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**Proposed  
Draft of a PUSD  
Stepless  
Salary Schedule**

**February 24, 2009**

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## Stepless Salary Schedule Committee

- Kelly Cordes      PEA President
  - Dee Navarro      Governing Board Member
  - Larry Peterson      Principal / Abia Judd
  - Renee Raskin      Chief Financial Officer
  - Mardi Read      Teacher / GMMS
  - Dr. Chris Reynolds-Assistant Superintendent
  - Janice Snyder      Web Master / District Office
  - John Steward      Teacher / PHS
  - Carol Wright      PCEA President
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## Overview:

- The governing board will determine annually, the amount of money available to employee groups.
  - The money will be distributed to each group based upon the percentage of salary and benefits allocated to that group from the total budget the previous year.
  - The governing board has final approval of how the monies are spent within each group.
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## Overview, Continued:

- Initial placement of employees will be on existing salary schedules and according to current policies.
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# Characteristics of Salary Schedule

- ❖ Competitive : Be at or above the average percentage of money spent on salary and benefits of the seven comparison districts
  - ❖ Equitable to all employee groups
  - ❖ Encourages Professional Growth
  - ❖ Fundable
  - ❖ Understandable
  - ❖ Lasting
  - ❖ Flexible
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# Components of Salary Schedule

- ❖ Beginning
  - ❖ Initial Placements
  - ❖ Ability to Increase
    - ✓ Flat
    - ✓ Percent
  - ❖ Professional Growth
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# Summary - Certified

- ❖ Ending – No top
- ❖ Changes to individual salaries and/or schedule
  - Determined by IBN
  - Funds available distributed as follows:
    1. \*\*Professional growth paid first
    2. 50% of available funds goes to a flat amount to all staff
    3. 50% of available funds goes to a % increase to all staff

\*\*see next slide for Professional Growth explanation

# Summary – Certified (cont'd.)

## ❖ Professional Growth

1. The maximum number of credits accepted (cap) for salary increase is 90 credits above highest degree earned
2. Starting with the \_\_\_\_\_ school year, all hours submitted to Human Resources by January 31<sup>st</sup> will be paid at (base salary x 3% divided by 15=each credit dollar value) on the following year's contract. This amount will increase your base pay.
3. The maximum number of credits paid per year will be 30.
4. Increases to the beginning and entry level schedule will be limited to the lesser of the “flat” increase or \$ 500.



# How This Will Work for Each Teacher!

Example Current salary \$44,000. Which is the sum of your base salary, Prop. 301 (20% base amount), extra days and longevity stipend.

## New Contract

■ Current Contract	\$44,000
■ Add Prof. Growth (6 credits) @ \$50 per credit hr.	300
■ Flat Amount (\$500)	500
■ Percent Increase (2%)	880
■ Other (special legislative increase)	700
■ Other (one time stipend)	500
New Contract Amount	\$46,880
Base for Next Year	\$46,380
	<input type="text"/>

# Summary - Classified

- ❖ Beginning amount = Current salary schedule
- ❖ Entry = Initial placement at beginning amount for position
- ❖ Ending Amount = no cap for any classified employee
- ❖ Changes to individual salaries and/or schedule
  - Determined by IBN
- ❖ New Funds distributed as follows: ( in priority order)
  1. \*\*Professional growth paid first
  2. 50% of available funds goes to a flat amount to all classified staff
  3. 50% of available funds goes to a % increase to all classified staff . This percent also increases the entry level schedule.

\*\*see next slide for Professional Growth explanation

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## Summary – Classified (cont'd.)

### ❖ Professional Growth

The maximum number of credits paid per year will be 30

Starting with the \_\_\_\_\_ school year, all credits submitted to Human Resources by January 31<sup>st</sup> will be paid at (base salary x 3% divided by 15= each credit dollar value) awarded on the following year's agreement .This will increase your base pay.

1 credit = 15 seat hours

Prorated by F.T.E.

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# How This Will Work for Classified Staff

Example Current hourly rate is Grade 8, step 3 for \$ 10.42 We assume that the employee is full time, working 261 days @ 8 hrs. per day for a total of 2,088 hrs. per year. In this example, the Governing Board has allocated \$200,000 for classified salary increases. 50% ( \$100,000) goes to a flat rate; the other 50% (\$100,000) represents approximately a 1.2% increase.

New Work Agreement: The new beginning amount for Grade 8 would be \$10.69:

■ Current Amount	\$10.42 x 2,088 hrs. = \$21,756.96
■ Flat Amount	.14 (\$ 292.32)
■ Percent Increase (1.2%)	.13 (\$271.74)
	\$ 10.69 x 2,088 hrs.= \$22,320.72
Plus professional growth	\$250.00
New base amount	\$22,570.72

# Summary – Administrative & Exempt

- Funds available distributed as follows:
    1. Professional Growth paid first
    2. 50% of available funds goes to a flat amount to all staff.
    3. 50% of available funds goes to percent increase to all staff.
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# Summary – Administrative & Exempt

## ❖ Professional Growth

1. The maximum number of credits accepted (cap) for salary increase is 90 credits above highest degree earned.
2. Starting with the \_\_\_\_\_ school year, all credits submitted by January 31<sup>st</sup> will be paid at (base salary x 3%
3. divided by 15 = each credit dollar value) on the following year's contract. This will increase your base pay.
4. The maximum number of credits paid per year will be 30.

❖ The beginning salary amount for each schedule will increase yearly by the percentage amount awarded to employees.

❖ ~~Salary schedule changes not determined by IBN~~

# How This Will Work For Administrative And Exempt

## New Contract

Current Amount	\$72,000
Add new Prof. Growth	300
Flat Amount	1,200
Percent Increase (2%)	1,440
Other (one time Stipend)	-
New Contract	\$74,640
Base for new contract	\$74,640

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