

To: Board of Education

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

Re: Approval of Administrator & Classified Staff Compensation for 2018-2019

Date: December 10, 2018

Background:

The Board of Education annually approves changes to compensation and fringe benefits for all employee groups. Historically, the board of education has based the compensation and fringe benefits for administration and classified employee groups, on the increases allocated to the certified employee group.

Lawrence Education Association (LEA) and the Board of Education entered in to a tentative agreement on November 27, 2018. LEA has ratified the tentative agreement, which includes a 2.64% salary increase. The recommended salary increase for classified is 2.64%, administration is 2%. The lesser percentage is due to the budget adjustment approved in a separate board enclosure earlier tonight. (2018-2019 budget reductions).

The Board of Education will continue to fully fund the cost of a single medical, dental, and vision insurance package. This was approved at the May 29, 2018 board meeting.

The compensation package also includes an increase to the 403(b) benefit from \$80/month to \$85/month for administration. The classified Meet and Confer committee met on December 5, 2018 and elected to put the value of the 403(b) increase into the salary matrix, in lieu of the increase to the retirement benefit.

Recommendation:

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

\$ 117,957	Salary Pool 2%
35,554	Medical, Dental, Vision Insurance (approved 5/29/18)
2,963	Medical, Dental and Vision Insurance, Early Retirees (approved 5/29/18)
3,600	403(b) Retirement Benefit
9,731	Employer Costs
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\$ 169,805	Total Cost Administration

2018-2019 salaries for the Superintendent and Deputy Superintendent were set based on previously approved board contracts and do not realize an additional salary increase from this salary pool.

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

\$ 450,774	Salary Pool 2.64%
43,367	Salary Pool & Employer costs, in lieu of increase to 403(b) retirement
428,296	Medical, Dental, Vision Insurance (approved 5/29/18)
9,836	Medical, Dental and Vision Insurance, Early Retirees (approved 5/29/18)
0	403(b) Retirement Benefit
37,189	Employer Costs
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\$ 969,462	Total Cost Administration

The classified salary matrix will implement a 1% horizontal step and the balance of the salary pool will go into the base rate, an increase of .18 per hour.

Motion:

"I move the Board of Education approve the administrator and classified staff compensation packages, including fringe benefits previously approved on 5/29/2018, for the 2018-2019 school year in the amount of \$169,805 for administrators and \$969,462 for classified staff."