

**WEBSTER GROVES SCHOOL DISTRICT
BOARD OF EDUCATION ITEM OF CONSIDERATION**

DATE: October 24, 2016

TOPIC/PROPOSAL:

Authorize administration to adopt and utilize the attached compensation schedule for the Adventure Club Staff salaried employees effective November 1, 2016 and for hourly employees November 5, 2016.

BACKGROUND INFORMATION:

The Adventure Club programming is a necessity for some of the families within the Webster Groves School District. While this program is a necessity, we have not been able to fully staff the program, prohibiting us from serving all families who have needed this service. After researching similar programs in comparable districts, we found that our compensation practices are not competitive, thereby, preventing us from attracting, retaining, and acquiring the staff needed for the program.

Therefore, we looked at data from similar programs and calculated a competitive compensation schedule for both salaried and hourly employees. Numerous administrators including the director of the WAFC and district CFO/COO worked to create a compensation schedule that is competitive, equitable, and sustainable over time.

INSTRUCTIONAL IMPACT/RATIONALE:

By approving this salary schedule, we feel confident we will be better positioned to attract, recruit and maintain quality staff to serve our students before and after school.

CSIP/DISTRICT GOAL ADDRESSED:

N/A

FISCAL NOTE:

The Adventure Club program is funded by the families whose children enroll in the program. There will not be any additional costs to the Webster Groves School District.

ADMINISTRATIVE RECOMMENDATION:

The administration recommends the Board approve the attached Compensation Schedule.

- **Action Requested:** X
- **Information:** _____
- **Proposed Motion for Approval (if applicable):**

I move that the Board of Education approve the attached Compensation Schedule for the WAFC Adventure Club Staff.

PREPARED BY: Sandy Wiley

Motion: _____

Second: _____

Board Vote: ___(yes)

 ___(no)

 ___(abstain)

**WEBSTER GROVES SCHOOL DISTRICT
2016-2017
ADVENTURE CLUB SUPPORT STAFF COMPENSATION SCHEDULE**

STEP	POSITION	MIN	MID	MAX
		0-5 years	6-10 years	10+ years
	Site Assistant	\$12.00	\$12.90	\$13.86
	Group Leader	\$14.00	\$14.84	\$15.87
	Assistant Site Manager	\$14.87	\$16.62	\$18.74
	Site Manager	\$19.85	\$22.19	\$25.07

