

# Certificated Administrative & Classified Staff Compensation

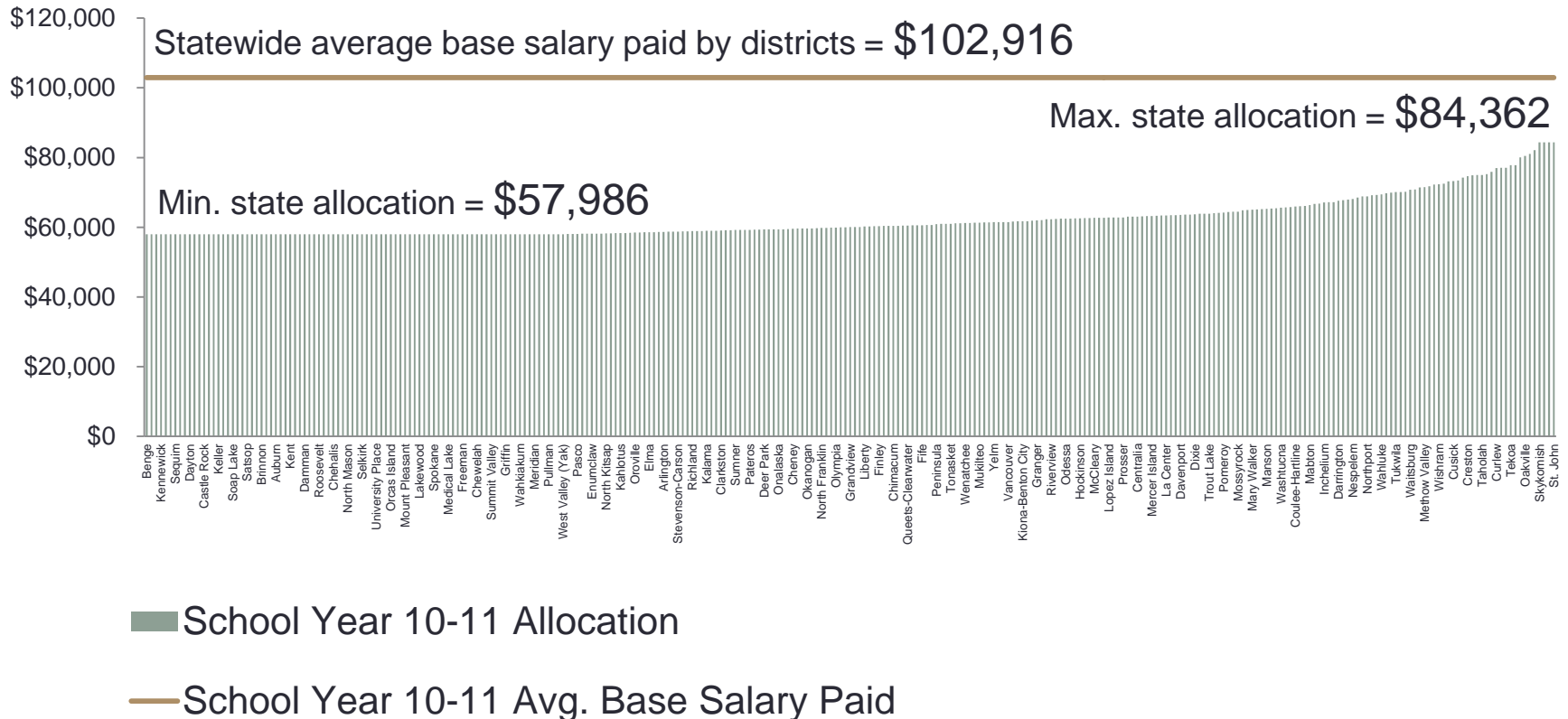
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Joint Task Force on Education Funding  
November 20, 2012

