

APPROVAL OF ADJUSTMENT TO THE 2015-16 CLASSIFIED SALARY SCHEDULE

BACKGROUND AND RATIONALE: At the May 26, 2015 meeting of the Fayette County Public Schools (FCPS) Board of Education meeting, the Board adopted salary schedules for the 2015-16 school year. In an attempt to begin addressing the finding in a recent classified salary study that FCPS is paying approximately twenty percent (20%) above market for our area, the beginning salary for a new employee with zero (0) years of experience was reduced by ten percent (10%).

Subsequent to the meeting it was determined the reduction would affect the hourly rate of After School Workers, since it has been district policy to pay this class of employee at zero (0) years of experience, regardless of the level of experience of the employee. In an effort to remedy this reduction, staff proposes the hourly rate for After School Workers be set at \$14.70 per hour, the same hourly rate as was paid in 2014-15. Please note these employees are paid from funds generated at the school level by the after school programs.

STAFF CONTACT: Kyna Koch, Senior Director, Administrative Services

POLICY: 01.11 (General Powers and Duties of the Board)

RECOMMENDATION: A motion is in order to:

“Approve the amendment to the 2015-16 Classified Salary Schedule to adjust the hourly rate for After School Workers to \$14.70 per hour.”