

Executive Summary
Prepared for Board of Trustees Meeting
July 28, 2009

Proposed Salary Increases for 2009-2010

Board Goal: Human Resources...In pursuit of excellence, the district will:

- recruit, select, and employ teachers in every classroom because of substantive experience in the discipline they teach, rather than in auxiliary functions

Purpose of Report

To review a proposed salary plan for all employees for the 2009-2010 school year.

Objectives

- To review the salary step schedules for teachers
- To review the salary recommendations for paraprofessional staff
- To review the salary recommendations for operations staff
- To review the salary recommendations for exempt staff

Operational Impact

The total costs of the proposed plans are:

- | | |
|--------------------------|----------------|
| • Teacher Schedules - | \$2,935,120.00 |
| • Paraprofessional Staff | \$ 313,678.00 |
| • Operations Staff | \$ 259,704.66 |
| • Exempt Staff | \$ 389,507.33 |

Total Costs	\$3,898,009.99
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Results

Increases in salary will allow the district to remain competitive in recruiting and retaining staff.

Other Options

The staff can be directed to look at additional options and scenarios.