George Ladd Thomas Hiebert	Mounds View	Janet Witthuhn
Medford	Charles Speiker Gary Hanson	Mountain Iron-Buhl	John Gornick James Techar
Melrose	Nordy Nelson	Mountain Lake	James Schultze David Gehrke William Strom
Menahga	Terrence Erholtz		

Appendix 1

Superintendent by District - FY1997 to FY2003

<u>School District</u>	<u>Superintendent</u>	<u>School District</u>	<u>Superintendent</u>
Montgomery-Lonsdale	Raymond Farwell	N.R.H.E.G.	Richard Lorenz
Murray County Central	Cornelius Smit	Ogilvie	Jerold Horgen Gary Zirbes Ronald Luoma Jon Knopik
Nashwauk-Keewatin	John Klarich	Onamia	James Nelson Corrine Johnson John Varner
Nett Lake	Raymond Toutloff Richard Hughes Robert Krebsbach	Orono	Thomas Mich
Nevis	Richard Magaard	Ortonville	Keith Redfield Ronald Kleven Jeffrey Taylor
New London-Spicer	Henry Lubbesmeyer Paul Carlson	Osakis	Leroy Mackove John Peterka
New Ulm	James Merritt	Osseo	Reynold Rehwaldt Lynn Richardson
New Ulm	Francis Heinen	Owatonna	B Locklear James Bauck
New Ulm	Harold Remme	Park Rapids	Terry Bartness Joseph Merseth
New Prague Area Schools	Robert Stepaniak Frances Poplau	Parkers Prairie	Phillip Smith Dennis Andersen Michael Martin
New York Mills	Jerald Nesland Todd Cameron	Paynesville	Howard Caldwell
Nicollet	Timothy Collins John Hornung	Pelican Rapids	Keith Klein
Norman County East	Dale Salberg Larry Swanson	Pequot Lakes	James Oraskovich
Norman County West	Donald Blaeser George Bates Caline Olson	Perham	Dennis Drummond
North Branch	James Walker Robert Stepaniak	Pierz	James Hahn George Weber
North St. Paul-Maplewood	Michael White Dan Kaler	Pillager	Philip Johnson
Northfield	Charles Kyte Terry Tofte	Pine City	H Lyle Jones Darwin Bostic
Northland Community Schools	Linda Bauer Larry Swanson Michael Doro	Pine Island	Brian Grenell
Norwood	John Gates John Landgaard		

Appendix 1

Superintendent by District - FY1997 to FY2003

<u>School District</u>	<u>Superintendent</u>	<u>School District</u>	<u>Superintendent</u>
Pine Point	Kenneth Litzau Neil Trottier Bonita Gurno	Renville County West	Arnold Prince Glenn Chiodo
Pine River-Backus	Patrick Flanagan Patrick Desutter Randal Eckart Warren Schmidt James Madsen	Richfield	Barbara Devlin
Pipestone Area Schools	Clifford Carmody Jerold Horgen	Robbinsdale	Thomas Bollin Kenneth Kostka Thomas Walerius Stan Mack
Plainview	Joan Wilcox Marcia Love Peter Grant	Rochester	John Noennig Jerry Williams Mark Shellinger
Plummer	Richard Lorensen	Rockford	Allen Moen Kristin Anderson
Princeton	Thomas Kleppe Randal Eckart Mary Straley	Rocori	Thomas Westerhaus Scott Staska
Prior Lake	Leslie Sonnabend Thomas Westerhaus	Roseau	Herbert Benz Larry Guggisberg
Proctor	Barbra Zakrajsek Sherman Carlson	Rosemount-Apple Valley-Eagan	John Haro John Currie
Randolph	Donald Pressnall	Roseville	Carol Ericson John Thein
Red Lake	Roger Schmidt Dale Wain Stuart Desjarlait	Royalton	John Franzoia
Red Lake Falls	Gene Kjellberg John Liapis Walter Aanenson Alan Foley	Rothsay	William Reusch
Red Rock Central	Richard Gulbranson John Brennan	Rush City	Timothy Ecklund
Red Wing	Clayton Hovda John Christiansen Rosemary Schneiderhan Kelly Smith	Rushford-Peterson	David U'Ren
Redwood Falls Area Schools	Richard Ellingworth	Sartell	Kay Worner
		Sauk Centre	Daniel Brooks
		Sauk Rapids	Gregory Vandal
		Sebeka	Russell Lapos Duane Howard Paul Lehmkuh
		Shakopee	Robert Ostlund Jon Mcbroom

Appendix 1

Superintendent by District - FY1997 to FY2003

<u>School District</u>	<u>Superintendent</u>	<u>School District</u>	<u>Superintendent</u>
Sibley East	Charles Rick	St. Peter	Gil Carlson
Sleepy Eye	Jay Haugen	Staples-Motley	Kenneth Scarbrough
South Koochiching	Gerald Struss	Stephen-Argyle Central Schools	John Landgaard Christopher Mills
South Washington County	Dan Hoke John Regan	Stewartville	Russell Hoeffner David Thompson
Southland	Larry Tompkins	Stillwater	David Wettergren Kathleen Macy
South St. Paul	David Metzen Kent Baldry	Swanville	Eugene Harthan
Spring Grove	James Busta	Thief River Falls	Jerry Robicheau John Reishus Irving Peterson
Spring Lake Park	Chris Huber Donald Helmstetter	Tracy	Harold Remme Jerald Huber Frederick Clark
Springfield	Luther Heller	Tri-County	Dorothy Suomala Donald Blaeser Ronald Ruud
St. Anthony-New Brighton	Warren Rolek Robert Duncan	Triton	John Hornung Willard Olson Viril Layton Robert Carlson James Schultze Robert Kelly
St. Charles	Thomas Ames	Truman	Paul Wandersee Wayne Gilman Paul Sundholm
St. Clair	Gerald Olson Rick Linnell	Tyler	Donald Knutson Bruce Houck
St. Cloud	Bruce Thomas Jim Lee	Ulen-Hitterdal	William Durkop Michael Novak Allen Zenor
St. Francis	James Smith Michael Wyatt	Underwood	Berthold Kinzler Gary Sletten
St. James	Kent Nelson Keith Togstad	United South Central	Robert Dell Frank Lorentz
St. Louis County	Daniel Mobilia Sidney Simonson Donald Langan		
St. Louis Park	Barbara Pulliam		
St. Michael-Albertville	Mario Dematteis Marcia Ziegler		
St. Paul	Curman Gaines William Larson Patricia Harvey		

Appendix 1

Superintendent by District - FY1997 to FY2003

<u>School District</u>	<u>Superintendent</u>	<u>School District</u>	<u>Superintendent</u>
Verndale	Larry Foley David Holmquist	West Central Area	Kelly Smith Gerald Ness
Virginia	Wallace Schoeb Patricia Phillips	West St. Paul-Mendota Hts.-Eagan	Robert Monson John Longtin
Wabasha-Kellogg	John Mattison Adm Group David Krenz	Wheaton Area School	Dale Gilje Dale Hurni
Wabasso	Greg East Christopher Thomalla	White Bear Lake	Theodore Blaesing
Waconia	Frederick Dressen Richard Menzel Jerry Kjergaard	Willmar	Darrold Williams Kathryn Leedom
Wadena-Deer Creek	Earl Mathison Jerome Enget	Willow River	Robert Melin Philip Minkkinen
Walker-Hackensack-Akeley	Boyd Mclarty Jeffrey Lindstrom	Win-E-Mac	Theo Olson Gail Sells Paul Wandersee
Warren-Alvarado-Oslo	Gerald Dalzell Norm Dutot Kenneth Henry	Windom	Richard Orcutt
Warroad	John Reishus David Kragness	Winona Area Public Schools	Ronald Mcintire Eric Bartleson
Waseca	James Schmitt	Worthington	John Widvey Edward Nystrom
Watertown-Mayer	Harvey Kraabel Karsten Anderson	Wrenshall	Elroy Schulz Dale Tormondsen Nicholas Waldoch Loren Sauter
Waterville-Elysian-Morristown	Edward Henderson Joel Whitehurst	Yellow Medicine East	Robert Vaadeland Scott Staska Dwayne Shrand
Waubun	John Vorachek Warren Schmidt Boyd Bradbury	Zumbrota-Mazeppa	James Neuman Roger Rueckert
Wayzata	Paul Beilfuss		
Westbrook-Walnut Grove Schools	Stephen Kjorness Loy Woelber		
Westonka	Gene Zulk		

Appendix 2

Superintendents Employed in One District During the Reporting Period

<u>Superintendent</u>	<u>ISD Number</u>	<u>Superintendent</u>	<u>ISD Number</u>	<u>Superintendent</u>	<u>ISD Number</u>
Ackermann, Gerald	191	Carlson, Paul	345	Fogelson, Dennis	306
Almanza, Jules	709	Carlson, Roger	738	Foley, Alan	630
Almos, Jack	2165	Carlson, Sherman	704	Forrey, Wilmer	837
Ames, Thomas	858	Carmody, Clifford	2689	Fossum, Faye	415
Amoroso, Gary	194	Caroline, Timothy	97	Franzoia, John	485
Anderson Palmer	2167	Cassell, George	206	Fraze, Terry	2886
Anderson, Bruce	152	Castor, Dany	404	Frederickson, John	361
Anderson, Dennis	547	Chessmore, Clarence	2886	Froemming, Daniel	2149
Anderson, Edward	1	Chiodo, Glenn	2890	Froke, Douglas	505
Anderson, Sigurd	204	Church, Ollen	2854	Gaines, Curman	625
Arndt, Gery	2895	Clark, Frederick	417	Gaslin, William	272
Avelsgaard, Martin	381	Clausen, Robert	542	Giroux, Roger	11
Bangston, Robert	253	Clough, David	112	Gish, Brent	432
Bates, George	2527	Clow, Galen	447	Gornick, John	712
Bauer, Linda	118	Connors, Timothy	271	Grant, Peter	810
Baukol, David	129	Corbett, Glenn	91	Green, Virgil	2534
Baumgartner, Gordon	2888	Cselovszki, John	513	Grenell, Brian	255
Behlow, Nancy	13	Cselovszki, Rebecca	330	Gross, Robert	181
Behounek, Thomas	306	Currie, John	196	Groth, David	533
Beilfuss, Paul	284	Dallem, David	77	Groth, Donald	204
Benedetto, Michael	882	Dalzell, Gerald	2176	Guetter, James	264
Benson, Rob	698	DeMatteis, Mario	885	Guggisberg, Larry	682
Benz, Herbert	682	Deragisch, David	671	Gurno, Bonita	25
Berkland, Donald	2198	Desjarlait, Stuart	38	Hacker, Loren	891
Berlin, Karl	391	DeSutter, Patrick	2174	Hahn, James	484
Berndt, George	514	Devlin, Barbara	280	Hainlen, Donald	2835
Bezek, Mark	544	Dickhudt, Thomas	2144	Halbur, Marlowe	2853
Birkholz, Alvin	801	Diekrager, Wayne	294	Hanauer, Patricia	192
Blaesing, Theodore	624	Dixon, Keith	656	Hansen, Donald	2753
Bleichner, Richard	542	Doetsch, Robert	32	Hanson, Gary	763
Bogart, Robert	2364	Domagala, Leroy	511	Hanson, Harlow	2752
Bogda, Ted	306	Doro, Michael	118	Hanson, John	2886
Bollin, Thomas	281	Dragseth, Kenneth	273	Haro, John	196
Borgen, Gwendolyn	676	Drummond, Dennis	549	Harthan, Eugene	486
Bottem, David	91	Duncan, F. Martin	316	Harvey, Patricia	625
Boyer, Anthony	392	Duncan, Robert	544	Hauge, Melvin	2888
Bradbury, Boyd	435	Durkop, William	914	Haugen, Jay	84
Bratvold, Gary	162	Dutot, Norm	2176	Haugen, Wayne	200
Brennan, John	2884	Ecklund, Timothy	139	Heidelberger, Martin	775
Breuer, Ronald	261	Edlund, Leroy	611	Heinen, Francis	88
Briesath, Richard	81	Ehresmann, Gregory	2137	Heller, Luther	85
Brooks, Daniel	743	Ellingworth, Richard	2897	Helling, Kenneth	739
Bruer, Randy	600	Endersbe, Robert	192	Heminover, Patricia	391
Burkey, Judy	611	Engel, Kenneth	881	Henderson, Edward	2143
Busta, James	297	Enget, Jerome	2155	Henry, Kenneth	2176
Caldwell, Howard	741	Ericson, Carol	623	Hess, James	492
Cambronne, John	2580	Evert, Jeffrey	2172	Hiebert, Thomas	2887
Captain, Dale	473	Farwell, Raymond	394	Hilinski, Herbert	95
Carlson, Gil	508	Flanagan, Patrick	2174	Hill, Duane	411
Carlson, Howard	879	Flannery, David	728	Hoch, Scott	93

Appendix 2

Superintendents Employed in One District During the Reporting Period

Superintendent	ISD Number	Superintendent	ISD Number	Superintendent	ISD Number
Hoeffner, Russell	534	Kragness, David	690	Mathison, Earl	2155
Hoffert, Salvinus	447	Kremer, Michael	270	Matthews, Thomas	32
Hoffman, Donn	465	Krenz, David	811	McBroom, Jon	332
Hoheisel, Raymond	911	Krenz, Merlyn	857	McClellan, John	12
Hoheisel, Riley	2687	Kyllingstad, Pamela	2396	McCormick, Steve	330
Hoke, Dan	833	Kyte, Charles	659	McKeever, Kevin	676
Holmquist, David	818	Lageson, Laverne	727	McLarty, Boyd	113
Holt, Alain	13	Lamon, Richard	229	Melick Robert	22
Horda, Clayton	256	Lang, Michael	2154	Menzel, Richard	110
Horgen, Jerold	333	Langenbrunner, John	94	Merfeld, Terrence	696
Houck, Bruce	409	Lapos, Russell	820	Merritt, James	88
Huber, Chris	16	Larson, Harold	2397	Messelt, John	739
Huber, Jerald	417	Larson, O. John	806	Metzen, David	6
Hughes, Richard	707	Larson, Russell	768	Meyer, Robert	81
Hutchens, Steven	2888	Larson, William	625	Mich, Thomas	278
Jacobson, Kerry	482	Layton, Viril	2125	Miller, Jeffrey	227
Jensen, Bruce	2171	Lee, Jim	742	Miller, Jonathan	727
Jensen, Jerry	813	Leedom, Kathryn	347	Miller, Ralph	2752
Jensen, Wendell	728	Lehmkuh, Paul	820	Mills, Christopher	2856
Jett, Daniel	276	Lembke, Sharon	593	Mobilia, Daniel	2142
Johnson, Bradley	2	Lentz, James	2180	Moen, Allen	883
Johnson, Carol	1	Lester, Keith	332	Moger, Shirley	592
Johnson, David	2397	Letts, Constance	391	Mohr, Janet	23
Johnson, Nathan	2886	Liapis, John	630	Monson, Robert	197
Johnson, Philip	116	Lindstrom, Jeffrey	113	Monster, Antoinette (Johns)	286
Johnson, Sheldon	182	Link, Richard	846	Moriarity, Michael	238
Jones, H. Lyle	578	Linnell, Rick	75	Morud, Rollie	31
Kaiser, Robert	695	Linthiaim, George	2311	Moye, Phillip	199
Kaldor, David	13	Lipp, Bernard	2164	Munsterman, Robert	2853
Kaldor, Nancy	97	Litzau, Kenneth	25	Murphy, Joselyn	696
Kaler, Dan	622	Locklear, B	761	Myers, Douglas	492
Kanninen, Benjamin	191	Longtin, John	197	Myers, Pamela	277
Kauzlarich, Larry	717	Lorenson, Richard	628	Myles, Mark	709
Kay, Craig	466	Lorentz, Frank	2134	Nance, Richard	238
Kelly, Robert	2125	Lorenz, Richard	2168	Neland, Jerald	553
Kenzler, Berthold	550	Loudenslager, George	513	Nelson, Connie	390
Kirkpatrick, Clark	361	Lubbesmeyer, Henry	345	Nelson, Darrell	2
Kjellberg, Gene	630	Lubovich, Thomas	716	Nelson, James	480
Kjergaard, Jerry	110	Luehmann, Myrna	2198	Nelson, Kent	840
Kjorness, Stephen	2898	Luoma, Jim	318	Nelson, Mary	14
Klaehn, Bruce	495	Maas, Lynette	4	Nelson, Nordy	740
Klarich, John	319	Mack, Stan	281	Nelson, Thomas	877
Klein, Keith	548	Macy, Kathleen	834	Ness, Gerald	2342
Kleppe, Thomas	477	Madsen, Brad	378	Neuman, James	2805
Kleven, Ronald	62	Madsen, James	545	Niedan, Marvin	891
Knopik, Jon	333	Magaard, Richard	308	Niklaus, Lowell	22
Knutson, Donald	409	Majeski, Frederick	780	Niklaus, Steve	876
Kodet, Douglas	2536	Malone, Stephen	2365	Noennig, John	535
Kostka, Kenneth	281	Mantzke, Jim	726	Nolan, Fredrick	51
Kraabel, Harvey	111	Martin, Michael	547	Novak, Bernard	261

Appendix 2

Superintendents Employed in One District During the Reporting Period

Superintendent	ISD Number	Superintendent	ISD Number	Superintendent	ISD Number
Novak, Bruce	473	Rud, Roy	2159	Tews, Robert	2754
Nybladh, Larry	152	Ruud, Ronald	2358	Thein, John	623
Olson, Barry	756	Sauter, Loren	100	Thielman, Scott	739
Olson, Caline	2527	Scarbrough, Kenneth	2170	Thomalla, Christopher	640
Olson, Gerald	75	Schmidt, Kay	837	Thomas, Bruce	742
Olson, Theo	2609	Schmidt, Mary	601	Thomas, Sharon	482
Olson, Willard	2125	Schmitt, James	829	Thompson, David	534
Oraskovich, James	186	Schneiderhan, Rosemary	256	Tofte, Terry	659
Orcutt, Richard	177	Schoeb, Wallace	706	Tompkins, Larry	500
Ostlund, Robert	720	Schoeb, Willis	701	Torbert, James	593
Otto, Edward	466	Schulz, Elroy	100	Trelstad, O. Paul	497
Paagen, Ronald	441	Schumacher, Marcia	513	Tritubaugh, John	745
Pace, David	846	Schumacher, Robert	771	Trottier, Neil	25
Partridge, Linda	51	Schwartz, James	99	Turnquist, Wayne	676
Paulson, Gene	2711	Seiler, Raymond	371	Twitchell, Stephen	2889
Pederson, Richard	806	Sells, Gail	2609	U'Ren, David	2889
Pelton, Mary	115	Sethre, Russel	2888	Usselman, Rita	242
Pelton, Raymond	317	Seybert, Fred	821	Vandal, Gregory	47
Peterka, John	213	Shannon, Wendy	531	Vellenga, Donald	2854
Peterson, Dennis	276	Shaw, Gary	775	Vorachek, John	435
Phillips, Larry	362	Shay, Larry	203	Wahl, Dennis	2164
Phillips, Patricia	706	Shea, Thomas	208	Wahlstrom, Carl	194
Poplau, Frances	721	Shellinger, Mark	535	Walerius, Thomas	281
Potas, Lester	777	Shellum, Lisa	836	Walker, James	138
Prescott, David	241	Shrand, Dwayne	2190	Walseth, Gerald	181
Pressnall, Donald	195	Simonson, Sidney	2142	Waltman, Edward	77
Prest, Gary	271	Skallerud, Dale	150	Wanek, Deborah	545
Pulliam, Barbara	283	Sletten, Gary	550	Weber, George	484
Rasmussen, Allen	361	Smit, Cornelius	2169	Werder, Larry	787
Rassier, Steven	414	Smith, James	15	Westby, Mark	207
Redfield, James	424	Smith, Kelly	256	Weston, Mark	846
Reed, Katrina	1	Smith, Russell	94	Wettergren, David	834
Regan, John	833	Sonnabend, Leslie	719	White, Michael	622
Rehwaldt, Reynold	279	Spawn, Gary	837	Widvey, John	518
Remmers, Carl	777	Speiker, Charles	763	Wiemers, Orlyn	414
Reshetar, Jerry	497	Staley, Mary	2859	Wilcox, Joan	810
Retrum, John	208	Steenblock, Lynn	831	Wilke, Donald	299
Rettke, Dennis	832	Stoesz, Duane	2172	Williams, Darrold	347
Reusch, William	850	Stofferahn, Beverly	112	Williams, Jerry	535
Rich, Thomas	2159	Stouten, Jack	2135	Windel, Robert	423
Richardson, Lynn	279	Strom, William	173	Wittuhn, Janet	621
Rick, Charles	2310	Struss, Gerald	363	Wolak, Mark	832
Rickabaugh, James	191	Styrwoll, Lloyd	318	Wold, William	465
Ries, Stanley	2071	Sundholm, Paul	458	Worner, Kay	748
Rislove, Dennis	206	Suomala, Dorothy	2358	Wyatt, Michael	15
Roberts, Kerry	2580	Suss, Ted	402	Yeamen, John	182
Roche, John	595	Svaren, Dale	2759	Young, William	593
Rolek, Warren	282	Tapper, Thomas	413	Ziegler, Marcia	885
Ross, Kim	294	Taylor, Jeffrey	62	Zulk, Gene	277
Ruble, Donald	831	Techar, James	712		

