

To: Board of Education

From: Anna Stubblefield, assistant superintendent, educational support, ext. 1760

Re: Approval of Administrator & Classified Staff Compensation for 2016-2017

Date: July 7, 2016

Background:

The Board of Education annually approves the changes in compensation and fringe benefits for all employee groups. The board typically extends the same salary and fringe benefit package to the administrative and classified employee groups based on the increases allocated to the certified employee group.

The proposal for teacher compensation with board approval of the Master Agreement with the Lawrence Education Association for 2016-2017 constitutes a 1.5% salary increase.

The Board of Education will continue to fully fund the cost of a single medical, dental, and vision insurance package. This year's proposal maintains the board's monthly contribution of \$471.38/month per employee (adjusted for FTE).

The compensation package also included an increase to the 403(b) benefit from \$70/month to \$75/month.

Recommendation:

Staff recommends approval of a compensation package pro-rated by FTE for administrators consisting of the following additions:

- \$77,912 – salary
- \$0 – medical, dental, and vision insurance
- \$0 – early retirement fringe
- \$3,378 – 403(b) benefit
- \$6,428 – employer costs

Staff recommends approval of a compensation package pro-rated by FTE for classified staff consisting of the following:

- \$246,674 – salary
- \$0 – medical, dental, and vision insurance
- \$0 – early retirement fringe
- \$42,459 – 403(b) benefit
- \$20,351 – employer costs

Motion:

"I move the Board of Education approve the administrator and classified staff compensation and fringe benefit package for the 2016-2017 school year in the amount of \$87,718 for administrators and \$309,484 for classified staff."