

To: Board of Education

From: David Cunningham, executive director, human resources/chief legal counsel, ext. 4937

Re: Approval of Administrator & Classified Staff Compensation for 2017-2018

Date: August 18, 2017

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 2017-2018 constitutes a 6.09% 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 \$80/month administration and from \$55/month to \$60/month classified.

Recommendation:

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

- \$317,722 – salary
- \$ 13,566 -- medical, dental, and vision insurance
- \$ 1,446 -- early retirement fringe
- \$ 3,378 – 403(b) benefit
- \$ 26,212 – employer costs

New Positions and new staff are placed in a 2017-2018 contracted amount based on the administrative salary rubric for that position and do not see an additional salary compensation increase from this package, included in new positions/new staff is the interim superintendent and chief operations officer positions.

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

- \$978,994 – salary
- \$171,507 – medical, dental, and vision insurance
- \$ 5,687 – early retirement fringe
- \$ 42,706 – 403(b) benefit
- \$ 80,767 – employer costs

Motion:

"I move the Board of Education approve the administrator and classified staff compensation and fringe benefit package for the 2017-2018 school year in the amount of \$362,324 for administrators and \$1,279,661 for classified staff."