

SUPPORTING AGENDA DATA
BOARD OF DIRECTORS, EDUCATION SERVICE CENTER, REGION 20

June 27, 2012

SUBJECT: SALARY INCREASE FOR 2012-2013

EXPLANATION: The Center's salary structure consists of pay grades with placement of positions based on a combination of market (benchmark) data, wage inflation adjustment, Center experience in recruitment and retention, and an individual wage model based on multiple job-related factors (e.g., scaled related experience, education, competency and division director discretion).

The Board will be provided a copy of the proposed salary schedule at the August 22, 2012 Board meeting which will include an approximate increase of 3%. Annual increases are limited to 15% regardless of market changes. Of the 3% increase, approximately .54% is being used for benchmarking adjustments due to market conditions. The remaining, approximately 2.46%, is being allocated to general salary increases for staff. The estimated cost of the 2012-2013 salary increase is \$634,114.

ACTION: It is recommended that the following resolution be adopted:

BE IT RESOLVED, That the Board of Directors approves the 2012-2013 salary increase of \$634,114. (approximately .54% due to benchmarking and 2.46% for general salary increases) to become effective September 1, 2012.

Respectfully submitted,



Ronny L. Beard
Executive Director`