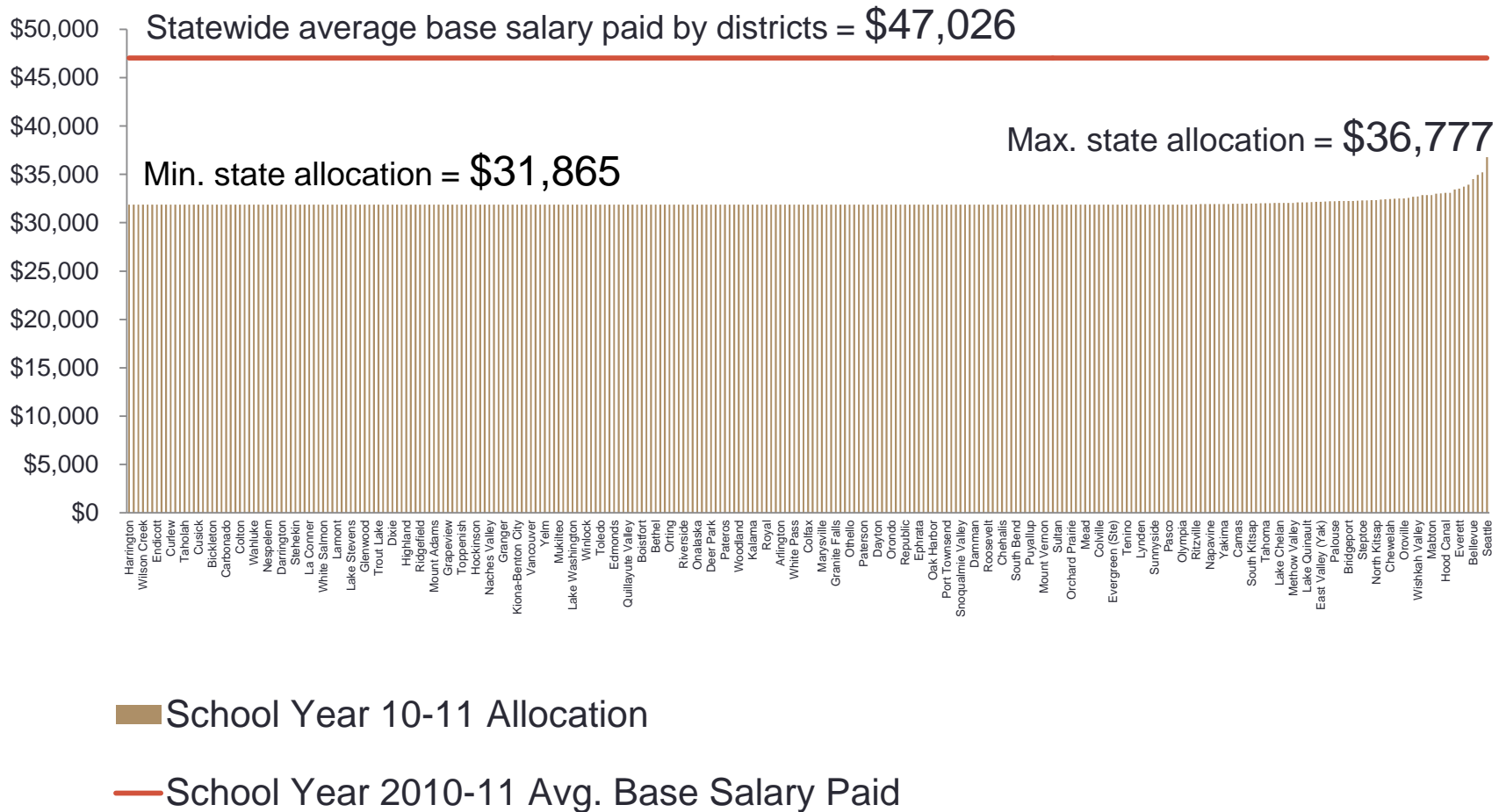
# State allocations

- The Legislature allocates money to each district for employee salaries and associated fringe benefits.
- For administrators and classified staff, there is not a state-salary allocation schedule as there is for Certificated Instructional Staff (CIS).
- Each district receives an allocation for these staff based on historical salary allocations adjusted for any cost-of-living increases, resulting in variation from district to district.
- Currently, 207 of 295 districts receive administrative-staff allocations higher than the minimum.
- Currently, 71 of 295 districts receive classified-staff allocations higher than the minimum.
- The actual salary levels for administrators and classified staff are determined through the local collective-bargaining process.

