**SPENCER COUNTY PUBLIC SCHOOLS**

**Board of Education Agenda Item**

 Meeting Date **05/08/23**

 Topic/Title **Salary Recommendations for 2023/2024**

 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:**

[x]  State or federal law or regulation.

[x]  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**

This year’s Recruit and Retain Committee was made up of about 2 dozen employees from all areas throughout the district. The committee met multiple times to continue the work started last year in order to remain competitive with surrounding school districts and other employers vying for the same prospective employees, as well as those employees already in our district. To that end, I’m also recommending some changes to administrator pay structure, since that was not addressed last year and needs revision to retain and attrack the best administrators to continue moving the district forward. The recommendations presented tonight reflect input from the R&R committee.

The recommended salary change is 3% across-the-Board increase for certified and classified salary scales.

**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 recommendation 3% will increase the General Fund by about $515,000 and the administrator pay structure changes will be an another $101,700. The best estimate of the Contingency at this time is 12.2%.

 **SUPERINTENDENT’S RECOMMENDATION**

[x]  Recommend approval as presented.