Appendix 3

Superintendents Employed in Two Districts During the Reporting Period

<u>Superintendent</u>	<u>ISD Number</u>	<u>ISD Number</u>	<u>Superintendent</u>	<u>ISD Number</u>	<u>ISD Number</u>
Anderson, Donald	611	264	Maurer, George	482	2184
Anderson, Karsten	2888	111	McLoughlin, Michael	150	2887
Anderson, Kristen	599	883	Melin, Robert	2711	577
Bartleson, Eric	77	861	Merseth, Joseph	23	309
Bartness, Terry	36	309	Minkkinen, Philip	698	577
Bathke, John	2396	2536	Montplaisir, Bruce	545	857
Bauck, James	194	761	Norman, Leslie	2071	769
Belluzzo, Robert	695	701	Novak, Michael	115	914
Bostic, Darwin	912	578	Nypen, Burton	801	771
Carlson, Robert	531	2125	Ohl, Gregory	192	51
Christiansen, John	12	256	Peterson, Irving	756	564
Christofferson, Ralph	593	390	Prince, Arnold	499	2890
Collins, Timothy	2860	507	Redfield, Keith	769	62
Dell, Robert	2364	2134	Reishus, John	564	690
Dressen, Frederick	206	110	Remme, Harold	88	417
Dyrud, Philip	2683	356	Robicheau, Jerry	199	564
East, Greg	513	640	Rueckert, Roger	2180	2805
Eckart, Randal	2174	477	Runberg, Kenneth	911	300
Erholtz, Terrence	362	821	Salberg, Dale	601	2215
Gates, John	717	108	Schaefer, Vincent	2184	837
Gehrke, David	2172	173	Schmidt, Roger	2534	38
Gilje, Dale	264	803	Schultze, James	173	2125
Gilman, Wayne	2135	458	Sesker, Todd	252	253
Grupe, Randy	2536	2448	Smith, Michael	253	204
Gulbranson, Richard	411	2884	Smith, Phillip	264	547
Hayes, Constance	300	4	Staska, Scott	750	2190
Helmstetter, Donald	2860	16	Stepaniak, Robert	721	138
Hornung, John	507	2125	Straley, Mary	2859	477
Howard, Duane	2887	820	Swanson, Larry	2215	118
Hurni, Dale	857	803	Togstad, Keith	32	840
Johnson, Corrine	492	480	Tool, James	299	879
Knoll, Thomas	203	671	Tormondsen, Dale	166	100
Krebsbach, Robert	695	707	Toutloff, Raymond	696	707
Ladd, George	2687	2887	Vaadeland, Robert	2149	2190
Landgaard, John	108	2856	Varner, John	499	480
Lehse, Diane	2311	36	Waldoch, Nicholas	314	100
Lingen, Priscilla	299	361	Wandersee, Paul	458	2609
Love, Marcia	238	810	Westerhaus, Thomas	719	750
Maasjo, Dennis	676	411	Whitehurst, Joel	2754	2143
Mackove, Leroy	264	213	Woelber, Loy	771	2898
Makinen, William	182	316	Zakrajsek, Barbra	912	704
Martinson, Jerry	768	402	Zenor, Allen	593	914
Mattison, John	411	811	Zirbes, Gary	146	333

Appendix 4

Superintendents Employed in Three Districts During the Reporting Period

<u>Superintendent</u>	<u>ISD Number</u>	<u>ISD Number</u>	<u>ISD Number</u>
Aanenson, Walter	592	595	630
Baldry, Kent	2895	882	6
Blaeser, Donald	599	2527	2358
Cameron, Todd	146	801	553
Fyre, Elizabeth	208	505	264
Hoppe, Thomas	91	32	97
Johnson, Russell	314	2311	2859
Langan, Donald	166	2711	2142
Luoma, Ronald	166	36	333
McGuire, Richard	252	308	110
Nystrom, Edward	771	129	518
Schmidt, Warren	2859	2174	435
Wain, Dale	182	2711	38

Appendix 5

Districts with Additional Duties

District	Additional Duty	District	Additional Duty
Belgrade-Brooten-Elrosa	Elementary Principal	Herman-Norcross	Principal
Bellingham	Principal Transportation Supervisor Community Education Coordinator Lunch Director	Heron Lake	Principal
Blooming Prairie	Principal	Hills-Beaver Creek	Principal
Browns Valley	Elementary Principal	Kerkhoven-Murdock-Sunburg	Athletic Director
Butterfield-Odin	Elementary Principal	Lake Benton	Elementary Principal
Cedar Mountain	High School Principal	Lanesboro	Secondary Principal
Chokio-Alberta	K-12 Principal	LeRoy-Ostrander	Elementary Principal
Cleveland	Elementary Principal	Littlefork	Activities Director
Climax	Community Education Director Director of Transportation Food Service Safety Coordinator	Lynd	Principal
Clinton-Graceville-Beardsley	Middle School Principal High School Principal	Madelia	Elementary Principal
Comfrey	Athletic Director Principal	Nett Lake	Elementary Principal
Cook County	Business Manager	Pine Point	Principal
Cyrus	Principal	Plummer	Elementary/Secondary Principal
Evansville	High School Principal	Rothsay	Principal
Fisher	Secondary Principal	Underwood	Principal
Glenville-Emmons	8th grade Basketball Coach	Willow River	Elementary Principal
Hendricks	Secondary Principal	Nett Lake	Elementary Principal
		Pine Point	Principal
		Plummer	Elementary/Secondary Principal
		Rothsay	Principal
		Underwood	Principal
		Willow River	Elementary Principal

Appendix 6

FY02 School District Superintendent Compensation, Leave, and Severance by District

District Name	E.D.R. Name	ADM Count	Contract Salary Amount	Bonus/ Performance Pay	Salary In Lieu of Insurance/ Other Benefits	Vehicle Allowance	Leave Cash-Out Paid	Other Monetary Compensation	Total Compensation	Vacation Leave Accrual	Sick Leave Accrual	Maximum Accum.	Severance Payout	Current Leave Days Cash-Out If Terminated In FY '02 **	Value of Post-Severance Benefits
Ada-Borup	Northwest	557	82,000	---	---	250	---	---	82,250	22	12	180	23,500	48	81,000
Adrian	Southwest	753	83,104	---	---	1,761	2,000	100	86,965	25	24	150	46,600	59	67,008
Aitkin	Arrowhead	1,362	92,237	3,547	---	1,680	---	---	97,464	---	15	200	---	92	---
Albany	Central	1,625	90,350	---	---	---	---	---	90,350	20	12	120	---	---	28,800
Albert Lea	Southeast	3,814	102,915	---	---	600	---	1,500	105,015	20	18	180	51,457	115	114,384
Alden	Southeast	408	76,680	---	---	183	---	---	76,863	18	12	120	---	---	24,500
Alexandria	West Central	4,199	106,602	8,092	---	7,200	---	1,000	122,894	13	13	157	12,600	---	127,080
Annandale	Central	1,915	92,557	---	---	2,100	---	---	94,657	20	15	180	30,852	---	100,030
Anoka-Hennepin	7 County Twin Cities	40,536	142,000	---	---	---	---	---	142,000	35	18	Unlimited	---	198	87,282
Ashby	West Central	321	70,000	---	---	---	---	---	70,000	20	18	120	---	20	---
Austin	Southeast	4,151	93,000	---	---	2,400	---	4,201	99,601	20	12	Unlimited	---	26	---
A.C.G.C.	Southwest Central	1,100	73,968	---	---	---	---	---	73,968	15	18	158	9,958	35	9,958
Badger	Northwest	240	61,333	---	---	---	---	---	61,333	12	15	27	---	---	---
Bagley	Headwaters	1,143	96,200	---	---	---	---	---	96,200	---	15	200	32,277	200	---
Balaton	Southwest	110	20,666	---	---	---	---	---	20,666	---	---	---	---	---	---
Barnesville	West Central	753	79,400	---	---	392	---	240	80,032	20	18	142	---	---	---
Barnum	Arrowhead	653	80,000	---	---	844	---	---	80,844	20	16	125	---	---	18,000
Battle Lake	West Central	517	82,600	---	---	---	---	---	82,600	20	15	90	---	---	---
Becker	Central	2,168	128,416	---	---	4,800	---	---	133,216	30	15	Unlimited	64,208	250	70,819
Belgrade-Brooten-Elrosa	Central	770	74,150	5,000	---	---	---	---	79,150	---	14	180	---	20	---
Belle Plaine	7 County Twin Cities	1,274	84,778	---	---	1,166	---	---	85,944	---	---	115	36,000	56	6,000
Bellingham	Upper Southwest	181	36,000	---	---	---	---	---	36,000	30	30	---	---	---	---
Bemidji	Headwaters	5,040	106,211	---	---	6,000	---	---	112,211	20	12	260	36,695	88	107,833
Benson	Upper Southwest	1,150	86,852	---	---	---	---	---	86,852	20	15	205	---	---	---
Bertha-Hewitt	North Central	---	---	---	---	---	---	---	---	---	---	---	---	---	---
Big Lake	Central	2,888	99,820	---	---	2,400	---	1,600	103,820	25	15	120	34,906	60	---
Bird Island-Olivia-Lake Lillian	Southwest Central	984	88,500	---	---	1,077	---	---	89,577	20	18	40	---	---	---
Blackduck	Headwaters	844	81,500	---	---	---	---	---	81,500	33	15	316	9,253	30	82,110
Blooming Prairie	Southeast	831	76,000	---	---	---	---	---	76,000	20	18	242	12,591	33	---
Bloomington	7 County Twin Cities	11,008	142,621	6,000	---	6,697	---	---	155,318	25	12	223	---	133	---
Blue Earth Area Public School	South Central	1,470	85,100	---	---	400	---	6,000	91,500	25	16	120	---	---	---
Braham	East Central	928	83,200	---	---	---	---	---	83,200	20	15	135	---	---	---
Brainerd	North Central	7,322	109,273	---	---	10,800	---	---	120,073	20	12	Unlimited	---	---	---
Brandon	West Central	325	72,152	---	4,700	---	---	---	76,852	25	18	158	---	38	---
Breckenridge	West Central	911	81,200	---	---	3,859	---	---	85,059	---	15	120	---	---	---
Brewster	Southwest	350	65,776	---	---	1,560	---	---	67,336	20	15	110	15,179	---	---
Brooklyn Center	7 County Twin Cities	1,725	119,257	4,000	---	6,000	---	---	129,257	25	15	Unlimited Sick	---	---	---
Browerville	North Central	1,022	82,300	12,345	---	4,608	---	---	99,253	15	15	165	---	150	---
Browns Valley	West Central	158	28,210	---	---	---	---	---	28,210	---	---	---	---	---	---
Buffalo	Central	4,929	108,959	9,100	---	5,700	---	---	123,759	3	15	186	87,368	186	87,657
Buffalo Lake-Hector	Southwest Central	685	80,500	---	9,385	---	---	---	89,885	---	15	32	---	---	---
Burnsville	7 County Twin Cities	11,598	139,423	6,000	---	7,200	2,671	---	155,294	25	12	183	50,748	80	---
Butterfield	South Central	203	---	---	---	---	---	---	---	---	---	---	---	---	---
Byron	Southeast	1,462	87,500	---	---	---	1,683	---	89,183	1	---	254	---	---	---
Caledonia	Southeast	966	88,200	---	---	162	---	---	88,362	20	5	Unlimited	---	---	---
Cambridge-Isanti	East Central	4,981	107,250	5,000	---	---	---	---	112,250	6	12	68	---	---	---
Campbell-Tintah	West Central	147	---	---	---	---	---	---	---	---	---	---	---	---	---
Canby	Upper Southwest	673	81,898	---	---	---	---	---	81,898	---	---	---	---	---	---
Cannon Falls	Southeast	1,476	83,000	---	---	---	---	1,500	84,500	20	15	Unlimited	---	---	---
Carlton	Arrowhead	723	83,000	---	---	824	---	---	83,824	20	12	173	---	---	---
Cass Lake-Bena Schools	North Central	1,219	82,500	---	---	---	---	---	82,500	21	24	180	---	---	---
Cedar Mountain	Southwest	402	72,000	---	---	1,272	---	---	73,272	20	13	163	---	---	---
Centennial	7 County Twin Cities	6,911	122,400	3,672	---	9,600	---	---	135,672	25	12	200	9,792	6	---
Chaska	7 County Twin Cities	7,416	130,442	5,260	---	7,800	---	---	143,502	25	12	Unlimited	---	149	---
Chatfield	Southeast	1,059	79,000	---	---	85	---	---	79,085	20	12	Unlimited	12,154	40	---
Chisago Lakes	East Central	3,532	98,584	---	3,000	2,700	---	---	104,284	20	15	Unlimited	25,943	125	59,829

Appendix 6

FY02 School District Superintendent Compensation, Leave, and Severance by District

District Name	E.D.R. Name	ADM Count	Contract Salary Amount	Bonus/ Performance Pay	Salary In Lieu of Insurance/ Other Benefits	Vehicle Allowance	Leave Cash-Out Paid	Other Monetary Compensation	Total Compensation	Vacation Leave Accrual	Sick Leave Accrual	Maximum Accum.	Severance Payout	Current Leave Days Cash-Out If Terminated In FY '02 **	Value of Post-Severance Benefits
Chisholm	Arrowhead	871	80,340	---	---	---	---	---	80,340	20	24	224	20,085	25	10,384
Chokio-Alberta	West Central	269	---	---	---	2,279	---	---	2,279	---	---	---	---	---	---
Clearbrook-Gonvick	Headwaters	569	46,613	---	---	345	---	---	46,958	---	---	---	---	---	---
Cleveland	South Central	438	74,000	---	---	---	---	---	74,000	25	15	150	---	---	---
Climax	Northwest	182	81,120	---	---	2,352	---	---	83,472	20	12	---	---	---	---
Clinton-Graceville-Beardsley	Upper Southwest	508	69,500	---	5,400	---	---	---	74,900	20	18	---	---	---	---
Cloquet	Arrowhead	2,231	90,325	---	---	5,400	---	---	95,725	20	---	130	60,220	20	8,426
Columbia Heights	7 County Twin Cities	3,204	106,000	---	---	---	---	---	106,000	19	16	375	---	---	---
Comfrey	South Central	184	57,500	---	5,400	1,190	---	8,400	72,490	20	24	135	20,475	65	15,700
Cook County	Arrowhead	701	84,648	---	---	1,418	---	---	86,066	40	15	144	2,279	3	---
Cromwell-Wright	Arrowhead	309	81,521	---	---	1,067	---	---	82,588	30	12	90	---	---	---
Crookston	Northwest	1,578	91,750	5,000	---	---	---	2,500	99,250	20	20	170	---	---	---
Crosby-Ironton	North Central	1,432	94,000	---	---	---	---	---	94,000	26	30	---	---	---	---
Cyrus	West Central	67	See footnote at end of table.			767	---	---	767	---	---	---	---	---	---
Dassel-Cokato	Southwest Central	2,295	99,000	3,283	---	2,000	---	---	104,283	20	15	240	24,500	---	---
Dawson-Boyd	Upper Southwest	620	83,700	---	---	---	---	---	83,700	20	15	203	13,601	---	13,601
Deer River	Arrowhead	1,084	85,225	---	---	1,704	---	---	86,929	30	18	140	11,473	35	4,800
Delano	Central	1,887	101,455	---	---	3,600	---	---	105,055	20	12	120	---	---	---
Detroit Lakes	West Central	2,825	95,695	---	---	4,800	---	---	100,495	25	15	100	34,500	100	16,554
Dilworth-Glyndon-Felton	West Central	1,288	83,000	---	---	---	---	---	83,000	20	18	100	---	---	---
Dover-Eyota	Southeast	1,105	110,464	---	9,348	---	---	---	119,812	25	12	100	---	---	---
Duluth	Arrowhead	12,135	108,202	---	---	6,600	---	---	114,802	25	13	210	---	---	24,969
Eagle Valley	North Central	419	76,000	---	---	---	---	---	76,000	20	15	---	---	31	---
East Central	East Central	984	80,797	3,800	---	1,334	---	---	85,931	10	20	168	---	40	---
East Grand Forks	Northwest	1,805	93,000	---	---	---	---	---	93,000	20	15	Unlimited	---	18	---
Eden Prairie	7 County Twin Cities	10,451	152,400	---	13,364	2,400	---	---	168,164	32	14	---	---	172	---
Eden Valley-Watkins	Southwest Central	837	85,479	---	4,144	---	---	---	89,623	25	18	160	28,493	---	---
Edgerton	Southwest	Purchases superintendent services from other school district. See information at end of table.													---
Edina	7 County Twin Cities	6,906	146,540	---	---	7,800	---	---	154,340	20	18	Unlimited	---	203	---
Elgin-Millville	Southeast	572	79,560	---	---	---	---	---	79,560	20	20	---	---	---	---
Elk River	Central	9,657	118,000	---	5,000	3,600	---	18,411	145,011	30	14	300	---	27	---
Ellsworth	Southwest	203	53,665	---	---	---	---	---	53,665	---	---	---	---	---	---
Ely	Arrowhead	688	86,744	---	---	478	---	---	87,222	25	18	---	47,709	---	87,598
Esko	Arrowhead	1,075	83,310	---	---	1,200	---	---	84,510	30	15	150	---	---	---
Evansville	West Central	248	71,400	---	---	---	---	281	71,681	20	15	90	---	---	31,905
Eveleth-Gilbert	Arrowhead	1,399	88,240	---	2,000	4,800	---	---	95,040	25	15	155	---	---	45,110
Fairmont Area Schools	South Central	1,891	99,000	---	---	---	---	800	99,000	20	15	130	---	113	103,665
Faribault	Southeast	4,092	110,518	---	---	4,800	---	---	115,318	25	12	315	55,259	38	8,328
Farmington	7 County Twin Cities	4,957	117,040	3,567	---	6,000	---	---	126,607	20	18	---	---	---	---
Fergus Falls	West Central	2,959	112,000	---	---	---	---	---	112,800	---	15	138	---	---	---
Fertile-Beltrami	Northwest	562	81,000	---	---	---	---	---	81,000	20	20	150	---	20	---
Fillmore Central	Southeast	881	87,000	---	---	3,120	---	---	90,120	20	15	145	---	---	---
Fisher	Northwest	281	81,000	---	---	---	---	---	81,000	---	15	135	---	---	---
Floodwood	Arrowhead	429	74,000	---	---	---	---	---	74,000	21	15	176	---	---	---
Foley	Central	1,677	85,000	---	---	---	---	---	85,000	---	18	190	38,250	9	41,139
Forest Lake	7 County Twin Cities	7,740	117,000	2,700	---	6,180	---	---	125,880	25	20	150	11,543	76	---
Fosston	Northwest	613	99,750	---	---	---	---	---	99,750	20	15	120	---	---	103,457
Frazee	West Central	1,224	83,000	---	---	---	---	---	83,000	20	18	175	32,135	---	---
Fridley	7 County Twin Cities	2,582	113,524	1,703	7,579	8,400	---	---	131,206	30	15	---	57,613	175	4,268
Fulda	Southwest	495	72,500	---	---	---	---	---	72,500	15	20	160	---	---	---
Glencoe-Silver Lake	Southwest Central	1,802	94,712	---	---	2,346	---	---	97,058	25	---	Unlimited	51,972	130	---
Glenville-Emmons	Southeast	500	75,000	1,300	---	---	---	---	76,300	20	15	---	---	---	---
Goodhue	Southeast	552	70,000	---	---	---	---	---	70,000	15	10	---	---	---	---
Goodridge	Northwest	Purchases superintendent services from other school district. See information at end of table.													---
Granada Huntley-East Chain	South Central	314	21,611	---	---	---	---	---	21,611	---	---	---	---	---	---
Grand Meadow	Southeast	338	77,956	---	---	---	---	---	77,956	5	15	126	---	91	---

Appendix 6

FY02 School District Superintendent Compensation, Leave, and Severance by District

District Name	E.D.R. Name	ADM Count	Contract Salary Amount	Bonus/ Performance Pay	Salary In Lieu of Insurance/ Other Benefits	Vehicle Allowance	Leave Cash-Out Paid	Other Monetary Compensation	Total Compensation	Vacation Leave Accrual	Sick Leave Accrual	Maximum Accum.	Severance Payout	Current Leave Days Cash-Out If Terminated In FY '02 **	Value of Post-Severance Benefits
Grand Rapids	Arrowhead	4,145	98,334	---	---	4,800	---	---	103,134	25	12	175	---	75	107,811
Greenbush-Middle River	Northwest	461	66,000	---	---	---	---	---	66,000	---	---	---	---	---	---
Greenway	Arrowhead	1,343	74,420	---	---	---	---	472	74,892	20	15	190	---	40	---
Grygla	Northwest	395	71,000	---	---	---	---	---	71,000	10	15	130	---	---	---
G.F.W.	South Central	913	84,000	---	---	6,000	---	---	90,000	20	15	105	4,500	23	---
Hancock	West Central	231	71,200	---	---	628	---	---	71,828	2	12	Unlimited	---	25	---
Hastings	7 County Twin Cities	5,180	147,378	---	---	---	---	---	147,378	26	15	Unlimited	---	239	---
Hawley	West Central	911	82,500	---	---	---	---	---	82,500	20	20	120	---	---	---
Hayfield	Southeast	962	80,000	---	6,788	---	---	---	86,788	25	15	---	---	---	---
Hendricks	Southwest	507	63,000	---	---	3,000	---	10,000	76,000	20	14	110	---	---	---
Henning	West Central	354	44,400	---	---	---	---	---	44,400	5	9	9	---	---	---
Herman-Norcross	West Central	173	39,468	---	---	---	---	---	39,468	---	11	110	---	---	---
Hermantown	Arrowhead	1,945	87,418	---	---	4,800	---	2,306	94,524	22	30	325	---	---	---
Heron Lake-Okabena	Southwest	352	70,000	---	7,000	2,393	---	---	79,393	17	18	---	---	---	---
Hibbing	Arrowhead	2,784	97,000	---	---	795	---	---	97,795	25	20	180	11,192	---	168,631
Hill City	Arrowhead	358	80,500	---	---	2,287	---	---	82,787	7	16	172	---	---	4,023
Hills-Beaver Creek	Southwest	299	13,833	---	---	---	---	---	13,833	20	18	---	33,538	---	---
Hinckley-Finlayson	East Central	1,137	94,000	---	---	---	1,808	---	95,808	20	18	125	30,684	5	151,958
Holdingford	Central	---	88,400	---	---	1,200	---	---	89,600	20	16	---	16,000	---	10,740
Hopkins	7 County Twin Cities	8,372	150,000	10,500	---	9,000	---	1,500	171,000	28	12	Unlimited	80,250	---	---
Houston	Southeast	497	74,928	---	---	2,400	---	6,212	83,540	17	18	180	20,160	51	---
Howard Lake-Waverly-Winsted	Central	948	96,887	---	---	---	---	---	96,887	20	15	135	28,693	20	36,146
Hutchinson	Southwest Central	3,118	97,500	2,700	---	2,400	3,498	---	106,098	25	20	160	---	---	---
International Falls	Arrowhead	1,541	70,250	---	---	---	---	---	70,250	---	---	---	---	---	---
Inver Grove	7 County Twin Cities	4,028	129,120	---	---	4,800	---	---	133,920	22	12	200	---	---	---
Isle	East Central	511	81,947	---	---	450	---	---	82,397	20	12	135	---	---	---
Ivanhoe	Southwest	---	---	---	---	---	---	---	---	---	---	---	---	---	---
Jackson County Central	Southwest	1,331	85,226	---	---	---	---	---	85,226	20	15	185	49,169	20	---
Janesville-Waldorf-Pemberton	South Central	582	85,000	---	---	140	3,269	---	88,409	25	17	Unlimited	---	---	---
Jordan	7 County Twin Cities	1,366	95,000	---	9,869	---	---	---	104,869	25	12	145	15,351	24	---
Kasson-Mantorville	Southeast	1,808	90,000	---	---	---	---	---	90,000	20	12	Unlimited	---	---	99,591
Kelliher	Headwaters	275	73,000	---	---	---	---	---	73,000	20	12	120	---	---	---
Kenyon-Wanamingo	Southeast	974	79,000	---	---	853	---	---	79,853	10	12	Unlimited	3,160	---	---
Kerkhoven-Murdock-Sunburg	Upper Southwest	649	78,000	---	---	---	---	1,200	79,200	20	15	185	39,000	---	---
Kimball	Central	848	84,270	---	---	774	---	---	85,044	20	15	115	---	---	---
Kingsland	Southeast	939	93,794	---	---	---	---	550	94,344	20	17	150	---	72	28,138
Kitson Central	Northwest	504	86,000	---	---	3,000	---	---	89,000	20	15	171	17,500	28	---
Lac Qui Parle Valley	Upper Southwest	1,160	82,750	---	7,455	506	---	---	90,711	20	15	200	40,500	127	156,656
Lacrescent-Hokah	Southeast	1,744	92,900	---	---	---	---	---	92,900	5	15	208	---	47	---
Lake Benton	Southwest	---	---	---	---	---	---	---	---	---	---	---	---	---	---
Lake City	Southeast	1,460	94,000	1,787	---	---	1,787	300	97,874	20	12	165	---	---	---
Lake Crystal-Wellcome Memorial	South Central	933	88,000	---	---	3,600	---	---	91,600	20	18	150	---	---	4,348
Lake Of The Woods	Headwaters	726	84,660	---	---	---	---	---	84,660	20	15	150	---	---	---
Lake Park Audubon District	West Central	651	83,000	---	---	---	---	---	83,000	20	18	100	---	---	---
Lake Superior	Arrowhead	1,970	98,176	---	---	---	---	---	98,176	20	12	Unlimited	24,000	148	86,016
Lakeview	Southwest	558	70,500	---	---	---	---	2,781	73,281	20	20	153	---	---	---
Lakeville	7 County Twin Cities	9,793	129,500	2,500	---	7,200	---	---	139,200	25	---	115	25,234	---	---
Lancaster	Northwest	226	33,000	---	---	3,358	---	---	36,358	---	---	---	---	---	---
Lanesboro	Southeast	352	85,000	---	---	492	---	---	85,492	---	15	120	---	---	---
Laporte	Headwaters	366	53,000	---	---	---	---	---	53,000	20	12	---	---	---	---
Lecenter	South Central	727	87,500	---	---	1,800	---	---	89,300	20	20	180	---	39	61,352
Leroy	Southeast	394	74,500	---	---	1,371	---	---	75,871	25	20	Unlimited	14,494	45	---
Lester Prairie	Southwest Central	500	79,000	---	---	---	---	250	79,250	25	28	120	---	---	---
Lesueur-Henderson	South Central	1,350	84,460	---	---	475	---	---	84,935	10	15	130	23,064	71	86,110
Lewiston-Altura	Southeast	796	76,000	---	---	---	---	---	76,000	20	15	85	---	---	---
Litchfield	Southwest Central	1,991	98,752	---	---	1,800	---	---	100,552	20	15	130	46,822	20	41,028