# Current Administrative Staff Allocations



# Current Classified Staff Allocations



# Compensation Enhancement Options\*

## **Option 1** – Increase all administrative & classified equally, across the board

- One-time pay raise of 15% for administrative staff in 2013-14 school year
- One-time pay increase of 20% for classified staff in 2013-14 school year
- Annual cost, including impact to I-732: \$250 million in FY19

## **Option 2** – Buy away grandfathered salary differences

- Annual cost, including impact to I-732: \$283 million in FY19

## **Option 3** – Combination

- Eliminate some grandfathering by increasing minimums
- One-time pay increase of 5% in 2013-14 school year
- Annual cost, including impact to I-732: \$277 million in FY19

\* All options assume I-732 increases on new, higher base beginning in SY13-14 and thereafter

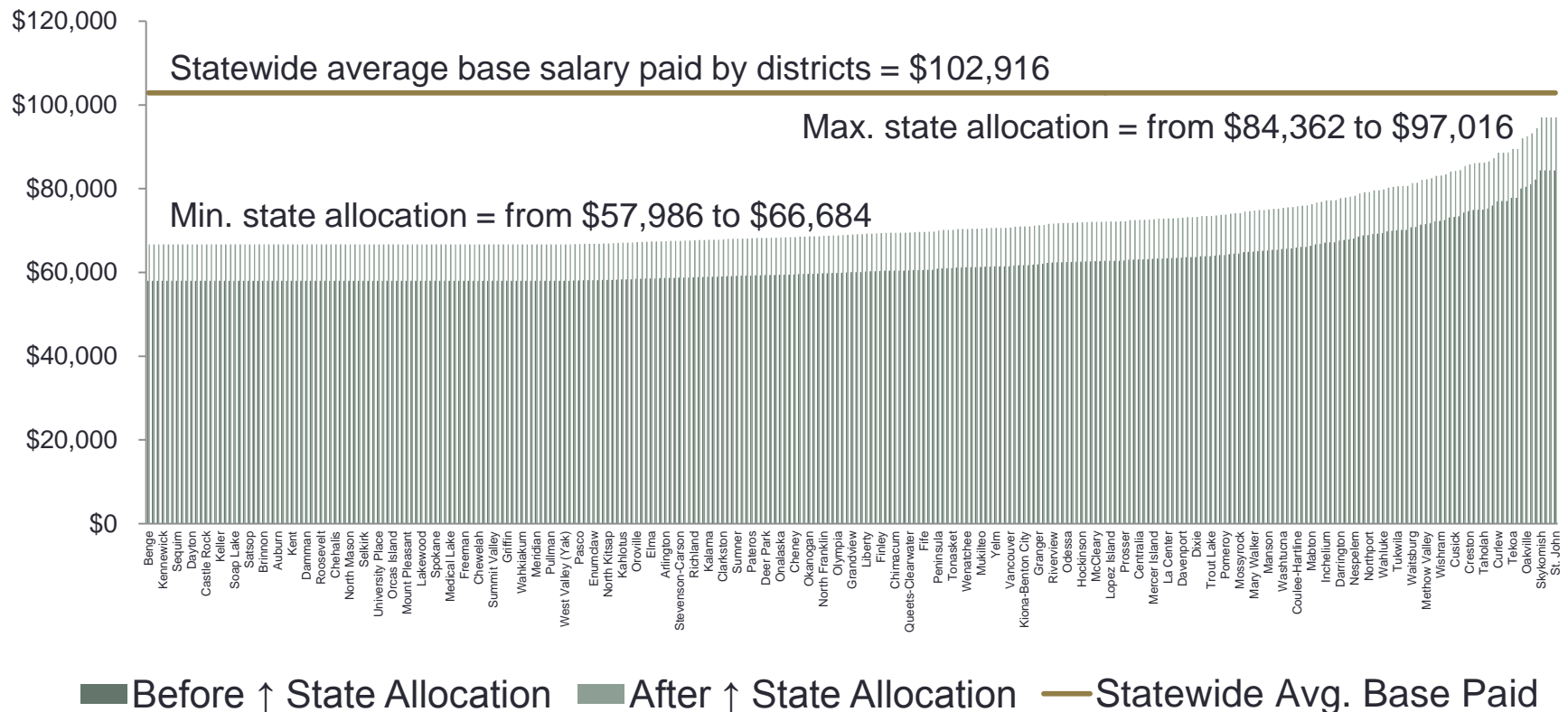
# Option 1: Administrative Staff

## One-time pay increase

15% for administrative staff in 2013-14 school year

I-732 increases based on the new, higher allocations into the out-years

Annual cost of both admin & classified, including impact to I-732: \$250 million in FY19



