

AYES: Paterno, Zimmerman, Borrelli, Cameron, Lee

NAYS: None.

PRESENT: None.

ABSENT: Collins, Heyde

The motion carried.

**APPROVAL OF SALARY FOR SECRETARIES AND  
CUSTODIAL STAFF EFFECTIVE JULY 1, 2013**

Approval of  
Salary for  
Secretaries and  
Custodial Staff  
Effective July 1,  
2013

Dr. Bender noted that Board member representatives Borrelli and Heyde, District administrators, and leadership of the secretaries and custodial/maintenance employee groups had conducted meet and confer sessions last week. The groups are willing to accept a 3.5% increase for 2013-14 above the 2012-13 schedule, with no step advancement. This will meet a goal of shifting non-teaching employee groups away from step advancement. Dr. Bender recommended the Board adopt the salary increases as proposed. Board President Borrelli stated that the raise is intended to provide a fair, merit-based program that reflects the general movement in compensation in other sectors. Board members discussed the trade-off between step advancement and a higher annual increase for all employees.

Action Item 13-06-8

It was moved by Board member Paterno and seconded by Board member Lee that the Board of Education of Community Consolidated School District 64, Park Ridge-Niles, Illinois, approve the salary increases for the Secretaries and Custodial/Maintenance Staff Effective July 1, 2013.

Action Item  
13-06-8

The votes were cast as follows:

AYES: Lee, Cameron, Borrelli, Paterno

NAYS: Zimmerman

PRESENT: None.

ABSENT: Collins, Heyde

The motion carried.

**APPROVAL OF SALARY INCREASES FOR THE FOLLOWING  
EXEMPT STAFF: TECHNOLOGISTS, DIRECTOR OF FACILITY  
MANAGEMENT, ADMINISTRATIVE ASSISTANT TO THE  
SUPERINTENDENT, PUBLIC INFORMATION COORDINATOR,  
ASSISTANT FOR STUDENT LEARNING, ASSISTANT  
BUSINESS MANAGER, JEFFERSON DAY CARE, MANAGER OF  
TECHNOLOGY, ASSISTANT MANAGER OF TECHNOLOGY, DISTRICT**

Approval of Salary  
Increases for Exempt  
Staff (*as listed*) Effective  
July 1, 2013

**TRAVELING NURSE, DISTRICT WAREHOUSE/DELIVERY/PRINTER, AND OCCUPATIONAL AND PHYSICAL THERAPISTS EFFECTIVE JULY 1, 2013**

Dr. Bender reported that this group basically includes those employees who do not fall clearly into any other group. He presented background on the Board's discussion in January regarding moving administrators and exempt employees to a merit-based system. The framework at that time was to include increases within a range of 0-4%, with the current and most recent CPI factors roughly in the middle of the range. He noted that the Board's action to move toward a merit-based pay system occurred seven months into the 2012-13 school year, making it difficult to utilize a merit approach as the sole basis for salary recommendations for 2013-14. However, Dr. Bender noted that an evaluation system for a merit-based pay framework will be put into place for these employees for 2013-14, which would allow the merit pay system to impact proposed salary increases for the 2014-15 school year. He pointed out these employees are evaluated by several different administrators currently utilizing different tools. He recommended the Board adopt a salary increase of 2.75% along with changes in the merit-based evaluation system as presented.

Board members discussed the types of evaluation tools to be utilized and whether a 2% raise would link more clearly to the Park Ridge Education Association annual increase. Dr. Bender noted that the pool of dollars set aside during the January discussion was based on 2.75% for this group overall, with the range of 0-4% for each individual increase. He confirmed that these employees do not receive step advancement, as do PREA members. He described how the rubrics would be developed to evaluate each employee under the new system.

Action Item 13-06-9

Action Item  
13-06-9

It was moved by Board member Paterno and seconded by Board member Cameron that the Board of Education of Community Consolidated School District 64, Park Ridge-Niles, Illinois, approve salary increases of 2.0% for the following exempt staff: Technologists, Director of Facility Management, Administrative Assistant to the Superintendent, Public Information Coordinator, Assistant for Student Learning, Assistant Business Manager, Jefferson Day Care, Manager of Technology, Assistant Manager of Technology, District Traveling Nurse, District Warehouse/ Delivery/Printer, and Occupational and Physical Therapists Effective July 1, 2013.

The votes were cast as follows:

AYES: Paterno, Zimmerman, Borrelli, Cameron, Lee

NAYS: None.

PRESENT: None.

ABSENT: Collins, Heyde

The motion carried.