

Liberty Elementary School District

SY2019 Budget Committee - Support Staff Compensation

August 17, 2018

Meeting Summary

1. **Welcome and Introductions**

Deb Hill
Arturo Mendoza
Stephanie Ireland
Mindy Karafa
Isabel Soto
Karina Matsuura
Kelley Baysinger
Lupita Goodman
Terri Matteson
Dr. Lori Shough
Catalina Gil de Leon
Jason Nuttall
Denne Villa
Angelica Orosco

2. **Norms**

Assume positive intentions
All ideas are welcome
Seek first to understand
Push each other's thinking
Be polite and respectful
Use consensus decision making

3. **Purpose**

This past February, the Governing Board approved a 2% increase in compensation for teachers and support staff for SY2019 fiscal year. Additionally, the State, Governor, and Legislation provided additional state funding for teacher salary increases. As we worked through the process on how we would pay out the additional state monies to teachers, LESD teachers and the Governing Board approved the use of additional monies towards support staff compensation.

The purpose of this Classified Wage Schedule Committee is to propose and evaluate options for utilizing the additional funds reserved for classified staff with adjustments to

the Classified Wage Schedule. District administration requested volunteers to serve and worked to ensure that all schools and departments are represented on the committee. Not only will committee members participate in discussions, they will also be asked to gather feedback from their fellow support staff employees.

4. Background

Kelley Baysinger provided background information on the 2016-2017 Wage Schedule and showed how the previous wage schedule had differences in the hourly rate of pay for every level of employee and for each column for years of service.

When Proposition 206 passed in 2016, the district had to adjust the Wage Schedule to increase minimum wage. The district budget could not afford to give all classified employees the increase in pay equally across the district. Minimum wage at the time was \$7+ per hour. It increased to \$10 per hour January 1, 2017 and increased again to \$10.50 per hour January 1, 2018.

The district adjusted the wage schedule raise the minimum wage for the employees on levels or years of service that were below the minimum wage to bring the wages up to the new requirement. This mandate was unfunded by the legislature.

The new wage schedule created some problems. Some levels of employees receive the same hourly rate of pay even though the positions they hold have differing levels of responsibility and required skills. Additionally, some levels of employees with several years of experience are paid the same as new employees with no years of experience.

These problems will get worse when the district is required to increase minimum wage again to \$11 per hour, January 1, 2019, and then again when it must increase minimum wage to \$12 per hour, January 1, 2020. The legislature will also require annual increases every year following that will be likely tied to annual economic inflation.

These required increases to minimum wage will be challenging to sustain in the Wage Schedule because there is no additional funding provided to districts to cover these increased costs.

Additionally, some district programs are cash driven. This means that the money collected in fees must cover the costs of the program. If the district increases wages but does not increase the program fees, then the fees collected may not generate enough funds to pay increased employee wages. The committee will have to consider the impact of any recommendations to the Wage Schedule on cash-driven programs such as Food Service or LEAP.

5. Ideas / Priorities

The committee discussed its philosophy for decision making. They were in consensus that the additional funds should not be distributed equally across all cells or boxes

within the Wage Schedule, giving every employee a modest increase to the hourly pay. The committee supported using the funds to make adjustment to the cells/boxes for employees who did not benefit from recent minimum wage increases or who would benefit from minimum wage increases in January 2019. There was also discussion about the difficulty in attracting classified staff with experience when there is not a bigger difference between no years of experience and the next column up for some years of experience. The committee noted that there were many levels of positions, and for some of the levels, there are no positions in the districts. There was interest in seeing what the Wage Schedule might look like if the position levels were compacted to groups or categories of positions.

The committee asked administration to bring back three models for Wage Schedules that apply the new funds as indicated below:

- Model A - All cells that did not get increases from minimum wage increases
- Model B - All cells that did not get increases from minimum wage increases plus differentiating for years of service in cells A and B
- Model C - All cells that did not get increases from minimum wage plus combine levels of positions into fewer categories

6. Cascading Communication

Participants practiced sharing out the talking points and the rationale. Participants were asked to discuss the meeting summary with their colleagues and bring back feedback to the next meeting. Dr. Shough will post the meeting summary notes on the website and disseminate them to all committee members.

7. Next Steps

The next two meetings will be held on Thursdays, August 23rd & August 30th, at 1:30 PM. Staff will prepare Wage Schedule Models A, B, and C as requested by the committee.