

Action Sheet

MEETING DATE: June 22, 2022

AGENDA ITEM: **REVISED** Discuss and consider approval of the 2022-2023 Salary Plan

The District reviewed its overall financial position and budget projections for the next three years and presented the information to the board of trustees at monthly finance committee meetings throughout this fiscal year, with the latest information discussed at the June 9, 2022, budget workshop. Based on budget projections, the District recommends a 2% pay increase for teachers (details follow), \$.50 per hour increase for bus drivers, bus aides, and all auxiliary employees on pay grades 1 and 2, except for grounds crew, and a 1% increase based on midpoint for all other district employees, including grounds crew. All full-time teachers, librarians, nurses (RN's) and any other positions paid on the teacher salary schedule will receive 2% based on their 2021-2022 annual salary. In addition, the starting teacher salary for 2022-23 will be \$56,000, up from \$55,000 in the prior year. The cost of these increases is estimated at \$1,103,950 for the general fund and \$84,000 for the child nutrition fund. Salaries funded with federal, state, or local grant funds will also receive the same % increase from their respective funds.

In addition, at the April 20, 2022, meeting, in an effort to retain staff after experiencing severe shortages and staff disruptions related to COVID-19 in FY 2021-22, the Board approved a retention bonus for all employees in an amount equal to 2.5% of their annual salary based on proper parameters as determined by the District, to be paid with ESSER III funds during the 2022-23 fiscal year. We believe this is in the best interest of the District. This retention bonus will be paid in two payments; the first in December 2022 and the second in June 2023.

Employees without an assignment in the Skyward HR Employee Management System are not eligible for either increase. This includes substitutes, temporary workers, student workers, tutors, and employees that work in the after-school programs.

RECOMMENDATION: **I move that the board adopt the 2022-2023 salary plan as presented, except that teachers, librarians, nurses (RN's), and all other employees paid on the teacher salary schedule shall receive a 2% pay increase based off of their actual 2021-22 annual salary.**

Connie Morgenroth

Dr. Jerry Gibson
Superintendent

Connie Morgenroth
Assistant Superintendent of Business & Operations