

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

June 23, 2010

SUBJECT: SALARY INCREASE FOR 2010-2011

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 25, 2010 Board meeting which will include an approximate increase of 2½% percent. Annual increases are limited to 15%, regardless of market changes. An annual minimum increase of \$800 will be provided to full-time Center staff. The estimated cost of the 2010-2011 salary increase is \$571,686.

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

BE IT RESOLVED, That the Board of Directors approves the 2010-2011 salary increase of \$571,686 (approximately 2½% percent) to become effective September 1, 2010.

Respectfully submitted,



Terry W. Smith
Executive Director