Appendix 6

FY02 School District Superintendent Compensation, Leave, and Severance by District

District Name	E.D.R. Name	ADM Count	Contract Salary Amount	Bonus/ Performance Pay	Salary In Lieu of Insurance/ Other Benefits	Vehicle Allowance	Leave Cash-Out Paid	Other Monetary Compensation	Total Compensation	Vacation Leave Accrual	Sick Leave Accrual	Maximum Accum.	Severance Payout	Current Leave Days Cash-Out If Terminated In FY '02 **	Value of Post-Severance Benefits
Little Falls	North Central	3,160	97,850	---	---	---	---	---	97,850	25	20	200	27,995	---	60,472
Littlefork-Big Falls	Arrowhead	338	105,800	---	---	---	---	1,131	106,931	25	16	---	---	---	---
Long Prairie-Grey Eagle	North Central	1,446	87,000	---	---	---	---	8,887	95,887	---	21	Unlimited	73,752	220	57,448
Luverne	Southwest	1,353	88,000	---	---	---	---	---	88,000	20	20	73	6,092	20	---
Lyle	Southeast	273	60,000	---	---	---	---	---	60,000	---	15	90	---	375	---
Lynd	Southwest	94	47,740	---	---	325	---	---	48,065	---	15	137	---	---	---
Mabel-Canton	Southeast	437	73,723	---	4,581	395	---	---	78,699	20	20	135	---	---	---
Madelia	South Central	602	73,000	---	---	---	---	---	73,000	20	15	130	---	---	---
Mahnomen	Headwaters	715	85,650	---	---	2,694	---	---	88,344	20	15	140	30,575	97	18,000
Mahtomedi	7 County Twin Cities	3,043	124,200	---	---	---	---	---	124,200	25	12	160	41,400	100	---
Mankato	South Central	6,922	109,000	---	---	3,600	---	---	112,600	22	12	202	---	72	28,007
Maple Lake	Central	1,054	87,902	---	---	363	---	6,562	94,827	---	12	130	---	---	---
Maple River	South Central	1,303	81,490	---	---	---	---	---	81,490	---	---	125	---	---	---
Marshall	Southwest	2,319	102,485	1,200	---	4,200	---	---	107,885	21	16	150	51,243	49	---
Marshall County Central Schools	Northwest	370	82,000	---	---	380	---	---	82,380	24	15	188	10,696	30	---
Martin County West	South Central	947	99,000	---	---	---	---	---	99,000	20	12	140	---	---	---
Mcgregor	Arrowhead	533	77,900	---	---	1,887	---	---	79,787	3	26	146	12,106	35	---
Meleod West Schools	Southwest Central	519	77,000	---	4,500	623	---	---	82,123	20	15	75	---	---	---
Medford	Southeast	622	81,800	---	---	---	---	9,000	90,800	20	15	145	9,000	105	46,344
Melrose	Central	1,559	93,000	---	---	603	---	---	93,603	5	15	125	75	---	40,801
Menahga	North Central	729	80,340	---	400	---	---	---	80,740	23	20	115	---	---	---
Mesabi East	Arrowhead	1,025	80,000	---	---	---	---	---	80,000	22	18	120	---	---	9,408
Milaca	East Central	1,951	93,600	---	---	---	---	---	93,600	25	15	---	---	35	54,000
Milroy	Southwest	164	20,000	---	---	---	---	---	20,000	---	---	---	---	---	---
Minneapolis	7 County Twin Cities	49,849	160,000	---	---	---	15,385	10,200	185,585	---	---	150	80,000	125	97,918
Minneota	Southwest	506	70,000	---	---	306	---	---	70,306	20	18	150	---	---	---
Minnetonka	7 County Twin Cities	7,776	145,000	14,500	---	7,200	---	12,000	178,700	25	18	61	---	50	---
Minnewaska	West Central	1,573	99,717	---	---	---	---	---	99,717	20	12	140	52,289	130	---
Montevideo	Upper Southwest	1,650	96,364	---	---	800	---	---	97,164	---	30	103	---	---	---
Montgomery-Lonsdale	South Central	1,108	89,250	1,500	5,000	---	---	---	95,750	20	15	140	---	---	---
Monticello	Central	3,771	99,507	---	---	5,400	---	---	104,907	30	20	60	---	141	---
Moorhead	West Central	5,590	114,005	---	---	---	---	---	114,005	24	60	---	57,003	24	78
Moose Lake	Arrowhead	798	64,873	---	---	1,032	---	---	65,905	21	15	152	---	---	---
Mora	East Central	1,954	90,000	---	---	6,000	---	750	96,750	22	15	150	3,600	---	---
Morris	West Central	1,033	76,908	---	---	---	---	---	76,908	25	12	---	---	---	---
Mounds View	7 County Twin Cities	11,095	116,000	---	---	---	---	1,333	117,333	30	12	---	---	---	---
Mountain Iron-Buhl	Arrowhead	538	76,000	---	---	---	---	---	76,000	23	18	180	---	---	---
Mountain Lake	Southwest	502	74,500	---	---	---	---	4,000	78,500	---	16	180	---	---	---
Murray County Central	Southwest	844	90,000	---	---	---	---	---	90,000	20	20	120	45,000	80	81,294
M.A.C.C.R.A.Y.	Upper Southwest	912	87,000	---	---	2,491	---	---	89,491	30	20	154	---	---	---
Nashwauk-Keewatin	Arrowhead	---	97,971	---	---	---	---	---	97,971	25	10	200	---	---	---
Nett Lake	Arrowhead	90	See footnote at end of table.			---	---	---	---	---	---	---	---	---	---
Nevis	Headwaters	541	69,278	---	3,432	---	---	---	72,710	30	15	130	---	---	---
New London-Spicer	Southwest Central	1,735	88,000	---	---	---	---	---	88,000	20	15	Unlimited	47,667	130	44,355
New Prague Area Schools	7 County Twin Cities	2,713	97,500	4,144	---	4,200	---	---	105,844	20	20	210	---	30	---
New Ulm	South Central	2,548	92,004	1,527	---	3,600	---	3,882	101,013	24	18	---	---	24	20,177
New York Mills	West Central	713	88,400	---	---	---	---	---	88,400	20	12	120	34,000	100	26,712
Nicollet	South Central	332	81,477	---	---	---	3,043	---	84,520	24	18	240	5,000	---	---
Norman County East	Northwest	392	80,000	---	---	4,766	---	5,000	89,766	20	15	165	---	20	---
Norman County West	Northwest	395	82,800	---	---	---	---	---	82,800	6	3	120	---	---	---
North Branch	East Central	3,692	108,550	3,000	---	4,800	---	---	116,350	20	28	262	---	---	9,202
North St Paul-Maplewood	7 County Twin Cities	11,355	125,000	4,500	---	6,210	---	---	135,710	22	15	260	---	260	---
Northfield	Southeast	3,937	108,680	---	---	6,000	---	---	114,680	20	13	267	2,508	---	---
Northland Community Schools	North Central	581	81,033	---	---	3,923	---	3,657	88,613	20	20	188	---	38	---
Norwood	7 County Twin Cities	1,054	88,400	---	---	3,600	---	---	92,000	20	15	160	---	---	11,554
N.R.H.E.G.	South Central	1,028	94,500	---	---	3,961	---	---	98,461	20	12	170	---	115	---

Appendix 6

FY02 School District Superintendent Compensation, Leave, and Severance by District

District Name	E.D.R. Name	ADM Count	Contract Salary Amount	Bonus/ Performance Pay	Salary In Lieu of Insurance/ Other Benefits	Vehicle Allowance	Leave Cash-Out Paid	Other Monetary Compensation	Total Compensation	Vacation Leave Accrual	Sick Leave Accrual	Maximum Accum.	Severance Payout	Current Leave Cash-Out If Terminated In FY '02 **	Value of Post-Severance Benefits
Ogilvie	East Central	730	78,000	---	7,398	1,056	---	---	86,454	20	5	140	---	---	---
Oklee	Northwest				Purchases superintendent services from other school district. See information at end of table.										
Onamia	East Central	759	80,000	---	---	---	---	80,000	20	15	150	---	---	---	---
Orono	7 County Twin Cities	2,941	137,700	3,375	---	9,000	6,767	15,237	172,079	30	15	Unlimited	68,850	219	---
Ortonville	Upper Southwest	665	84,500	---	---	---	---	---	84,500	20	12	160	---	40	---
Osakis	West Central	659	78,406	---	---	504	---	---	78,910	20	15	120	---	---	---
Osseo	7 County Twin Cities	22,277	153,420	---	---	13,767	---	---	167,187	25	12	200	82,110	129	53,883
Owatonna	Southeast	5,034	126,942	9,000	---	6,000	---	---	141,942	20	15	Unlimited	---	64	---
Park Rapids	Headwaters	1,881	90,358	---	---	---	---	---	90,358	20	20	---	---	---	---
Parkers Prairie	West Central	579	83,000	---	---	---	---	---	83,000	25	15	160	---	---	---
Paynesville	Central	1,186	83,000	---	---	---	---	---	83,000	20	12	140	20,000	---	---
Pelican Rapids	West Central	1,247	94,000	---	---	---	---	52	94,052	20	15	90	47,000	90	---
Pequot Lakes	North Central	1,297	86,500	---	---	---	---	---	86,500	20	15	---	---	---	---
Perham	West Central	1,650	89,916	15,511	---	---	---	---	105,427	25	15	160	---	---	---
Pierz	North Central	988	88,000	---	1,822	2,729	---	---	92,551	25	12	100	22,267	---	35,000
Pillager	North Central	704	82,500	---	---	---	3,572	---	86,072	20	15	200	---	---	---
Pine City	East Central	1,720	95,000	---	---	---	---	1,800	96,800	20	18	56	---	56	13,095
Pine Island	Southeast	1,214	93,500	4,000	---	1,800	3,404	---	102,704	15	15	300	---	15	---
Pine Point	West Central	57	61,500	---	---	---	---	---	61,500	---	---	30	---	240	---
Pine River-Backus	North Central	1,134	85,500	---	---	2,410	---	---	87,910	20	15	150	4,838	150	---
Pipestone Area Schools	Southwest	1,594	84,500	8,714	---	---	---	---	93,214	20	15	125	13,000	40	---
Plainview	Southeast	1,202	87,000	---	---	1,830	---	---	88,830	25	73	---	---	---	---
Plummer	Northwest	179	73,074	---	---	---	---	---	73,074	30	16	150	---	---	---
Princeton	East Central	3,690	93,000	---	---	---	---	---	93,000	20	---	200	---	---	---
Prior Lake	7 County Twin Cities	5,115	111,222	2,224	7,757	4,500	---	---	125,703	20	12	---	85,054	199	806
Proctor	Arrowhead	1,899	88,999	---	---	2,400	---	---	91,399	25	15	15	1,893	100	37,800
Randolph	7 County Twin Cities	434	93,280	---	---	---	---	---	93,280	25	12	175	54,200	44	---
Red Lake	Headwaters	1,401	85,000	---	---	---	---	1,500	86,500	15	18	Unlimited	---	15	---
Red Lake Falls	Northwest	401	75,000	---	---	---	---	---	75,000	20	15	150	2,870	---	---
Red Rock Central	Southwest	586	76,220	---	---	1,627	---	---	77,847	5	15	---	---	---	---
Red Wing	Southeast	3,141	98,500	---	---	4,200	---	---	102,700	22	15	244	40	---	---
Redwood Falls Area Schools	Southwest	1,512	92,434	---	---	2,400	---	---	94,834	20	18	150	46,217	---	---
Renville County West	Southwest Central	819	83,430	---	---	---	---	---	83,430	20	16	100	---	---	---
Richfield	7 County Twin Cities	4,283	112,000	8,500	---	7,200	---	269	127,969	20	12	Unlimited	28,000	100	---
Robbinsdale	7 County Twin Cities	14,521	150,000	5,250	---	9,000	---	480	164,730	---	---	200	75,000	51	19,288
Rochester	Southeast	15,926	120,000	8,000	---	531	---	---	128,531	13	20	Unlimited	30,000	---	2,666
Rockford	Central	1,753	107,000	---	---	750	---	---	107,750	22	18	120	---	61	---
Rocori	Central	2,301	107,692	2,963	---	4,800	---	---	115,455	20	15	254	18,409	40	---
Roseau	Northwest	1,488	87,000	2,000	---	---	---	301	89,301	20	14	77	26,257	77	---
Rosemount-Apple Valley-Eagan	7 County Twin Cities	28,400	142,776	---	---	8,280	---	9,133	160,189	100	24	Unlimited	---	333	---
Roseville	7 County Twin Cities	6,485	111,788	4,352	9,160	8,400	---	10,500	144,200	26	18	Unlimited	60,612	191	138,815
Rothsay	West Central	252	82,000	---	---	---	---	---	82,000	30	18	121	---	---	---
Round Lake	Southwest				Purchases superintendent services from other school district. See information at end of table.										
Royalton	North Central	727	81,284	---	---	211	---	---	81,495	20	18	120	19,438	12	---
Rush City	East Central	967	94,260	---	---	---	---	---	94,260	20	15	155	---	---	14,979
Rushford-Peterson	Southeast	685	82,000	---	---	---	---	---	82,000	25	12	140	10,100	101	51,864
Russell	Southwest				Purchases superintendent services from other school district. See information at end of table.										
Ruthon	Southwest				Purchases superintendent services from other school district. See information at end of table.										
Sartell	Central	2,668	108,108	---	---	797	---	---	108,905	30	13	150	47,297	58	43,554
Sauk Centre	Central	1,196	88,600	3,544	---	---	---	2,000	94,144	---	1	122	---	---	10,267
Sauk Rapids	Central	3,469	109,145	---	---	5,758	---	---	114,903	20	18	170	41,579	---	---
Sebekka	North Central	603	72,500	---	---	---	---	---	72,500	20	18	140	---	---	---
Shakopee	7 County Twin Cities	4,586	113,400	---	---	4,000	---	---	117,400	25	15	165	6,804	---	---
Sibley East	South Central	1,240	84,000	---	1,000	---	---	---	85,000	20	20	---	---	---	---
Sleepy Eye	South Central	643	77,175	---	---	1,689	---	---	78,864	50	12	160	12,651	50	---
South Koochiching	Arrowhead	359	80,000	---	---	---	---	4,000	84,000	30	15	155	---	31	39,577

Appendix 6

FY02 School District Superintendent Compensation, Leave, and Severance by District

District Name	E.D.R. Name	ADM Count	Contract Salary Amount	Bonus/ Performance Pay	Salary In Lieu of Insurance/ Other Benefits	Vehicle Allowance	Leave Cash-Out Paid	Other Monetary Compensation	Total Compensation	Vacation Leave Accrual	Sick Leave Accrual	Maximum Accum.	Severance Payout	Current Leave Days Cash-Out If Terminated In FY '02 **	Value of Post-Severance Benefits
South St. Paul	7 County Twin Cities	4,092	122,240	4,000	---	6,000	---	---	132,240	23	12	246	---	48	---
South Washington County	7 County Twin Cities	15,389	135,182	---	---	8,400	---	---	143,582	26	15	Unlimited	67,591	123	10,244
Southland	Southeast	694	78,067	---	---	---	---	---	78,067	15	15	215	15,000	---	10,972
Spring Grove	Southeast	398	80,000	---	---	---	1,462	---	81,462	20	15	130	3,900	134	---
Spring Lake Park	7 County Twin Cities	4,240	115,550	4,000	---	6,600	---	4,800	130,950	27	25	110	25,340	165	---
Springfield	South Central	702	78,500	---	---	---	---	---	80,760	20	15	121	---	---	---
Staples-Motley	North Central	1,609	91,953	---	---	802	---	---	92,755	20	11	Unlimited	10,854	30	---
Stephen-Argyle Central Schools	Northwest	419	82,000	---	---	---	---	---	82,000	20	12	130	---	---	---
Stewartville	Southeast	1,764	94,425	3,000	---	---	2,542	2,537	102,504	27	15	145	---	36	---
Stillwater	7 County Twin Cities	9,454	120,511	9,387	---	6,000	---	---	135,898	25	15	Unlimited	40,888	94	---
St. Anthony-New Brighton	7 County Twin Cities	1,520	110,000	---	---	---	---	---	110,000	---	12	---	8,036	---	---
St. Charles	Southeast	1,056	84,970	---	1,000	---	---	---	85,970	20	15	203	---	---	---
St. Clair	South Central	671	85,446	---	---	---	---	---	85,446	25	12	155	---	15	---
St. Cloud	Central	10,588	122,000	---	---	8,400	---	---	130,400	24	15	---	---	---	11,582
St. Francis	7 County Twin Cities	6,625	108,200	---	---	3,900	---	---	112,100	---	35	Unlimited	---	48	38,622
St. James	South Central	1,417	79,000	---	---	3,166	---	---	82,166	20	17	180	5,900	---	23,310
St. Louis County	Arrowhead	2,543	97,388	---	---	240	---	---	97,628	30	18	Unlimited	56,157	150	10,913
St. Louis Park	7 County Twin Cities	4,158	126,320	---	---	8,400	---	---	134,720	25	15	Unlimited	55,387	114	39,960
St. Michael-Albertville	Central	3,067	103,876	3,116	---	---	---	---	106,992	25	15	110	---	---	---
St. Paul	7 County Twin Cities	44,201	165,000	---	---	12,000	---	---	177,000	32	15	Unlimited	82,500	97	---
St. Peter	South Central	1,784	100,153	---	---	---	---	5,100	105,253	25	12	335	9,400	317	39,200
Swanville	North Central	381	82,000	---	---	1,877	---	---	83,877	20	10	210	17,000	---	---
Thief River Falls	Northwest	2,181	92,000	3,000	---	2,400	---	---	97,400	20	16	---	---	---	---
Tracy	Southwest	801	80,000	---	600	---	---	---	80,600	20	15	170	---	---	---
Tri-County	Northwest	306	33,000	---	---	---	---	---	33,000	20	15	163	---	---	---
Triton	Southeast	1,162	85,000	1,500	5,400	---	---	---	91,900	21	18	220	---	---	2,400
Truman	South Central	425	69,000	---	---	---	---	---	69,000	25	15	145	---	---	---
Tyler	Southwest	966	70,000	---	---	2,710	---	---	72,710	20	24	120	---	---	---
Ulen-Hitterdal	West Central	277	43,130	---	---	---	---	---	43,130	---	10	---	---	---	---
Underwood	West Central	542	82,600	---	---	---	---	---	82,600	20	13	200	7,000	100	---
United South Central	South Central	1,124	75,000	---	---	4,200	---	---	79,200	20	15	120	---	---	---
Upsala	North Central	412	---	---	Purchases superintendent services from other school district. See information at end of table.										---
Verndale	North Central	425	73,166	---	---	162	---	---	73,328	20	11	128	14,378	47	---
Virginia	Arrowhead	1,764	96,000	---	---	1,931	---	---	97,931	24	---	24	---	---	---
Wabasha-Kellogg	Southeast	715	68,787	---	---	227	---	---	69,014	12	9	150	---	---	---
Wabasso	Southwest	436	79,831	1,596	---	443	---	---	81,870	20	20	100	---	---	---
Waconia	7 County Twin Cities	2,178	117,895	---	2,750	3,000	---	3,627	127,272	25	27	120	---	---	---
Wadena-Deer Creek	North Central	1,356	90,000	---	---	837	---	---	90,837	20	12	---	---	---	---
Walker-Hackensack-Akeley	North Central	1,015	85,600	---	---	---	---	---	85,600	20	---	120	---	---	---
Warren-Alvarado-Oslo	Northwest	595	77,000	---	---	---	---	9,000	86,000	20	15	135	---	---	---
Warroad	Northwest	1,338	81,500	---	---	---	---	---	81,500	---	---	---	---	---	---
Waseca	South Central	2,202	97,000	---	---	---	---	---	97,000	20	100	122	1,000	71	97,070
Watertown-Mayer	7 County Twin Cities	1,381	91,000	---	---	1,200	---	---	92,200	20	15	---	---	---	---
Waterville-Elysian-Morristown	South Central	994	99,802	---	---	---	---	---	99,802	5	17	---	---	10	45,486
Waubun	Headwaters	666	84,000	---	---	---	---	---	84,000	16	15	100	---	---	---
Wayzata	7 County Twin Cities	9,585	141,278	---	---	9,000	---	---	150,278	30	18	Unlimited	70,639	185	---
West Central Area	West Central	888	75,500	---	---	2,406	---	---	77,906	20	15	125	---	---	---
West St. Paul-Mendota Hts.-Eagan	7 County Twin Cities	4,820	108,200	12,000	---	6,000	1,561	---	127,761	19	15	200	---	130	13,978
Westbrook-Walnut Grove Schools	Southwest	506	75,000	---	---	4,179	---	---	79,179	20	15	130	---	---	---
Westonka	7 County Twin Cities	2,174	104,600	---	---	600	---	---	105,200	29	12	---	---	200	35,074
Wheaton Area School	West Central	502	88,000	---	---	---	---	---	88,000	---	---	160	---	33	12,569
White Bear Lake	7 County Twin Cities	9,313	116,258	---	---	8,100	6,975	---	131,333	30	20	325	---	108	---
Willmar	Southwest Central	4,335	103,750	---	---	475	---	---	104,225	20	15	220	8,640	110	269,524
Willow River	East Central	538	93,018	---	---	3,166	---	---	96,184	24	15	---	2,000	6	---
Win-E-Mac	Northwest	504	92,619	---	---	---	---	---	92,619	20	15	170	53,155	132	7,854
Windom	Southwest	1,118	87,125	---	---	600	---	---	87,725	20	15	193	31,510	---	44,373

