

Classified Advisory Salary Working for Students Committee (CLASS)

Minutes

February 2, 2017

1. Meeting was called to order by Jason Perkins at 4:15pm. All were in attendance with the exception Vicki Neal-BOE representative, Vickie Beasley-Para/Aide representative and Brock Bennett- Technology representative. Meeting norms were reviewed.
2. Committee salary goals were reviewed
 - a. Attract and retain talent
 - b. Be in the top half of salary schedules of surrounding districts
3. Reviewed salary comparisons from surrounding districts. Republic's rankings were as follows: Maintenance- 1 of 8, Transportation- 1 of 7, Paras- 3 of 8, Food Service- 4 of 6, Nurses- 4 of 7, Secretaries- 4 of 6, Custodial- 6 of 8, Building aides- 7 of 8, SRO- 3 of 4, Technology- 4 of 4.
4. Discussed options for division of funds for salaries as budget allows:
 - a. Divide equally across all departments
 - b. Divide a smaller percentage among the top half (meeting goal already) and a larger percent among the lower half (not meeting goal)
 - c. Divide all funds across lower half (only those not already meeting goal)
5. Mr. Wistrom advises committee that he will recommend to the board to divide the funds however the committee decides most beneficial to meet goals (as applicable). Mr. Wistrom also reviewed current financials and some uncertainty with items in near future that may affect budget outcomes. He also advises that Republic is in a good place with salary budget at this stage as compared to some close by districts.
6. Salary committee team will think about decision about allocation of salary funds to be discussed at next meeting. The committee has a goal to have a decision by the next meeting date.
7. Jason Perkins called for the next meeting date to be April 27th at 4:15pm. Committee agrees on this meeting date.