

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

June 26, 2019

AGENDA ITEM #14: SALARY INCREASE FOR 2019 - 2020

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 28, 2019 Board Meeting which will include an approximate increase of 3.4%. Annual increases are limited to 15%, regardless of market changes.

Of the 3.4% increase, approximately .4% 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 2019-2020 salary increase is \$910,478.21

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

BE IT RESOLVED, That the Board of Directors approves the 2019-2020 salary increase of \$910,478.21 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, 2019.

Respectfully submitted,



Jeff Goldhorn
Executive Director