Appendix 6

FY02 School District Superintendent Compensation, Leave, and Severance by District

District Name	E.D.R. Name	ADM Count	Contract Salary Amount	Bonus/ Performance Pay	Salary In Lieu of Insurance/ Other Benefits	Vehicle Allowance	Leave Cash-Out Paid	Other Monetary Compensation	Total Compensation	Vacation Leave Accrual	Sick Leave Accrual	Maximum Accum.	Severance Payout	Current Leave Days Cash-Out If Terminated In FY '02 **	Value of Post-Severance Benefits
Winona Area Public Schools	Southeast	4,247	118,450	---	---	6,000	---	---	124,450	25	---	280	15,121	21	---
Worthington	Southwest	2,370	100,612	---	---	4,200	---	---	104,812	20	20	170	---	40	---
Wrenshall	Arrowhead	400	69,000	---	---	---	---	---	69,000	20	15	---	---	---	---
Yellow Medicine East	Upper Southwest	1,185	80,000	---	---	---	---	---	80,000	20	12	140	---	---	---
Zumbrota-Mazeppa	Southeast	1,238	88,000	---	---	1,031	---	---	89,031	25	18	250	---	---	---
Minimum Value for All Districts		57	13,833	1,200	400	85	1,462	52	767	1	---	---	40	3	78
Maximum Value for All Districts		49,849	165,000	15,511	13,364	13,767	15,385	18,411	185,585	100	100	Unlimited	87,368	375	269,524
Average for All Districts		2,522	89,726	5,025	5,353	3,359	3,839	4,095	93,008	21	16	134	30,428	86	48,519

Districts with Joint Powers Agreements:

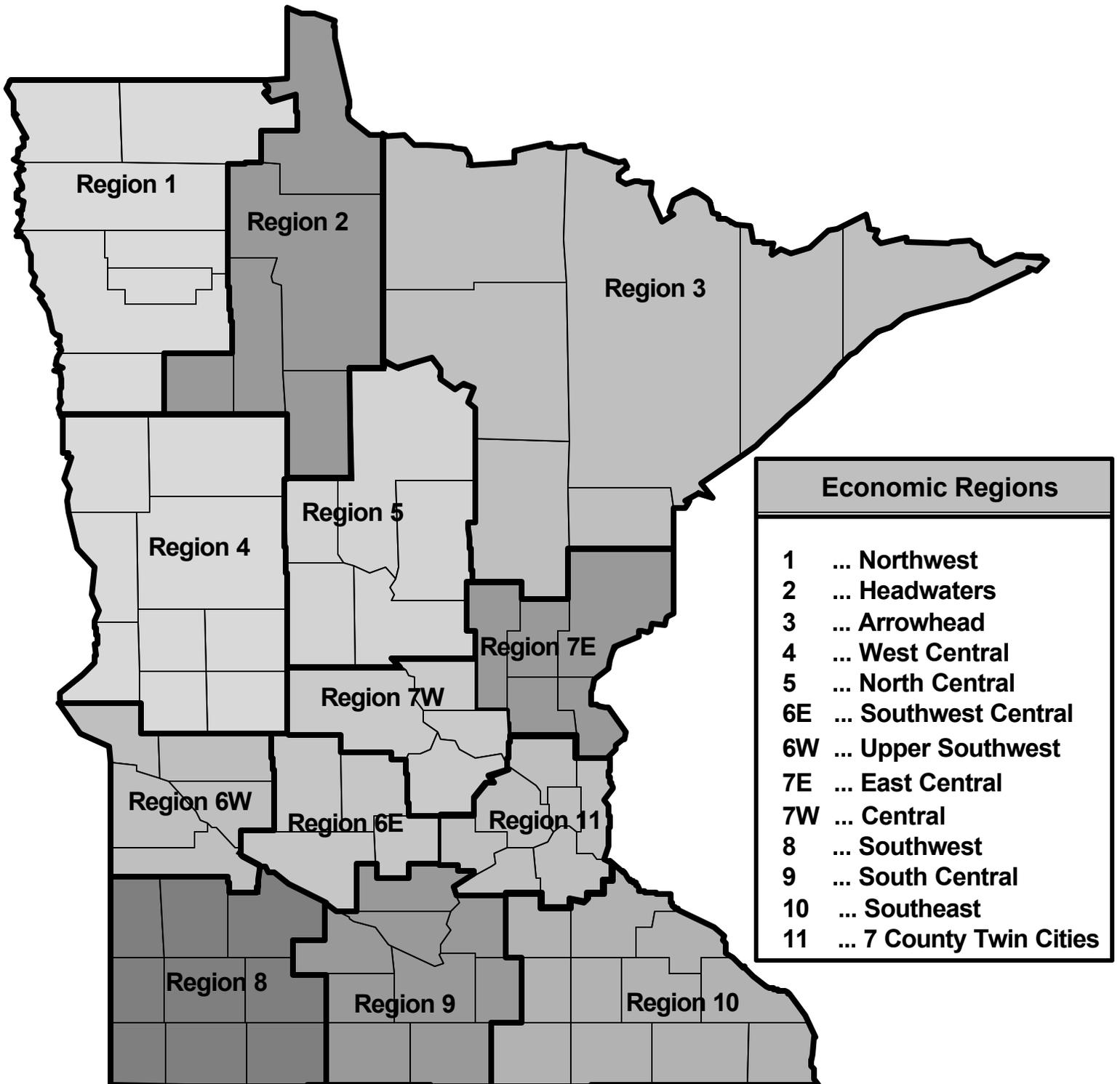
Bertha-Hewitt purchases superintendent services from Browerville
 Campbell-Tintah purchases superintendent services from Breckenridge
 Cyrus purchases superintendent services from Minnewaska
 Edgerton purchases superintendent services from Adrian
 Goodridge purchases superintendent services from Grygla
 Ivanhoe purchases superintendent services from Hendricks
 Lake Benton, Russell, and Ruthon purchase superintendent services from Tyler
 Oklee purchases superintendent services from Fosston
 Round Lake purchases superintendent services from Brewster
 Upsala purchases superintendent services from Swanville

* Net Lake pays their superintendent on an as-needed basis an amount of \$400 per day. They did not report the total amount paid in FY01, FY02, or FY03.

** The following changes have been made to the original report. The column entitled "Current Leave Days Cash-Out if Terminated in FY02" has been changed to show the number of current leave days that could be cashed out if terminated. Previously, some per diem amounts were incorrectly listed in this column. This column is the second to the last in appendices 6,8,9, and 10. These changes do not effect the validity of the analysis or the conclusions of the report; the compensation trends remain the same.

Appendix 7

Economic Development Regions



Appendix 8

FY02 School District Superintendent Compensation, Leave, and Severance Averages By Economic Region

Economic Development Region	ADM Count	Contract Salary Amount	Bonus/ Performance Pay	Salary In Lieu of Insurance/ Other Benefits	Vehicle Allowance	Leave Cash-Out Paid	Other Monetary Compensation	Total Compensation	Vacation Leave Accrual	Sick Leave Accrual	Maximum Accum.	Severance Payout	Current Leave Days Cash-Out If Terminated In FY '02 *	Value of Post-Severance Benefits
Northwest	666	77,706	3,333	N/A	2,358	N/A	4,200	79,511	19	15	133	22,330	47	64,104
Headwaters	1,181	79,623	N/A	3,432	3,013	N/A	1,500	80,787	21	15	157	27,200	86	69,314
Arrowhead	1,549	85,736	3,547	2,000	2,309	N/A	1,977	87,660	23	16	146	24,711	63	44,231
West Central	1,003	78,804	11,802	4,700	2,537	N/A	475	75,649	20	16	117	34,566	82	35,816
North Central	1,332	85,465	12,345	1,111	2,836	3,572	6,272	88,417	21	17	126	23,815	85	50,973
Southwest Central	1,594	88,430	2,992	6,010	1,532	3,498	250	91,390	21	16	110	31,150	85	91,216
Upper South West	850	78,779	N/A	6,428	1,266	N/A	1,200	80,401	22	18	169	31,034	84	85,129
East Central	1,872	91,414	3,933	5,199	2,787	1,808	1,275	94,485	19	16	134	15,557	45	50,511
Central	2,815	99,048	4,745	5,000	3,190	N/A	7,143	103,758	21	14	144	35,636	79	43,776
Southwest	779	70,693	3,837	3,800	2,065	2,000	4,220	73,248	19	17	143	33,755	44	64,225
South Central	1,207	83,249	1,514	3,800	2,577	3,156	5,846	86,113	22	19	149	10,249	76	47,675
Southeast	1,765	87,599	4,084	5,423	2,118	2,176	3,225	90,782	19	16	140	16,996	78	38,919
7 County Twin Cities	9,169	123,924	5,552	8,413	6,533	6,672	6,280	134,962	27	16	111	48,758	129	39,835
Average for All Districts	2,522	89,726	5,025	5,353	3,359	3,839	4,095	93,008	21	16	134	30,428	86	48,519

* The following changes have been made to the original report. The column entitled "Current Leave Days Cash-Out if Terminated in FY02" has been changed to show the number of current leave days that could be cashed out if terminated. Previously, some per diem amounts were incorrectly listed in this column. This column is the second to the last in appendices 6,8,9, and 10. These changes do not effect the validity of the analysis or the conclusions of the report; the compensation trends remain the same.

Appendix 9

FY02 School District Superintendent Compensation, Leave, and Severance By Economic Development Region and District

Region and District name	ADM Count	Contract Salary Amount	Bonus/ Performance Pay	Salary In Lieu of Insurance/ Other Benefits	Vehicle Allowance	Leave Cash-Out Paid	Other Monetary Compensation	Total Compensation	Vacation Leave Accrual	Sick Leave Accrual	Maximum Accum.	Severance Payout	Current Leave Days Cash-Out If Terminated In FY '02 ***	Value of Post-Severance Benefits
Northwest														
Ada-Borup	557	82,000	---	---	250	---	---	82,250	22	12	180	23,500	48	81,000
Badger	240	61,333	---	---	---	---	---	61,333	12	15	27	---	---	---
Climax	182	81,120	---	---	2,352	---	---	83,472	20	12	---	---	---	---
Crookston	1,578	91,750	5,000	---	---	---	2,500	99,250	20	20	170	---	---	---
East Grand Forks	1,805	93,000	---	---	---	---	---	93,000	20	15	Unlimited	---	18	---
Fertile-Beltrami	562	81,000	---	---	---	---	---	81,000	20	20	150	---	20	---
Fisher	281	81,000	---	---	---	---	---	81,000	---	15	135	---	---	---
Fosston	613	99,750	---	---	---	---	---	99,750	20	15	120	---	---	103,457
Goodridge														
Greenbush-Middle River	461	66,000	---	---	---	---	---	66,000	---	---	---	---	---	---
Grygla	395	71,000	---	---	---	---	---	71,000	10	15	130	---	---	---
Kittson Central	504	86,000	---	---	3,000	---	---	89,000	20	15	171	17,500	28	---
Lancaster	226	33,000	---	---	3,358	---	---	36,358	---	---	---	---	---	---
Marshall County Central Schools	370	82,000	---	---	380	---	---	82,380	24	15	188	10,696	30	---
Norman County East	392	80,000	---	---	4,766	---	5,000	89,766	20	15	165	---	20	---
Norman County West	395	82,800	---	---	---	---	---	82,800	6	3	120	---	---	---
Oklee														
Plummer	179	73,074	---	---	---	---	---	73,074	30	16	150	---	---	---
Red Lake Falls	401	75,000	---	---	---	---	---	75,000	20	15	150	2,870	---	---
Roseau	1,488	87,000	2,000	---	---	---	301	89,301	20	14	77	26,257	77	---
Stephen-Argyle Central Schools	419	82,000	---	---	---	---	---	82,000	20	12	130	---	---	---
Thief River Falls	2,181	92,000	3,000	---	2,400	---	---	97,400	20	16	---	---	---	---
Tri-County	306	33,000	---	---	---	---	---	33,000	20	15	163	---	---	---
Warren-Alvarado-Oslo	595	77,000	---	---	---	---	9,000	86,000	20	15	135	---	---	---
Warroad	1,338	81,500	---	---	---	---	---	81,500	---	---	---	---	---	---
Win-E-Mac	504	92,619	---	---	---	---	---	92,619	20	15	170	53,155	132	7,854
Minimum Value for Region	179	33,000	2,000	N/A	250	N/A	301	33,000	6	3	---	2,870	18	7,854
Maximum Value for Region	2,181	99,750	5,000	N/A	4,766	N/A	9,000	99,750	30	20	Unlimited	53,155	132	103,457
Average Value for Region	666	77,706	3,333	N/A	2,358	N/A	4,200	79,511	19	15	133	22,330	47	64,104
Headwaters														
Bagley	1,143	96,200	---	---	---	---	---	96,200	---	15	200	32,277	200	---
Bemidji	5,040	106,211	---	---	6,000	---	---	112,211	20	12	260	36,695	88	107,833
Blackduck	844	81,500	---	---	---	---	---	81,500	33	15	316	9,253	30	82,110
Clearbrook-Gonvick	569	46,613	---	---	345	---	---	46,958	---	---	---	---	---	---
Kelliher	275	73,000	---	---	---	---	---	73,000	20	12	120	---	---	---
Lake of the Woods	726	84,660	---	---	---	---	---	84,660	20	15	150	---	---	---
Laporte	366	53,000	---	---	---	---	---	53,000	20	12	---	---	---	---
Mahnomen	715	85,650	---	---	2,694	---	---	88,344	20	15	140	30,575	97	18,000
Nevis	541	69,278	---	3,432	---	---	---	72,710	30	15	130	---	---	---
Park Rapids	1,881	90,358	---	---	---	---	---	90,358	20	20	---	---	---	---
Red Lake	1,401	85,000	---	---	---	---	1,500	86,500	15	18	Unlimited	---	15	---
Waubun	666	84,000	---	---	---	---	---	84,000	16	15	100	---	---	---
Minimum Value for Region	275	46,613	N/A	3,432	345	N/A	1,500	46,958	15	12	---	9,253	15	18,000
Maximum Value for Region	5,040	106,211	N/A	3,432	6,000	N/A	1,500	112,211	33	20	Unlimited	36,695	200	107,833
Average Value for Region	1,181	79,623	N/A	3,432	3,013	N/A	1,500	80,787	21	15	157	27,200	86	69,314

Appendix 9

FY02 School District Superintendent Compensation, Leave, and Severance By Economic Development Region and District

Region and District name	ADM Count	Contract Salary Amount	Bonus/ Performance Pay	Salary In Lieu of Insurance/ Other Benefits	Vehicle Allowance	Leave Cash-Out Paid	Other Monetary Compensation	Total Compensation	Vacation Leave Accrual	Sick Leave Accrual	Maximum Accum.	Severance Payout	Current Leave Days Cash-Out If Terminated In FY '02 ***	Value of Post-Severance Benefits
Arrowhead														
Aitkin	1,362	92,237	3,547	----	1,680	----	----	97,464	----	15	200	----	92	----
Barnum	653	80,000	----	----	844	----	----	80,844	20	16	125	----	----	18,000
Carlton	723	83,000	----	----	824	----	----	83,824	20	12	173	----	----	----
Chisholm	871	80,340	----	----	----	----	----	80,340	20	24	224	20,085	25	10,384
Cloquet	2,231	90,325	----	----	5,400	----	----	95,725	20	----	130	60,220	20	8,426
Cook County	701	84,648	----	----	1,418	----	----	86,066	40	15	144	2,279	3	----
Cromwell-Wright	309	81,521	----	----	1,067	----	----	82,588	30	12	90	----	----	----
Deer River	1,084	85,225	----	----	1,704	----	----	86,929	30	18	140	11,473	35	4,800
Duluth	12,135	108,202	----	----	6,600	----	----	114,802	25	13	210	----	----	24,969
Ely	688	86,744	----	----	478	----	----	87,222	25	18	----	47,709	----	87,598
Esko	1,075	83,310	----	----	1,200	----	----	84,510	30	15	150	----	----	----
Eveleth-Gilbert	1,399	88,240	----	2,000	4,800	----	----	95,040	25	15	155	----	----	45,110
Floodwood	429	74,000	----	----	----	----	----	74,000	21	46	176	----	----	----
Grand Rapids	4,145	98,334	----	----	4,800	----	----	103,134	25	12	175	----	75	107,811
Greenway	1,343	74,420	----	----	----	----	472	74,892	20	15	190	----	40	----
Hermantown	1,945	87,418	----	----	4,800	----	2,306	94,524	22	30	325	----	----	----
Hibbing	2,784	97,000	----	----	795	----	----	97,795	25	20	180	11,192	----	168,631
Hill City	358	80,500	----	----	2,287	----	----	82,787	7	16	172	----	----	4,023
International Falls	1,541	70,250	----	----	----	----	----	70,250	----	----	----	----	----	----
Lake Superior	1,970	98,176	----	----	----	----	----	98,176	20	12	Unlimited	24,000	148	86,016
Littlefork-Big Falls	338	105,800	----	----	----	----	1,131	106,931	25	16	----	----	----	----
Mcgregor	533	77,900	----	----	1,887	----	----	79,787	3	26	146	12,106	35	----
Mesabi East	1,025	80,000	----	----	----	----	----	80,000	22	18	120	----	----	9,408
Moose Lake	798	64,873	----	----	1,032	----	----	65,905	21	15	152	----	----	----
Mountain Iron-Buhl	538	76,000	----	----	----	----	----	76,000	23	18	180	----	----	----
Nashauk-Keewatin	----	97,971	----	----	----	----	----	97,971	25	10	200	----	----	----
Nett Lake	90	**See footnote at end of table.												
Proctor	1,899	88,999	----	----	2,400	----	----	91,399	25	15	15	1,893	100	37,800
South Koochiching	359	80,000	----	----	----	----	4,000	84,000	30	15	155	----	31	39,577
St. Louis County	2,543	97,388	----	----	240	----	----	97,628	30	18	Unlimited	56,157	150	10,913
Virginia	1,764	96,000	----	----	1,931	----	----	97,931	24	----	24	----	----	----
Wrenshall	400	69,000	----	----	----	----	----	69,000	20	15	----	----	----	----
Minimum Value for Region	90	64,873	3,547	2,000	240	N/A	472	65,905	3	----	----	1,893	3	4,023
Maximum Value for Region	12,135	108,202	3,547	2,000	6,600	N/A	4,000	114,802	40	30	Unlimited	60,220	150	168,631
Average Value for Region	1,549	85,736	3,547	2,000	2,309	N/A	1,977	87,660	23	16	146	24,711	63	44,231
West Central														
Alexandria	4,199	106,602	8,092	----	7,200	----	1,000	122,894	13	13	157	12,600	----	127,080
Ashby	321	70,000	----	----	----	----	----	70,000	20	18	120	----	20	----
Barnesville	753	79,400	----	----	392	----	240	80,032	20	18	142	----	----	----
Battle Lake	517	82,600	----	----	----	----	----	82,600	20	15	90	----	----	----
Brandon	325	72,152	----	4,700	----	----	----	76,852	25	18	158	----	38	----
Breckenridge	911	81,200	----	----	3,859	----	----	85,059	----	15	120	----	----	----
Browns Valley	158	28,210	----	----	----	----	----	28,210	----	----	----	----	----	----
Campbell-Tintah	147	----	----	* Purchases superintendent services from other school district. See information at end of table.										----
Chokio-Alberta	269	----	----	----	2,279	----	----	2,279	----	----	----	----	----	----
Cyrus	67	* See footnote at end of table.												
Detroit Lakes	2,825	95,695	----	----	4,800	----	----	100,495	25	15	100	34,500	100	16,554

Appendix 9

FY02 School District Superintendent Compensation, Leave, and Severance By Economic Development Region and District

