

TO: Board of Directors
Region One Education Service Center

SUBJECT: Proposed Salary Increases for the 2016-2017 School Year

DATE: June 21, 2016

ITEM 22: Action

BACKGROUND AND SIGNIFICANT ISSUES: According to DEA Local Policy, the Executive Director shall recommend to the Board an amount for employee pay increase as part of the annual budget. In an effort to remain competitive in the job market with surrounding school districts, continue to retain highly qualified personnel and ensure that each employee maintain their health benefits as premiums have increased, the ESC is recommending a salary increase of 3% of midpoint for all staff in the Support Personnel Salary Schedule and Administrative/Professional Salary Schedule using the 2015-2016 salary tables.

Employees who are above the adjusted maximum for their pay grade, or whose increase would place them above the maximum, would receive one-half of the proposed increase for the year. This permits a cost of living adjustment for those who are maxed-out without dramatically impacting the schedule structure.

Early indications are that districts within the Region will be providing a 3 percent salary increase for the coming year.

Average annual pay increase by category of personnel are found in the following table:

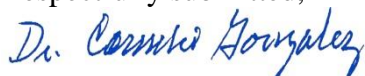
Description	% Increase	Amount
Professional (Average Annual Pay Increase)	3%	2,136
Support (Average Annual Pay Increase)	3%	862

RELATED GOAL(S): The ESC will remain competitive in the job market with surrounding school districts and continue to recruit and retain highly qualified personnel.

COST AND FUNDING SOURCES: Total estimated cost to the Center is \$478,533. The cost will be funded by department budgets.

EXECUTIVE DIRECTOR'S RECOMMENDATION: Recommend approval of proposed salary increases for the 2016-2017 school year.

Respectfully submitted,



Dr. Cornelio Gonzalez
Executive Director

Staff Person(s) Responsible: Frances Guzman, Deputy Director
Melissa Aguero Ramirez, Human Resources Director

Proposed Salary Increases for the 2016-2017 School Year

Action Taken

_____ made a motion to approve the proposed salary increases for the 2016-2017 school year.

Seconded by: _____

Vote: _____