



Board of Trustees Meeting

July 7, 2025



Employee Compensation

Alison Sims



Employee Compensation

Alison Sims





Goals of Compensation System

Recruit
Employees

Pay for Job
Value

Retain
Employees

Control Costs



Suggested Adjustment 1

Adopt proposed pay structure adjustments to improve market pay equity.

How this changes minimum pay:

- Adjusts minimum daily rates to Administrative Professional pay scale by \$2.00 - \$15.00, depending on pay grade
- Adjusts minimum daily rates to Technology pay scale by \$3.00-\$10.00 and adjusts hourly rates to \$0.20- \$0.50, depending on pay grade
- Adjusts minimum hourly rate to Clerical Professional pay scale by \$0.10-\$1.25, depending on pay grade
- Adjusts minimum hourly rate for Auxiliary pay scale by \$0.10 to \$0.25 depending on pay grade



Suggested Adjustment 2

Provide Teacher Retention Allotment based on the passing of HB 2

- \$2,500 for teachers with 3-4 years of experience
- \$5,000 for teachers with 5+ years of experience
- Optional: \$500 increase for teachers with 1-2 years experience entering the 2025-2026 school year



Suggested Adjustment 3

Adopt a general pay increase (GPI) to non-teaching staff

- Model 1: 0% GPI
- Model 2: 1% GPI
- Model 3: 2% GPI
- GPI calculated as a percentage of employee's pay grade midpoint



Suggested Adjustment 4

Provide adjustments to address market differences and maintain equity

- Increase to 1% above minimum
- Placement scale adjustments
- Upgrade adjustments



Cost - Model 1 - 0% GPI

Pay Group	Teacher Retention Allotment	General Pay Increase	Adjustments	Estimated Total Increase
Teachers and Librarians	\$3,817,758	\$0	\$78,420	\$3,896,178
Administrative Professional	\$0	\$0	\$175,688	\$175,688
Information Technology	\$0	\$0	\$23,852	\$23,852
Clerical Paraprofessional	\$0	\$0	\$27,189	\$27,189
Auxiliary	\$0	\$0	\$17,723	\$17,723
Total	\$3,817,758	\$0	\$322,872	\$4,140,630
% of Current Costs	3.5%	0.0%	0.3%	3.8%

Cost beyond TRA-
\$322,872



Cost Model 2 - 1% GPI

Pay Group	Teacher Retention Allotment	General Pay Increase	Adjustments	Estimated Total Increase
Teachers and Librarians	\$3,817,758	\$0	\$78,420	\$3,896,178
Administrative Professional	\$0	\$280,896	\$155,364	\$436,260
Information Technology	\$0	\$20,455	\$14,556	\$35,011
Clerical Paraprofessional	\$0	\$139,423	\$12,852	\$152,275
Auxiliary	\$0	\$125,741	\$6,028	\$131,769
Total	\$3,817,758	\$566,515	\$267,220	\$4,651,493
% of Current Costs	3.5%	0.5%	0.2%	4.3%

Cost beyond TRA - \$833,735



Cost Model 3 - 2% GPI

Pay Group	Teacher Retention Allotment	General Pay Increase	Adjustments	Estimated Total Increase
Teachers and Librarians	\$3,817,758	\$0	\$78,420	\$3,896,178
Administrative Professional	\$0	\$561,509	\$142,345	\$703,854
Information Technology	\$0	\$40,914	\$6,701	\$47,615
Clerical Paraprofessional	\$0	\$284,417	\$6,707	\$291,124
Auxiliary	\$0	\$249,623	\$2,390	\$252,013
Total	\$3,817,758	\$1,136,463	\$236,563	\$5,190,784
% of Current Costs	3.5%	1.1%	0.2%	4.8%

Cost beyond TRA - \$1,373,026



Cost Overview

0%

Pay Group	Adjustments	Total Increase
Teachers	\$78,420	\$78,420
AP	\$175,688	\$175,688
IT	\$23,852	\$23,852
CP	\$27,189	\$27,189
Aux.	\$17,723	\$17,723
Total Cost to District	\$4,140,630	\$322,872

1%

Pay Group	Adjustments	Total Increase
Teachers	\$78,420	\$78,420
AP	\$175,688	\$436,260
IT	\$23,852	\$35,011
CP	\$27,189	\$152,275
Aux.	\$17,723	\$131,769
Total Cost to District	\$4,140,630	\$833,735

2%

Pay Group	Adjustments	Total Increase
Teachers	\$78,420	\$78,420
AP	\$175,688	\$703,854
IT	\$23,852	\$47,615
CP	\$27,189	\$291,124
Aux.	\$17,723	\$252,013
Total Cost to District	\$4,140,630	\$1,373,026

Questions?