



Board of Trustees Meeting

August 7, 2025



Employee Compensation

Alison Sims





Cost Overview

0%

Pay Group	Adjustments	Total Increase
Teachers	\$78,420	\$78,420
AP	\$175,688	\$175,688
IT	\$23,852	\$23,852
CP	\$27,189	\$27,189
Aux.	\$17,723	\$17,723
Total Cost to District	\$4,140,630	\$322,872

1%

Pay Group	Adjustments	Total Increase
Teachers	\$78,420	\$78,420
AP	\$175,688	\$436,260
IT	\$23,852	\$35,011
CP	\$27,189	\$152,275
Aux.	\$17,723	\$131,769
Total Cost to District	\$4,140,630	\$833,735

2%

Pay Group	Adjustments	Total Increase
Teachers	\$78,420	\$78,420
AP	\$175,688	\$703,854
IT	\$23,852	\$47,615
CP	\$27,189	\$291,124
Aux.	\$17,723	\$252,013
Total Cost to District	\$4,140,630	\$1,373,026



Option Model - 2% Administrative Professional Pay Grade, 3% All Others

Pay Group	TRA	GPI	Adjustments	Total Increase
Teachers	\$3,817,758	0	\$78,420	\$3,896,178
Administrative Professional	0	\$561,509	\$142,345	\$703,854
Information Technology	0	\$61,369	\$2,043	\$63,412
Clerical Professional	0	\$424,335	\$6,287	\$430,622
Auxiliary	0	\$375,348	\$2,044	\$377,392
Total	\$3,817,758	\$1,422,561	\$231,139	\$5,471,458

Cost beyond TRA - \$1,653,700

Difference in 2% Plan \$280,674



Option Model - 2% Administrative Professional Pay Grade, 4% All Others

Pay Group	TRA	GPI	Adjustments	Total Increase
Teachers	\$3,817,758	0	\$78,420	\$3,896,178
Administrative Professional	0	\$561,509	\$142,345	\$703,854
Information Technology	0	\$81,830	\$1,749	\$83,579
Clerical Professional	0	\$564,762	\$6,034	\$570,796
Auxiliary	0	\$499,567	\$1,698	\$501,265
Total	\$3,817,758	\$1,422,561	\$231,139	\$5,755,672

Cost beyond TRA - \$1,937,914

Difference in 2%/3% Plan \$284,214



Stipends

Key stipends to assist with teacher recruitment:

- \$6,000 Bilingual Teacher Stipend
- \$2,000 Resource Teacher Stipend
- \$4,000 PALS/ADAPT Teacher Stipend
- \$6,000 Student Achievement Program Stipend
- \$4,000 Behavior teacher stipend (DAEP, STEPS, K/1 transition)



Recommendation

- HB 2 Pay Increases for teachers
- \$500 for teachers with 1-2 years experience
- 2% General Pay Increase for Administrative Professionals, Technology Paygrades 4-7
- 4% General Pay Increase for Technology pay grades 1 - 3, Auxiliary, and Clerical Professionals
- Adopt proposed pay structure adjustments to improve market pay equity.
- Provide adjustments to address market differences and maintain equity
- Approve stipends as presented

Questions?