

The District School Board of Indian River County met on September 22, 2015, at 1:00 p.m. The discussion was held in the Teacher Education Center located in the School District Office at the J.A. Thompson Administrative Center located at 1990 25th Street, Vero Beach, Florida 32960. District School Board Members attending were: Chairman Matthew McCain and Board Members: Claudia Jiménez, Dale Simchick, and Shawn R. Frost. Dr. Mark J. Rendell, Superintendent of Schools; and Suzanne D’Agresta, School Board Attorney, were also present. Vice Chairman Charles G. Searcy was not present.

Professional, Technical Salary Discussion Minutes

- I. Discussion was called to order by Chairman McCain.
- II. **PURPOSE OF THE WORKSHOP**
Dr. Rendell turned the discussion over to Dr. Fritz, who walked the Board through comparisons of job types and salary structures for Professional, Technical Employees.
- III. **PRESENTATION OF RECOMMENDED SALARY STRUCTURE FOR PROFESSIONAL-TECHNICAL EMPLOYEES – Dr. Fritz**
Dr. Fritz, utilizing a PowerPoint presentation, identified the Professional/Technical positions that were included under this category. The discussion included a review of the salary history, 2015 Analysis, recommended structure, and fiscal implications. Dr. Fritz stated that the Analysis was directed by the School Board as part of the 2014-2015 and 2015-2016 Superintendent goals that were approved on August 26, 2014, and September 10, 2015, respectively, to determine if the salaries were competitive, with similar positions in Florida.

Dr. Fritz introduced Mr. Dale Moyer from Incentovate, LLC; a strategic evaluation compensation and benefits solution company, who was hired by the School District to prepare the Analysis and was present via telephone to answer questions. Dr. Fritz stated that the Analysis indicated that some positions that were frozen in 2008-2009 had become uncompetitive. Also noted was a “leapfrogging” effect, in which new employees were hired at a higher rate than those already in the positions due to the frozen salary positions. There was anecdotal evidence that salaries were no longer competitive with the market.

Recommended Structure

Dr. Fritz presented the new, recommended salary level structure that included six salary levels A through F, with three experience levels being Entry, Experience, and Expert (EEE).

The structure was as follows:

- Existing employees would be mapped to the new salary schedule.
- Placement within the new salary range would be recommended by Human Resources, with consultation with the Supervisor using the EEE structure.
- If an employee received a reduction in salary, the salary would be frozen until salaries catch up.
- If an employee received an increase in salary, it would be implemented retroactively to the start of the 2015-2016 contract year.

Dr. Fritz stated that the total cost of the proposal was \$400,000 and was included within the Board approved 2015-2016 budget. A complete list of covered positions was included in the PowerPoint presentation. Dr. Fritz stated that the list of covered positions may go up or down. Board Members were given an opportunity to ask questions during the presentation. During the initial placement, Dr. Fritz stated that no employee would be placed on the expert level. He clarified that the cap for each level was the dollar amount listed under the heading of Expert. It was noted that adjustments could be made in the future to align with other employee groups, at the direction of the School Board.

Board Members discussed the Analysis that compared positions with other groups of not-for-profit organizations in Florida. Dr. Fritz stated that the analysis took into consideration what the market rate was and also what the private sector was; but not to make a recommendation that would break the bank. Dr. Fritz noted that there was more work to do on assigning a particular position to a specific grade level. He said that he worked with Mr. Morrison to stay within the budget.

Suggestion was made to consider a one-time bonus for employees whose salary would be frozen until the other salaries caught up. Dr. Fritz said that they would look at that concept and see what that would mean. Board Member asked how many employees would fall into the category of having their salaries frozen. Dr. Rendell said that they would prepare a list for the Board.

Dr. Fritz said that the next group of employees to take a look at would be the District Administration and the Confidential/Managerial staff.

IV. NEXT STEPS

Dr. Rendell said that the next step was to finalize the numbers and bring it back to the Board for approval.

V. ADJOURNMENT

Chairman McCain adjourned the discussion session at 1:28 p.m.