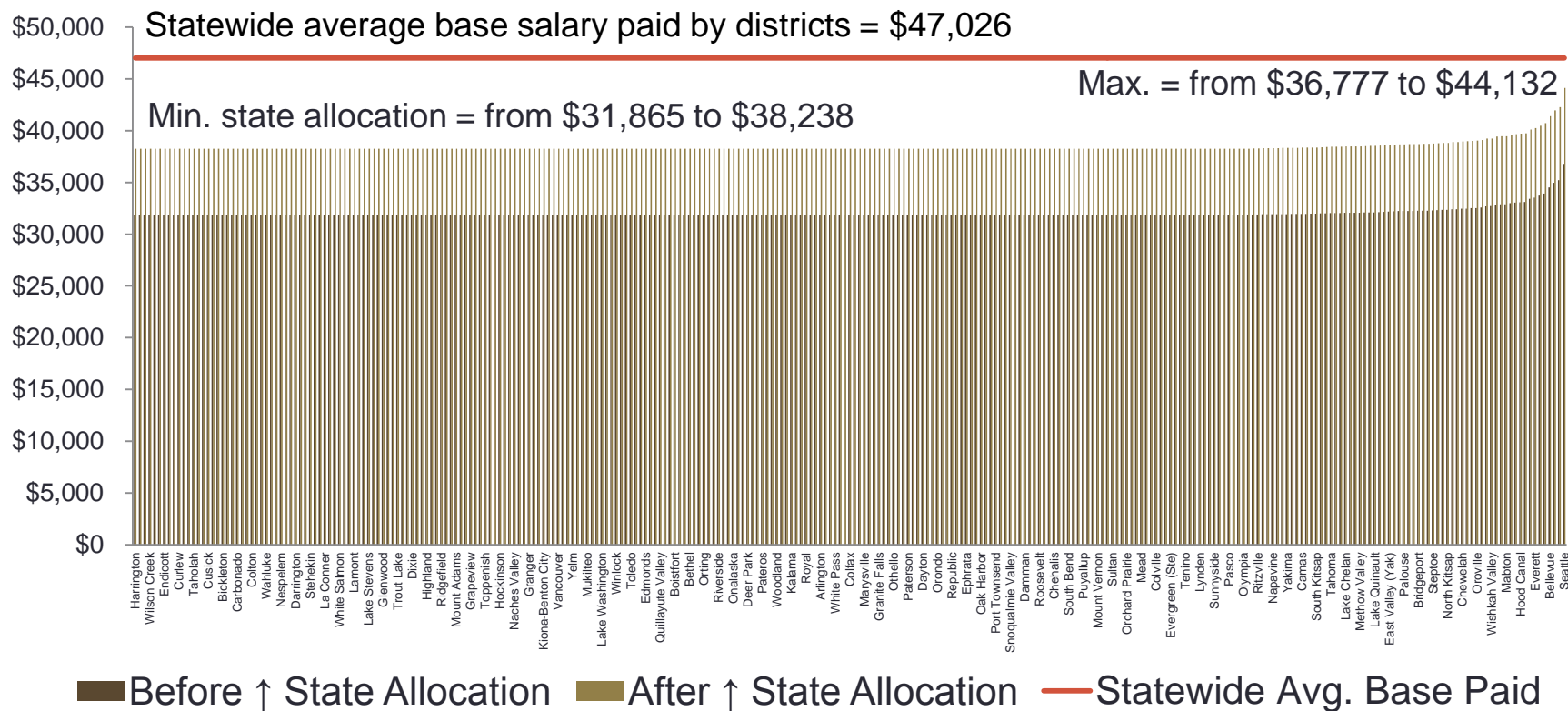
# Option 1: Classified Staff

One-time pay increase

20% for classified staff in 2013-14 school year

I-732 increases based on the new, higher allocations into the out-years

Annual cost of both admin & classified, including impact to I-732: \$250 million in FY19

