

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

June 26, 2013

SUBJECT: SALARY INCREASE FOR 2013-2014

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 28, 2013 Board Meeting which will include an approximate increase of 3%. Annual increases are limited to 15%, regardless of market changes.

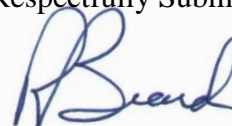
An annual minimum increase of \$1,000 will be provided to full-time Center staff, except for positions which are frozen, and pro-rated for part-time staff, drawn from Center fund balance.

The estimated cost of the 2013-2014 salary increase is \$670,486.48.

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

BE IT RESOLVED, That the Board of Directors approves the 2013-2014 salary increase of \$670,486.48 with an annual minimum increase of \$1,000 for full-time Center staff, except for positions which are frozen, and prorated for part-time staff, to become effective September 1, 2013.

Respectfully Submitted,



Ronny L. Beard
Executive Director