



## Agenda Item Details

Meeting	Mar 08, 2022 - AGENDA FOR REGULAR BOARD MEETING
Category	7. STUDY/ACTION ITEM(S)
Subject	7.2 Administrative Proposal for Hourly Wage Compression, Internal Minimum Wage Adjustment, and Employee Retention Stipend for COVID 19 Pandemic Era Service for Fiscal Years 2022, 2023, and 2024
Type	Study/Action
Recommended Action	<p>Motion to approve the administration's proposal to award retention stipends in the recommended amount to the employees of the Tucson Unified School District for each semester of service during the Spring 2022 semester, the Fall 2022 semester, the Spring 2023 semester , the fall and spring semesters of the 2023-2024 School Year, and the administration's recommended criterion for stipend eligibility for full time, part-time, and variable hour employees.</p> <p>Motion to approve the administration's formula for hourly wage increases necessary to address hourly wage compression for fiscal year 2023.</p> <p>Motion to approve the administration's recommendation to increase the district's internal minimum hourly wage from \$13 an hour to \$13.50 an hour as well as the funding allocation necessary to address any related compression, effective July 1, 2022.</p>

**PURPOSE:** The purpose of this agenda item is for the Governing Board to review, discuss, and to take-action to approve the administration's proposal to allocate funding from the district's ESSER III budget necessary to award employee retention stipends for fiscal years 2022, 2023, and 2024. Lastly the agenda item will allow the board an opportunity to discuss and review the administration's request to allocate funding from the district's Maintenance and Operations Budget for fiscal year 2023 necessary to address classified employee hourly salary compression in the 2022-2023 school year as well as to increase the district's internal minimum wage from \$13 an hour to \$13.50 as well as any funding necessary to address any associated compression as a result of the adjustment.

**DESCRIPTION/JUSTIFICATION:** The administration's presentation will address costs associated for all three proposals, will recommend stipend amounts and eligibility criterion for employee retention stipends, and will formally recommend the movement of the district's established internal minimum hourly wage from \$13 an hour to \$13.50.

**BOARD POLICY CONSIDERATIONS:**

**LEGAL CONSIDERATIONS:**

**INTERNAL PRESENTER(S):** Renee Weatherless, Executive Director of Finance; Maricela Meza, Director of Employee Relations; Renee Heusser, Executive Director of Human Resources

**EXTERNAL PRESENTER(S):**

[2022-03-08 Compression and Minimum Starting Pay.pdf \(1,791 KB\)](#)

[2022-03-08 - Wage Compression.pdf \(155 KB\)](#)

## Motion & Voting

Motion to approve the administration's proposal to award retention stipends in the recommended amount to the employees of the Tucson Unified School District for each semester of service during the Spring 2022 semester, the Fall 2022 semester, the Spring 2023 semester , the fall and spring semesters of the 2023-2024 School Year, and the administration's recommended criterion for stipend eligibility for full time, part-time, and variable hour employees.

Motion to approve the administration's formula for hourly wage increases necessary to address hourly wage compression for fiscal year 2023.

Motion to approve the administration's recommendation to increase the district's internal minimum hourly wage from \$13 an hour to \$13.50 an hour as well as the funding allocation necessary to address any related compression, effective July 1, 2022.

Motion by Adelita Grijalva, second by Ravi Shah.  
Final Resolution: Motion Passed  
Yes: Natalie Luna Rose, Ravi Shah, Adelita Grijalva  
Abstain: Sadie Shaw  
Not Present at Vote: Leila Counts

Motion to amend to change the minimum wage raise from \$13.50 to \$15.00.

Motion by Sadie Shaw, second by Natalie Luna Rose.  
Final Resolution: Motion Failed  
Yes: Sadie Shaw  
No: Natalie Luna Rose, Ravi Shah, Adelita Grijalva  
Not Present at Vote: Leila Counts