



South Washington County Schools

Keith Jacobus, Ph.D., Superintendent

District Service Center

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ADMINISTRATIVE REPORT

TO: Members of the School Board
Keith Jacobus, Superintendent

FROM: Kevin Witherspoon, Director of Human Resources

DATE: June 1, 2018

TOPIC/PURPOSE OF REPORT: Approval of Wages and Benefits for Independent Employees

REFERENCE TO POLICY/STRATEGIC PLAN: Policy 701, Establishment and Adoption of School District Budget

RECOMMENDED BOARD ACTION: Approval

DATE FOR BOARD ACTION: June 7, 2018

REPORT

South Washington County Schools employees approximately 70 employees classified as independent. These employees are given Letters of Assignment each year and the School Board assigns their wages and benefits every two years for a two-year period,

Those assigned as independent employees include the Superintendent's cabinet members, department directors and assistant directors, special education supervisors, Community education supervisors, and district employees who work in confidential positions. The employees are classified into four tiers.

The following conditions are recommended for the independent employees.

Wages and Benefits

Wages-

- For the 2017-2018 school year, Tier 1 and Tier 2 employees will receive 0% increase on the salary schedule. Those eligible for steps in Tier 2 will receive step increases. Tier 1 employees will receive no step increases. Tier 3 and Tier 4 employees will receive a 2% increase in salaries (Tier 3 and Tier 4 have no steps.)

- For 2018-2019 school year, Tier 1 employees' salary schedules will receive market rate adjustments using about 90% of the average salaries received in like positions of the nearest in size two districts above SWCS and nearest in size of the two districts below SWCS. Tier 2 employees will receive a 3.8% increase and steps if eligible. Tier 3 and 4 will receive a 2.3% increase.
- Total average salary increases (including steps for those eligible) among all of the independent employees averages 1.37% in year 1 and 4.35% in year 2.
- The salary increases are offset by not increasing district contributions to Health insurance, Dental insurance, Life insurance, TSA's, and VEBA.

Health Insurance-

District contributions are as follows:

- Single High Deductible: 0% Increase in both years
- Family High Deductible: 0% increase in both years
- All other plans: 0% increase in both years
- Veba contributions remained the same

Other Benefits

- TSA Contributions- 0% increase from employer in both years.
- Dental Insurance Contributions- 0% increase from employer in both years.
- Life Insurance Contributions- 0% increase from employer in both years.

Administration recommends approval of this proposal.