
BOARD AGENDA ITEM

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Item: Recommendation for Business Office Position Reclassification(s)

Submitted by: Dennis Baine

Date: 3.3.2026

Recommended by: Kevin Philipps

Board Meeting Date: 3.16.2026

RECOMMENDATION

It is recommended that the Kent ISD School Board approve the reclassification of the hourly Classified business office positions from Classified Grade 5 to Classified Grade 6. Additionally, we are recommending that Jason Gavie be promoted from Staff Accountant to Senior Staff Accountant. This would reclassify him from hourly Classified Grade 5 to salaried Non-Union Professional Grade 4.

BACKGROUND

This adjustment is a strategic response to the marketplace for business office employees. To ensure Kent ISD can attract and retain the talent necessary for our business office, our compensation must align with regional industry standards. Nine employees in the Business Office are included in the hourly reclassification. Jason's promotion is the result of his excellent work over the past several years, increased ability to independently manage projects, and leadership he has provided his colleagues in the department.