



South Washington County Schools

Keith Jacobus, Ph.D., Superintendent

District Service Center

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ADMINISTRATIVE REPORT

TO: Members of the School Board
Keith Jacobus, Superintendent

FROM: Kevin Witherspoon, Director of Human Resources

DATE: January 23, 2020

TOPIC/PURPOSE OF REPORT: Approval of Wages and Benefits for Independent Employees

REFERENCE TO POLICY/STRATEGIC PLAN: Policy 701, Establishment and Adoption of School District Budget

RECOMMENDED BOARD ACTION: Approval

DATE FOR BOARD ACTION: January 23, 2020

REPORT

South Washington County Schools employs approximately 112 employees classified as independent. These employees are given Letters of Assignment each year and the School Board assigns their wages and benefits. This approval is for the 2019-20 school year.

Those assigned as independent employees include the superintendent's cabinet members, department directors and assistant directors, special education supervisors, community education supervisors, and district employees who work in confidential positions. The employees are classified into four tiers.

The following conditions are recommended for the independent employees.

Wages and Benefits

Wages

- For the 2019-2020 school year, all Independent employees will receive a 1.9% increase in salary and steps on the salary schedule.

Health Insurance

District contributions are as follows:

- All insurance plans: 7.8% increase
- VEBA contributions for the High Deductible plan: an increase of \$800 for the year for Single coverage and \$600 for the year for Family coverage.

Other Benefits

- TSA Contributions- \$300 increase from employer.
- Dental Insurance Contributions- 0% increase.
- Life Insurance Contributions- 0% increase.

Administration recommends approval of this proposal.