

# Board Goal Updates - Action Items

## Proposed for 2023-2024 – Classified Staff Compensation

- Proposed 5% increase for all classified employees, plus one-time increase for designated positions based on work calendar and competitive wage adjustments
  - Additional fiscal impact to Elevate School - \$95,000 (budgeted)

## Proposed for 2023-2024 – Senior Leadership Benefit Allocation

- Senior Leadership Team will have a different employer contribution amount for health benefits
- The contribution will be structured differently so as to help recruit and retain senior leadership staff members
- Proposed Contribution of 100% of employee & Dependent Cost for Directors (3)
- Proposed Contribution of 95% of employee & Dependent Cost, based on Kaiser Platinum Plan for Deans/ Academic Support Coordinator (4)
  - Additional fiscal impact to Elevate School - \$20,000 (not yet budgeted)

## Proposed for 2022-2023 – Senior Leadership PTO Cap Revision & Reconciliation

- Current cap on Personal Days in Personnel Handbook is 6 days for all employees
- Proposed revision to establish new Senior Leadership Team cap of 10 Personal Days
- Currently, two (2) Senior Leaders have exceeded 10 days of accrued PTO
- Proposed one-time reconciliation to pay out excess days beyond 10 days
  - Additional fiscal impact to Elevate School (current year) - \$11,520 (one-time)