
Board of Education

ACTION

TITLE:	Consider Approving Proposed 2020-2021 Salary Schedules
DATE:	May 5, 2020
RESPONSIBLE ADMINISTRATOR:	Charles Warren, CFO
VISION 2023 STRATEGY:	Parameter “We will be responsible stewards of our resources” supporting all seven strategies

BACKGROUND/CONSIDERATIONS:

The four factors of funding have been reviewed for the fiscal year 2020-2021 (FY21). While previously utilized calculations support an increase in local and state revenue of \$2.4 million, the actual realization of this projection is unreliable.

The economic conditions resulting for COVID-19 may have a negative impact on FY21 revenue collections. Caution is needed at this time. Therefore, the administration recommends there be no increase of any of the salary schedule base for certified or classified salary schedules.

Employees will be eligible to enjoy the step increase that is available to them (there are no steps after Step 21) for the contract year of FY21. Because of step increases, the average certified staff salary increase is 1.1% and the average classified staff salary increase is almost 1%. In times of record unemployment and salary reductions in the corporate world around us, we are optimistic that our employees will value keeping a job with no salary reduction.

The administration is mindful of the fact that contributory Arkansas Teachers Retirement System (ATRS) rates will increase from 6.25% to 6.5% in FY21. We are also aware that health insurance rates will increase a minimum of \$2.79 per month in the calendar year of 2021. We will be monitoring the financial health of the District throughout FY21 and look for creative solutions to these unfortunate conditions.

VISION 2023 STRATEGIES - **1. Career Planning:** Develop and implement education and career pathways so that each student graduates with a viable plan and relevant skill set for his or her future. **2. Equity:** Develop and implement a system-wide plan to provide all students with the resources they need to optimize their learning. **3. Instruction:** Design, develop and implement programs to promote rigor, relevance, collaboration, critical- thinking skills and learning environments designed to meet each student’s unique needs and aspirations. **4. Learning Environment/Facilities:** Align resources, facilities and technology strategically and equitably across the district to maximize security and enhance the learning environment. **5. Staffing:** Recruit and retain highly-qualified faculty, staff and administration. **6. Technology:** Provide appropriate technology that is consistently available, effectively supported and equitably distributed for group and individual instruction. **7. Wellness:** Develop and train empathetic and nurturing employees to be sensitive to and supportive of the needs of all children and families.

We know that our cautious approach recommending that there be no salary schedule base increase is disappointing. We, too, are disappointed, but we feel it is the prudent thing to do.

The proposed salary schedules for FY21 are attached.

RECOMMENDATION:

The administration recommends the board consider approving the proposed 2020-2021 salary schedules as presented.

If the Board agrees, the motion would read: ***move to approve the 2020-2021 salary schedules as presented.***

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