

Employee Retention and Compensation Committee Meeting Notes

March 6, 2014

Attendance: Lindsay Johnson, Ann Marie Roder, Kasey Shermer and Ramona Endres

Looking at the office staff pay scale as a whole, there are significant differences in pay to comparable jobs. The committee came up with a proposal for a tiered pay scale for office staff as follows:

Tier 1: \$16/hour (same as paraprofessional) from years 1-5

Tier 2: \$17.50/hour from years 6-11

Tier 3: \$19/hour from years 12+

This tier system follows in line with teacher pay raise years as well. This would be in effect starting with the 2014-2015 school year. All new hires would follow this tier system. The current staff in office positions would be able to apply years at Beacon, only if they have worked in that position.

The administrative assistant current pay would be already capped off and new hires in that position would follow the tier system as well.

The Special Education Office Assistant is paid through Special Ed. Funding, in the case that this assistant moves from SPED to office; they would follow the office pay scale tier system.

IT support and nursing would be on a different tier system, ERCC is going to follow-up with comparable from other districts.