



**Douglas
County**
School District

Learn Today, Lead Tomorrow

COMPENSATION RECOMMENDATION

May 1, 2019

COMPENSATION RECOMMENDATION

- Provide all staff a 3.5% pay raise
- Total cost to the District of \$12.9M
- Will not be differentiated by evaluation (those employees rated “ineffective” will not receive a raise)
- Recommend a flat percentage raise to not exacerbate compensation inequities while our compensation project is underway
- Inflation projected at 2.7% and all employees will have their PERA rate increase by .75% per state law

Note: this raise in addition to raises effective July 2018 and the raises effective with the passage of the 2018 mill levy override

BENEFIT CHANGES FOR 2019-2020

- For the 6th year in a row, medical and dental premium increases will be absorbed by the District
 - Cost of \$1.3M fully absorbed by the District
- All employees will be covered by Short Term Disability at 70% of their salary as opposed to 50% as in years past
 - Cost of \$200,000 fully absorbed by the District
- Delta Dental Premier Right Start 4 Kids- covers children up to 13th birthday at 100% no deductible, this includes fillings, effective 07/01/2019
 - Cost of \$165,000 fully absorbed by the District
- PERA Employer Cost increase of .25%
 - Cost of \$800,000 fully absorbed by the District

TOTAL COMPENSATION AND BENEFIT COSTS ABSORBED BY DISTRICT: \$15.4M

FEEDBACK RECEIVED

- [to be filled in prior to the Board meeting]

QUESTIONS?