

WOODLAND SCHOOL DISTRICT NO. 404  
BOARD OF DIRECTORS RESOLUTION NO. 17-5

WHEREAS, the Board of Directors annually sets the salary schedule for the next school year for unrepresented central office personnel on or before July 1 of each year; and

WHEREAS, before determining whether to adjust the salary schedule compensation for said unrepresented personnel for the year beginning July 1, the Board desires to review:

- The level of revenue the District is projected to receive from all sources in 2017-18, after the state budget is passed;
- the results of salary surveys and other compensation related planning and other information from comparable in-State school districts;
- the level of allocations in the state budget that are earmarked for members of District bargaining units and the outcome of any negotiations with -such bargaining units; and
- Salary compression that may have been created as a result of any such increases or allocations.

WHEREAS, all such information will not be available on or before July 1;

NOW, THEREFORE, BE IT RESOLVED that:

1. ADOPTION AND BIFURCATION OF SALARY SCHEDULE

The initial salary schedule for unrepresented central office personnel for 2017-18 shall remain at 2016-2017 pay levels. The Board anticipates it is likely the Initial Salary Schedule will be in effect no less than 2 or 3 months.

2. ADJUSTMENTS TO SALARY SCHEDULE

After the Board has had time to adequately review the type of data listed above, it might decide to make adjustments to and reserves the right to make adjustments to either the Initial Salary Schedule or other forms of compensation for the balance of the contract year. In no event shall salaries or other compensation be reduced at the time of such adjustments.

3. TOTAL COMPENSATION NOT SETTLED OR LIQUIDATED

Total compensation for the contract year is currently not a settled or liquidated amount, because it is uncertain whether there will be increases for the latter part of the contract year, based on the Board's determination after reviewing the data listed above.

4. INDIVIDUAL CONTRACTS

All initial individual contracts issued to employees subject to this Resolution shall include a provision stating the compensation provided in the contract may be revised pursuant to this Board Resolution.

DATED this 22<sup>nd</sup> day of May 2017.

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Secretary to the Board

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President

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Director

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Director

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Director

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Director