

Questions for the board to consider with regard to implementing a stepless schedule .

November 10, 2009 work session

1. Will you commit to dedicating all new money received by the district to being distributed to each employee group in a proportion representing the percentage that group used in the previous year for salary and benefits from the total district budget ?
2. Will you support the recommended stepless schedule characteristic that asks you to commit to identifying an amount of money for employee groups to be: “ at or above the average percent of money spent on salary and benefits of the seven comparison districts ?”
3. Will you support the certified proposal to increase the base on their salary schedule yearly by the flat raise the certified receive ? This is different from the classified and administrative recommendation to use the percent increase in salary to increase their salary schedules.
4. Would money be designated off the top of the district pot or each group’s pot of money for professional growth and / or reclassification ? If so, in what order ?  
Currently we allocate approximately \$ 65,000 per/yr. to cover professional growth for classified and certified. This amount might be absorbed if staff is able to claim classes already taken but not submitted for growth. We estimate this new cost to be: 313 Classified employees times an average of \$45 per credit times an average of 4 credits = \$ \$56,340  
357 certified employees times an average of \$75 per credit times an average of 4 credits = \$ 107,100 for a grand estimate of \$ 163,440.  
  
There are approximately 35 classified staff who have been waiting for money to fund their reclassification since May ’08 at a cost of approximately \$35,000.
5. Should IBN be part of the stepless process ? Are there alternatives if it is/is not?
6. Will you support the superintendent as the person who would hear an appeal from any employee who was denied the opportunity to take a class for reimbursement?
7. Our new contracts have language that would let us reduce salary if necessary. In this current financial climate where people may be concerned that that might happen ( RIF), is it prudent to introduce a new schedule if we might not have any money to attach to it?
8. Is now the time to switch to a stepless schedule or is it better done when accompanied by money to apply to a salary increase and credit retrieval ?

The Stepless Salary Schedule Committee supports the position of waiting until there is money to dedicate to a new schedule before instituting it.