Region and District name	ADM Count	Contract Salary Amount	Bonus/ Performance Pay	Salary In Lieu of Insurance/ Other Benefits	Vehicle Allowance	Leave Cash-Out Paid	Other Monetary Compensation	Total Compensation	Vacation Leave Accrual	Sick Leave Accrual	Maximum Accum.	Severance Payout	Current Leave Days Cash-Out If Terminated In FY '02 ***	Value of Post-Severance Benefits
Dilworth-Glyndon-Felton	1,288	83,000	---	---	---	---	---	83,000	20	18	100	---	---	---
Evansville	248	71,400	---	---	---	---	281	71,681	20	15	90	---	---	31,905
Fergus Falls	2,959	112,000	---	---	---	---	800	112,800	---	15	138	---	---	---
Frazee	1,224	83,000	---	---	---	---	---	83,000	20	18	175	32,135	---	---
Hancock	231	71,200	---	---	628	---	---	71,828	2	12	Unlimited	---	25	---
Hawley	911	82,500	---	---	---	---	---	82,500	20	20	120	---	---	---
Henning	354	44,400	---	---	---	---	---	44,400	5	9	9	---	---	---
Herman-Norcross	173	39,468	---	---	---	---	---	39,468	---	11	110	---	---	---
Lake Park Audubon District	651	83,000	---	---	---	---	---	83,000	20	18	100	---	---	---
Minnewaska	1,573	99,717	---	---	---	---	---	99,717	20	12	140	52,289	130	---
Moorhead	5,590	114,005	---	---	---	---	---	114,005	24	60	---	57,003	24	78
Morris	1,033	76,908	---	---	---	---	---	76,908	25	12	---	---	---	---
New York Mills	713	88,400	---	---	---	---	---	88,400	20	12	120	34,000	100	26,712
Osakis	659	78,406	---	---	504	---	---	78,910	20	15	120	---	---	---
Parkers Prairie	579	83,000	---	---	---	---	---	83,000	25	15	160	---	---	---
Pelican Rapids	1,247	94,000	---	---	---	---	52	94,052	20	15	90	47,000	90	---
Perham	1,650	89,916	15,511	---	---	---	---	105,427	25	15	160	---	---	---
Pine Point	57	61,500	---	---	---	---	---	61,500	---	---	30	---	240	---
Rothsay	252	82,000	---	---	---	---	---	82,000	30	18	121	---	---	---
Ulen-Hitterdal	277	43,130	---	---	---	---	---	43,130	---	10	---	---	---	---
Underwood	542	82,600	---	---	---	---	---	82,600	20	13	200	7,000	100	---
West Central Area	888	75,500	---	---	2,406	---	---	77,906	20	15	125	---	---	---
Wheaton Area School	502	88,000	---	---	---	---	---	88,000	---	---	160	---	33	12,569
Minimum Value for Region	57	28,210	8,092	4,700	392	N/A	52	767	2	9	---	7,000	20	78
Maximum Value for Region	5,590	114,005	15,511	4,700	7,200	N/A	1,000	122,894	30	60	Unlimited	57,003	240	127,080
Average Value for Region	1,003	78,804	11,802	4,700	2,537	N/A	475	75,649	20	16	117	34,566	82	35,816

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North Central

Bertha-Hewitt	---	---	---	---	---	---	---	---	---	---	---	---	---	---
Brainerd	7,322	109,273	---	---	10,800	---	---	120,073	20	12	Unlimited	---	---	---
Browerville	1,022	82,300	12,345	---	4,608	---	---	99,253	15	15	165	---	150	---
Cass Lake-Bena Schools	1,219	82,500	---	---	---	---	---	82,500	21	24	180	---	---	---
Crosby-Ironton	1,432	94,000	---	---	---	---	---	94,000	26	30	---	---	---	---
Eagle Valley	419	76,000	---	---	---	---	---	76,000	20	15	---	---	31	---
Little Falls	3,160	97,850	---	---	---	---	---	97,850	25	20	200	27,995	---	60,472
Long Prairie-Grey Eagle	1,446	87,000	---	---	---	---	8,887	95,887	---	21	Unlimited	73,752	220	57,448
Menahga	729	80,340	---	400	---	---	---	80,740	23	20	115	---	---	---
Northland Community Schools	581	81,033	---	---	3,923	---	3,657	88,613	20	20	188	---	38	---
Pequot Lakes	1,297	86,500	---	---	---	---	---	86,500	20	15	---	---	---	---
Pierz	988	88,000	---	1,822	2,729	---	---	92,551	25	12	100	22,267	---	35,000
Pillager	704	82,500	---	---	---	3,572	---	86,072	20	15	200	---	---	---
Pine River-Backus	1,134	85,500	---	---	2,410	---	---	87,910	20	15	150	4,838	150	---
Royalton	727	81,284	---	---	211	---	---	81,495	20	18	120	19,438	12	---
Sebeka	603	72,500	---	---	---	---	---	72,500	20	18	140	---	---	---
Staples-Motley	1,609	91,953	---	---	802	---	---	92,755	20	11	Unlimited	10,854	30	---
Swanville	381	82,000	---	---	1,877	---	---	83,877	20	10	210	17,000	---	---
Upsala	412	---	---	---	---	---	---	---	---	---	---	---	---	---
Verndale	425	73,166	---	---	162	---	---	73,328	20	11	128	14,378	47	---
Wadena-Deer Creek	1,356	90,000	---	---	837	---	---	90,837	20	12	---	---	---	---

* Purchases superintendent services from other school district. See information at end of table.

* Purchases superintendent services from other school district. See information at end of table.

Appendix 9

FY02 School District Superintendent Compensation, Leave, and Severance By Economic Development Region and District

Region and District name	ADM Count	Contract Salary Amount	Bonus/ Performance Pay	Salary In Lieu of Insurance/ Other Benefits	Vehicle Allowance	Leave Cash-Out Paid	Other Monetary Compensation	Total Compensation	Vacation Leave Accrual	Sick Leave Accrual	Maximum Accum.	Severance Payout	Current Leave Days Cash-Out If Terminated In FY '02 ***	Value of Post-Severance Benefits
Walker-Hackensack-Akeley	1,015	85,600	---	---	---	---	---	85,600	20	---	120	---	---	---
Minimum Value for Region	381	72,500	12,345	400	162	3,572	3,657	72,500	15	10	---	4,838	12	35,000
Maximum Value for Region	7,322	109,273	12,345	1,822	10,800	3,572	8,887	120,073	26	30	Unlimited	73,752	220	60,472
Average Value for Region	1,332	85,465	12,345	1,111	2,836	3,572	6,272	88,417	21	17	126	23,815	85	50,973
Southwest Central														
A.C.G.C.	1,100	73,968	---	---	---	---	---	73,968	15	18	158	9,958	35	9,958
Bird Island-Olivia-Lake Lillian	984	88,500	---	---	1,077	---	---	89,577	20	18	40	---	---	---
Buffalo Lake-Hector	685	80,500	---	9,385	---	---	---	89,885	---	15	32	---	---	---
Dassel-Cokato	2,295	99,000	3,283	---	2,000	---	---	104,283	20	15	240	24,500	---	---
Eden Valley-Watkins	837	85,479	---	4,144	---	---	---	89,623	25	18	160	28,493	---	---
Glencoe-Silver Lake	1,802	94,712	---	---	2,346	---	---	97,058	25	---	Unlimited	51,972	130	---
Hutchinson	3,118	97,500	2,700	---	2,400	3,498	---	106,098	25	20	160	---	---	---
Lester Prairie	500	79,000	---	---	---	---	250	79,250	25	28	120	---	---	---
Litchfield	1,991	98,752	---	---	1,800	---	---	100,552	20	15	130	46,822	20	41,028
McLeod West Schools	519	77,000	---	4,500	623	---	---	82,123	20	15	75	---	---	---
New London-Spicer	1,735	88,000	---	---	---	---	---	88,000	20	15	Unlimited	47,667	130	44,355
Renville County West	819	83,430	---	---	---	---	---	83,430	20	16	100	---	---	---
Willmar	4,335	103,750	---	---	475	---	---	104,225	20	15	220	8,640	110	269,524
Minimum Value for Region	500	73,968	2,700	4,144	475	3,498	250	73,968	15	---	---	8,640	20	9,958
Maximum Value for Region	4,335	103,750	3,283	9,385	2,400	3,498	250	106,098	25	28	Unlimited	51,972	130	269,524
Average Value for Region	1,594	88,430	2,992	6,010	1,532	3,498	250	91,390	21	16	110	31,150	85	91,216
Upper South West														
Bellingham	181	36,000	---	---	---	---	---	36,000	30	30	---	---	---	---
Benson	1,150	86,852	---	---	---	---	---	86,852	20	15	205	---	---	---
Canby	673	81,898	---	---	---	---	---	81,898	---	---	---	---	---	---
Clinton-Graceville-Beardsley	508	69,500	---	5,400	---	---	---	74,900	20	18	---	---	---	---
Dawson-Boyd	620	83,700	---	---	---	---	---	83,700	20	15	203	13,601	---	13,601
Kerkhoven-Murdock-Sunburg	649	78,000	---	---	---	---	1,200	79,200	20	15	185	39,000	---	---
Lac Qui Parle Valley	1,160	82,750	---	7,455	506	---	---	90,711	20	15	200	40,500	127	156,656
Montevideo	1,650	96,364	---	---	800	---	---	97,164	---	30	103	---	---	---
M.A.C.C.R.A.Y.	912	87,000	---	---	2,491	---	---	89,491	30	20	154	---	---	---
Ortonville	665	84,500	---	---	---	---	---	84,500	20	12	160	---	40	---
Yellow Medicine East	1,185	80,000	---	---	---	---	---	80,000	20	12	140	---	---	---
Minimum Value for Region	181	36,000	N/A	5,400	506	N/A	1,200	36,000	20	12	103	13,601	40	13,601
Maximum Value for Region	1,650	96,364	N/A	7,455	2,491	N/A	1,200	97,164	30	30	205	40,500	127	156,656
Average Value for Region	850	78,779	N/A	6,428	1,266	N/A	1,200	80,401	22	18	169	31,034	84	85,129
East Central														
Braham	928	83,200	---	---	---	---	---	83,200	20	15	135	---	---	---
Cambridge-Isanti	4,981	107,250	5,000	---	---	---	---	112,250	6	12	68	---	---	---
Chisago Lakes	3,532	98,584	---	3,000	2,700	---	---	104,284	20	15	Unlimited	25,943	125	59,829
East Central	984	80,797	3,800	---	1,334	---	---	85,931	10	20	168	---	40	---
Hinckley-Finlayson	1,137	94,000	---	---	---	1,808	---	95,808	20	18	125	30,684	5	151,958
Isle	511	81,947	---	---	450	---	---	82,397	20	12	135	---	---	---
Milaca	1,951	93,600	---	---	---	---	---	93,600	25	15	---	---	35	54,000

Appendix 9

FY02 School District Superintendent Compensation, Leave, and Severance By Economic Development Region and District

Region and District name	ADM Count	Contract Salary Amount	Bonus/ Performance Pay	Salary In Lieu of Insurance/ Other Benefits	Vehicle Allowance	Leave Cash-Out Paid	Other Monetary Compensation	Total Compensation	Vacation Leave Accrual	Sick Leave Accrual	Maximum Accum.	Severance Payout	Current Leave Days Cash-Out If Terminated In FY '02 ***	Value of Post-Severance Benefits
Mora	1,954	90,000	---	---	6,000	---	750	96,750	22	15	150	3,600	---	---
North Branch	3,692	108,550	3,000	---	4,800	---	---	116,350	20	28	262	---	---	9,202
Ogilvie	730	78,000	---	7,398	1,056	---	---	86,454	20	5	140	---	---	---
Onamia	759	80,000	---	---	---	---	---	80,000	20	15	150	---	---	---
Pine City	1,720	95,000	---	---	---	---	1,800	96,800	20	18	56	---	56	13,095
Princeton	3,690	93,000	---	---	---	---	---	93,000	20	---	200	---	---	---
Rush City	967	94,260	---	---	---	---	---	94,260	20	15	155	---	---	14,979
Willow River	538	93,018	---	---	3,166	---	---	96,184	24	15	---	2,000	6	---
Minimum Value for Region	511	78,000	3,000	3,000	450	1,808	750	80,000	6	5	---	2,000	5	9,202
Maximum Value for Region	4,981	108,550	5,000	7,398	6,000	1,808	1,800	116,350	25	28	Unlimited	30,684	125	151,958
Average Value for Region	1,872	91,414	3,933	5,199	2,787	1,808	1,275	94,485	19	16	134	15,557	45	50,511
Central														
Albany	1,625	90,350	---	---	---	---	---	90,350	20	12	120	---	---	28,800
Annamdale	1,915	92,557	---	---	2,100	---	---	94,657	20	15	180	30,852	---	100,030
Becker	2,168	128,416	---	---	4,800	---	---	133,216	30	15	Unlimited	64,208	250	70,819
Belgrade-Brooten-Elrosa	770	74,150	5,000	---	---	---	---	79,150	---	14	180	---	20	---
Big Lake	2,888	99,820	---	---	2,400	---	1,600	103,820	25	15	120	34,906	60	---
Buffalo	4,929	108,959	9,100	---	5,700	---	---	123,759	3	15	186	87,368	186	87,657
Delano	1,887	101,455	---	---	3,600	---	---	105,055	20	12	120	---	---	---
Elk River	9,657	118,000	---	5,000	3,600	---	18,411	145,011	30	14	300	---	27	---
Foley	1,677	85,000	---	---	---	---	---	85,000	---	18	190	38,250	9	41,139
Holdingsford	---	88,400	---	---	1,200	---	---	89,600	20	16	---	16,000	---	10,740
Howard Lake-Waverly-Winsted	948	96,887	---	---	---	---	---	96,887	20	15	135	28,693	20	36,146
Kimball	848	84,270	---	---	774	---	---	85,044	20	15	115	---	---	---
Maple Lake	1,054	87,902	---	---	363	---	6,562	94,827	---	12	130	---	---	---
Melrose	1,559	93,000	---	---	603	---	---	93,603	5	15	125	75	---	40,801
Monticello	3,771	99,507	---	---	5,400	---	---	104,907	30	20	60	---	141	---
Paynesville	1,186	83,000	---	---	---	---	---	83,000	20	12	140	20,000	---	---
Rockford	1,753	107,000	---	---	750	---	---	107,750	22	18	120	---	61	---
Rocori	2,301	107,692	2,963	---	4,800	---	---	115,455	20	15	254	18,409	40	---
Sartell	2,668	108,108	---	---	797	---	---	108,905	30	13	150	47,297	58	43,554
Sauk Centre	1,196	88,600	3,544	---	---	---	2,000	94,144	---	1	122	---	---	10,267
Sauk Rapids	3,469	109,145	---	---	5,758	---	---	114,903	20	18	170	41,579	---	---
St. Cloud	10,588	122,000	---	---	8,400	---	---	130,400	24	15	---	---	---	11,582
St. Michael-Albertville	3,067	103,876	3,116	---	---	---	---	106,992	25	15	110	---	---	---
Minimum Value for Region	770	74,150	2,963	5,000	363	N/A	1,600	79,150	3	1	---	75	9	10,267
Maximum Value for Region	10,588	128,416	9,100	5,000	8,400	N/A	18,411	145,011	30	20	Unlimited	87,368	250	100,030
Average Value for Region	2,815	99,048	4,745	5,000	3,190	N/A	7,143	103,758	21	14	144	35,636	79	43,776
Southwest														
Adrian	753	83,104	---	---	1,761	2,000	100	86,965	25	24	150	46,600	59	67,008
Balaton	110	20,666	---	---	---	---	---	20,666	---	---	---	---	---	---
Brewster	350	65,776	---	---	1,560	---	---	67,336	20	15	110	15,179	---	---
Cedar Mountain	402	72,000	---	---	1,272	---	---	73,272	20	13	163	---	---	---
Edgerton	other school	---	---	---	---	---	---	---	---	---	---	---	---	---
Ellsworth	203	53,665	---	---	---	---	---	53,665	---	---	---	---	---	---
Fulda	495	72,500	---	---	---	---	---	72,500	15	20	160	---	---	---

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Appendix 9

FY02 School District Superintendent Compensation, Leave, and Severance By Economic Development Region and District

Region and District name	ADM Count	Contract Salary Amount	Bonus/ Performance Pay	Salary In Lieu of Insurance/ Other Benefits	Vehicle Allowance	Leave Cash-Out Paid	Other Monetary Compensation	Total Compensation	Vacation Leave Accrual	Sick Leave Accrual	Maximum Accum.	Severance Payout	Current Leave Days Cash-Out If Terminated In FY '02 ***	Value of Post-Severance Benefits
Hendricks	507	63,000	---	---	3,000	---	10,000	76,000	20	14	110	---	---	---
Heron Lake-Okabena	352	70,000	---	7,000	2,393	---	---	79,393	17	18	---	---	---	---
Hills-Beaver Creek	299	13,833	---	---	---	---	---	13,833	20	18	---	33,538	---	---
Ivanhoe	other school			* Purchases superintendent services from other school district. See information at end of table.										
Jackson County Central	1,331	85,226	---	---	---	---	---	85,226	20	15	185	49,169	20	---
Lake Benton	other school			* Purchases superintendent services from other school district. See information at end of table.										
Lakeview	558	70,500	---	---	---	---	2,781	73,281	20	20	153	---	---	---
Luverne	1,353	88,000	---	---	---	---	---	88,000	20	20	73	6,092	20	---
Lynd	94	47,740	---	---	325	---	---	48,065	---	15	137	---	---	---
Marshall	2,319	102,485	1,200	---	4,200	---	---	107,885	21	16	150	51,243	49	---
Milroy	164	20,000	---	---	---	---	---	20,000	---	---	---	---	---	---
Minneota	506	70,000	---	---	306	---	---	70,306	20	18	150	---	---	---
Mountain Lake	502	74,500	---	---	---	---	4,000	78,500	---	16	180	---	---	---
Murray County Central	844	90,000	---	---	---	---	---	90,000	20	20	120	45,000	80	81,294
Pipetstone Area Schools	1,594	84,500	8,714	---	---	---	---	93,214	20	15	125	13,000	40	---
Red Rock Central	586	76,220	---	---	1,627	---	---	77,847	5	15	---	---	---	---
Redwood Falls Area Schools	1,512	92,434	---	---	2,400	---	---	94,834	20	18	150	46,217	---	---
Round Lake	other school			* Purchases superintendent services from other school district. See information at end of table.										
Russell	other school			* Purchases superintendent services from other school district. See information at end of table.										
Ruthton	other school			* Purchases superintendent services from other school district. See information at end of table.										
Tracy	801	80,000	---	600	---	---	---	80,600	20	15	170	---	---	---
Tyler	966	70,000	---	---	2,710	---	---	72,710	20	24	120	---	---	---
Wabasso	436	79,831	1,596	---	443	---	---	81,870	20	20	100	---	---	---
Westbrook-Walnut Grove Schools	506	75,000	---	---	4,179	---	---	79,179	20	15	130	---	---	---
Windom	1,118	87,125	---	---	600	---	---	87,725	20	15	193	31,510	---	44,373
Worthington	2,370	100,612	---	---	4,200	---	---	104,812	20	20	170	---	40	---
Minimum Value for Region	94	13,833	1,200	600	306	2,000	100	13,833	5	13	73	6,092	20	44,373
Maximum Value for Region	2,370	102,485	8,714	7,000	4,200	2,000	10,000	107,885	25	24	193	51,243	80	81,294
Average Value for Region	779	70,693	3,837	3,800	2,065	2,000	4,220	73,248	19	17	143	33,755	44	64,225

South Central

Blue Earth Area Public School	1,470	85,100	---	---	400	---	6,000	91,500	25	16	120	---	---	---
Butterfield	203			* Purchases superintendent services from other school district. See information at end of table.										
Cleveland	438	74,000	---	---	---	---	---	74,000	25	15	150	---	---	---
Comfrey	184	57,500	---	5,400	1,190	---	8,400	72,490	20	24	135	20,475	65	15,700
Fairmont Area Schools	1,891	99,000	---	---	---	---	---	99,000	20	15	130	---	113	103,665
Granada Huntley-East Chain	314	21,611	---	---	---	---	---	21,611	---	---	---	---	---	---
G.F.W.	913	84,000	---	---	6,000	---	---	90,000	20	15	105	4,500	23	---
Janesville-Waldorf-Pemberton	582	85,000	---	---	140	3,269	---	88,409	25	17	Unlimited	---	---	---
Lake Crystal-Wellcome Memorial	933	88,000	---	---	3,600	---	---	91,600	20	18	150	---	---	4,348
Lecenter	727	87,500	---	---	1,800	---	---	89,300	20	20	180	---	39	61,352
Lesueur-Henderson	1,350	84,460	---	---	475	---	---	84,935	10	15	130	23,064	71	86,110
Madelia	602	73,000	---	---	---	---	---	73,000	20	15	130	---	---	---
Mankato	6,922	109,000	---	---	3,600	---	---	112,600	22	12	202	---	72	28,007
Maple River	1,303	81,490	---	---	---	---	---	81,490	---	---	125	---	---	---
Martin County West	947	99,000	---	---	---	---	---	99,000	20	12	140	---	---	---
Montgomery-Lonsdale	1,108	89,250	1,500	5,000	---	---	---	95,750	20	15	140	---	---	---
New Ulm	2,548	92,004	1,527	---	3,600	---	3,882	101,013	24	18	---	---	24	20,177
Nicollet	332	81,477	---	---	---	3,043	---	84,520	24	18	240	5,000	---	---

Appendix 9

FY02 School District Superintendent Compensation, Leave, and Severance By Economic Development Region and District

