**SPENCER COUNTY PUBLIC SCHOOLS**

**Board of Education Agenda Item**

 Meeting Date **05/08/23**

 Topic/Title **Salary/Position Modifications**

 Presenter **Chuck Abell**

**TYPE OF AGENDA ITEM**

[ ]  Information only. No Board action required.

[ ]  Action requested at a future meeting.

[ ]  Consent agenda for approval at this meeting.

[x]  Action requested at this meeting.

**BOARD REVIEW IS DUE TO:**

[ ]  State or federal law or regulation.

[ ]  Board of Education policy.

[ ]  Past practice.

[ ]  Other:

**PREVIOUS REVIEW/DISCUSSION/ACTION**

[x]  No previous Board review/discussion/action.

[ ]  Previous review/discussion/action on:

**BACKGROUND/SUMMARY OF INFORMATION PRESENTED**

Last year the Board approved multiple pay changes for classified positions. Some positions were not addressed at that time and the need to do so in the interest of fairness has become apparent since then.

The Transportation Coordinator and Food Service Program Manager positions are supervising staff paid either on the same or even higher pay grade. In addition, the 2 Maintenance Helper employees do the same work as the Maintenance Worker employees, but are paid at a lesser pay grade. The cost to address these issues is detailed on the following page.

**FINANCIAL IMPACT**

[ ]  NO financial impact on resources.

[x]  Financial impact on Board resources, so Finance Officer must review.

GKM Finance Officer adds initials (if required)

The recommended changes will cost the district about $8,000. The General Fund portion will be about $5,000 and the Food Service Fund will incur the other $3,000.

 **SUPERINTENDENT’S RECOMMENDATION**

[x]  Recommend approval as presented.

See the next page for further explanation for the recommended changes.

Transportation Coordinator (Cost = $0)

The recommended change is that this position would become the Director of Transportation and paid at the same pay grade as the Maintenance Supervisor. This pay increase of about $13,000 would be offset by eliminating overtime that has been incurred in recent years to cover bus routes.

Food Service Program Manager (Cost = $3,000)

The recommended change is that this position would from Grade 15 to Grade 26, which is higher than the pay grade for a Cafeteria Manager (Grade 23). This pay increase is about $3,000 and would be paid from the Food Service Fund.

Maintenance Helper (Cost = $5,000)

The recommended change is that this position would be eliminated and become a Maintenance Worker. This pay increase of about $5,500 for each of the 2 positions is offset by about $6,000 savings from the Director of Facilities position changing to Maintenance Supervisor earlier in this school year. The net increase of about $5,000 would be paid from the General Fund.