

Action Sheet

MEETING DATE: June 21, 2023

AGENDA ITEM: Discuss and consider approval of the 2023-2024 Salary Plan

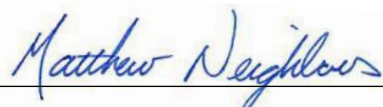
The District reviewed its overall financial position and budget projections for the next three years and presented the information to the board of trustees at monthly finance committee meetings throughout this fiscal year, with the latest information discussed at the June 20, 2023 Finance Committee meeting. Based on budget projections, for all District employees (*as defined below) not on the teacher salary schedule, the District recommends a 2% pay increase based on midpoint. All full-time teachers, librarians, nurses (RN's) and any other positions paid on the teacher salary schedule will receive 2% based on their 2022-2023 annual salary. In addition, the starting teacher salary for 2023-24 will be \$57,000 up from \$56,000 in the prior year. The cost of these increases is estimated at \$1,150,000 for the general fund and \$40,000 for the child nutrition fund. Salaries funded with federal, state, or local grant funds will also receive the same percentage increase from their respective funds. In addition, Crossing Guards will receive a small equity adjustment with minimal impact to the budget.

In February 2023, the Board approved the academic calendar which reduced the number of teacher days from 187 to 181, a reduction of six days. The effect of this change resulted in a reduction of six work days for all district employees. Although this calendar change had no impact on annual salary amounts, the overall result was an increase to the individual daily rates for all employees.

In addition, at the April 19, 2023, meeting, in an effort to retain staff after experiencing severe shortages and staff disruptions related to COVID-19 in FY 2022-23, the Board approved a retention bonus for all employees in an amount equal to 2.5% of their annual salary based on proper parameters as determined by the District, to be paid with ESSER III funds during the 2023-24 fiscal year. We believe this is in the best interest of the District. This retention bonus will be paid in two payments; the first in December 2023 and the second in June 2024.

*Employees without an assignment in the Skyward HR Employee Management System are not eligible for either increase. This includes substitutes, temporary workers, student workers, tutors, and employees that work in the after-school programs.

RECOMMENDATION: I move that the board adopt the 2023-2024 salary plan as presented.



Matthew Neighbors Ed. D.
Acting Chief Executive Officer



Jeff Martello
Chief Financial Officer