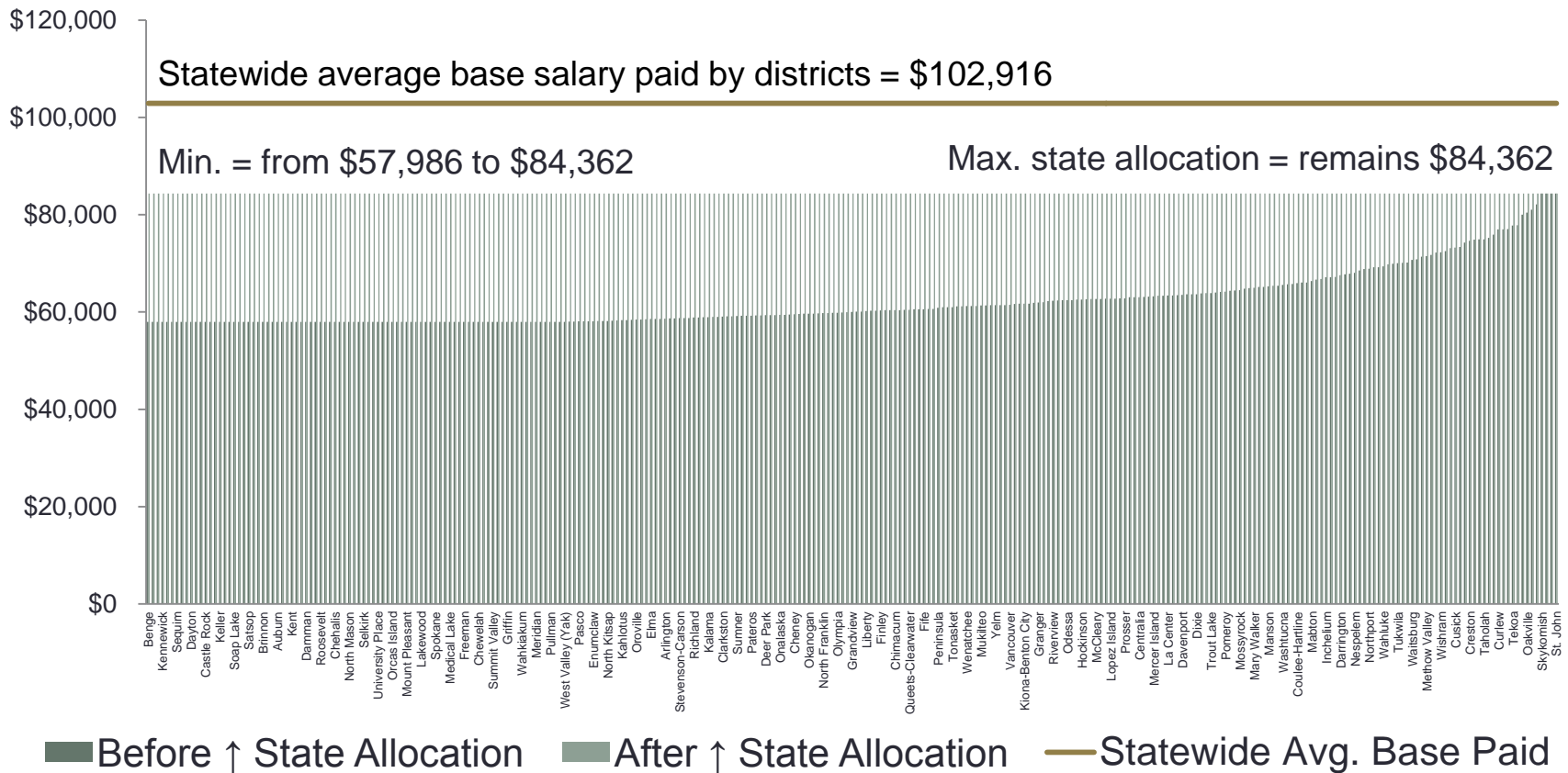


# Option 2: Administrative Staff

Eliminate grandfathering by raising minimum to current maximum

I-732 increases based on the new, higher allocations into the out-years

Annual cost of both admin & classified, including impact to I-732: \$283 million in FY19



