**Board Memo**

**DATE:** 10/31/2022

**AGENDA ITEM DETAILS:**

**School/Department**

Finance and Human Resources

**Product Vendor or Grant Issuer**

N/A

**Product or Grant Name**

Director Type 1 Child Care Center Salary

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

January 1, 2023

**APPLICABLE BOARD POLICY:**

03.221 - Classified Employee Salaries

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

Finance and Human Resources are requesting a revision of the G11 salary scale.

When the current Director Type 1 Child Care Center salary schedule (G11) was created in 2009 the decision was made to cap the experience credit for the salary schedule at ten (10) years of experience. This decision was made to control the personnel cost to ensure solvency due to the self-sufficient nature of the funding for each childcare center.

Over the course of the last 13 years multiple adjustments have been made to the para educator salary schedule. The changes to the para educator salary schedule have created a discrepancy between the salary of the director and the positions that the director supervises. It is now possible for the hourly rate of the director to be less than that of an individual they supervise with the years of service being equal due to the ten year experience maximum of the G11 salary scale.

It is recommended that the Board approve a revision to the G11 salary scale to allow for thirty (30) years of experience, which is equitable to almost all other salary schedules within the district. This revision would allow for an appropriate level of compensation for a supervisory position and assist with future recruitment and retention efforts for this position.

**FUNDING FOR PURCHASES AND OTHER REQUESTS:**

**Total Cost**

$3,500

**Funding Source**

Day Care Center Tuition

 **\*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 that the Board approve the revision to the G11 salary schedule.

**CONTACT PERSON: (submitter)**

Linda Schild, Director Finance; Eric Ball, Director Human Resources