

Consider approval of amendments to the 2024-2025 Compensation Plan

1. Background:

District staff is recommending to amend the 2024-2025 compensation plan that was approved at the October 15, 2024 Board Meeting. District staff is recommending to update the Campus Instructional Tutor rate to an hourly rate versus the current daily rate to more reflect the pay the individual will receive. District staff is also recommending that the pay rates be retroactive to September 1, 2024.

Campus Instructional Tutor	Hrly Pay Rate
Tutor Non-Degreed	\$11
Tutor Degreed	\$15
Tutor Certified Teacher	\$25

District staff is also recommending to add a one-time payment for an Early Retirement Notification Incentive for all Professional Staff at the rate of \$500 prior to February 14, 2025. Notification provided to the district after February 14th until March 7, 2025 will be paid at the rate of \$300.

2. Process:

Market trends and district needs were used to determine this change.

3. Fiscal Impact:

Budgeted funds will be used for this expense.

4. Recommendation:

That the Board approve the updated Campus Tutor hourly pay as well as the Early Retirement Notification Incentive for the 2024-25 Compensation Plan.

5. Required:

Board action