

## Hourly/Salary Grids Agenda: April 21, 2022

**Called to order:** 3:40pm

**Adjourned:** 4:20pm

**Members:** Ronda Veit, Jared Griffin, Kelly Bittner

### Norms:

- Show up on time at 3:30pm
- Show up prepared as possible
- Stay on topic
- Assume positive intent

Mission Statement: To ensure sustainability and responsible fiscal management aligned with the CCS strategic plan.

### Goals:

- Review current hourly pay grids
- To explore non-licensed salary pay grids
- Recommend revisions to hourly pay grids and non-licensed salary pay grids

## Agenda Items:

1. Review CCS's current hourly wage grid

Based on Pequot's 2019-2020 Grid

Current Pequot grid for 2020-2022 shows 3% increase

Propose a 6% increase (this year only) for all positions at CCS - effective July 1, 2022 on new contracts

Reflects a Cost of Living/Inflation adjustment

Propose a 3% increase for all positions at CCS - effective July 1, 2023

Can always resort to Raise Freeze if surplus doesn't continue

Utilize surplus to fund bi-yearly bonuses based on FTE

## 2. Research Results

### Pine River-Backus

Minnesota Charter Schools - 2020-2021 survey results \*Compensation & Benefits\*

Compensation Summary: FY20 Paraprofessional Average Hourly Rate \$18; Range: \$12-\$29

FY20 Receptionist/Admin. Assist. Average Hourly Rate \$18; Range: \$13-\$31

FY20 Business Manager Average Salary \$54,632; Range: \$35,350-\$79,732

Basis for salary increases: 48% (43 schools) increases based on Across the Board Increases

31% (28 schools) increased salaries based on a Cost of Living Adjustment

19% (17 schools) increased salaries based on Longevity at school

Benefits Highlights: 30 schools provide health insurance to Part Time employees

77% (69 schools) allow Full-Time Teachers to carry over unused leave

70% (63 schools) allow all other Full-Time employees to carry over unused leave

<https://drive.google.com/file/d/1vgdbqFiG1O9c7g7pW4jJJDWI32LtXNmfv/view?usp=sharing>

Pequot Wage Grids for 2020-2022 reflect a step advancement of 3% per year

Use this as a basis to create new hourly wage grids for Admin. Assist. & MARSS?

3. Discuss need for non-licensed salaried grid

4. Review hourly/non-licensed salaried personnel wage grid set up

Request for the following information sent to Dieci School Finance:

A. 2022-2023 Hourly Wage Grid showing a 6% increase (current grid attached)

B. 2023-2024 Hourly Wage Grid showing a 3% increase from (A)

C. 2024-2025 Hourly Wage Grid showing a 3% increase from (B)

D. If we were to plan for bi-yearly bonuses for all employees, how long would our current surplus allow us to sustain this payment?

E. Where to start on creating grids for non-licensed salaried staff?