Region and District name	ADM Count	Contract Salary Amount	Bonus/ Performance Pay	Salary In Lieu of Insurance/ Other Benefits	Vehicle Allowance	Leave Cash-Out Paid	Other Monetary Compensation	Total Compensation	Vacation Leave Accrual	Sick Leave Accrual	Maximum Accum.	Severance Payout	Current Leave Days Cash-Out If Terminated In FY '02 ***	Value of Post-Severance Benefits
N.R.H.E.G.	1,028	94,500	---	---	3,961	---	---	98,461	20	12	170	---	115	---
Sibley East	1,240	84,000	---	1,000	---	---	---	85,000	20	20	---	---	---	---
Sleepy Eye	643	77,175	---	---	1,689	---	---	78,864	50	12	160	12,651	50	---
Springfield	702	78,500	---	---	2,260	---	---	80,760	20	15	121	---	---	---
St. Clair	671	85,446	---	---	---	---	---	85,446	25	12	155	---	15	---
St. James	1,417	79,000	---	---	3,166	---	---	82,166	20	17	180	5,900	---	23,310
St. Peter	1,784	100,153	---	---	---	---	5,100	105,253	25	12	335	9,400	317	39,200
Truman	425	69,000	---	---	---	---	---	69,000	25	15	145	---	---	---
United South Central	1,124	75,000	---	---	4,200	---	---	79,200	20	15	120	---	---	---
Waseca	2,202	97,000	---	---	---	---	---	97,000	20	100	122	1,000	71	97,070
Waterville-Elysian-Morristown	994	99,802	---	---	---	---	---	99,802	5	17	---	---	10	45,486
Minimum Value for Region	184	21,611	1,500	1,000	140	3,043	3,882	21,611	5	12	---	1,000	10	4,348
Maximum Value for Region	6,922	109,000	1,527	5,400	6,000	3,269	8,400	112,600	50	100	Unlimited	23,064	317	103,665
Average Value for Region	1,207	83,249	1,514	3,800	2,577	3,156	5,846	86,113	22	19	149	10,249	76	47,675
Southeast														
Albert Lea	3,814	102,915	---	---	600	---	1,500	105,015	20	18	180	51,457	115	114,384
Alden	408	76,680	---	---	183	---	---	76,863	18	12	120	---	---	24,500
Austin	4,151	93,000	---	---	2,400	---	4,201	99,601	20	12	Unlimited	---	26	---
Blooming Prairie	831	76,000	---	---	---	---	---	76,000	20	18	242	12,591	33	---
Byron	1,462	87,500	---	---	---	1,683	---	89,183	1	---	254	---	---	---
Caledonia	966	88,200	---	---	162	---	---	88,362	20	5	Unlimited	---	---	---
Cannon Falls	1,476	83,000	---	---	---	---	1,500	84,500	20	15	Unlimited	---	---	---
Chatfield	1,059	79,000	---	---	85	---	---	79,085	20	12	Unlimited	12,154	40	---
Dover-Eyota	1,105	110,464	---	9,348	---	---	---	119,812	25	12	100	---	---	---
Elgin-Millville	572	79,560	---	---	---	---	---	79,560	20	20	---	---	---	---
Faribault	4,092	110,518	---	---	4,800	---	---	115,318	25	12	315	55,259	38	8,328
Fillmore Central	881	87,000	---	---	3,120	---	---	90,120	20	15	145	---	---	---
Glenville-Emmons	500	75,000	1,300	---	---	---	---	76,300	20	15	---	---	---	---
Goodhue	552	70,000	---	---	---	---	---	70,000	15	10	---	---	---	---
Grand Meadow	338	77,956	---	---	---	---	---	77,956	5	15	126	---	91	---
Hayfield	962	80,000	---	6,788	---	---	---	86,788	25	15	---	---	---	---
Houston	497	74,928	---	---	2,400	---	6,212	83,540	17	18	180	20,160	51	---
Kasson-Mantorville	1,808	90,000	---	---	---	---	---	90,000	20	12	Unlimited	---	---	99,591
Kenyon-Wanamingo	974	79,000	---	---	853	---	---	79,853	10	12	Unlimited	3,160	---	---
Kingsland	939	93,794	---	---	---	---	550	94,344	20	17	150	---	72	28,138
Lacrescent-Hokah	1,744	92,900	---	---	---	---	---	92,900	5	50	208	---	47	---
Lake City	1,460	94,000	1,787	---	---	1,787	300	97,874	20	12	165	---	---	---
Lanesboro	352	85,000	---	---	492	---	---	85,492	---	15	120	---	---	---
Leroy	394	74,500	---	---	1,371	---	---	75,871	25	20	Unlimited	14,494	45	---
Lewiston-Altura	796	76,000	---	---	---	---	---	76,000	20	15	85	---	---	---
Lyle	273	60,000	---	---	---	---	---	60,000	---	15	90	---	375	---
Mabel-Canton	437	73,723	---	4,581	395	---	---	78,699	20	20	135	---	---	---
Medford	622	81,800	---	---	---	---	9,000	90,800	20	15	145	9,000	105	46,344
Northfield	3,937	108,680	---	---	6,000	---	---	114,680	20	13	267	2,508	---	---
Owatonna	5,034	126,942	9,000	---	6,000	---	---	141,942	20	15	Unlimited	---	64	---
Pine Island	1,214	93,500	4,000	---	1,800	3,404	---	102,704	15	15	300	---	15	---
Plainview	1,202	87,000	---	---	1,830	---	---	88,830	25	73	---	---	---	---
Red Wing	3,141	98,500	---	---	4,200	---	---	102,700	22	15	244	40	---	---

Appendix 9

FY02 School District Superintendent Compensation, Leave, and Severance By Economic Development Region and District

Region and District name	ADM Count	Contract Salary Amount	Bonus/ Performance Pay	Salary In Lieu of Insurance/ Other Benefits	Vehicle Allowance	Leave Cash-Out Paid	Other Monetary Compensation	Total Compensation	Vacation Leave Accrual	Sick Leave Accrual	Maximum Accum.	Severance Payout	Current Leave Days Cash-Out If Terminated In FY '02 ***	Value of Post-Severance Benefits
Rochester	15,926	120,000	8,000	---	531	---	---	128,531	13	20	Unlimited	30,000	---	2,666
Rushford-Peterson	685	82,000	---	---	---	---	---	82,000	25	12	140	10,100	101	51,864
Southland	694	78,067	---	---	---	---	---	78,067	15	15	215	15,000	---	10,972
Spring Grove	398	80,000	---	---	---	1,462	---	81,462	20	15	130	3,900	134	---
Stewartville	1,764	94,425	3,000	---	---	2,542	2,537	102,504	27	15	145	---	36	---
St. Charles	1,056	84,970	---	1,000	---	---	---	85,970	20	15	203	---	---	---
Triton	1,162	85,000	1,500	5,400	---	---	---	91,900	21	18	220	---	---	2,400
Wabasha-Kellogg	715	68,787	---	---	227	---	---	69,014	12	9	150	---	---	---
Winona Area Public Schools	4,247	118,450	---	---	6,000	---	---	124,450	25	---	280	15,121	21	---
Zumbrota-Mazepa	1,238	88,000	---	---	1,031	---	---	89,031	25	18	250	---	---	---
Minimum Value for Region	273	60,000	1,300	1,000	85	1,462	300	60,000	1	5	---	40	15	2,400
Maximum Value for Region	15,926	126,942	9,000	9,348	6,000	3,404	9,000	141,942	27	73	Unlimited	55,259	375	114,384
Average Value for Region	1,765	87,599	4,084	5,423	2,118	2,176	3,225	90,782	19	16	140	16,996	78	38,919

7 County Twin Cities

Anoka-Hennepin	40,536	142,000	---	---	---	---	---	142,000	35	18	Unlimited	---	198	87,282
Belle Plaine	1,274	84,778	---	---	1,166	---	---	85,944	---	---	115	36,000	56	6,000
Bloomington	11,008	142,621	6,000	---	6,697	---	---	155,318	25	12	223	---	133	---
Brooklyn Center	1,725	119,257	4,000	---	6,000	---	---	129,257	25	15	Unlimited Sick	---	---	---
Burnsville	11,598	139,423	6,000	---	7,200	2,671	---	155,294	25	12	183	50,748	80	---
Centennial	6,911	122,400	3,672	---	9,600	---	---	135,672	25	12	200	9,792	6	---
Chaska	7,416	130,442	5,260	---	7,800	---	---	143,502	25	12	Unlimited	---	149	---
Columbia Heights	3,204	106,000	---	---	---	---	---	106,000	19	16	375	---	---	---
Eden Prairie	10,451	152,400	---	13,364	2,400	---	---	168,164	32	14	---	---	172	---
Edina	6,906	146,540	---	---	7,800	---	---	154,340	20	18	Unlimited	---	203	---
Farmington	4,957	117,040	3,567	---	6,000	---	---	126,607	20	18	---	---	---	---
Forest Lake	7,740	117,000	2,700	---	6,180	---	---	125,880	25	20	150	11,543	76	---
Fridley	2,582	113,524	1,703	7,579	8,400	---	---	131,206	30	15	---	57,613	175	4,268
Hastings	5,180	147,378	---	---	---	---	---	147,378	26	15	Unlimited	---	239	---
Hopkins	8,372	150,000	10,500	---	9,000	---	1,500	171,000	28	12	Unlimited	80,250	---	---
Inver Grove	4,028	129,120	---	---	4,800	---	---	133,920	22	12	200	---	---	---
Jordan	1,366	95,000	---	9,869	---	---	---	104,869	25	12	145	15,351	24	---
Lakeville	9,793	129,500	2,500	---	7,200	---	---	139,200	25	---	115	25,234	---	---
Mahtomedi	3,043	124,200	---	---	---	---	---	124,200	25	12	160	41,400	100	---
Minneapolis	49,849	160,000	---	---	---	15,385	10,200	185,585	---	---	150	80,000	125	97,918
Minnetonka	7,776	145,000	14,500	---	7,200	---	12,000	178,700	25	18	61	---	50	---
Mounds View	11,095	116,000	---	---	---	---	1,333	117,333	30	12	---	---	---	---
New Prague Area Schools	2,713	97,500	4,144	---	4,200	---	---	105,844	20	20	210	---	30	---
North St Paul-Maplewood	11,355	125,000	4,500	---	6,210	---	---	135,710	22	15	260	---	260	---
Norwood	1,054	88,400	---	---	3,600	---	---	92,000	20	15	160	---	---	11,554
Orono	2,941	137,700	3,375	---	9,000	6,767	15,237	172,079	30	15	Unlimited	68,850	219	---
Osseo	22,277	153,420	---	---	13,767	---	---	167,187	25	12	200	82,110	129	53,883
Prior Lake	5,115	111,222	2,224	7,757	4,500	---	---	125,703	20	12	---	85,054	199	806
Randolph	434	93,280	---	---	---	---	---	93,280	25	12	175	54,200	44	---
Richfield	4,283	112,000	8,500	---	7,200	---	269	127,969	20	12	Unlimited	28,000	100	---
Robbinsdale	14,521	150,000	5,250	---	9,000	---	480	164,730	---	---	200	75,000	51	19,288
Rosemount-Apple Valley-Eagan	28,400	142,776	---	---	8,280	---	9,133	160,189	100	24	Unlimited	---	333	---
Roseville	6,485	111,788	4,352	9,160	8,400	---	10,500	144,200	26	18	Unlimited	60,612	191	138,815
Shakopee	4,586	113,400	---	---	4,000	---	---	117,400	25	15	165	6,804	---	---

Appendix 9

FY02 School District Superintendent Compensation, Leave, and Severance By Economic Development Region and District

Region and District name	ADM Count	Contract Salary Amount	Bonus/ Performance Pay	Salary In Lieu of Insurance/ Other Benefits	Vehicle Allowance	Leave Cash-Out Paid	Other Monetary Compensation	Total Compensation	Vacation Leave Accrual	Sick Leave Accrual	Maximum Accum.	Severance Payout	Current Leave Days Cash-Out If Terminated In FY '02 ***	Value of Post-Severance Benefits
South St. Paul	4,092	122,240	4,000	----	6,000	----	----	132,240	23	12	246	----	48	----
South Washington County	15,389	135,182	----	----	8,400	----	----	143,582	26	15	Unlimited	67,591	123	10,244
Spring Lake Park	4,240	115,550	4,000	----	6,600	----	4,800	130,950	27	25	110	25,340	165	----
Stillwater	9,454	120,511	9,387	----	6,000	----	----	135,898	25	15	Unlimited	40,888	94	----
St. Anthony-New Brighton	1,520	110,000	----	----	----	----	----	110,000	----	12	----	8,036	----	----
St. Francis	6,625	108,200	----	----	3,900	----	----	112,100	----	35	Unlimited	----	48	38,622
St. Louis Park	4,158	126,320	----	----	8,400	----	----	134,720	25	15	Unlimited	55,387	114	39,960
St. Paul	44,201	165,000	----	----	12,000	----	----	177,000	32	15	Unlimited	82,500	97	----
Waconia	2,178	117,895	----	2,750	3,000	----	3,627	127,272	25	27	120	----	----	----
Watertown-Mayer	1,381	91,000	----	----	1,200	----	----	92,200	20	15	----	----	----	----
Wayzata	9,585	141,278	----	----	9,000	----	----	150,278	30	18	Unlimited	70,639	185	----
West St. Paul-Mendota Hts.-Eagan	4,820	108,200	12,000	----	6,000	1,561	----	127,761	19	15	200	----	130	13,978
Westonka	2,174	104,600	----	----	600	----	----	105,200	29	12	----	----	200	35,074
White Bear Lake	9,313	116,258	----	----	8,100	6,975	----	131,333	30	20	325	----	108	----
Minimum Value for Region	434	84,778	1,703	2,750	600	1,561	269	85,944	19	12	----	6,804	6	806
Maximum Value for Region	49,849	165,000	14,500	13,364	13,767	15,385	15,237	185,585	100	35	Unlimited	85,054	333	138,815
Average Value for Region	9,169	123,924	5,552	8,413	6,533	6,672	6,280	134,962	27	16	111	48,758	129	39,835
State														
Minimum Value for All Districts	57	13,833	1,200	400	85	1,462	52	767	1	----	----	40	3	78
Maximum Value for All Districts	49,849	165,000	15,511	13,364	13,767	15,385	18,411	185,585	100	100	Unlimited	87,368	375	269,524
Average for All Districts	2,522	89,726	5,025	5,353	3,359	3,839	4,095	93,008	21	16	134	30,428	86	48,519

*** Districts with Joint Powers Agreements:**

Bertha-Hewitt purchases superintendent services from Browerville
 Campbell-Tintah purchases superintendent services from Breckenridge
 Cyrus purchases superintendent services from Minnewaska
 Edgerton purchases superintendent services from Adrian
 Goodridge purchases superintendent services from Grygla
 Ivanhoe purchases superintendent services from Hendricks
 Lake Benton, Russell, and Ruthon purchase superintendent services from Tyler
 Oklee purchases superintendent services from Fosston
 Round Lake purchases superintendent services from Brewster
 Upsala purchases superintendent services from Swanville

** Net Lake pays their superintendent on an as-needed basis an amount of \$400 per day. They did not report the total amount paid in FY01, FY02, or FY03.

*** The following changes have been made to the original report. The column entitled "Current Leave Days Cash-Out if Terminated in FY02" has been changed to show the number of current leave days that could be cashed out if terminated. Previously, some per diem amounts were incorrectly listed in this column. This column is the second to the last in appendices 6,8,9, and 10. These changes do not effect the validity of the analysis or the conclusions of the report; the compensation trends remain the same.

Appendix 10
FY02 School District Superintendent Compensation, Leave, and Severance
Sorted by Total Compensation

District Name	E.D.R. Name	ADM Count	Contract Salary Amount	Bonus/ Performance Pay	Salary In Lieu of Insurance/ Other Benefits	Vehicle Allowance	Leave Cash-Out Paid	Other Monetary Compensation	Total Compensation	Vacation Leave Accrual	Sick Leave Accrual	Maximum Accum.	Severance Payout	Current Leave Days Cash-Out If Terminated In FY '02 **	Value of Post-Severance Benefits
Minneapolis	7 County Twin Cities	49,849	160,000	---	---	---	15,385	10,200	185,585	---	---	150	80,000	125	97,918
Minnetonka	7 County Twin Cities	7,776	145,000	14,500	---	7,200	---	12,000	178,700	25	18	61	---	50	---
St. Paul	7 County Twin Cities	44,201	165,000	---	---	12,000	---	---	177,000	32	15	Unlimited	82,500	97	---
Orono	7 County Twin Cities	2,941	137,700	3,375	---	9,000	6,767	15,237	172,079	30	15	Unlimited	68,850	219	---
Hopkins	7 County Twin Cities	8,372	150,000	10,500	---	9,000	---	1,500	171,000	28	12	Unlimited	80,250	---	---
Eden Prairie	7 County Twin Cities	10,451	152,400	---	13,364	2,400	---	---	168,164	32	14	---	---	172	---
Osseo	7 County Twin Cities	22,277	153,420	---	---	13,767	---	---	167,187	25	12	200	82,110	129	53,883
Robbinsdale	7 County Twin Cities	14,521	150,000	5,250	---	9,000	---	480	164,730	---	---	200	75,000	51	19,288
Rosemount-Apple Valley-Eagan	7 County Twin Cities	28,400	142,776	---	---	8,280	---	9,133	160,189	100	24	Unlimited	---	333	---
Bloomington	7 County Twin Cities	11,008	142,621	6,000	---	6,697	---	---	155,318	25	12	223	---	133	---
Burnsville	7 County Twin Cities	11,598	139,423	6,000	---	7,200	2,671	---	155,294	25	12	183	50,748	80	---
Edina	7 County Twin Cities	6,906	146,540	---	---	7,800	---	---	154,340	20	18	Unlimited	---	203	---
Wayzata	7 County Twin Cities	9,585	141,278	---	---	9,000	---	---	150,278	30	18	Unlimited	70,639	185	---
Hastings	7 County Twin Cities	5,180	147,378	---	---	---	---	---	147,378	26	15	Unlimited	---	239	---
Elk River	Central	9,657	118,000	---	5,000	3,600	---	18,411	145,011	30	14	300	---	27	---
Roseville	7 County Twin Cities	6,485	111,788	4,352	9,160	8,400	---	10,500	144,200	26	18	Unlimited	60,612	191	138,815
South Washington County	7 County Twin Cities	15,389	135,182	---	---	8,400	---	---	143,582	26	15	Unlimited	67,591	123	10,244
Chaska	7 County Twin Cities	7,416	130,442	5,260	---	7,800	---	---	143,502	25	12	Unlimited	---	149	---
Anoka-Hennepin	7 County Twin Cities	40,536	142,000	---	---	---	---	---	142,000	35	18	Unlimited	---	198	87,282
Owatonna	Southeast	5,034	126,942	9,000	---	6,000	---	---	141,942	20	15	Unlimited	---	64	---
Lakeville	7 County Twin Cities	9,793	129,500	2,500	---	7,200	---	---	139,200	25	---	115	25,234	---	---
Stillwater	7 County Twin Cities	9,454	120,511	9,387	---	6,000	---	---	135,898	25	15	Unlimited	40,888	94	---
North St Paul-Maplewood	7 County Twin Cities	11,355	125,000	4,500	---	6,210	---	---	135,710	22	15	260	---	260	---
Centennial	7 County Twin Cities	6,911	122,400	3,672	---	9,600	---	---	135,672	25	12	200	9,792	6	---
St. Louis Park	7 County Twin Cities	4,158	126,320	---	---	8,400	---	---	134,720	25	15	Unlimited	55,387	114	39,960
Inver Grove	7 County Twin Cities	4,028	129,120	---	---	4,800	---	---	133,920	22	12	200	---	---	---
Becker	Central	2,168	128,416	---	---	4,800	---	---	133,216	30	15	Unlimited	64,208	250	70,819
South St. Paul	7 County Twin Cities	4,092	122,240	4,000	---	6,000	---	---	132,240	23	12	246	---	48	---
White Bear Lake	7 County Twin Cities	9,313	116,258	---	---	8,100	6,975	---	131,333	30	20	325	---	108	---
Fridley	7 County Twin Cities	2,582	113,524	1,703	7,579	8,400	---	---	131,206	30	15	---	57,613	175	4,268
Spring Lake Park	7 County Twin Cities	4,240	115,550	4,000	---	6,600	---	4,800	130,950	27	25	110	25,340	165	---
St. Cloud	Central	10,588	122,000	---	---	8,400	---	---	130,400	24	15	---	---	---	11,582
Brooklyn Center	7 County Twin Cities	1,725	119,257	4,000	---	6,000	---	---	129,257	25	15	Unlimited Sick	---	---	---
Rochester	Southeast	15,926	120,000	8,000	---	531	---	---	128,531	13	20	Unlimited	30,000	---	2,666
Richfield	7 County Twin Cities	4,283	112,000	8,500	---	7,200	---	269	127,969	20	12	Unlimited	28,000	100	---
West St. Paul-Mendota Hts.-Eagan	7 County Twin Cities	4,820	108,200	12,000	---	6,000	1,561	---	127,761	19	15	200	---	130	13,978
Waconia	7 County Twin Cities	2,178	117,895	---	2,750	3,000	---	3,627	127,272	25	27	120	---	---	---
Farmington	7 County Twin Cities	4,957	117,040	3,567	---	6,000	---	---	126,607	20	18	---	---	---	---
Forest Lake	7 County Twin Cities	7,740	117,000	2,700	---	6,180	---	---	125,880	25	20	150	11,543	76	---
Prior Lake	7 County Twin Cities	5,115	111,222	2,224	7,757	4,500	---	---	125,703	20	12	---	85,054	199	806
Winona Area Public Schools	Southeast	4,247	118,450	---	---	6,000	---	---	124,450	25	---	280	15,121	21	---
Mahtomedi	7 County Twin Cities	3,043	124,200	---	---	---	---	---	124,200	25	12	160	41,400	100	---
Buffalo	Central	4,929	108,959	9,100	---	5,700	---	---	123,759	3	15	186	87,368	186	87,657
Alexandria	West Central	4,199	106,602	8,092	---	7,200	---	1,000	122,894	13	13	157	12,600	---	127,080
Brainerd	North Central	7,322	109,273	---	---	10,800	---	---	120,073	20	12	Unlimited	---	---	---
Dover-Eyota	Southeast	1,105	110,464	---	9,348	---	---	---	119,812	25	12	100	---	---	---
Shakopee	7 County Twin Cities	4,586	113,400	---	---	4,000	---	---	117,400	25	15	165	6,804	---	---
Mounds View	7 County Twin Cities	11,095	116,000	---	---	---	---	1,333	117,333	30	12	---	---	---	---
North Branch	East Central	3,692	108,550	3,000	---	4,800	---	---	116,350	20	28	262	---	---	9,202
Rocori	Central	2,301	107,692	2,963	---	4,800	---	---	115,455	20	15	254	18,409	40	---
Faribault	Southeast	4,092	110,518	---	---	4,800	---	---	115,318	25	12	315	55,259	38	8,328
Sauk Rapids	Central	3,469	109,145	---	---	5,758	---	---	114,903	20	18	170	41,579	---	---
Duluth	Arrowhead	12,135	108,202	---	---	6,600	---	---	114,802	25	13	210	---	---	24,969
Northfield	Southeast	3,937	108,680	---	---	6,000	---	---	114,680	20	13	267	2,508	---	---
Moorhead	West Central	5,590	114,005	---	---	---	---	---	114,005	24	60	---	57,003	24	78

Appendix 10
FY02 School District Superintendent Compensation, Leave, and Severance
Sorted by Total Compensation

