



TO: Board of Trustees
FROM: Dr. Stephanie Howard, Deputy Superintendent
SUBJECT: **DISCUSSION OF AND REQUEST FOR APPROVAL OF 2020-2021 COMPENSATION PLAN**
DATE: June 16, 2020

In an effort to create a more competitive compensation plan, the District continued the maintenance salary study with TASB this year to review market comparisons and recommend equity adjustments. The administration is recommending a 2% of midpoint cost of living adjustment and Targeted Adjustments (TA) to better align our systems. The cost of living adjustment and the TA recommendations will provide a more competitive salary structure when competing with other districts and the area markets for non-teaching positions. TASB will provide yearly maintenance reviews to continue aligning our system and ensure we maintain a competitive compensation plan.

Submitted under separate cover is the 2020-2021 Compensation Plan. The plan includes: (a) Salary Schedules, (b) Schedule of Stipends, (c) Schedule of Supplemental Pay, and (d) Schedule for Enhancement Pay for Additional Instructional Duties.

Administrative Recommendation:
Approval of the 2020-2021 Compensation Plan.