

Salary Advisory Committee Update

January 23, 2018

Salary Advisory Committee Members

Terri Berger
Christine Brown
Chad Cantrell
Jennifer Cruz
Suzanne Decker
Carol Dolle
James Graham
Tom Grimaldi
Jake Heermans
Larry Hill
Tina Jada
Larry LaPrise

Candyce Matlosz
Krystina Pesterfield
Shannon Rice
Liz Sloan
Lori Thomas
Jodi Walker
Karen Warhus
Cheryl Williamson

Resources:
Lisa Harrison
Cindy Reichert
Cathy Tumerkan

Salary Advisory Committee Meetings

- December 6, 2017 (½ day)
- December 11, 2017 (4:15 - 6:15pm)
- December 18, 2017 (4:15 - 6:15pm)
- January 11, 2018 (full day)
- January 17, 2018 (½ day)
- January 22, 2018 (small group)

Purpose

- The Salary Advisory Committee's purpose is to review and analyze AJUSD's current salary schedules and financial data to make a compensation recommendation to the Board.

Committee Norms

- Listen with an open mind
 - Allow others to speak without interruption
- Assume the best intentions
 - Questions aren't personal challenges
 - The Governing Board will take our process & recommendations to heart
- Avoid setting personal goals by considering the needs of others
- Respect time by: staying on task, arriving on time, being prepared
- Honor confidentiality

Story



Process: Interest Based Problem Solving

- People: Separate the people from the problem
- Interests: Focus on interests, not positions
- Options: Generate a variety of options before deciding what to do (including mix & match)
- Criteria:
 - Objective standards
 - How well the option meets separate & mutual interests
- Select solution that meets criteria
- Commit
- Share the solution

Defining the Issue

How can we create a sustainable wage/ salary package that supports the retention and recruitment of staff?

Standards

- Makes sense (is understandable to outsiders)
- Legal
- Positive (step forward for employees)
- Affordable
- Workable (possible to execute)
- Does not impair other aspects of the organization's operations
- Practical

Interests

Certified:

- Retaining/Rewarding experienced staff
- Support for new staff with mentoring opportunities and quality training
- Providing addendums for desired employee traits (i.e. Attendance) and extra duties (i.e. Sports, Clubs)

Classified:

- Revise job range classifications
- Effect of revised minimum wage on veteran employees
- Performance pay based on evaluations

Interests (continued)

Superintendency:

- Sustainability and reliability
- Addresses employees that stayed through financial hardships
- Makes us competitive in the marketplace (RE: teachers and hard to fill critical operation positions)

Administration:

- Retain staff
- Addressing teacher shortage
- Satisfaction of new hires with salary schedule

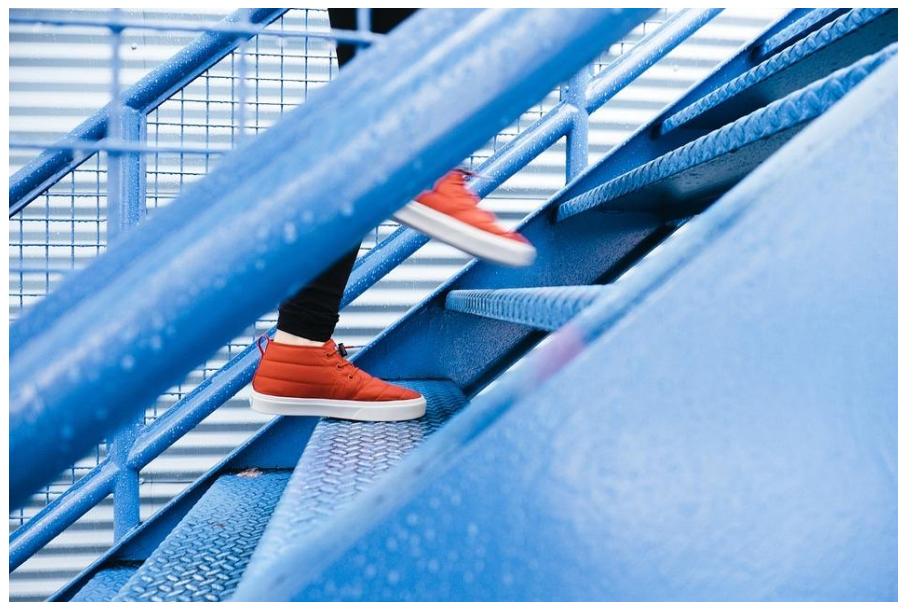
Options / Models

Total Amount for Salaries	\$500,000.00			
Certified Staff	53% of total available funds		# of staff	Per Person increase (if given as flat rate)
	\$265,000.00		192	\$1,380.21
8+ years	22%	\$110,000.00	50	\$2,200.00
0-7 years	31%	\$155,000.00	142	\$1,091.55
Classified Staff	30% of total available funds		# of staff	Per Person increase (if given as flat rate)
	\$150,000.00		282	\$531.91
8+ years, earning more than minimum wage	19%	\$95,000.00	102	\$931.37
0 - 7 years, earning more than minimum wage	11%	\$55,000.00	74	\$743.24
	minimum wage increase (required by law)			
	\$80,000.00			
Employees earning less than minimum wage	16%	80,000	106	
Administration	1% of total available funds		# of staff	Per Person increase (if given as flat rate)
	\$5,000.00		16	\$312.50

The Salary Advisory Committee created an option that we believe fits the standards and interests of the AJUSD staff they represent.

Next Steps

- Modeling by “placing” the staff and reviewing the areas of concern
- Reconvening the S.A.C. to review the model and have them create a contingency plan for additional funds
- Sending an all staff communique to get ratification



Questions?