



IGNITING LIMITLESS POTENTIAL

Compensation Study Implementation Options



BOARD OF EDUCATION MEETING
FEBRUARY 22, 2024



Desired Outcomes

- Finalize 2023-2024 Classified Compensation Schedules
- Identify a clear source of funding and review potential impact
- Provide certainty and stability for classified staff for 2023-2024
- Provide clarity on steps/experience for classified personnel
- Continue to prioritize increased compensation goals for 2024-2025 and beyond



COMPENSATION OPTIONS



Compensation Options Based on Budget

- Option 1 Eliminate HIL Compensation Schedules –
11% Increase with Legacy Years**
- Option 2 Eliminate HIL Compensation Schedules –
15% Increase with Legacy Years**



Option 1

- Eliminate HIL Compensation Schedules
- Maintain 1:1 Experience Steps
- Implement an 11% salary increase over 2022-23 compensation for classified employees.
 - 2022-23 salary grades and steps would be restored
 - Average 4% state **plus** 7% locally-funded increase
 - All employees included in the study will receive an increase in salary from their 2022-2023 compensation
- Funding for this option is available in the 2023-24FY budget.



Option 2

- Eliminate HIL Compensation Schedules
- Maintain 1:1 Implement Experience Steps
- Implement an 15% salary increase over 2022-23 compensation for classified employees.
 - 2022-23 salary grades and steps would be restored
 - Average 4% state **plus** 11% locally-funded increase
 - All employees included in the study will receive an increase in salary from their 2022-2023 compensation
- Funding for this option would require approximately \$2M over the current 2023-2024FY budget assigned for personnel.



Assessing Potential Impact

Option	January 2024 Letter		October 2023 Letter	
	More	Less	More	Less
Option 1 (11% Increase)	1220 (65%)	655 (35%)	486 (26%)	1389 (74%)
Option 2 (15% Increase)	1307 (70%)	568 (30%)	729 (39%)	1146 (61%)

- *The total number of impacted employees is 1875.*



Assessing Potential Impact - Group 1

Option	January 2024 Letter		October 2023 Letter	
	More	Less	More	Less
Option 1 (11% Increase)	1035 (69%)	473 (31%)	481 (32%)	1027 (68%)
Option 2 (15% Increase)	1090 (72%)	418 (28%)	719 (48%)	789 (52%)

- *Group 1 includes 1508 employees making less than \$43,450, which is a first-year teacher's salary plus supplement.*



Next Steps

- Draft FAQs for classified personnel related to any approved changes
- Continue to meet with impacted employees one-on-one to review individual concerns and ensure understanding
- Continue to work with Comptroller on proposed 2024-2025 classified compensation schedules for Board review in March 2024



DISCUSSION