



SALARY & BENEFITS UPDATE

April 18, 2024



Our Why

Stakeholder Requirements Survey 2021 & 2016 (conducted every 5 years)

Identify the FIVE greatest challenges or issues the school district has to address over the next five years.

2021

2016

1	Hire, retain, and develop quality educators	Hire, retain, and develop quality educators
2	Meet the individual educational needs of ALL students	Class sizes
3	Ensure safety to all students and staff	Keep current with technology needs
4	Keep current with technology needs	Ensure safety to all students and staff
5	Class sizes	Keep curriculum current and up-to-date

What should the financial priorities be for our school district during the next five years?

2021

2016

1	Attract and retain quality staff by providing competitive salaries and benefits	Maintain manageable class sizes
2	Maintain manageable class sizes	Attract and retain quality staff by providing competitive salaries and benefits
3	Maintain up-to-date technology	Maintain up-to-date technology
4	Provide students and staff with quality educational supplies, materials and resources in the classroom	Provide students and staff with quality educational supplies, materials and resources in the classroom
5	Maintain clean, well-repaired, secure buildings	Maintain clean, well-repaired, secure buildings

Our Way

- **District Goal: Attract, retain and develop a high-quality staff**
 - Action Item: Conduct a [classification and compensation study](#)
 - Provide market salary analysis
 - Establish recommendations for competitive pay schedules
 - Provide sustainable compensation structures



Market Analysis

EMS Recommendation: *Based on the data gathered in the market survey data, it is recommended that the District position itself at 5% above the median of the competitive market. This goal will standardize the level of compensation across all job families relative to the market and will allow the District to reduce attrition and increase applicant availability for hard-to-fill positions.*

Market Details

- [Certified - Local 15](#)
- [Certified - Northland 6](#)
- [Support, Professional/Technical, and Administrators](#)
- [Additional Professional/Technical and Administrator](#)

Our Priorities

1. Implement schedule adjustments for all positions based on market analysis
2. Incremental movement (step)
3. Add dollars to the schedule



Adjusted Schedules & Implementation Strategy - Certified

- Priority #1: [Certified Adjusted Schedule](#)
- Priority #3: [Certified Adjusted Schedule Plus 4%](#)

- **Implementation Strategy**
 - Increase for everyone
 - Increase the number of steps in Bachelors & Bachelors Plus educational increments
 - Reduce the number of educational increments in the schedule
 - Focus on the Bachelors, Bachelors Plus, and Masters columns
 - Placed on current step in appropriate column
 - 34 certified staff are currently on a “ghost step” (off the schedule). Place on Step 30 of the appropriate column, pay an annual stipend equal to the difference between current salary and Step 30 on the adjusted schedule, plus a longevity stipend (tiered based on step)

Adjusted Schedules & Implementation Strategy - Support & Professional / Technical

- Priority #1: [Support Adjusted Schedule](#)
- Priority #3: [Support Adjusted Schedule Plus 4%](#)

**Yellow highlight represents updates made to schedules*

- Priority #1: [Professional Technical Adjusted Schedule](#)
- Priority #3: [Professional Technical Adjusted Schedule Plus 4%](#)

**Yellow highlight represents updates made to schedules*

- **Implementation Strategy**

- Increase for everyone
- Place support staff and professional/technical staff on the step closest to their current hourly rate without resulting in less salary with a compression adjustment for those with “actionable wage compression” until their step placement no longer meets the “actionable compression” parameters.
 - Wage compression is determined to be “actionable” if an employee’s job-related experience is identified as significantly (5 years or more) above the step on which they are being paid AND the step on which they are being paid is within the district’s typical new employee hiring range (step 5 or less).

Other Considerations

- **Column placement for Counselors and Speech Language Pathologists with Master's degree**
- **Additional column on extra duty schedule for 16+ years/coaching/activities equal to 3%**
- **Employee Assistance Program (EAP) Enhancement**
 - Increase from 1 session model to 6 session model (with 3-year rate guarantee) plus Talkspace
 - Talkspace is an online therapy platform that makes it easy and convenient to connect with a licensed behavioral therapist – from anywhere, at any time. With Talkspace, send unlimited text, video and audio messages to a dedicated therapist via web browser or the Talkspace mobile app. Schedule real-time 30-minute live sessions. No commutes, appointments or scheduling hassles.

Tabled for Future Collaboration

- Step replacement
- Maximum number of years of experience recognized upon initial placement on salary schedule
- Stipend for self-contained special education teachers
- Career Ladder - A salary supplement for teaching staff, supported by the Missouri Department of Elementary and Secondary Education (DESE), to provide compensation for additional responsibilities and voluntary efforts performed for which a teach does not already receive some type of compensation.

Next Steps

- Finalize administrator adjusted schedule based on market analysis
- Finalize budget impact analysis
 - Average % increase by schedule
- Joint meeting with Team PC and the Classified Committee to review/solidify final recommendations - Monday, April 29
- Present final recommendations to Board of Education - Thursday, May 2
- Issue contracts and at-will letters with 2024-2025 wages by mid-May



