



# Platte County

HOME OF THE PIRATES

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To: Board of Education  
From: Ashley Jones, Executive Director of Human Resources  
Date: April 30, 2024  
Subject: Salary and Benefits Recommendation FY25

## Introduction

The primary objective of this proposal is to present the Board of Education with a comprehensive plan to enhance salaries and benefits for district employees. This initiative stems from the identified priority of attracting and retaining quality staff, as highlighted in the results of our "Stakeholder Requirements Survey" which is conducted every five years. To achieve this goal, this fall we engaged Educational Management Solutions (EMS) to conduct a classification and compensation study. The study included a market salary analysis and has resulted in the following recommendations to ensure competitive pay schedules and sustainable compensation structures.

## Recommendation

- 1. Implement Schedule Adjustments:** Based on market analysis, it is recommended that schedule adjustments be made for all positions to position the district within 5% of the median of the competitive market. This will standardize compensation levels across all job families relative to the market, thereby reducing attrition and increasing applicant availability for hard-to-fill positions.
- 2. Incremental Movement (Step):** Employees on all schedules receive incremental movement.
- 3. Salary Increases:** The following salary increases are recommended:
  - Certified Schedule: An additional 4%.
  - Support Staff Schedule: An additional 4%.
  - Professional Technical Schedule: An additional 4%.
  - Administrator Schedule: A 3% increase.
- 4. Additional Salary Considerations:**
  - \$1,500 Stipend: Certified employees with 31 or more steps.
  - Masters+30 Column Placement: For Counselors and Speech Language Pathologists with a Master's degree.
  - Extra Duty Schedule: Add an additional column for individuals with 16+ years of coaching/sponsoring experience, equivalent to a 3% increase.
- 5. Benefit Considerations:**
  - Health Insurance: 0% increase.
  - Employee Assistance Program (EAP): Increase from a one-session model to a six-session model, along with Talkspace, an online therapy platform, with a 3-year rate guarantee. This enhancement will result in an additional annual spend equal to \$3,897.60.

### Budget Impact

The following table outlines the extra funds necessary to support the salary and benefit improvements for FY25, along with the average percentage increases for certified staff, support and professional technical staff, certified administrators, and non-certified administrators.

	Additional Spend Without Benefits	Additional Spend With Benefits	Average % Increase
<b>Certified</b>	\$2,299,475.39	\$2,666,241.71	10.18%
<b>Support/Pro-Tech</b>	\$806,729.00	\$923,785.38	8.31%
<b>Certified Admin</b>	\$169,606.44	\$196,658.67	5.27%
<b>Non-Certified Admin</b>	\$31,869.90	\$34,518.29	8.57%
<b>Grand Totals</b>	<b>\$3,307,680.73</b>	<b>\$3,821,204.05</b>	

### Future Considerations

As we prepare to move forward with implementing the proposed enhancements to our salary and benefit structures, we must document collaborative insights for future reference. Beginning this fall, we will embark on discussions surrounding the following considerations, which are tabled for future collaboration:

- Step Replacement
- Evaluation of Historical Maximum Years of Experience Recognized
- Stipend for Self-Contained Special Education Teachers
- Career Ladder
- Stipends Tied to Longevity Awarded According to Years of Service Within the District

By documenting these insights, we can ensure continuity and informed decision-making in our efforts to continually improve the support and compensation provided to our valued employees.

### Conclusion

The collaborative efforts undertaken, including the EMS study and the subsequent proposal, represent significant progress toward the goal of offering competitive compensation within our district. With the support of the community, Board of Education, Dr. Harris, and Dr. White, coupled with Team Platte County and the Classified Committee's dedication, we will make progress in achieving our goal to attract, retain, and develop high-quality staff through this outcome of enhancing salary and benefit structures.

Thank you for considering these recommendations.