

Consider approval of an amendment to the 2025-2026 Compensation Plan

1. Background:

District staff is recommending to amend the 2025-2026 Compensation Plan that was updated at the September 16th Regular Board Meeting. Specifically, administration is recommending:

- New position HVAC Helper on C&I Pay Scale 3 for 261 days
- CAST Stem Ace Mentor Stipend for \$1,500 annually
- Destination Imagination Stipend \$500 annually
- Lead Aquatics Coach, Part Time up to 20hrs, Aux Pay Grade 5
- Special Education BMC/Redirection Teachers \$5,000
- Winter Incentive one-time payment in December:
 - Paraprofessional, Clerical, Auxiliary, Bus Drivers: \$750
 - Professional: \$500
 - Substitutes 40+ days worked: \$375
 - Substitutes 20-39 days worked: \$275
 - Check to be processed for Dec 12th payment date

2. Process:

Availability of district funds along with market trends were used to determine adjustment.

3. Fiscal Impact:

The changes will be paid for using budgeted funds.

4. Recommendation:

That the Board approve the recommendation to the 2025-26 Compensation Plan.

5. Required:

Board action