

# Liberty Elementary School District

## SY2019 Support Staff Wage Schedule Committee

*August 30, 2018*

### Meeting Summary

#### Welcome

#### Feedback from Schools & Departments

Committee members shared feedback they received from their schools and departments about brainstormed options proposed by committee members during the committee meeting.

Feedback and ideas collected by committee members from their colleagues included a range of ideas about how the funds should be applied to the wage schedule:

- Option #4 was the preferred option for their school/department
- Expecting more of an increase
- Questions brought back were:
  - implementation
  - possibility of funds being retroactive
  - if increase only for this year, how will the increase be sustainable

#### Review of Option 3b

The committee requested another option be developed to combine a feature of Option 4 with Column A adjusted to zero years of experience. Administration presented Option 3b for consideration. The description of Option 3b is listed below.

**Option #3b Model** - Apply new funds to all cells that did not receive increases due to increased minimum wage requirements, plus combined levels of positions and years of services, plus change Column A to 0 years of experience.

- All levels and years of experience impacted by the minimum wage standard of \$11.00/hour (highlighted in orange) will increase to a wage of \$11.02/hour
- Column A cells with 0 years of experience will not receive an increase, which helps to address issues with compression from years of experience.
- Column A for one year of experience will not provide an increase to staff members with zero years of experience.
- Column B will provide increases to staff with one-to-three years of experience/
- All groups (by level and experience) and the specific added amount to hourly wage for each group are the same as Option 3.

### **Discussion of Four Models**

The committee reviewed Options #1, Option #3a, Option #3b and Option #4. The committee agreed to advance for recommendation Option #4. The committee felt Option #4 had everything that the support staff was asking for ie, differentiates for years of experience and this model allows for moderate sustainability over time.

### **Timeline for Implementation**

The committee felt strongly with pay out of all support staff retroactively/immediately and postpone wage increases to employees anticipating minimum wage increase required in January 2019.

### **Board Meeting Representation**

Dr. Shough will work with Stephanie Ireland and Denee Villa who volunteered or represent the committee to prepare a presentation to the board on the work of the committee. Dr. Shough encouraged the committee members to attend the meeting on September 10<sup>th</sup>.

### **Next Steps and Communication**

Participants agreed to communicate with the schools and departments they represent. All celebrated the collaborative and thoughtful work of the committee and the outcome. Dr. Shough will post the meeting summary notes on the website, under Business Services, for all employees and community members. Meeting summary notes will also be emailed to all committee members.