

To: Board of Education
From: Cabinet
Re: Compensation Considerations
Date: May 21, 2025

Members of the Board of Education,

With the support of our community and the passage of our Levy Transfer, our focus is on attracting and retaining our staff, increasing our compensation for teachers and staff, and identifying new staffing needs. Over the last three months, we have been focused on monitoring the state's funding information and trying to predict what may come from the federal government regarding supporting students who qualify for free or reduced lunch and Title services.

Salary and Benefits Recommendation:

Last week, the Finance Committee met to discuss options for compensation for this year and consider opportunities based on feedback from the Certified and Classified Salary Committees.

The committees prioritized rolling the salary schedule, adding money to the base of both salary schedules, maintaining the benefits without increasing employees' costs, adding steps to the classified and certified schedules, and increasing our buyback percentages.

Board Approved or Recommended:

- Board fully funds current Medical and Dental plans
- Roll both Salary Schedules
- Add steps to the Classified and Certified Schedules
- Increase \$\$ the base (approx 6.5%)
- Buyback percentage increase (5%)

Cost:

\$108,000	Approved in March
\$275,000	Recommended
\$80,000	Recommended
\$1,025,000	Recommended
\$12,000	Recommended

Total Salary and Benefits Recommendation:

\$1,500,000

Please note that this would be the most significant increase in compensation and benefits the Board of Education has ever approved.