District Name	E.D.R. Name	ADM Count	Contract Salary Amount	Bonus/ Performance Pay	Salary In Lieu of Insurance/ Other Benefits	Vehicle Allowance	Leave Cash-Out Paid	Other Monetary Compensation	Total Compensation	Vacation Leave Accrual	Sick Leave Accrual	Maximum Accum.	Severance Payout	Current Leave Days Cash-Out If Terminated In FY '02 **	Value of Post-Severance Benefits
Fergus Falls	West Central	2,959	112,000	---	---	---	---	800	112,800	---	15	138	---	---	---
Mankato	South Central	6,922	109,000	---	---	3,600	---	---	112,600	22	12	202	---	72	28,007
Cambridge-Isanti	East Central	4,981	107,250	5,000	---	---	---	---	112,250	6	12	68	---	---	---
Bemidji	Headwaters	5,040	106,211	---	---	6,000	---	---	112,211	20	12	260	36,695	88	107,833
St. Francis	7 County Twin Cities	6,625	108,200	---	---	3,900	---	---	112,100	---	35	Unlimited	---	48	38,622
St. Anthony-New Brighton	7 County Twin Cities	1,520	110,000	---	---	---	---	---	110,000	---	12	---	8,036	---	---
Sartell	Central	2,668	108,108	---	---	797	---	---	108,905	30	13	150	47,297	58	43,554
Marshall	Southwest	2,319	102,485	1,200	---	4,200	---	---	107,885	21	16	150	51,243	49	---
Rockford	Central	1,753	107,000	---	---	750	---	---	107,750	22	18	120	---	61	---
St. Michael-Albertville	Central	3,067	103,876	3,116	---	---	---	---	106,992	25	15	110	---	---	---
Littlefork-Big Falls	Arrowhead	338	105,800	---	---	---	---	1,131	106,931	25	16	---	---	---	---
Hutchinson	Southwest Central	3,118	97,500	2,700	---	2,400	3,498	---	106,098	25	20	160	---	---	---
Columbia Heights	7 County Twin Cities	3,204	106,000	---	---	---	---	---	106,000	19	16	375	---	---	---
New Prague Area Schools	7 County Twin Cities	2,713	97,500	4,144	---	4,200	---	---	105,844	20	20	210	---	30	---
Perham	West Central	1,650	89,916	15,511	---	---	---	---	105,427	25	15	160	---	---	---
St. Peter	South Central	1,784	100,153	---	---	---	---	5,100	105,253	25	12	335	9,400	317	39,200
Westonka	7 County Twin Cities	2,174	104,600	---	---	600	---	---	105,200	29	12	---	---	200	35,074
Delano	Central	1,887	101,455	---	---	3,600	---	---	105,055	20	12	120	---	---	---
Albert Lea	Southeast	3,814	102,915	---	---	600	---	1,500	105,015	20	18	180	51,457	115	114,384
Monticello	Central	3,771	99,507	---	---	5,400	---	---	104,907	30	20	60	---	141	---
Jordan	7 County Twin Cities	1,366	95,000	---	9,869	---	---	---	104,869	25	12	145	15,351	24	---
Worthington	Southwest	2,370	100,612	---	---	4,200	---	---	104,812	20	20	170	---	40	---
Chisago Lakes	East Central	3,532	98,584	---	3,000	2,700	---	---	104,284	20	15	Unlimited	25,943	125	59,829
Dassel-Cokato	Southwest Central	2,295	99,000	3,283	---	2,000	---	---	104,283	20	15	240	24,500	---	---
Willmar	Southwest Central	4,335	103,750	---	---	475	---	---	104,225	20	15	220	8,640	110	269,524
Big Lake	Central	2,888	99,820	---	---	2,400	---	1,600	103,820	25	15	120	34,906	60	---
Grand Rapids	Arrowhead	4,145	98,334	---	---	4,800	---	---	103,134	25	12	175	---	75	107,811
Pine Island	Southeast	1,214	93,500	4,000	---	1,800	3,404	---	102,704	15	15	300	---	15	---
Red Wing	Southeast	3,141	98,500	---	---	4,200	---	---	102,700	22	15	244	40	---	---
Stewartville	Southeast	1,764	94,425	3,000	---	---	2,542	2,537	102,504	27	15	145	---	36	---
New Ulm	South Central	2,548	92,004	1,527	---	3,600	---	3,882	101,013	24	18	---	---	24	20,177
Litchfield	Southwest Central	1,991	98,752	---	---	1,800	---	---	100,552	20	15	130	46,822	20	41,028
Detroit Lakes	West Central	2,825	95,695	---	---	4,800	---	---	100,495	25	15	100	34,500	100	16,554
Waterville-Elysian-Morristown	South Central	994	99,802	---	---	---	---	---	99,802	5	17	---	---	10	45,486
Fosston	Northwest	613	99,750	---	---	---	---	---	99,750	20	15	120	---	---	103,457
Minnewaska	West Central	1,573	99,717	---	---	---	---	---	99,717	20	12	140	52,289	130	---
Austin	Southeast	4,151	93,000	---	---	2,400	---	4,201	99,601	20	12	Unlimited	---	26	---
Browerville	North Central	1,022	82,300	12,345	---	4,608	---	---	99,253	15	15	165	---	150	---
Crookston	Northwest	1,578	91,750	5,000	---	---	---	2,500	99,250	20	20	170	---	---	---
Fairmont Area Schools	South Central	1,891	99,000	---	---	---	---	---	99,000	20	15	130	---	113	103,665
Martin County West	South Central	947	99,000	---	---	---	---	---	99,000	20	12	140	---	---	---
N.R.H.E.G.	South Central	1,028	94,500	---	---	3,961	---	---	98,461	20	12	170	---	115	---
Lake Superior	Arrowhead	1,970	98,176	---	---	---	---	---	98,176	20	12	Unlimited	24,000	148	86,016
Nashwaub-Keewatin	Arrowhead	---	97,971	---	---	---	---	---	97,971	25	10	200	---	---	---
Virginia	Arrowhead	1,764	96,000	---	---	1,931	---	---	97,931	24	---	24	---	---	---
Lake City	Southeast	1,460	94,000	1,787	---	---	1,787	300	97,874	20	12	165	---	---	---
Little Falls	North Central	3,160	97,850	---	---	---	---	---	97,850	25	20	200	27,995	---	60,472
Hibbing	Arrowhead	2,784	97,000	---	---	795	---	---	97,795	25	20	180	11,192	---	168,631
St. Louis County	Arrowhead	2,543	97,388	---	---	240	---	---	97,628	30	18	Unlimited	56,157	150	10,913
Aitkin	Arrowhead	1,362	92,237	3,547	---	1,680	---	---	97,464	---	15	200	---	92	---
Thief River Falls	Northwest	2,181	92,000	3,000	---	2,400	---	---	97,400	20	16	---	---	---	---
Montevideo	Upper Southwest	1,650	96,364	---	---	800	---	---	97,164	---	30	103	---	---	---
Glencoe-Silver Lake	Southwest Central	1,802	94,712	---	---	2,346	---	---	97,058	25	---	Unlimited	51,972	130	---
Waseca	South Central	2,202	97,000	---	---	---	---	---	97,000	20	100	122	1,000	71	97,070
Howard Lake-Waverly-Winsted	Central	948	96,887	---	---	---	---	---	96,887	20	15	135	28,693	20	36,146

Appendix 10
FY02 School District Superintendent Compensation, Leave, and Severance
Sorted by Total Compensation

District Name	E.D.R. Name	ADM Count	Contract Salary Amount	Bonus/ Performance Pay	Salary In Lieu of Insurance/ Other Benefits	Vehicle Allowance	Leave Cash-Out Paid	Other Monetary Compensation	Total Compensation	Vacation Leave Accrual	Sick Leave Accrual	Maximum Accum.	Severance Payout	Current Leave Days Cash-Out If Terminated In FY '02 **	Value of Post-Severance Benefits
Pine City	East Central	1,720	95,000	---	---	---	---	1,800	96,800	20	18	56	---	56	13,095
Mora	East Central	1,954	90,000	---	---	6,000	---	750	96,750	22	15	150	3,600	---	---
Bagley	Headwaters	1,143	96,200	---	---	---	---	---	96,200	---	15	200	32,277	200	---
Willow River	East Central	538	93,018	---	---	3,166	---	---	96,184	24	15	---	2,000	6	---
Long Prairie-Grey Eagle	North Central	1,446	87,000	---	---	---	---	8,887	95,887	---	21	Unlimited	73,752	220	57,448
Hinckley-Finlayson	East Central	1,137	94,000	---	---	---	1,808	---	95,808	20	18	125	30,684	5	151,958
Montgomery-Lonsdale	South Central	1,108	89,250	1,500	5,000	---	---	---	95,750	20	15	140	---	---	---
Cloquet	Arrowhead	2,231	90,325	---	---	5,400	---	---	95,725	20	---	130	60,220	20	8,426
Eveleth-Gilbert	Arrowhead	1,399	88,240	---	2,000	4,800	---	---	95,040	25	15	155	---	---	45,110
Redwood Falls Area Schools	Southwest	1,512	92,434	---	---	2,400	---	---	94,834	20	18	150	46,217	---	---
Maple Lake	Central	1,054	87,902	---	---	363	---	6,562	94,827	---	12	130	---	---	---
Annandale	Central	1,915	92,557	---	---	2,100	---	---	94,657	20	15	180	30,852	---	100,030
Hermantown	Arrowhead	1,945	87,418	---	---	4,800	---	2,306	94,524	22	30	325	---	---	---
Kingsland	Southeast	939	93,794	---	---	---	---	550	94,344	20	17	150	---	72	28,138
Rush City	East Central	967	94,260	---	---	---	---	---	94,260	20	15	155	---	---	14,979
Sauk Centre	Central	1,196	88,600	3,544	---	---	---	2,000	94,144	---	1	122	---	---	10,267
Pelican Rapids	West Central	1,247	94,000	---	---	---	---	52	94,052	20	15	90	47,000	90	---
Crosby-Ironton	North Central	1,432	94,000	---	---	---	---	---	94,000	26	30	---	---	---	---
Melrose	Central	1,559	93,000	---	---	603	---	---	93,603	5	15	125	75	---	40,801
Milaca	East Central	1,951	93,600	---	---	---	---	---	93,600	25	15	---	---	35	54,000
Randolph	7 County Twin Cities	434	93,280	---	---	---	---	---	93,280	25	12	175	54,200	44	---
Pipestone Area Schools	Southwest	1,594	84,500	8,714	---	---	---	---	93,214	20	15	125	13,000	40	---
East Grand Forks	Northwest	1,805	93,000	---	---	---	---	---	93,000	20	15	Unlimited	---	18	---
Princeton	East Central	3,690	93,000	---	---	---	---	---	93,000	20	---	200	---	---	---
Lacrescent-Hokah	Southeast	1,744	92,900	---	---	---	---	---	92,900	5	15	208	---	47	---
Staples-Motley	North Central	1,609	91,953	---	---	802	---	---	92,755	20	11	Unlimited	10,854	30	---
Win-E-Mac	Northwest	504	92,619	---	---	---	---	---	92,619	20	15	170	53,155	132	7,854
Pierz	North Central	988	88,000	---	1,822	2,729	---	---	92,551	25	12	100	22,267	---	35,000
Watertown-Mayer	7 County Twin Cities	1,381	91,000	---	---	1,200	---	---	92,200	20	15	---	---	---	---
Norwood	7 County Twin Cities	1,054	88,400	---	---	3,600	---	---	92,000	20	15	160	---	---	11,554
Triton	Southeast	1,162	85,000	1,500	5,400	---	---	---	91,900	21	18	220	---	---	2,400
Lake Crystal-Wellcome Memorial	South Central	933	88,000	---	---	3,600	---	---	91,600	20	18	150	---	---	4,348
Blue Earth Area Public School	South Central	1,470	85,100	---	---	400	---	6,000	91,500	25	16	120	---	---	---
Proctor	Arrowhead	1,899	88,999	---	---	2,400	---	---	91,399	25	15	15	1,893	100	37,800
Wadena-Deer Creek	North Central	1,356	90,000	---	---	837	---	---	90,837	20	12	---	---	---	---
Medford	Southeast	622	81,800	---	---	---	---	9,000	90,800	20	15	145	9,000	105	46,344
Lac Qui Parle Valley	Upper Southwest	1,160	82,750	---	7,455	506	---	---	90,711	20	15	200	40,500	127	156,656
Park Rapids	Headwaters	1,881	90,358	---	---	---	---	---	90,358	20	20	---	---	---	---
Albany	Central	1,625	90,350	---	---	---	---	---	90,350	20	12	120	---	---	28,800
Fillmore Central	Southeast	881	87,000	---	---	3,120	---	---	90,120	20	15	145	---	---	---
Murray County Central	Southwest	844	90,000	---	---	---	---	---	90,000	20	20	120	45,000	80	81,294
Kasson-Mantorville	Southeast	1,808	90,000	---	---	---	---	---	90,000	20	12	Unlimited	---	---	99,591
G.F.W.	South Central	913	84,000	---	---	6,000	---	---	90,000	20	15	105	4,500	23	---
Buffalo Lake-Hector	Southwest Central	685	80,500	---	9,385	---	---	---	89,885	---	15	32	---	---	---
Norman County East	Northwest	392	80,000	---	---	4,766	---	5,000	89,766	20	15	165	---	20	---
Eden Valley-Watkins	Southwest Central	837	85,479	---	4,144	---	---	---	89,623	25	18	160	28,493	---	---
Holdingford	Central	---	88,400	---	---	1,200	---	---	89,600	20	16	---	16,000	---	10,740
Bird Island-Olivia-Lake Lillian	Southwest Central	984	88,500	---	---	1,077	---	---	89,577	20	18	40	---	---	---
M.A.C.C.R.A.Y.	Upper Southwest	912	87,000	---	---	2,491	---	---	89,491	30	20	154	---	---	---
Roseau	Northwest	1,488	87,000	2,000	---	---	---	301	89,301	20	14	77	26,257	77	---
Lecenter	South Central	727	87,500	---	---	1,800	---	---	89,300	20	20	180	---	39	61,352
Byron	Southeast	1,462	87,500	---	---	---	1,683	---	89,183	1	---	254	---	---	---
Zumbrota-Mazeppa	Southeast	1,238	88,000	---	---	1,031	---	---	89,031	25	18	250	---	---	---
Kittson Central	Northwest	504	86,000	---	---	3,000	---	---	89,000	20	15	171	17,500	28	---
Plainview	Southeast	1,202	87,000	---	---	1,830	---	---	88,830	25	73	---	---	---	---

Appendix 10

FY02 School District Superintendent Compensation, Leave, and Severance Sorted by Total Compensation

District Name	E.D.R. Name	ADM Count	Contract Salary Amount	Bonus/ Performance Pay	Salary In Lieu of Insurance/ Other Benefits	Vehicle Allowance	Leave Cash-Out Paid	Other Monetary Compensation	Total Compensation	Vacation Leave Accrual	Sick Leave Accrual	Maximum Accum.	Severance Payout	Current Leave Days Cash-Out If Terminated In FY '02 **	Value of Post-Severance Benefits
Northland Community Schools	North Central	581	81,033	---	---	3,923	---	3,657	88,613	20	20	188	---	38	---
Janesville-Waldorf-Pemberton	South Central	582	85,000	---	---	140	3,269	---	88,409	25	17	Unlimited	---	---	---
New York Mills	West Central	713	88,400	---	---	---	---	---	88,400	20	12	120	34,000	100	26,712
Caledonia	Southeast	966	88,200	---	---	162	---	---	88,362	20	5	Unlimited	---	---	---
Mahnomen	Headwaters	715	85,650	---	---	2,694	---	---	88,344	20	15	140	30,575	97	18,000
New London-Spicer	Southwest Central	1,735	88,000	---	---	---	---	---	88,000	20	15	Unlimited	47,667	130	44,355
Luverne	Southwest	1,353	88,000	---	---	---	---	---	88,000	20	20	73	6,092	20	---
Wheaton Area School	West Central	502	88,000	---	---	---	---	---	88,000	---	---	160	---	33	12,569
Pine River-Backus	North Central	1,134	85,500	---	---	2,410	---	---	87,910	20	15	150	4,838	150	---
Windom	Southwest	1,118	87,125	---	---	600	---	---	87,725	20	15	193	31,510	---	44,373
Ely	Arrowhead	688	86,744	---	---	478	---	---	87,222	25	18	---	47,709	---	87,598
Adrian	Southwest	753	83,104	---	---	1,761	2,000	100	86,965	25	24	150	46,600	59	67,008
Deer River	Arrowhead	1,084	85,225	---	---	1,704	---	---	86,929	30	18	140	11,473	35	4,800
Benson	Upper Southwest	1,150	86,852	---	---	---	---	---	86,852	20	15	205	---	---	---
Hayfield	Southeast	962	80,000	---	6,788	---	---	---	86,788	25	15	---	---	---	---
Pequot Lakes	North Central	1,297	86,500	---	---	---	---	---	86,500	20	15	---	---	---	---
Red Lake	Headwaters	1,401	85,000	---	---	---	---	1,500	86,500	15	18	Unlimited	---	15	---
Ogilvie	East Central	730	78,000	---	7,398	1,056	---	---	86,454	20	5	140	---	---	---
Pillager	North Central	704	82,500	---	---	---	3,572	---	86,072	20	15	200	---	---	---
Cook County	Arrowhead	701	84,648	---	---	1,418	---	---	86,066	40	15	144	2,279	3	---
Warren-Alvarado-Oslo	Northwest	595	77,000	---	---	---	---	9,000	86,000	20	15	135	---	---	---
St. Charles	Southeast	1,056	84,970	---	1,000	---	---	---	85,970	20	15	203	---	---	---
Belle Plaine	7 County Twin Cities	1,274	84,778	---	---	1,166	---	---	85,944	---	---	115	36,000	56	6,000
East Central	East Central	984	80,797	3,800	---	1,334	---	---	85,931	10	20	168	---	40	---
Walker-Hackensack-Akeley	North Central	1,015	85,600	---	---	---	---	---	85,600	20	---	120	---	---	---
Lanesboro	Southeast	352	85,000	---	---	492	---	---	85,492	---	15	120	---	---	---
St. Clair	South Central	671	85,446	---	---	---	---	---	85,446	25	12	155	---	15	---
Jackson County Central	Southwest	1,331	85,226	---	---	---	---	---	85,226	20	15	185	49,169	20	---
Breckenridge	West Central	911	81,200	---	---	3,859	---	---	85,059	---	15	120	---	---	---
Kimball	Central	848	84,270	---	---	774	---	---	85,044	20	15	115	---	---	---
Sibley East	South Central	1,240	84,000	---	1,000	---	---	---	85,000	20	20	---	---	---	---
Foley	Central	1,677	85,000	---	---	---	---	---	85,000	---	18	190	38,250	9	41,139
Lesueur-Henderson	South Central	1,350	84,460	---	---	475	---	---	84,935	10	15	130	23,064	71	86,110
Lake Of The Woods	Headwaters	726	84,660	---	---	---	---	---	84,660	20	15	150	---	---	---
Nicollet	South Central	332	81,477	---	---	---	3,043	---	84,520	24	18	240	5,000	---	---
Esko	Arrowhead	1,075	83,310	---	---	1,200	---	---	84,510	30	15	150	---	---	---
Ortonville	Upper Southwest	665	84,500	---	---	---	---	---	84,500	20	12	160	---	40	---
Cannon Falls	Southeast	1,476	83,000	---	---	---	---	1,500	84,500	20	15	Unlimited	---	---	---
South Koochiching	Arrowhead	359	80,000	---	---	---	---	4,000	84,000	30	15	155	---	31	39,577
Waubun	Headwaters	666	84,000	---	---	---	---	---	84,000	16	15	100	---	---	---
Swanville	North Central	381	82,000	---	---	1,877	---	---	83,877	20	10	210	17,000	---	---
Carlton	Arrowhead	723	83,000	---	---	824	---	---	83,824	20	12	173	---	---	---
Dawson-Boyd	Upper Southwest	620	83,700	---	---	---	---	---	83,700	20	15	203	13,601	---	13,601
Houston	Southeast	497	74,928	---	---	2,400	---	6,212	83,540	17	18	180	20,160	51	---
Climax	Northwest	182	81,120	---	---	2,352	---	---	83,472	20	12	---	---	---	---
Renville County West	Southwest Central	819	83,430	---	---	---	---	---	83,430	20	16	100	---	---	---
Braham	East Central	928	83,200	---	---	---	---	---	83,200	20	15	135	---	---	---
Parkers Prairie	West Central	579	83,000	---	---	---	---	---	83,000	25	15	160	---	---	---
Frazer	West Central	1,224	83,000	---	---	---	---	---	83,000	20	18	175	32,135	---	---
Dilworth-Glyndon-Felton	West Central	1,288	83,000	---	---	---	---	---	83,000	20	18	100	---	---	---
Lake Park Audubon District	West Central	651	83,000	---	---	---	---	---	83,000	20	18	100	---	---	---
Paynesville	Central	1,186	83,000	---	---	---	---	---	83,000	20	12	140	20,000	---	---
Norman County West	Northwest	395	82,800	---	---	---	---	---	82,800	6	3	120	---	---	---
Hill City	Arrowhead	358	80,500	---	---	2,287	---	---	82,787	7	16	172	---	---	4,023
Battle Lake	West Central	517	82,600	---	---	---	---	---	82,600	20	15	90	---	---	---

Appendix 10
FY02 School District Superintendent Compensation, Leave, and Severance
Sorted by Total Compensation

