

SUPPORTING AGENDA DATA
BOARD OF DIRECTORS, EDUCATION SERVICE CENTER, REGION 20

June 22, 2016

SUBJECT: SALARY INCREASE FOR 2016-2017

EXPLANATION: The Center's salary structure consists of pay grades with placement of positions based on a combination of market (benchmark) data, wage inflation adjustment, Center experience in recruitment and retention, and an individual wage model based on multiple job-related factors (e.g., scaled related experience, education, competency and division director discretion).

The Board will be provided a copy of the proposed salary schedule at the August 24, 2016 Board Meeting which will include an approximate increase of 3.1%. Annual increases are limited to 15%, regardless of market changes.

Of the 3.1% increase, approximately .1% is being used for benchmarking adjustments due to market conditions and annual individual target pay factors. The remaining, approximately 3%, is being allocated to general salary increases for staff.

An annual minimum increase of \$1,000 will be provided to full-time Center staff (pro-rated for part-time staff), except for positions which are frozen, to be drawn from Center fund balance.

The estimated cost of the 2016-2017 salary increase is \$812,943.79

ACTION: It is recommended that the following resolution be adopted:

BE IT RESOLVED, That the Board of Directors approves the 2016-2017 salary increase of \$812,943.79 with an annual minimum increase of \$1,000 for full-time Center staff (prorated for part-time staff), except for positions which are frozen, to be become effective September 1, 2016.

Respectfully Submitted,



Jeff Goldhorn
Executive Director