



School Board Briefing/Proposed Action Report

Informational (no action required by Board) **Action Report** (Board will be required to take action)

DATE: August 10, 2015
FROM: Dr. Larry Nyland, Superintendent
LEAD STAFF: Adrian Byrd-Pina, Executive Director Talent Management
adbyrdpina@seattleschools.org, 206-252-0025; Dr. Brent Jones, Assistant Superintendent of Human Resources, bjones@seattleschools.org, 206-252-0027

I. TITLE

Approval of Compensation Bulletin For Management Staff for fiscal year 2015-2016

For Introduction: August 19, 2015
For Action: September 9~~23~~, 2015

II. WHY BOARD ACTION IS NECESSARY

Board action is required before the Compensation Bulletin For Management Staff (“Compensation Bulletin”) can be modified. See School Board Policy No. 5310, Compensation.

- Staff recommends the salary schedule attached to the Compensation Bulletin be increased across the board for non-represented staff by 1.8% starting September 1, 2015 due to the State-funded cost of living adjustment.
- Staff recommends an additional increase of 1.2% starting September 1, 2015 through August 31, 2017, due to the State-funded one-biennium salary increase for the 2015-16 and 2016-17 school years.
- Staff recommends a salary step increase for non-represented staff starting September 1, 2015.

III. FISCAL IMPACT/REVENUE SOURCE

Fiscal impact to this action will be approximately \$920,000 for the 2015-2016 school year. The revenue source for this motion is the General Fund.

Expenditure: One-time Annual Other Source

IV. POLICY IMPLICATION

Board Policy No. 5310, Compensation, requires School Board approval for salary adjustments to the Compensation Bulletin for Management staff. Approval of the Compensation Bulletin and attached salary schedules complies with this requirement.

V. RECOMMENDED MOTION

I move that the School Board approve the Compensation Bulletin For Management Staff dated September 1, 2015, and authorize staff to increase salaries on the attached salary schedules by

1.8% starting September 1, 2015, and an additional 1.2% starting September 1, 2015 through August 31, 2017.

VI. BOARD COMMITTEE RECOMMENDATION

This motion was discussed at the Audit & Finance Committee meeting on August 13, 2015. The Committee reviewed the motion and moved the item forward to the full Board with a recommendation for approval.

VII. BACKGROUND INFORMATION

Non-Represented employees are paid according to the salary listed in one-of-three Management Salary Schedules: 260-Day Employees; 223-Day Employees; and 204-Day Employees. The three Salary Schedules received a 0.75% increase March 6, 2014, and a 0.75% increase September 1, 2014. Prior, non-represented staff had not received a Cost-of-Living-Adjustment (“COLA”) since the 2008-2009 school year. In addition, non-represented management staff had a salary reduction through furloughs in the 2011-12 and 2012-13 school years. The Board action only addresses a salary schedule increase for the Management Salary Schedules. State funded cost of living adjustment increase agreements for represented staff are noted in the respective approved collective bargaining agreements.

VIII. STATEMENT OF ISSUE

Whether to provide the State-funded cost of living adjustment to non-represented management staff. The State-funded cost of living adjustment will be applied to represented staff salary schedules as agreed to and approved in the various collective bargaining agreements.

IX. ALTERNATIVES

Not approve of the salary increase. This is not recommended and could result in no fiscal impact, but result in a loss of state funding for other employee groups and may create retention or recruitment issues for the District.

X. RESEARCH AND DATA SOURCES / BENCHMARKS

The salary increase is a pass-through of the State-funded cost of living adjustment.

XI. TIMELINE FOR IMPLEMENTATION / COMMUNITY ENGAGEMENT

Upon approval of this motion, the revised Compensation Bulletin and salary schedules will go into effect on September 1, 2015.

XII. ATTACHMENTS

- [Compensation Bulletin](#)
- [Management Salary Schedule MS-1 260 day](#)
- [Management Salary Schedule MS-2 204 day](#)
- [Management Salary Schedule MS-3 223 day](#)