District Name	E.D.R. Name	ADM Count	Contract Salary Amount	Bonus/ Performance Pay	Salary In Lieu of Insurance/ Other Benefits	Vehicle Allowance	Leave Cash-Out Paid	Other Monetary Compensation	Total Compensation	Vacation Leave Accrual	Sick Leave Accrual	Maximum Accum.	Severance Payout	Current Leave Days Cash-Out If Terminated In FY '02 **	Value of Post-Severance Benefits
Underwood	West Central	542	82,600	---	---	---	---	---	82,600	20	13	200	7,000	100	---
Cromwell-Wright	Arrowhead	309	81,521	---	---	1,067	---	---	82,588	30	12	90	---	---	---
Hawley	West Central	911	82,500	---	---	---	---	---	82,500	20	20	120	---	---	---
Cass Lake-Bena Schools	North Central	1,219	82,500	---	---	---	---	---	82,500	21	24	180	---	---	---
Isle	East Central	511	81,947	---	---	450	---	---	82,397	20	12	135	---	---	---
Marshall County Central Schools	Northwest	370	82,000	---	---	380	---	---	82,380	24	15	188	10,696	30	---
Ada-Borup	Northwest	557	82,000	---	---	250	---	---	82,250	22	12	180	23,500	48	81,000
St. James	South Central	1,417	79,000	---	---	3,166	---	---	82,166	20	17	180	5,900	---	23,310
McLeod West Schools	Southwest Central	519	77,000	---	4,500	623	---	---	82,123	20	15	75	---	---	---
Stephen-Argyle Central Schools	Northwest	419	82,000	---	---	---	---	---	82,000	20	12	130	---	---	---
Rothsay	West Central	252	82,000	---	---	---	---	---	82,000	30	18	121	---	---	---
Rushford-Peterson	Southeast	685	82,000	---	---	---	---	---	82,000	25	12	140	10,100	101	51,864
Canby	Upper Southwest	673	81,898	---	---	---	---	---	81,898	---	---	---	---	---	---
Wabasso	Southwest	436	79,831	1,596	---	443	---	---	81,870	20	20	100	---	---	---
Blackduck	Headwaters	844	81,500	---	---	---	---	---	81,500	33	15	316	9,253	30	82,110
Warroad	Northwest	1,338	81,500	---	---	---	---	---	81,500	---	---	---	---	---	---
Royalton	North Central	727	81,284	---	---	211	---	---	81,495	20	18	120	19,438	12	---
Maple River	South Central	1,303	81,490	---	---	---	---	---	81,490	---	---	125	---	---	---
Spring Grove	Southeast	398	80,000	---	---	---	1,462	---	81,462	20	15	130	3,900	134	---
Fisher	Northwest	281	81,000	---	---	---	---	---	81,000	---	15	135	---	---	---
Fertile-Beltrami	Northwest	562	81,000	---	---	---	---	---	81,000	20	20	150	---	20	---
Barnum	Arrowhead	653	80,000	---	---	844	---	---	80,844	20	16	125	---	---	18,000
Springfield	South Central	702	78,500	---	---	2,260	---	---	80,760	20	15	121	---	---	---
Menahga	North Central	729	80,340	---	400	---	---	---	80,740	23	20	115	---	---	---
Tracy	Southwest	801	80,000	---	600	---	---	---	80,600	20	15	170	---	---	---
Chisholm	Arrowhead	871	80,340	---	---	---	---	---	80,340	20	24	224	20,085	25	10,384
Barnesville	West Central	753	79,400	---	---	392	---	240	80,032	20	18	142	---	---	---
Yellow Medicine East	Upper Southwest	1,185	80,000	---	---	---	---	---	80,000	20	12	140	---	---	---
Onamia	East Central	759	80,000	---	---	---	---	---	80,000	20	15	150	---	---	---
Mesabi East	Arrowhead	1,025	80,000	---	---	---	---	---	80,000	22	18	120	---	---	9,408
Kenyon-Wanamingo	Southeast	974	79,000	---	---	853	---	---	79,853	10	12	Unlimited	3,160	---	---
Mcgregor	Arrowhead	533	77,900	---	---	1,887	---	---	79,787	3	26	146	12,106	35	---
Elgin-Millville	Southeast	572	79,560	---	---	---	---	---	79,560	20	20	---	---	---	---
Heron Lake-Okabena	Southwest	352	70,000	---	7,000	2,393	---	---	79,393	17	18	---	---	---	---
Lester Prairie	Southwest Central	500	79,000	---	---	---	---	250	79,250	25	28	120	---	---	---
Kerkhoven-Murdock-Sunburg	Upper Southwest	649	78,000	---	---	---	---	1,200	79,200	20	15	185	39,000	---	---
United South Central	South Central	1,124	75,000	---	---	4,200	---	---	79,200	20	15	120	---	---	---
Westbrook-Walnut Grove Schools	Southwest	506	75,000	---	---	4,179	---	---	79,179	20	15	130	---	---	---
Belgrade-Brooten-Elrosa	Central	770	74,150	5,000	---	---	---	---	79,150	---	14	180	---	20	---
Chatfield	Southeast	1,059	79,000	---	---	85	---	---	79,085	20	12	Unlimited	12,154	40	---
Osakis	West Central	659	78,406	---	---	504	---	---	78,910	20	15	120	---	---	---
Sleepy Eye	South Central	643	77,175	---	---	1,689	---	---	78,864	50	12	160	12,651	50	---
Mabel-Canton	Southeast	437	73,723	---	4,581	395	---	---	78,699	20	20	135	---	---	---
Mountain Lake	Southwest	502	74,500	---	---	---	---	4,000	78,500	---	16	180	---	---	---
Southland	Southeast	694	78,067	---	---	---	---	---	78,067	15	15	215	15,000	---	10,972
Grand Meadow	Southeast	338	77,956	---	---	---	---	---	77,956	5	15	126	---	91	---
West Central Area	West Central	888	75,500	---	---	2,406	---	---	77,906	20	15	125	---	---	---
Red Rock Central	Southwest	586	76,220	---	---	1,627	---	---	77,847	5	15	---	---	---	---
Morris	West Central	1,033	76,908	---	---	---	---	---	76,908	25	12	---	---	---	---
Alden	Southeast	408	76,680	---	---	183	---	---	76,863	18	12	120	---	---	24,500
Brandon	West Central	325	72,152	---	4,700	---	---	---	76,852	25	18	158	---	38	---
Glenville-Emmons	Southeast	500	75,000	1,300	---	---	---	---	76,300	20	15	---	---	---	---
Eagle Valley	North Central	419	76,000	---	---	---	---	---	76,000	20	15	---	---	31	---
Mountain Iron-Buhl	Arrowhead	538	76,000	---	---	---	---	---	76,000	23	18	180	---	---	---
Lewiston-Altura	Southeast	796	76,000	---	---	---	---	---	76,000	20	15	85	---	---	---

Appendix 10

FY02 School District Superintendent Compensation, Leave, and Severance Sorted by Total Compensation

District Name	E.D.R. Name	ADM Count	Contract Salary Amount	Bonus/ Performance Pay	Salary In Lieu of Insurance/ Other Benefits	Vehicle Allowance	Leave Cash-Out Paid	Other Monetary Compensation	Total Compensation	Vacation Leave Accrual	Sick Leave Accrual	Maximum Accum.	Severance Payout	Current Leave Days Cash-Out If Terminated In FY '02 **	Value of Post-Severance Benefits
Blooming Prairie	Southeast	831	76,000	---	---	---	---	---	76,000	20	18	242	12,591	33	---
Hendricks	Southwest	507	63,000	---	---	3,000	---	10,000	76,000	20	14	110	---	---	---
Leroy	Southeast	394	74,500	---	---	1,371	---	---	75,871	25	20	Unlimited	14,494	45	---
Red Lake Falls	Northwest	401	75,000	---	---	---	---	---	75,000	20	15	150	2,870	---	---
Clinton-Graceville-Beardsley	Upper Southwest	508	69,500	---	5,400	---	---	---	74,900	20	18	---	---	---	---
Greenway	Arrowhead	1,343	74,420	---	---	---	---	472	74,892	20	15	190	---	40	---
Cleveland	South Central	438	74,000	---	---	---	---	---	74,000	25	15	150	---	---	---
Floodwood	Arrowhead	429	74,000	---	---	---	---	---	74,000	21	15	176	---	---	---
A.C.G.C.	Southwest Central	1,100	73,968	---	---	---	---	---	73,968	15	18	158	9,958	35	9,958
Verndale	North Central	425	73,166	---	---	162	---	---	73,328	20	11	128	14,378	47	---
Lakeview	Southwest	558	70,500	---	---	---	---	2,781	73,281	20	20	153	---	---	---
Cedar Mountain	Southwest	402	72,000	---	---	1,272	---	---	73,272	20	13	163	---	---	---
Plummer	Northwest	179	73,074	---	---	---	---	---	73,074	30	16	150	---	---	---
Kelliher	Headwaters	275	73,000	---	---	---	---	---	73,000	20	12	120	---	---	---
Madelia	South Central	602	73,000	---	---	---	---	---	73,000	20	15	130	---	---	---
Nevis	Headwaters	541	69,278	---	3,432	---	---	---	72,710	30	15	130	---	---	---
Tyler	Southwest	966	70,000	---	---	2,710	---	---	72,710	20	24	120	---	---	---
Sebek	North Central	603	72,500	---	---	---	---	---	72,500	20	18	140	---	---	---
Fulda	Southwest	495	72,500	---	---	---	---	---	72,500	15	20	160	---	---	---
Comfrey	South Central	184	57,500	---	5,400	1,190	---	8,400	72,490	20	24	135	20,475	65	15,700
Hancock	West Central	231	71,200	---	---	628	---	---	71,828	2	12	Unlimited	---	25	---
Evansville	West Central	248	71,400	---	---	---	---	281	71,681	20	15	90	---	---	31,905
Grygla	Northwest	395	71,000	---	---	---	---	---	71,000	10	15	130	---	---	---
Minneota	Southwest	506	70,000	---	---	306	---	---	70,306	20	18	150	---	---	---
International Falls	Arrowhead	1,541	70,250	---	---	---	---	---	70,250	---	---	---	---	---	---
Goodhue	Southeast	552	70,000	---	---	---	---	---	70,000	15	10	---	---	---	---
Ashby	West Central	321	70,000	---	---	---	---	---	70,000	20	18	120	---	20	---
Wabasha-Kellogg	Southeast	715	68,787	---	---	227	---	---	69,014	12	9	150	---	---	---
Truman	South Central	425	69,000	---	---	---	---	---	69,000	25	15	145	---	---	---
Wrenshall	Arrowhead	400	69,000	---	---	---	---	---	69,000	20	15	---	---	---	---
Brewster	Southwest	350	65,776	---	---	1,560	---	---	67,336	20	15	110	15,179	---	---
Greenbush-Middle River	Northwest	461	66,000	---	---	---	---	---	66,000	---	---	---	---	---	---
Moose Lake	Arrowhead	798	64,873	---	---	1,032	---	---	65,905	21	15	152	---	---	---
Pine Point	West Central	57	61,500	---	---	---	---	---	61,500	---	---	30	---	240	---
Badger	Northwest	240	61,333	---	---	---	---	---	61,333	12	15	27	---	---	---
Lyle	Southeast	273	60,000	---	---	---	---	---	60,000	---	15	90	---	375	---
Ellsworth	Southwest	203	53,665	---	---	---	---	---	53,665	---	---	---	---	---	---
Laporte	Headwaters	366	53,000	---	---	---	---	---	53,000	20	12	---	---	---	---
Lynd	Southwest	94	47,740	---	---	325	---	---	48,065	---	15	137	---	---	---
Clearbrook-Gonvick	Headwaters	569	46,613	---	---	345	---	---	46,958	---	---	---	---	---	---
Henning	West Central	354	44,400	---	---	---	---	---	44,400	5	9	9	---	---	---
Ulen-Hitterdal	West Central	277	43,130	---	---	---	---	---	43,130	---	10	---	---	---	---
Herman-Norcross	West Central	173	39,468	---	---	---	---	---	39,468	---	11	110	---	---	---
Lancaster	Northwest	226	33,000	---	---	3,358	---	---	36,358	---	---	---	---	---	---
Bellingham	Upper Southwest	181	36,000	---	---	---	---	---	36,000	30	30	---	---	---	---
Tri-County	Northwest	306	33,000	---	---	---	---	---	33,000	20	15	163	---	---	---
Browns Valley	West Central	158	28,210	---	---	---	---	---	28,210	---	---	---	---	---	---
Granada Huntley-East Chain	South Central	314	21,611	---	---	---	---	---	21,611	---	---	---	---	---	---
Balaton	Southwest	110	20,666	---	---	---	---	---	20,666	---	---	---	---	---	---
Milroy	Southwest	164	20,000	---	---	---	---	---	20,000	---	---	---	---	---	---
Hills-Beaver Creek	Southwest	299	13,833	---	---	---	---	---	13,833	20	18	---	33,538	---	---
Chokio-Alberta	West Central	269	---	---	---	2,279	---	---	2,279	---	---	---	---	---	---
Cyrus	West Central	67	See footnote at end of table.	---	---	767	---	---	767	---	---	---	---	---	---
Nett Lake	Arrowhead	90	See footnote at end of table.	---	---	---	---	---	---	---	---	---	---	---	---
Ruthon	Southwest														

Purchases superintendent services from other school district. See information at end of table.

Appendix 10
FY02 School District Superintendent Compensation, Leave, and Severance
Sorted by Total Compensation

District Name	E.D.R. Name	ADM Count	Contract Salary Amount	Bonus/ Performance Pay	Salary In Lieu of Insurance/ Other Benefits	Vehicle Allowance	Leave Cash-Out Paid	Other Monetary Compensation	Total Compensation	Vacation Leave Accrual	Sick Leave Accrual	Maximum Accum.	Severance Payout	Current Leave Days Cash-Out If Terminated In FY '02 **	Value of Post-Severance Benefits
Ivanhoe	Southwest								Purchases superintendent services from other school district. See information at end of table.						---
Butterfield	South Central	203							Purchases superintendent services from other school district. See information at end of table.						---
Edgerton	Southwest								Purchases superintendent services from other school district. See information at end of table.						---
Round Lake	Southwest								Purchases superintendent services from other school district. See information at end of table.						---
Bertha-Hewitt	North Central								Purchases superintendent services from other school district. See information at end of table.						---
Goodridge	Northwest								Purchases superintendent services from other school district. See information at end of table.						---
Upsala	North Central	412							Purchases superintendent services from other school district. See information at end of table.						---
Russell	Southwest								Purchases superintendent services from other school district. See information at end of table.						---
Campbell-Tintah	West Central	147							Purchases superintendent services from other school district. See information at end of table.						---
Lake Benton	Southwest								Purchases superintendent services from other school district. See information at end of table.						---
Oklee	Northwest								Purchases superintendent services from other school district. See information at end of table.						---
Minimum Value for All Districts		57	13,833	1,200	400	85	1,462	52	767	1	---	---	40	3	78
Maximum Value for All Districts		49,849	165,000	15,511	13,364	13,767	15,385	18,411	185,585	100	100	Unlimited	87,368	375	269,524
Average for All Districts		2,522	89,726	5,025	5,353	3,359	3,839	4,095	93,008	21	16	134	30,428	86	48,519

Districts with Joint Powers Agreements:

- Bertha-Hewitt purchases superintendent services from Browerville
- Campbell-Tintah purchases superintendent services from Breckenridge
- Cyrus purchases superintendent services from Minnewaska
- Edgerton purchases superintendent services from Adrian
- Goodridge purchases superintendent services from Grygla
- Ivanhoe purchases superintendent services from Hendricks
- Lake Benton, Russell, and Ruthon purchase superintendent services from Tyler
- Oklee purchases superintendent services from Fosston
- Round Lake purchases superintendent services from Brewster
- Upsala purchases superintendent services from Swanville

* Net Lake pays their superintendent on an as-needed basis an amount of \$400 per day. They did not report the total amount paid in FY01, FY02, or FY03.

** The following changes have been made to the original report. The column entitled "Current Leave Days Cash-Out if Terminated in FY02" has been changed to show the number of current leave days that could be cashed out if terminated. Previously, some per diem amounts were incorrectly listed in this column. This column is the second to the last in appendices 6,8,9, and 10. These changes do not effect the validity of the analysis or the conclusions of the report; the compensation trends remain the same.

Appendix 11

Districts With Early Retirement Incentives

School District	School District	School District
Adrian	Herman-Norcross	Northland Community Schools
Austin	Hermantown Community	Pelican Rapids
Becker	Heron Lake	Pierz
Belgrade-Brooten-Elrosa	Hibbing	Pine City
Bellingham	Hill City	Pine Island
Big Lake	Hills-Beaver Creek	Pine Point
Bird Island-Oliva	Hinckley-Finlayson	Plainview
Blooming Prairie	Hopkins	Plummer
Bloomington	Isle	Prior Lake
Brewester-Round Lake	Jackson County	Randolph
Browns' Valley	Kerkhoven	Red Wing
Butterfield-Odin	LaCrescent	Robbinsdale
Cambridge-Isanti	Lake Benton	Rocori
Carlton	Lanesboro	Rothsay
Cedar Mountain	Le Center	St. Louis Park
Centennial	LeRoy-Ostrander	Sauk Rapids
Chokio-Alberta	Lester Prairie	Sleepy Eye
Cleveland	Littlefork	Southland
Climax	Long Prairie	Spring Grove
Clinton-Graceville-Beardsley	Lynd	Staples-Motley
Columbia Heights	M.A.C.C.R.A.Y	Truman
Comfrey	Madelia	Underwood
Cook County	Mahnomen	Verndale
Cyrus	Mahtomedi	Wabasha
Detroit Lakes	Mankato	Waconia
Duluth	Marshall	Warroad
Edina	Martin County West	Westonka
Elgin-Millville	Minnewaska	West St. Paul
Esko	Montgomery-Londale	Willow River
Evansville	Monticello	Win-E-Mac
Fisher	Moorehead	Worthington
Forest Lake	Mountain Iron	Yellow Medicine East
Glenville-Emmons	Nett Lake	Zumbrota
Hawley	New Prague	
Hendricks	Northfield	

Appendix 12

Superintendent Requirements

This appendix examines what superintendents require in obtaining a license. The items outlined below are all the provisions available to receive an administrative license, and also shows the competencies that a superintendent should possess to administer a school district. It also offers an example of the curricula from the University of Minnesota Ph.D. and Ed. D. programs

License Requirements – Administrative Licensure

The Minnesota Department of Education states that in order to assume Superintendent (or principal) duties in Minnesota; individuals are subject to the following requirements in order to obtain licensure to perform administrative duties. The individual must either have been a teacher with classroom experience,

With Previous Teaching Experience

The individual requires three years of successful classroom teaching experience while holding a classroom teaching license valid for the position(s) for which the experience was gained. The individual must also,

1. Complete a specialist or doctorate program, or a master's program plus 30 semester or 45 quarter credits in school administration.
2. Obtain field experience of at least 320 hours, or 8 weeks completed within 12 continuous months in elementary or secondary schools as an administrative aide to a licensed and practicing principal, or placement with a licensed educational administrator appropriate for the school superintendency and principalship.

Without Previous Teaching Experience

1. Complete a specialist or doctorate program, or a master's program plus 45 quarter credits in school administration. Each program must be approved by the commissioner and be offered at a regionally accredited Minnesota graduate school.
2. Satisfactory completion of field experience (at least 320 hours) in school administration under the supervision of educators from an approved college or university school administration program.
3. Complete an internship that includes experience in curriculum, school organization, philosophy of education, and elementary and secondary schools. It also encompasses one school year of classroom experience, supervision of a practicing, licensed school administrator, supervision provided by educators from an approved school administration program, and a written agreement between intern, the institution, and the school district.

Trained Outside of Minnesota

The individual is required to meet the following criteria to obtain an entrance license

1. Program must be a regionally accredited institution, accredited by the Association for the Accreditation of Colleges and Secondary Schools.
2. Program recognized by the other state as qualifying for licensure within that state.
3. The program is essentially equivalent in content to approved programs offered by Minnesota colleges and universities according to the rules.
4. Verification by the college or university that the applicant has completed an approved licensure program and recommends the applicant for a license in a licensure field at a licensure level.
5. Applicants must also meet the Human Relations Program requirement (state mandate under MN Rule, Chapter 8710.0400).

Alternative Licensure for School Superintendents

If an individual lacks the teaching background and administrative preparation outlined in the licensure section, they may still be eligible for an alternative license as a school superintendent. The individual must demonstrate significant experience, education, and leadership in administration, supervision, management, and executive leadership in the any of the areas of: education, health care, business or industry, labor, or government. Applicants must submit,

- A written application
- A written description of exceptional qualifications
- Official college transcripts (undergraduate and graduate)
- A professional resume
- Letters of recommendation and portfolio examples

The individual may be asked to appear before a credential review committee and present evidence of qualifications. If approved, they receive a 2-year entrance license, which can be renewed into a five-year license after one year of successful administrative experience.

It is interesting to note that the alternative licensure requirement was listed on the Department of Education's website on August 14th 2003, but was gone when rechecked August 18th. Whether the alternative licensure remains an option in Minnesota remains to be seen. As of this report date, the Department of Education, Personnel Licensing has not responded as to whether the disappearance of the information is related to problems with the new web site, or that the requirement is no longer an option.

Superintendent Licensure Competencies

Any educational program an individual completes has to provide them with the knowledge, skills, and abilities outlined in Minnesota Rules Chapter 3512. This is a multi-paragraph outline of competencies that applicants must have for licensure. It encompasses abilities in the following subcategories (a complete outline of abilities is available in appendix #).

1. Leadership and district culture.
2. Policy and governance.
3. Communications and community relations.
4. Organizational management.
5. Curriculum planning and development.
6. Instructional management.
7. Human resource management.
8. Values and ethics of leadership.

Educational Requirements

As an example of education programs for administrative training, the OSA examined the programs offered by the Graduate School at the University of Minnesota. Their Ph.D and Ed.D programs are accredited for licensure in the state. The Ed.D program is a professional program for those providing leadership in educational institutions. The Ph.D program tends to be more research focused. The following is an overview of the curricula involved in both programs

The Ph.D.

The Ph.D. program consists of four tracks: educational administration, evaluation studies, higher education, or comparative and international development education. Each track must take the same departmental core of base knowledge (11 credits). The program core (18 or more credits) focuses on the specific track. Methodology courses (15 or more credits) provide a foundation for inquiry and policy analysis. Students also require a minor field of study in other disciplines (12 or more credits), generally geared toward individual professional goals. They end the program with a thesis (24 credits).

The Ed.D.

Includes 76 or more credits with core courses, program core courses, inquiry and research courses, supporting program or minor coursework and field research project credits (in lieu of a full dissertation).

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FROM THE OFFICE OF THE STATE AUDITOR'S GOVERNMENT INFORMATION DIVISION**

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This annual report lists the sources and amounts of revenues, expenditures and outstanding debt for Minnesota towns for the most recent fiscal year. June 2003

● ***2003 Budget Data Together With 2002 Revised Budget Data - Cities Under 2,500 in Population***

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● ***2002 Local Government Lobbying Expenditures***

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● ***2003 Budget Data for Minnesota Counties Together With 2002 Revised Budgets***

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● ***Revenues, Expenditures and Debt of Minnesota Counties December 31, 2001***

This annual report lists the sources and audited amounts of revenues, expenditures and debt for Minnesota counties during the most recent fiscal year. It includes analysis of counties' enterprise operations and the fund balances for the general and special revenue funds. Provides ranking of 10 current expenditure categories as well as total capital outlay, debt service, and outstanding long-term debt. March 2003

● ***Special Study: Local Government Aid and its' Effect on Expenditures***

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This annual report lists the sources and amounts of revenues, expenditures and outstanding debt for Minnesota cities over 2,500 in population during the most recent year. It also examines enterprise operations and the fund balances for the general and special revenue funds. January 2003

● ***Ranking of 2001 Per Capita Expenditures of Cities Over 2,500 in Population***

This annual report compares the per capita expenditures and debt of cities over 2,500 in population. January 2003

If you are interested in one of these recent reports, they are available on our web site at www.auditor.state.mn.us. You can also call our office at (651) 297-3688 or email us at gid@osa.state.mn.us to request a copy of the report.