

DAC—Sub-committee

Sub-committee: Salary and Compensation

Who:

Angie Glass, Ella Batson, Vanessa Roberts, Marsha Weimer, Lynda Strickland, Area Bartlett, Suzi Thompson, Amanda Kerrigan

What:

Continue to evaluate compensation and benefits for all district staff to ensure that we are able to recruit and retain highly qualified staff at all levels by offering competitive and fair employment packages to include wages and benefits.

When:

This is an ongoing process. Each year this sub-committee will focus on a specific area of concern.

How:

- *Continue to work as a sub-committee under the DAC.*
- *Continue to research how we compare with the private sector.*
- *Continue to encourage feedback from faculty and staff.*

Proposal:

- *To adjust specific classified employees hourly rates to close gaps, align with market demand (in both the private and public sectors) and to retain highly qualified staff.*
- *Provide overall percentage increase to all district staff.*
- *Continue to look at opportunities to adjust wages in the future*
 - *Certified lane movement based on master level transcripts*
 - *Classified education and prior qualifications*
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Story:

The cost of living increases have substantially impacted our ability to provide a liveable wage. With the current climate created by the pandemic and how this has impacted students and families (learning loss, social emotional challenges), the responsibilities of classified staff to tackle these challenges have only increased. Recruiting classified staff is increasingly competitive as school districts are now competing with private sector jobs that pay more at their entry level. Classified staff make up 50% of jobs in our district and are arguably the backbone of our district. Para educators and nutrition service staff provide the most direct services to our student body (feeding and working with students all day everyday). It is important to pay them reasonable wages in order to recruit and retain these valuable members of our staff. It is a small way

to honor their dedication to students that has been paramount to the success of the district. This will allow us to show just how much we value them.

Interests: *(What are the needs, concerns or desires underlying this issue?)*

- *Equity*
- *Need for livable wages for staff*
- *Retention of classified staff*
- *Consistency in hiring and compensation practices*
- *Rewarding and honoring dedication*

Research:

We compared our classified salary schedule against the salary schedules of districts across the Pikes Peak region and looked at starting wages at comparable private sector organizations. The purpose was to understand the options our employees or future employees have. An example of this is a nutrition services employee working in our school, another school district or In-n-Out.

Options:

- *Option 1 (DAC Recommendation): 36 employees impacted for a total increase of \$45,395.*
- *Option 2: 36 employees impacted for a total increase of \$22,780.*

Impacted employees include: paraprofessionals, nutrition services, custodial staff and an administrative assistant.

Criteria:

We know that some of our classified wages currently are not aligned based on years of experience and/or liveable wages. This proposal would begin the process of realigning wages to close these gaps. This is a small step that does not touch all classified employees and may not seem fair to those that are not receiving an increase. This initial step will begin the continual process of analysis. In the future we hope to address education and technical experience that our staff members have with competitive wages. We understand that we are never going to be able to pay our staff as much as we would like, but want to recognize their skills and dedication to our students and community.

Suggested Implementation Models:

- *Option 1 - to increase the hourly rate of 36 classified staff beginning with the 2022-2023 school year. In addition, applying an overall percentage increase to all district staff.*

Additional Notes:

This is a continual process that the Salary and Compensation Sub-Committee will evaluate on an annual basis.

Esser III Funds for retention went toward long term subs in the building

Esser III Funds were distributed evenly among all staff across the district instead of a percentage