

The Palmdale School District teachers have not had any raises, except for the increases in health insurance for the last 7 years. While Superintendent Roger Gallizzi claims we all have to give for PSD to survive, here are some facts that we have put together about Mr. Gallizzi's compensation from 2007 – 2013.

In 2007 (his first contract) he received \$175,000.00 in salary, 248 day work year, 24 vacation days, health benefits up \$15,500.00, 12 sick days and a quarterly report on all of the expenses he is reimbursed for by the district, and \$200,000.00 life insurance.

In 2008 Roger received a 3% pay raise that was retroactive to the prior July, 2007, retro check plus new salary of \$180,250.00, the district began paying for Roger's STRS saving him 4% (\$7,210) that year.

In 2009 Roger received a 2.5% step increase and a 2.5% column increase, making the new salary of \$189,260.50. (We know that this is unusual for a superintendent to get step and column). How did he earn the column advancement? He also no longer has to pay for his medicare, the district now pays that 1.65% (\$3,122.79) This gave Roger a 6.65% increase in 2009. Roger also received 10 more vacation days, for a total of 34 days per year.

In 2010 Roger received 2.5% step increase and a 2.5% column increase again, making the new salary of \$198,725.79 and he received 4 additional sick days per year (16 total).

In 2011 Roger received no additional salary, but added another 4 days of sick leave (20 total). The district also agreed to start paying for additional supplementary life (over the \$200,000.00 already in his contract) and to pay for his long term care policies. The wording says they agreed to pay whatever he had been paying for at the time of the agreement. No way to measure this without additional information from the district. Depending on the amount of the life insurance and what kind of long term care policy it could range from several hundred dollars a year to several thousand dollars a year.

In 2012 nothing new was added to Roger's salary. Roger got an additional 4 days of sick leave again. In addition because the management leadership team's sick leave was increased on July 17, 2012 by the board of trustees from 12 to 24 days, Roger now has 36 sick days per year because his contract reads that his additional days are added onto the management team's sick leave.

In 2013 Roger did not receive a salary increase, but the board authorized him to sell his vacation days back to the district at his sole discretion as to when and the number of days to sell back to the district for additional compensation. This would be at \$801.31 per day. He can sell up to 48 days, which would amount to over \$38,462.88.

Roger's W2 form shows that his taxable income from PSD in 2012 was \$241,045.45. This does not include his health insurance, life insurance or long term care dollars paid by the district.

Now think about what the board has been saying to teachers over this same time period and that we have had no raises (except health care increases) during this same time period. Roger has been given

annual raises that amount to an increase of \$66,045.45 more this year than he received in 2007. This is more than a 37% increase during the "Hard" years at the district. How can the board of trustees talk to the teachers about money problems and continue to give the superintendent additional dollars and benefits (not included in that percentage is the additional sick days, the additional life insurance, the long term care premiums and the right to sell back vacation day for cash (\$801.31 per day).

These board members are not looking out for the students or the teachers; they are taking care of Superintendent Roger Gallizzi.

Palmdale Superintendent's Compensation 2007 - 2013

Contract Items	2007	2008	2009	2010	2011	2012	2013
SALARY	\$175,000	180,250.00	189,260.50	198,725.63			
		*1	*2	*2			
Working Days	248	248	248	248	248	248	248
Vacation Days	24	24	34	34	34	34	34
							*3
Vacation Cap	48	48	48	48	48	48	48
Sick Days	12	12	12	16	20	20	36
Health Benefits	15,000	15,500	15,500	12,500	12,500	12,500	12,500
Reimbursements	*4	*4	*4	*4	*4	*4	*4
Health Coverage	age 75	age 75	age 75	age 75	age 75	age 75	age 75
STRS Retirement	Roger	District 4%	District 4%	District 4%	District 4%	District 4%	4%
Medicare %	Roger	Roger	District 1.65%	District 1.65%	District 1.65%	District 1.65%	District 3,495.16
Supplemental Life	Roger *5	Roger *5	Roger *5	Roger *5	District *5	District *5	District *5
Long Term Care	Roger *5	Roger *5	Roger *5	Roger *5	District *5	District *5	District *5

*1 = 3% pay increase retroactive to July 1, 2007 = really effectively raised the 2007 salary to \$180,250.00 not the \$175,000.00.

*2 = 2.5% Increase for step and 2.5% increase for column - NOT IN MOST SUPERINTENDENT'S CONTRACTS LOOKED AT

*3 = Roger was given the ability to sell vacation days back to the district at his sole discretion as to when and the number of days. To be paid at his current daily rate. Daily rate is either \$801.31 per day or \$846.92 per day if STRS and medicare is counted in the daily rate.

*4 = Contract requires Roger to produce a quarterly report of all reimbursed expenses and more often if requested by the board president.

*5 = Can't know this without info from PSD because the agreement is to pay for the plans and amounts that Roger was paying before this change.