**Board Memo**

**DATE:** 6/3/2021

**AGENDA ITEM DETAILS:**

**School/Department**

Finance and Human Resources

**Product Vendor or Grant Issuer**

N/A

**Product or Grant Name**

2021-2022 Salary Schedules

**Date/Term (Beginning and End Dates/Year)**

July 1, 2021 - June 30, 2022

**APPLICABLE BOARD POLICY:**

03.121 - Certified Employee Salaries; 03.221 - Classified Employee Salaries; 03.4 - Substitute Teachers

**DESCRIBE USE OF CONTRACT/PURCHASE/AGREEMENT**

The Board of Education and the Boone County Education Association signed a two-year negotiated agreement for salary increases on October 22, 2020 for the 2020-2021 and 2021-2022 fiscal years and the agreement received Board approval at the November 12, 2020 Regular Board of Education meeting. This agreement detailed how the 2021-2022 salary schedules would be increased; specifically calculating a 1% increase on the 2020-2021 salary schedules before calculating a 1.25% increase to obtain the 2021-2022 salary schedules. The attached salary schedules for certified, classified, extra duty, and extended school services/extra duty purchased positions were increased per the two-year negotiated agreement. The Certified Substitute Salary Schedule was increased in the following manner:

Rank I – Raised from $134.00 per day to $137.00 per day

Rank II – Raised from $126.00 per day to $129.00 per day

Rank III – Raised from $119.00 per day to $122.00 per day

Rank IV – Raised from $115.00 per day to $118.00 per day

Rank V – Raised from $102.00 per day to $104.00 per day

Certified and Classified employees will receive an experience step increase based on the salary schedule if applicable. The indices for Certified and Extra Duty positions paid on an index scale were not changed and reflect the same index scale as 2020-2021.

Certified and Classified terms of employment commonly listed as 242, 246, and 260 days per year will actually be 243, 245, and 261 in the 2021-2022 school year based on the available working days of the fiscal year calendar.

**FUNDING FOR PURCHASES AND OTHER REQUESTS:**

**Total Cost**

$5.6 million increase in personnel costs through step increases and the negotiated salary increase agreement between the Board of Educatoin and the Boone County Education Association

**Funding Source**

General Fund and Special Funding Sources

 **\*If more than one funding source, list below along with amount or percent for each source**

N/A

**IF THIS IS A GRANT, ENTER AMOUNT TO BE AWARDED:**

N/A

**RECOMMENDATION:**

It is recommended the 2021-2022 salary schedules be approved as presented and an ad hoc salary review committee, with Board of Education member representation, be immediatley created to address possible salary deficiencies and to remedy such deficiencies prior to the start of the 2021-2022 school year.

**CONTACT PERSON: (submitter)**

Linda Schild, Director Finance; Matthew Rigg, Director Human Resources