

REQUEST FOR BOARD ACTION

To: ESD Board of Education
From: ESD Finance Director, Ron Patera 
Date: November 30, 2016
Business Date: December 11, 2016
Subject: Classified Salary Schedule

RECOMMENDATION:

Approve Classified Salary Schedule as presented.

BACKGROUND AND FINDINGS:

On November 8th the Colorado electorate voted to change the minimum wage throughout the State. Beginning in January, the minimum wage will become \$9.30 an hour. Due to this change one employee will see a change in their notice of assignment. There will obviously be a fiscal impact, but relatively speaking it is minimal.

However the minimum wage will go up 90 cents annually for the next three years. For fiscal years 17-18, 18-19 and 19-20 they will be \$10.20, \$11.10 and \$12.00 respectively. Thereafter it will increase annually by the cost of living. Each year there will be significantly a larger number of employees that this affects.

Projecting out to the 19-20 fiscal year and using a conservative assumption, there will need to be a \$100,000 increase to salary and benefits to comply with this new Constitutional amendment. This amount is nearly equal to a step and a half increase for all classified staff.

At this time the only action the BOE is taking this evening is to approve the new salary schedule to become compliant with this mandated statewide change, but there will need to be more discussion how to mitigate this fiscal impact.

FISCAL IMPACT:

The total cost of the increase this year will be approximately \$150.

Superintendent's Review: 

ELIZABETH SCHOOL DISTRICT 2016/2017 CLASSIFIED SALARY SCHEDULE

GDBA-E-1

Total Hourly Rate of Pay: The total hourly rate of pay is the sum of Part I (pay grade and experience steps), Part II (performance steps)
Initial Placement: One experience step is credited for each year of comparable job experience, to a maximum of fifteen steps.
Performance Step Increases: For financial reasons, each employee will retain their current Performance Step.

Pay Step	A	B	C	D	E	F	G	I	J	M	Z	Perf. Pay Step	Perf. Pay Hourly Rate
0	\$9.30	\$9.30	\$9.75	\$10.50	\$11.10	\$11.45	\$12.05	\$13.05	\$13.65	\$16.50	\$17.95		
1	\$9.30	\$9.45	\$9.95	\$10.75	\$11.35	\$11.70	\$12.35	\$13.35	\$13.95	\$16.85	\$18.30	1	\$0.15
2	\$9.30	\$9.65	\$10.15	\$11.00	\$11.60	\$11.95	\$12.65	\$13.65	\$14.25	\$17.20	\$18.65	2	\$0.30
3	\$9.45	\$9.85	\$10.35	\$11.25	\$11.85	\$12.20	\$12.95	\$13.95	\$14.55	\$17.55	\$19.00	3	\$0.45
4	\$9.65	\$10.05	\$10.55	\$11.50	\$12.10	\$12.45	\$13.25	\$14.25	\$14.85	\$17.90	\$19.35	4	\$0.60
5	\$9.85	\$10.25	\$10.75	\$11.75	\$12.35	\$12.70	\$13.55	\$14.55	\$15.15	\$18.25	\$19.70	5	\$0.75
6	\$10.05	\$10.45	\$10.95	\$12.00	\$12.60	\$12.95	\$13.85	\$14.85	\$15.45	\$18.60	\$20.05	6	\$0.90
7	\$10.45	\$10.85	\$11.35	\$12.45	\$13.05	\$13.40	\$14.35	\$15.35	\$15.95	\$19.15	\$20.60	7	\$1.05
8	\$10.65	\$11.05	\$11.55	\$12.70	\$13.30	\$13.65	\$14.65	\$15.65	\$16.25	\$19.50	\$20.95	8	\$1.20
9	\$10.85	\$11.25	\$11.75	\$12.95	\$13.55	\$13.90	\$14.95	\$15.95	\$16.55	\$19.85	\$21.30	9	\$1.35
10	\$11.05	\$11.45	\$11.95	\$13.20	\$13.80	\$14.15	\$15.25	\$16.25	\$16.85	\$20.20	\$21.65	10	\$1.50
11	\$11.25	\$11.65	\$12.15	\$13.45	\$14.05	\$14.40	\$15.55	\$16.55	\$17.15	\$20.55	\$22.00	11	\$1.65
12	\$11.55	\$11.95	\$12.45	\$13.80	\$14.40	\$14.75	\$15.95	\$16.95	\$17.55	\$21.00	\$22.45	12	\$1.80
13	\$11.75	\$12.15	\$12.65	\$14.05	\$14.65	\$15.00	\$16.25	\$17.25	\$17.85	\$21.35	\$22.80	13	\$1.95
14	\$11.95	\$12.35	\$12.85	\$14.30	\$14.90	\$15.25	\$16.55	\$17.55	\$18.15	\$21.70	\$23.15	14	\$2.10
15	\$12.25	\$12.65	\$13.15	\$14.65	\$15.25	\$15.60	\$16.95	\$17.95	\$18.55	\$22.15	\$23.60	15	\$2.25
16	\$12.45	\$12.85	\$13.35	\$14.90	\$15.50	\$15.85	\$17.25	\$18.25	\$18.85	\$22.50	\$23.95	16	\$2.40
17	\$12.65	\$13.05	\$13.55	\$15.15	\$15.75	\$16.10	\$17.55	\$18.55	\$19.15	\$22.85	\$24.30	17	\$2.55
18	\$12.85	\$13.25	\$13.75	\$15.40	\$16.00	\$16.35	\$17.85	\$18.85	\$19.45	\$23.20	\$24.65		
19	\$13.05	\$13.45	\$13.95	\$15.65	\$16.25	\$16.60	\$18.15	\$19.15	\$19.75	\$23.55	\$25.00		
20	\$13.25	\$13.65	\$14.15	\$15.90	\$16.50	\$16.85	\$18.45	\$19.45	\$20.05	\$23.90	\$25.35		

Pay Grade and Employee Groups:

A	Cook, Classroom, Library, Health, Playground, Cafeteria Paraprofessionals	Z	Athletic Trainer
B	Special Education Aide		
C	Elem, EMS Kitchen Manager, Special Education Attendant (Severe Needs), Program Leader (Kids Club)		
D	Custodian, Campus Secretary, Field Maintenance Specialist		
E	Warehouse Manager		
	Lead Custodian, Counseling Secretary, EHS Kitchen Manager		
F	Elem., MS, FHS Head Cust., Elem, FHS, FS, MS Registrar, HS Bookkeeper		
G	Teacher Assistant, HS Registrar, HS Monitor, MS Office Mgr		
	Driver Trainer, EHS Head Custodian		
I	Mechanic, HS Office Manager, Student Data Specialist, Accounts Payable, Special Services Office Coordinator		
J	Network Technician and Payroll		
M	Head Mechanic, Business Office Manager, Transportation Coordinator, Facilities Supervisor		