

2021-22 DRAFT Salary Recommendation (Approved April 13, 2021)

Salary Recommendation –

- a) Fund all professional growth earned per approved language.

Certified	\$35,500.00
Classified	\$ 3,376.47
Administrator	\$ 2,250.00
Exempt	<u>\$ 900.00</u>
Total	\$42,026.47

- b) Salary increases will be as follows:

i) Certified Teachers –

- (1) a 1.0% salary increase to the Base Contract. This 1.0% increase will be paid as a 100% percentage increase (a 1.0% increase), with no flat-dollar amount increase. Certified teaching position starting pay will increase to \$41,750.
- (2) In addition to the 1.0% salary increase, a flat-dollar amount stipend of \$800 (prorated for FTE) will be provided to all certified employees that worked during FY21 and are still an employee on December 1, 2021. This amount will be determined if it will be included in the salary amount as part of the FY23 Salary Recommendation process.
- (3) In addition to the 1.0% salary increase and the flat dollar-amount above, if ADM increases to 31,000 by December 1, 2021 an additional flat-dollar amount stipend of \$500 (prorated for FTE) will be provided to all certified employees that worked during FY21 and are still an employee on December 1, 2021. This amount will be determined if it will be included in the salary amount as part of the FY23 Salary Recommendation process.

ii) Certified (Non-Classroom or Other Professional Staff) – *will become CSF eligible positions as of 7/1/2021*

- (1) a 1.0% salary increase to the Base Contract. This 1.0% increase will be paid as a 100% percentage increase (a 1.0% increase), with no flat-dollar increase. All starting salaries will increase by 0.5%.
- (2) In addition to the 1.0% salary increase, a flat-dollar amount stipend of \$800 (prorated for FTE) will be provided to all certified employees that worked during FY21 and are still an employee on December 1, 2021. This amount will be determined if it will be included in the salary amount as part of the FY23 Salary Recommendation process.
- (3) In addition to the 1.0% salary increase and the flat dollar-amount above, if ADM increases to 31,000 by December 1, 2021 an additional flat-dollar amount stipend of \$500 (prorated for FTE) will be provided to all certified employees that worked during FY21 and are still an employee on December 1, 2021. This amount will be determined if it will be included in the salary amount as part of the FY23 Salary Recommendation process.

iii) Classified -

- (1) a 1.0% salary increase will be paid as a 100% percentage increase (a 1.0% increase), with no flat-dollar increase. All starting salaries will increase by 0.5%.
- (2) In addition to the 1.0% salary increase, a one-time payment equivalent to 2.8% of an employees computed FY22 annual amount (hourly rate – [prior to salary increase above] X hours/day X work calendar days) will be provided to all classified employees that worked during FY21 and are still an employee on December 1, 2021. This amount will be determined if it will be included in the salary amount as part of the FY23 Salary Recommendation process.
- (3) In addition to the 1.0% salary increase and the one-time payment above, if ADM increases to 31,000 by December 1, 2021 a one-time payment equivalent to 1.8% of an employees computed FY22 annual amount (hourly rate – [prior to salary increase above] X hours/day X work calendar days) will be provided to classified employees that worked during FY21 and are still an employee on December 1, 2021. This amount will be determined if it will be included in the salary amount as part of the FY23 Salary Recommendation process.

iv) Administrative/Exempt –

- (1) a 1.0% salary increase will be paid as a 100% percentage increase (a 1.0% increase), with no flat-dollar increase. All starting salaries will increase by 0.5%.
- (2) In addition to the 1.0% salary increase, a flat-dollar amount stipend of \$800 (prorated for FTE) will be provided to all Administrative/Exempt employees that worked during FY21 and are still an employee on December 1, 2021. This amount will be determined if it will be included in the salary amount as part of the FY23 Salary Recommendation process.
- (3) In addition to the 1.0% salary increase and the flat dollar-amount above, if ADM increases to 31,000 by December 1, 2021 an additional flat-dollar amount stipend of \$500 (prorated for FTE) will be provided to all administrative/exempt employees that worked during FY21 and are still an employee on December 1, 2021. This amount will be determined if it will be included in the salary amount as part of the FY23 Salary Recommendation process.

c) Classroom Site Fund

- i) Starting in FY22, all Other Professional Staff (OPS) will be considered Classroom Site Fund eligible. OPS salaries only increase by the increase in CSF from FY21 to FY22, or \$199 per FTE; a portion of their current salary will be funded from the funds below.
- ii) Classroom Site Fund eligible employee salaries will receive a change in funding due to the allocation increasing from \$425/weighted student count in FY21 to \$522 in FY22).

CSF Base Pay	Fund 020	Total
\$4,480	\$260	\$4,740

- iii) In addition to the Classroom Site Fund increase above, all Classroom Site Fund eligible employees (including OPS), will be paid a one-time flat-dollar increase of \$1,810 (prorated by FTE) on December 1, 2021. This is due to the weighted student count increasing by an additional \$211 in one-time (non-reoccurring) revenue for FY22.