



Date: March 7, 2018

To: Board of Directors

From: Kevin Sved, CEO

Re: CEO Authorization to Implement Site-Based Salary Increases for 2018-19

Recommendation

It is recommended that the Board authorize the CEO to offer returning employees salary increases for 2018-19 based on an overall average 4% increase in staff salaries from 2017-18.

Background

The CEO requests compensation direction to retain and recruit site-based staff for 2018-19. The Board needs to approve a budget for 2018-19 that will keep the schools on solid financial footing. Preliminary budgets have been developed for 2018-19 based on average salary increases of 4% for returning staff. Staff believes that this level of compensation increase is appropriate considering the organization's financial health presented in the preliminary 2018-19 budget. The specific increase an individual employee will offered will be based on several factors, including:

- Cost of living adjustment
- Review of position and adjusting as appropriate for fairness and equity
- Encouraging retention and recruitment of qualified teachers and staff

The success of Navigator Schools is a result of the hard work of staff. Fortunately, the state outlook and the Governor's proposed budget affords an opportunity to provide an average 4% increase going into 2018-19 while still maintaining a healthy end projected end of year fund balance.

Summary

The CEO needs compensation direction to retain and recruit site-based staff for 2018-19 It is recommended that the Board authorize the CEO to offer returning employees salary increases for 2018-19 based on an overall average 4% increase in staff salaries from 2017-18 to 2018-19.