



# Highline Public Schools Board Action Report

Supports the Strategic Plan

DATE: August 8, 2019

FROM: Dr. Susan Enfield, Superintendent

LEAD STAFF: Steve Grubb, Chief Talent Officer

For Introduction: August 14, 2019 For Action: August 14, 2019

**I. TITLE** Revision to Highline School District Superintendent contracted salary, effective August 14, 2019.

**II. WHY BOARD ACTION IS NECESSARY** Pursuant to paragraph three (3) of the 2019-2022 Superintendent's Contract, the Superintendent's annual salary will be increased in alignment with salary increases of central office administrators by 4.7 percent, effective August 14, 2019.

### III. BACKGROUND INFORMATION

The proposed salary adjustment to the Superintendent's annual salary is in alignment with salary increases of central office administrators, 4.7 percent, to keep the position competitive with surrounding school districts.

### IV. RECOMMENDED MOTION

I move that the School Board approve the proposed contracted salary adjustment changes to the Superintendent's annual salary, effective August 14, 2019.

### V. FISCAL IMPACT/REVENUE SOURCE

Fiscal impact to this action will be (amount and source including fund Example - \$522,000 from general fund Title 1 revenue).

\$13,123

The revenue source for this motion is General Fund (state, federal, and local).

Expenditure:  One-time  Annual

### VI. APPLICABLE POLICY(S)

This action is in compliance with the following:

School Board Policy 5310, Salary Compensation and 5310P, Salary Compensation Procedures.

### VII. ALTERNATIVES

School Board disapproval of the proposed changes to the Superintendent's annual salary will result in a continuation of current salary for the Superintendent, however, this will hinder salary alignment with central office administrators and competitive compensation structure for this position compared to neighboring school districts.

### VIII. COMMUNITY ENGAGEMENT

Community Engagement Required:  Yes  No

If yes, list community engagement conducted for this issue

### IX. POLICY MONITORING PLAN

This  new or  revised policy will be monitored by the School Board:

Quarterly  Semi-Annually  Annually  Not Applicable

The metrics that will be used to monitor this policy include: \_\_\_\_\_

**X. ATTACHMENTS**