

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

TO: Board of Education
FROM: Philip Bender, Superintendent
DATE: June 24, 2013
RE: Approval of Salary Increases for Secretaries and Custodial/Maintenance Staff Effective July 1, 2013

Background

At the February 25, 2013 Board of Education meeting, then Board President John Heyde presented a proposal for setting salary and benefits for the District's secretaries and custodial/maintenance employees. For salaries, the proposal called for employees to receive a 2% increase and to stay in place for the 2012-13 school year on the existing 2009-12 step schedule rather than receive an advancement. There were other proposals related to benefits, primarily affecting cash payments regarding retirement.

The Board received considerable input from affected employees and supporters during the public comment period at the meeting. Board members also discussed this approach at great length. The Board focused on whether the goal of seeking to bring the various employee groups into alignment was being consistently applied across all groups. On the benefits side, it was noted that all groups are being restricted for retirement incentive and unused sick days beginning in 2012-13, although teachers are continuing to receive both an annual raise and step increases. Board members also noted concerns about the timing of meetings with employee groups and communication about proposed changes.

Ultimately, the Board on February 25 unanimously decided to: "...approve the 2012-13 salary and benefits sheets for secretaries and custodians, allowing advancement on the step and lane schedule as it exists now."

Proposed Salary Increases for 2013-14

Board President Tony Borrelli, Board member John Heyde, members of the administration, and leadership of the secretaries and custodians conducted a "meet and confer" on June 19. Following discussion, these employee groups have agreed to a salary increase for 2013-14 of 3.5% above the current 2012-13 salary schedule and to the elimination of step advancement for 2013-14.

This proposal will allow the Board to realize its goal to shift non-teaching employee groups away from step advancement, and will provide a transitional year to further consider how a merit-based pay and evaluation system might be applied to these employees. My recommendation is that the Board approve the salary schedules for secretaries and custodial/maintenance staff effective July 1, 2013 as presented.