

TEAM Ray-Pec
Salary and Benefit Priorities
April 21, 2016

Team Ray-Pec appreciates the opportunity to provide the Board of Education feedback regarding staff salary and benefit considerations for the 2016-2017 school year. A variety of salary and benefit options were discussed the last several months. Based on those conversations and analysis of the pros and cons of each, a consensus has been reached on the following priorities for your consideration.

Salary and Benefit Priorities:

1. Provide a step increase for all staff on the 2016-2017 salary schedules if step is available on schedule.
(Cost estimate \$606,000)

2. Continue to fully cover health/dental/life insurance premiums for eligible employees.
(Cost estimate \$0)

3. Provide an additional half-step for staff frozen in 2011-2012 if step is available on schedule.
(Cost estimate \$156,000)

4. Increase teacher salary schedule base by \$200 and provide the equivalent percentage increase to all other schedules.
(Cost estimate \$148,000)

5. Add an additional 1% to support staff schedules to improve market comparisons.
(Cost estimate \$74,000)

6. Increase payout of unused sick leave at retirement per board policy by an additional \$25.
(Cost estimate \$16,000)