

**Board of Education**

---

**ACTION**

**TITLE:** Consider Approval of 2018-2019 Proposed Salary Schedules

**DATE:** May 31, 2018

**RESPONSIBLE ADMINISTRATOR:** Charles Warren  
Chief Financial Officer

**BACKGROUND/CONSIDERATIONS:**

The 2018-2019 proposed salary schedules are attached separately. The proposed certified salary schedule is the first page of the attachment. The salary base (determined to be Step 1 of the Bachelor lane) was increased by \$100 (from \$37,950 to \$38,050). The average salary increase to certified staff is \$732.61 or 1.34% from 2017-2018.

The administration identified the following sources of funds projected to support the proposed increase to the certified salary schedule:

Local revenue funds	\$1,250,000
State revenue funds	\$ (300,000)
Length of service increment	<u>\$ (750,000)</u>
	<u>\$ 200,000</u>

Local revenue projections are based upon an increase of assessed values of 1.55% from the previous year. State revenue projections include the reduction of funds due to the District's third quarter ADM (average daily membership) drop of 0.63% offset by the 1.01% increase in foundation funding. The length of service increment line represents the cost of certified staff retaining current positions and moving one step in the salary schedule.

**RECOMMENDATION:**

The administration recommends the board approve the district's 2018-2019 proposed salary schedules attached.

If the Board agrees, the motion would read: ***move to approve the Fort Smith Public Schools 2018-2019 salary schedules as attached.***