

Salary Advisory Committee

February 12, 2018
12:30 pm - 4:00 pm
Board Room

Purpose:

The salary advisory committee will meet to create a recommendation to the Governing Board regarding staff compensation for the 2018 -2019 school year.

Meeting Objectives:

- Review additional details regarding operationalizing the formulas into salary schedules
- Review anomalies that were discovered for a group of 17 employees
- Create a priority list if state provides additional funding in addition to the funding that is anticipated
- Agree upon strategy to communicate final recommendations to all staff

Meeting Summary:

The Salary Advisory Committee met on February 12, 2018. The team looked at proposed salary schedules based on the formulas the committee created. The recommendation is for all certified and classified employees to move a step in the schedule in addition to increasing the base salaries / wages.

The team reviewed data from a small population of staff who due to circumstances were placed in the salary schedule in a spot that caused them to be “jumped” by most incoming staff members. That group of 17 employees have been employed by the system for 6 years or longer, but get paid at or below incoming teachers. The committee recommends moving those employees 2 step increases to ensure they would not get passed by new employees in the future.

The team reviewed the schedules and how they turned into salary increases. The committee also brainstormed how to handle additional funds if they come in.

A survey will be sent to all employees asking staff to ratify the recommendation made by the committee. We are also seeking employee feedback on priorities if the state provides additional funds.

All committee updates are on the AJUSD website. The January 23, 2018 Board meeting minutes are also available online. Those minutes include the presentation to the Board.

Next Steps:

Record the ppt and schedule meetings with all work sites

A survey will go out to all employees for you to give input as soon as possible.

Resources

Ppt - January 23, 2018 Board Meeting

[16-17 annual financial report](#)

[AJUSD Budget](#)