
Board of Education

ACTION

TITLE:	Consider Approving Proposed 2021-2022 Salary Schedules
DATE:	May 19, 2021
RESPONSIBLE ADMINISTRATOR:	Charles Warren, CFO
VISION 2023 STRATEGY:	Parameter “We will be responsible stewards of our resources” supporting all seven strategies

BACKGROUND/CONSIDERATIONS:

At the May 10 work session, the school board heard the four factors of funding presentation for the fiscal year 2021-2022 (FY22). This presentation revealed there was no new revenue available to add to the certified teacher’s salary base for FY22. Therefore, the certified salary schedule for FY22 will remain unchanged. The contract amounts listed are now for 190 contract days instead of 193 days.

Employees will be eligible to earn the step increase that is available to them (there are no steps after Step 21) for the contract year of FY22. Because of step increases, the average certified staff salary increase is \$621.80 (or 1.11%).

The administration is mindful of the fact that contributory Arkansas Teachers Retirement System (ATRS) rates will increase from 6.50% to 6.75% in FY22. We are also aware that health insurance rates will increase a minimum of \$3.86 per month in the calendar year of 2022. We will be monitoring the financial health of the District throughout FY22 and look for creative solutions to these unfortunate conditions.

The administration presented a “Pathway to \$15 Per Hour Plan” (“\$15 Plan”) for four targeted classified salary schedules. These salary schedules drive minimum hourly rates to a goal of \$15 per hour for most full-time new hires and all full-time employees within a few years of employment. The following table summarizes the \$15 Plan’s impact to minimum hourly rates of full-time employees.

VISION 2023 STRATEGIES - **1. Career Planning:** Develop and implement education and career pathways so that each student graduates with a viable plan and relevant skill set for his or her future. **2. Equity:** Develop and implement a system-wide plan to provide all students with the resources they need to optimize their learning. **3. Instruction:** Design, develop and implement programs to promote rigor, relevance, collaboration, critical- thinking skills and learning environments designed to meet each student’s unique needs and aspirations. **4. Learning Environment/Facilities:** Align resources, facilities and technology strategically and equitably across the district to maximize security and enhance the learning environment. **5. Staffing:** Recruit and retain highly-qualified faculty, staff and administration. **6. Technology:** Provide appropriate technology that is consistently available, effectively supported and equitably distributed for group and individual instruction. **7. Wellness:** Develop and train empathetic and nurturing employees to be sensitive to and supportive of the needs of all children and families.

Salary Schedule	Current Minimum Hourly Rate	New Minimum Hourly Rate	Average % of Pay Increase	Path to \$15 Per Hour
Secretary/Office Staff	\$13.42	\$15.00	6.76%	Achieved in FY22
Paraprofessionals	\$12.81	\$15.00	6.44%	Achieved in FY22
Bus Aides	\$12.30	\$15.00	10.99%	Achieved in FY22
Child Nutrition Staff	\$11.22	\$13.00	14.18%	Certification (required in 5 years)

The source of revenue to pay for the cost of these salary schedules is a one-time source of funds called “Declining Enrollment Funding” from the state. These funds will provide a bridge to the future so that the District can compete in the market place now.

The proposed salary schedules for FY22 are attached.

RECOMMENDATION:

The administration recommends the board consider approving the proposed 2021-2022 salary schedules as presented.

If the Board agrees, the motion would read: *move to approve the 2021-2022 salary schedules as presented.*

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