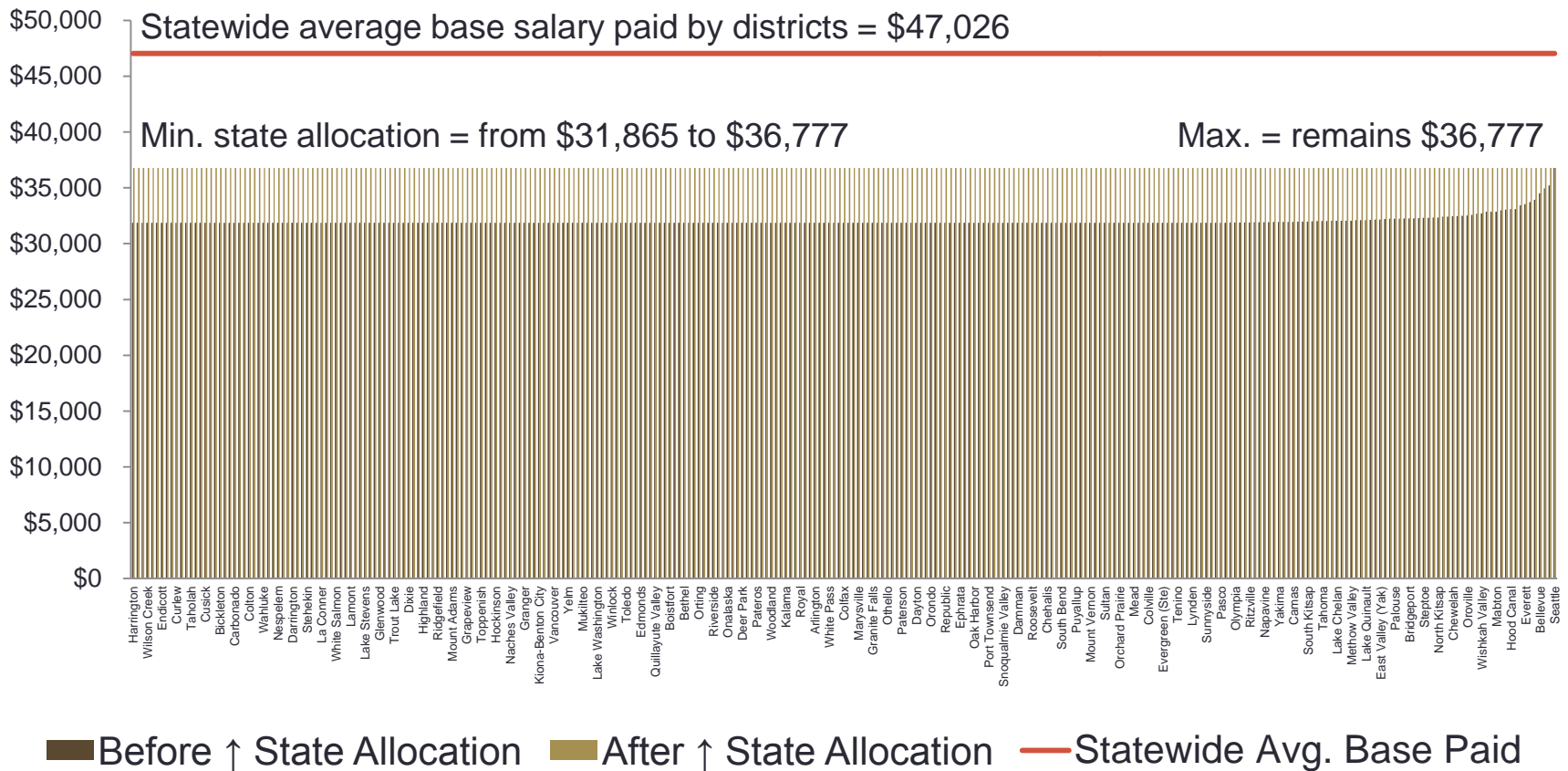


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I-732 increases based on the new, higher allocations into the out-years

