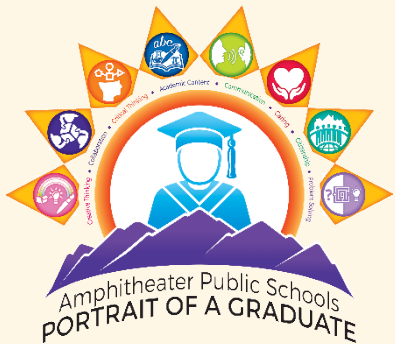


Compensation Recommendation for FY 2021-2022





Recommended Compensation Plan



1. Add 1.5% to base pay of qualified employees
2. Pay a “301 Stipend” to employees eligible through the District’s 301 Plan for the 2021-22 school year
 - *Stipend amount to be determined once final weighted student count numbers are known - estimated at approx. \$400*
 - *Stipend to be paid as a lump sum amount by December 31, 2021*
3. Maintain the District’s current contributions for employee benefits
4. Reconvene the joint meet and confer compensation committee if the District receives Prop 208 funds that can be used for FY 22 salaries

4.5% Increase for Employees For Fiscal Year 2021-2022

Recommended 1.5% increase to base wages*

+

3% Retention Stipend approved by Governing Board on March 23

Total Wage Increase of 4.5% for Fiscal Year 2021-2022

**For Teachers – an additional approx. \$400 for the 301 Stipend (approx. 0.8%)*

How did Administration Arrive at This Recommendation?

- Identified through the meet and confer process by majority vote from the committee
- Meets employee goals identified in the pre-compensation survey
- Maximum percentage increase that the District can give from M&O based on projected enrollment for next year to give all employees the same % increase without reducing jobs or cutting programs
- Allows the District to remain competitive for hiring of teachers and staff



Meet and Confer Compensation Option That Received a Majority Vote

1.5% raise for all employees

+

Reconvene if Prop 208 funds
become available for salaries

*Administration added recommendation of Prop 301 Stipend
since the state gave that information after meet and confer ended*



Employee Goals for FY 22 Compensation Plan

1. Maintain/decrease costs paid by employees for insurance
2. Percentage salary raise (all employees get the same percentage raise regardless of years of employment)



Financial Feasibility of Recommendation



- Uses the available 1.22% increase from state inflationary funds (Prop 123) to provide increase for employees
- Does not hold back increases to state M&O funding for other purposes
- Exceeds the new M&O funds received from the State by approximately \$500,000
- Uses some of the District's budget balance carry forward

Factors Considered when Developing the Recommendation

- Respect for employees after a long, hard year
- Honor the Governing Board's 3% retention stipend approved March 23
- Employees deserve to know what to expect for next school year
- Timing of contracts needing to be issued does not warrant a return to meet and confer process
- Remain competitive for hiring of employees



Other Important Considerations



- M&O Budget has a finite amount of money from the state
- Other funding sources are not reliable source of income for salary increases
- Restrictions on use of federal ESSER funds



Competitive Wages



- District must remain competitive to continue to provide the same level of service to students
- The amount of funding from the state is based on a formula consistently applied to all public school districts
- Must compete statewide with school districts that receive additional sources of income available to be used for salaries and those who did not experience enrollment decreases like Amphitheater Public Schools
- Hiring quality staff is important goal because it provides a significant benefit to students and continues operations for the District
- In a year where there is additional federal funding coming in, District has the option to use M&O funds to remain competitive in hiring, despite student enrollment losses

Would be the Largest Full Employee Raise in 15 years (If Approved)

FY 06	Step Movement (2%)
FY07	Step Movement (2%) + Schedule Increase (2%)
FY08	Step Movement (2%) + Schedule Increase <ul style="list-style-type: none"> Classified Schedule (4%) Certified Schedule (2.5% - 3.5% gradient)
FY09	Step Movement (2%)
FY10	No Change
FY11	No Step Movement + Schedule Reduction (reversed later)
FY12	Minor Schedule Increase to address ASRS contribution increase
FY13	Step Movement (2%) + Schedule Increase (1%)
FY14	Step Movement (2%) + Schedule Increase (1%)
FY15	Step Movement (1.4%)
FY16	One time COLA 1.59% given at the end of each semester
FY17	Step Movement (2%) + Schedule Increase (1.6%)

FY18	No Step Movement & Schedule Increase (1.37%) Teachers - \$390 Classroom Site Fund stipend
FY19	Classroom Teachers: \$3,600 increase Hourly Staff: 55 cents per hour increase if earning at least \$11.00 per hour; hourly employees earning below \$11.00 per hour received the minimum wage increase in Jan. 2019 Professional Non-teaching: \$1,500 increase Admin: \$1,500 increase
FY20	Classroom Teachers: 2.25% increase + 1.23% increase from remaining funds after one-time longevity stipend paid as stated below One-Time Longevity Stipend for Qualified Teachers: \$500 for 6-14 years of service; \$1,000 for 15+ years of service Hourly Staff: 2.25% increase; and eligible classified/support staff employees earning above \$12.00 per hour (after applying the 2.25% increase) by an additional one (1) percent, to address the minimum wage compression. Professional Non-teaching: 2.25% increase Admin: 2.25% increase
FY21	Teachers: \$2,300 flat increase Hourly Staff: 2% increase Professional Non-teaching: 2% increase Admin: 2% increase
FY 22	3% retention stipend (paid in 2 lump sum payments) + *1.5% increase for qualified employees + *301 Stipend (approx. .8%) for 301 Plan Teachers
	*If approved by Governing Board on 4/13

Recommendation



1. Add 1.5% to base pay of qualified employees
2. Pay a “301 Stipend” to employees eligible through the District’s 301 Plan for the 2021-22 school year (approx. 0.8%)
3. Maintain the District’s current contributions for employee benefits
4. Reconvene the joint meet and confer compensation committee if the District receives Prop 208 funds that can be used for FY 22 salaries

