

FOLSOM CORDOVA UNIFIED SCHOOL DISTRICT

BOARD AGENDA FORM

ITEM NUMBER: 0809-174 A

AGENDA TITLE: Approve California School Employees Association (CSEA) Reclassification Study

RESPONSIBLE: Cathy Runnels, Human Resources Director

PRESENTER: Marty Baumann, Assistant Superintendent, Human Resources
355-1111, Ext. 119

Board Meeting Date: March 19, 2009

Consent

Discussion/Action

Discussion

BACKGROUND INFORMATION:

This year, classified salaries were surveyed with surrounding and similar-sized districts to determine if our district's salaries are comparable to those surveyed. This year the Food Service, Maintenance, Operations, and Transportation series were studied. The reclassification committee is comprised of classified employees from each series, a CSEA representative, and the Director of Human Resources. The committee receives input from classified employees and administrators as part of the decision-making process.

When the salary for a position is significantly below the average of comparison districts, or when there is a significant change in job duties, an increase in salary is recommended. Also, if an individual's duties do not correlate with their job description, a recommendation to reclassify that individual is recommended.

FISCAL IMPACT:

The Board agreed as part of the 2006-07 negotiations to fund \$65,000 this year for the implementation of the salary survey to be completed. The implementation of the 2008-09 survey will use all of the monies allocated.

RECOMMENDATION:

That the Board of Education approve the following reclassifications effective 7/1/2008.

This reclassification study reviewed 41 different jobs representing 283 employees. A total of 56 employees will receive an increase in salary to bring their average wage closer to those in comparable districts.

Classification	Number of Employees	Current Range	Proposed Range
Bus Driver	53	18-16	19-17
Grounds Worker	1	16	17
Warehouse Worker	1	16	17
Delivery Driver	1	16	17