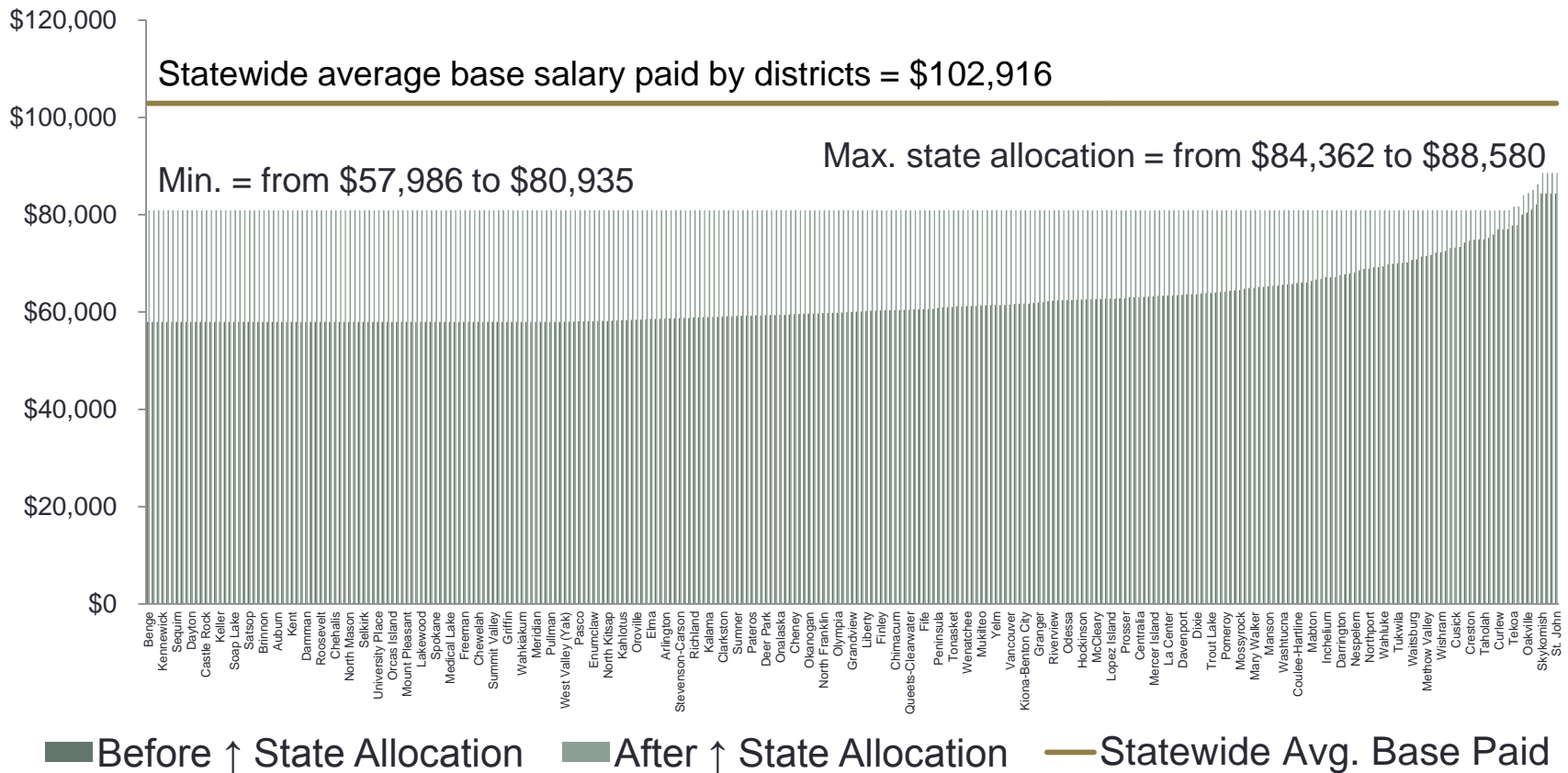
Annual cost of both admin & classified, including impact to I-732: \$283 million in FY19



# Option 3: Administrative Staff

Eliminate some grandfathering by raising minimum & one-time 5% increase I-732 increases based on the new, higher allocations into the out-years

