

April 25, 2019 Board Meeting

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A major component of the operating budget is the compensation package for district staff. Team Ray-Pec has developed salary and benefit recommendations for the consideration of the Board of Education. The recommended salary schedules provide enhancements for our current staff while also supporting the recruitment of high quality staff members in the future. These recommendations reflect the following *Salary and Benefit Priorities*:

- Provide a step increase for all staff on the 2019-2020 salary schedules if a step is available on the schedule (\$810,000).
- Maintain levels of board-paid life insurance, employee assistance program, and health insurance plans for eligible employees (\$0).
- Increase certified salary schedule base by \$1,300 with equivalent overall percentage increases to the support staff, administrative/professional support, and extra duty schedules (\$1,150,500).
- Increase salary for teachers with a masters degree by an additional \$500 (\$152,500).
- Add a step to certified salary schedule at Master's Degree and beyond (Columns E to M) and a corresponding step to the administrative and support professional schedule (\$68,000).
- Allow an additional step of experience for new employees (increase to 16 for certified and 6 to classified)
- Reclassify RN's resulting in an additional 25% increase in wages (\$67,500) and LPNs resulting in an 8% additional increase in wages (\$18,000).
- Reclassify the following support staff positions resulting in an additional 4% increase in wages: cooks, kitchen managers, receptionists, student monitors, childcare assistants, crossing guards, computer technician I, computer technician II, administrative assistants, human resources specialists, payroll specialists, benefits coordinators, finance specialists, accompanists, district bookkeeper, and high school bookkeeper (\$90,500).
- Reclassify teacher assistants (TA's) and Focus Room Facilitators resulting in an additional 8% increase in wages (\$38,000).

The total additional cost of the compensation plan being recommended is approximately \$2,398,000.

District administration is recommending the Board approve the recommendations set forth by Team Ray-Pec for the 2019-2020 school year. The schedules represent a continued effort to hire and retain highly effective staff as outlined in the Strategic Plan.