



Highline Public Schools Board Action Report

Supports the Strategic Plan

DATE: December 11, 2019

FROM: Dr. Susan Enfield, Superintendent

LEAD STAFF: Steve Grubb, Chief Talent Officer

For Introduction: December 18, 2019 For Action: December 18, 2019

I. TITLE Revision to Highline School District Administrative Salary Schedule 1.B.D, effective July 1, 2019.

II. WHY BOARD ACTION IS NECESSARY Highline School District Administrative Salary Schedule 1.B.D is revised, effective July 1, 2019 to adjust ILEDs salary to be above those they supervise. Salary range from \$142,420-\$172,091 revised to: \$142,420 - \$180,275.

III. BACKGROUND INFORMATION

With the change to principals salaries, Instructional Leadership Executive Directors (ILEDs) earn less than those they supervise. By extending Administrative Salary Schedule 1.B.D by 4.7555%, salaries for ILEDs can be adjusted above those being supervised. At this time, only ILEDs meet the criteria described above - earning less than subordinates.

IV. RECOMMENDED MOTION

I move that the School Board approve the proposed changes to the Administrative Salary Schedule 1.B.D, effective July 1, 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).

\$29,000

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 Administrative Salary Schedule 1.B.D will result in a continuation of current salary schedules for ILEDs, however, this will keep them at a lower salary than those they supervise.

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

Highline School District Administrative Salary Schedule 1 with proposed changes, effective July 1, 2019.

HIGHLINE PUBLIC SCHOOLS #401
15675 Ambaum Boulevard Southwest
Burien, WA 98166

Administrative Salary Schedule 1
Effective: July 1, 2019

Schedule A		Years 1 and 2 BASE ANNUAL (260 days; 8 hrs/day)	Years 3 and 4 BASE ANNUAL (260 days; 8 hrs/day)	Years 5 and 6 BASE ANNUAL (260 days; 8 hrs/day)		Years 7 and 8 BASE ANNUAL (260 days; 8 hrs/day)	Years 9+ BASE ANNUAL (260 days; 8 hrs/day)
A.	Manager/Supervisor/*Administrator	\$ 86,287	\$ 89,308	\$ 92,434		\$ 95,750	\$ 99,018
B.	Coordinator/Assistant Director	\$ 109,454	\$ 112,739	\$ 116,122		\$ 119,605	\$ 123,193
C.	Director	\$ 121,127	\$ 125,289	\$ 129,504		\$ 133,907	\$ 138,459

* Small School Administrator

Schedule B		Salary Range (260 days; 8 hrs/day)		
D.	Executive Directors	\$ 142,420	-	\$172,091 <u>\$ 180,275</u>
E.	Chief Communications Officer	\$ 154,288	-	\$ 195,828
F.	Chief Technology Officer	\$ 154,288	-	\$ 195,828
H.	Chief Talent Officer	\$ 154,288	-	\$ 195,828
I.	Chief Operations Officer	\$ 154,288	-	\$ 195,828
J.	Chief Academic Officer	\$ 154,288	-	\$ 195,828
K.	Chief Financial Officer	\$ 154,288	-	\$ 195,828
L.	Chief Policy and Strategy Officer	\$ 154,288	-	\$ 195,828
M.	Chief Engagement and Partnership Officer	\$ 154,288	-	\$ 195,828

Approved by the Board: pending