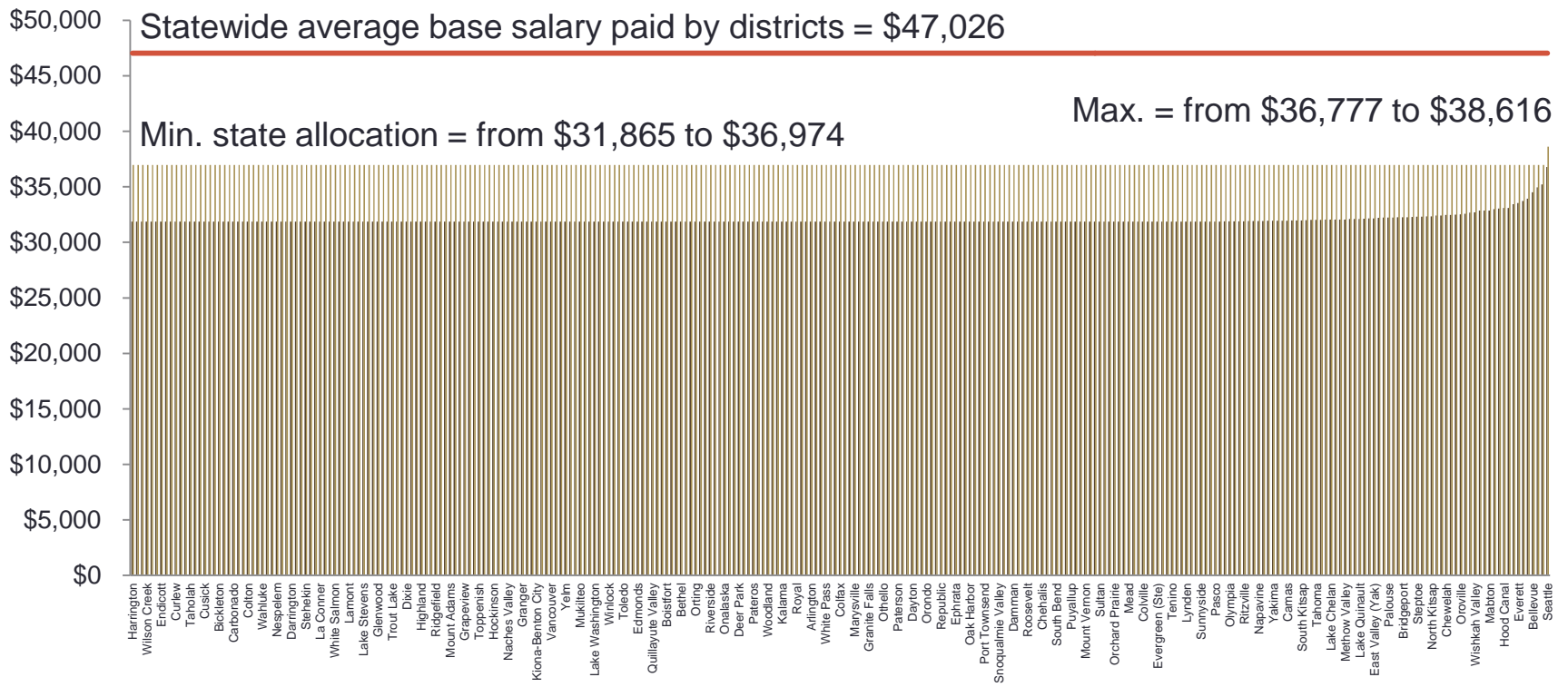
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# Option 3: Classified Staff

Eliminate some grandfathering by raising minimum & one-time 5% increase  
 I-732 increases based on the new, higher allocations into the out-years

Annual cost of both admin & classified, including impact to I-732: \$277 million in FY19



Before ↑ State Allocation
  After ↑ State Allocation
  Statewide Avg. Base Paid

# Summary of Options

Option	Staff Type	Minimum Allocation*	Maximum Allocation*	Remaining Grandfathered Districts	Additional Cost in FY19
<b>Current</b>	Administrative	\$57,986	\$84,362	207	NA
<b>Option 1: Percent ↑</b>	Admin (15% ↑)	\$66,684	\$97,016	207	\$53.5 m
<b>Option 2: No grandfathers</b>	Administrative	\$84,362	\$84,362	0	\$145.3 m
<b>Option 3: Combination</b>	Admin (higher min, and 5% ↑)	\$80,935	\$88,580	10	\$127.8 m
<b>Current</b>	Classified	\$31,865	\$36,777	71	NA
<b>Option 1: Percent ↑</b>	Classified (20% ↑)	\$38,238	\$44,132	71	\$196.8 m
<b>Option 2: No grandfathers</b>	Classified	\$36,777	\$36,777	0	\$137.7 m
<b>Option 3: Combination</b>	Classified (higher min. & 5% ↑)	\$35,213	\$38,616	1	\$149.0 m

\*Minimum and maximum allocation figures are for School Year 2013-14

# Summary of Options - Costs

Dollars in millions

Option		FY14	FY15	FY16	FY17	FY18	FY19
<b>Option 1:</b> Percentage ↑	Administrative	\$38.9	\$49.5	\$50.5	\$51.6	\$52.5	\$53.5
	Classified	\$143.0	\$182.1	\$186.0	\$189.8	\$193.3	\$196.8
	Total	\$181.9	\$231.6	\$236.5	\$241.3	\$245.8	\$250.3
<b>Option 2:</b> No grandfathering	Administrative	\$105.6	\$134.4	\$137.3	\$140.1	\$142.7	\$145.3
	Classified	\$100.1	\$127.4	\$130.2	\$132.8	\$135.3	\$137.7
	Total	\$205.7	\$261.9	\$267.5	\$272.9	\$278.0	\$283.0
<b>Option 3:</b> Combination	Administrative	\$92.9	\$118.2	\$120.7	\$123.2	\$125.5	\$127.8
	Classified	\$108.3	\$137.8	\$140.8	\$143.6	\$146.3	\$149.0
	Total	\$201.1	\$256.0	\$261.5	\$266.8	\$271.8	\$276.7