
Human Resource Payscale Change

— August 24, 2023 —

Purpose For Change

- The Director of Human Resources' salary scale and accrual was never changed from the Manager of Human Resources salary scale and accrual rate.
- This was missed because the Director of Human Resources was new last year and no Director or principal received a step or COLA increase in 22-23.
- It was caught when the step and 2% increase for staff, including directors, was to take place for the July 1, 2023 paycheck.

Purpose For Change

- The Director of Operations and principals have a similar salary scale and accrue steps at 2.5%. The Manager of Human Resources is much lower.
- The request is to move the Human Resource Director to a director salary scale and accrual rate.
- I am requesting we move the Human Resource Director salary scale and accrual rate to the Director of Operations salary scale and accrual rate since they are similar rates of pay.

For Reference: Human Resource Manager Salary Scale

This payscale says “Human Resource Director” because we changed the title from manager to director due to scope of job and responsibilities at the August 25, 2022 board meeting, but not the payscale or accrual rate.

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(D2) Director of HR and Payroll

Step	Column 1	Column 2	Column 3	Column 4	
	0-3 AoA Yrs	4-6 AoA Yrs	7-9 AoA Yrs	10+ AoA Yrs	
1	97,920.00	98,170.00	98,670.00	99,420.00	
2	98,654.40	98,904.40	99,404.40	100,154.40	0.75%
3	101,614.03	101,864.03	102,364.03	103,114.03	3.00%
4	104,662.45	104,912.45	105,412.45	106,162.45	3.00%
5	107,802.33	108,052.33	108,552.33	109,302.33	3.00%
6	111,036.40	111,286.40	111,786.40	112,536.40	3.00%
7	114,367.49	114,617.49	115,117.49	115,867.49	3%
8	117,798.51	118,048.51	118,548.51	119,298.51	3.00%
9	120,154.48	120,404.48	120,904.48	121,654.48	2.00%
10	122,557.57	122,807.57	123,307.57	124,057.57	2.00%
11	125,008.72	125,258.72	125,758.72	126,508.72	2.00%
12	126,883.86	127,133.86	127,633.86	128,383.86	1.50%
13	128,787.11	129,037.11	129,537.11	130,287.11	1.50%
14	130,718.92	130,968.92	131,468.92	132,218.92	1.50%
15	132,679.70	132,929.70	133,429.70	134,179.70	1.50%
16	134,669.90	134,919.90	135,419.90	136,169.90	1.50%
17	136,689.95	136,939.95	137,439.95	138,189.95	1.50%
18	138,740.30	138,990.30	139,490.30	140,240.30	1.50%
19	140,821.40	141,071.40	141,571.40	142,321.40	1.50%
20	142,933.72	143,183.72	143,683.72	144,433.72	1.50%

For Reference: Director of Operations Salary Scale

(D1) Director of Operations

Step	Column 1	Column 2	Column 3	Column 4	
	0-3 AoA Yrs	4-6 AoA Yrs	7-9 AoA Yrs	10+ AoA Yrs	
1	122,400.00	122,650.00	123,150.00	123,900.00	
2	125,460.00	125,710.00	126,210.00	126,960.00	2.50%
3	128,596.50	128,846.50	129,346.50	130,096.50	2.50%
4	131,811.41	132,061.41	132,561.41	133,311.41	2.50%
5	135,106.70	135,356.70	135,856.70	136,606.70	2.50%
6	138,484.37	138,734.37	139,234.37	139,984.37	2.50%
7	141,946.47	142,196.47	142,696.47	143,446.47	2.50%
8	145,495.14	145,745.14	146,245.14	146,995.14	2.50%
9	149,132.51	149,382.51	149,882.51	150,632.51	2.50%
10	152,860.83	153,110.83	153,610.83	154,360.83	2.50%
11	156,682.35	156,932.35	157,432.35	158,182.35	2.50%
12	160,599.41	160,849.41	161,349.41	162,099.41	2.50%
13	164,614.39	164,864.39	165,364.39	166,114.39	2.50%
14	168,729.75	168,979.75	169,479.75	170,229.75	2.50%
15	172,948.00	173,198.00	173,698.00	174,448.00	2.50%
16	177,271.70	177,521.70	178,021.70	178,771.70	2.50%
17	181,703.49	181,953.49	182,453.49	183,203.49	2.50%
18	186,246.08	186,496.08	186,996.08	187,746.08	2.50%
19	190,902.23	191,152.23	191,652.23	192,402.23	2.50%
20	195,674.78	195,924.78	196,424.78	197,174.78	2.50%

For Reference: Principal Salary Scale

(P1) Principal

Step	Column 1	Column 2	Column 3	Column 4	
	0-3 AoA Yrs	4-6 AoA Yrs	7-9 AoA Yrs	10+ AoA Yrs	
1	127,500.00	127,750.00	128,250.00	129,000.00	
2	130,687.50	130,937.50	131,437.50	132,187.50	2.50%
3	133,954.69	134,204.69	134,704.69	135,454.69	2.50%
4	137,303.55	137,553.55	138,053.55	138,803.55	2.50%
5	140,736.14	140,986.14	141,486.14	142,236.14	2.50%
6	144,254.55	144,504.55	145,004.55	145,754.55	2.50%
7	147,860.91	148,110.91	148,610.91	149,360.91	2.50%
8	151,557.43	151,807.43	152,307.43	153,057.43	2.50%
9	155,346.37	155,596.37	156,096.37	156,846.37	2.50%
10	159,230.03	159,480.03	159,980.03	160,730.03	2.50%
11	163,210.78	163,460.78	163,960.78	164,710.78	2.50%
12	167,291.05	167,541.05	168,041.05	168,791.05	2.50%
13	171,473.33	171,723.33	172,223.33	172,973.33	2.50%
14	175,760.16	176,010.16	176,510.16	177,260.16	2.50%
15	180,154.16	180,404.16	180,904.16	181,654.16	2.50%