

Board Recommendation

Submitted by: Superintendent Carlsen

Recommendation: To approve the new Administrative Salary Schedule.

Recommended Motion: I move that we approve the proposed Administrative Salary Schedule and award Administrators their earned administrative years of service.

Background: I have been working with the Board for a couple of years now to try to find a time to increase our administrative pay to be more competitive with surrounding school districts. I directed our Human Resources Assistant Superintendent and Our Business Administrator to start that process. There were issues with the old salary schedule that needed to be tweaked and we wanted to close the gap in pay between elementary principals and intermediate principals and middle school principals. This new salary schedule does that. Plus, in the old salary schedule there was a stipend for the number of students you had. This seemed out of balance and unfair, so we took that out of the equation. In the end this salary schedule will allow administrators a much higher salary in the end of their career and currently. Much of this work was done prior to the 2023 legislative session. As you know House Bill 215 came out to give up \$8,000 to home school students in reimbursements. In that bill the legislature also approved an educator salary adjustment of \$4200 for teachers and in the bill, it states that Education Support Professionals (classified) staff should get a COLA adjustment a little higher than the teachers. For teachers the \$4200 averages about 6% for the middle of the salary schedule and the teachers were offered a 3% COLA on top of that, they accepted. The Education Support Professionals were offered a 6.5% COLA, accepted. The School District does not negotiate with administrators, but we felt like they deserved a 6% COLA as well. So as Dave and Keith looked at the new salary schedule they decided and I was in the loop to use the old salary schedule give everyone who had a step of experience coming that step and then give that salary a 6% raise. Once that was determined each individual was placed on the new salary schedule in their particular lane on a step that most closely met the salary of a 6% raise. It DID NOT place them on their years of administrative service. Every administrator was handled the same way. So, there was nothing arbitrary about it. Because BESD has always given administrators their administrative years of service this really upset some of the administrators. There were phone calls to at least Wade, Connie, and Karen. I do not know if any of the rest of you got phone calls or had discussions about the administrative salary or not. Because of those calls Karen asked for a meeting to better understand what we had done with the new salary schedule. As Mark Taylor and I explained the process the discussion lead to what if we just awarded the administrators with their years of service on the new salary schedule? That would mean about \$90,000-\$100,000 more a year for salaries of our building principals. I think that would be awesome. However, that would also mean we gave them (as a group) higher than the 6% (COLA) that was approved at the last Board Meeting. So that leaves the Board with a decision. **I think there are three options.**

1-Stay with the old salary schedule with a 6% COLA- This will really upset a larger majority of the administrators because they can see the new salary schedule gives them more now and more in the future.

2-Go with the new salary schedule and stick with the process that was developed to give administrators a 6% COLA and placed on a step in their lane that reflects that 6% COLA.

3-Go with the new salary schedule and award administrators with their years of service, which will in fact be more than a 6% COLA (for the group) and cost about \$90,000-\$1000,000 more a year. In a \$150,000,000 budget that is quite an insignificant amount. There is also a concern that the teachers and the educator support professionals will be upset that they did not get that big of a COLA. It is my hope that I have given you enough information to make a wise decision.

Policy Implications: None

Financial Implications: \$90,000-\$100,000 a year over what was approved in the last Board Meeting

Staff Implications: Those I have mentioned in the Background.