



June 17, 2019

To: Board of Trustees

From: Dr. Christie Whitbeck

Re: Recommendations for salary increases for employees for the 2019-2020 school year.

The Board will consider approving the Superintendent's salary recommendation for employees for the 2019-2020 school year.

It is my recommendation that the Board approve the following employee salary increases to become effective for the 2019-2020 school year.

1. A salary increase for all eligible classroom teachers, counselors, librarians and nurses to meet the new salary schedule as proposed. Counselors have a separate salary schedule with each step being \$3,500 higher.
2. A salary increase for all eligible custodial, school nutrition, auxiliary staff and transportation bus aides and drivers of 10% of the midpoint for their respective pay groups.
 - Increases the beginning hourly rate for bus drivers by \$2.50, from \$15.50 to \$18.00.
3. A salary increase for all eligible paraprofessional staff, excluding Special Education, of 6% of the midpoint for their respective pay groups.
4. A salary increase for all eligible special education paraprofessionals to meet the new hire-in schedule as proposed. This will result in up to a \$2,500-\$3,000 annual increase.
5. A salary increase for all eligible professional and administrative employees of 3% of the midpoint for their respective pay groups. This includes campus administrators.
6. Any employee whose 2018-2019 evaluation was less than satisfactory shall not receive a pay increase in accordance with Board Policy DEA (Local).
7. The superintendent shall have the authority to make equity adjustments to the salary of identified employees to keep the district's compensation plan competitive.