To: Governing Board Members
From: Tom Pickrell
Date: March 24, 2014
Copy: Michael Cowan, Pete Lesar
Re: Employment Compensation Plan

The proposed Employment Compensation Plan has been placed on the agenda for Governing Board approval at its public meeting on March 25, 2014.

The proposed Employment Compensation Plan is based on recommendations of the Employee Compensation Steering Committee led by Dr. Pete Lesar, Assistant Superintendent of Human Resources. The 30-member committee included representatives from each employee group (MEA, MPE, MESPA, MACS, and MASA), the Governing Board, the Superintendency, the district's Financial Services and Human Resources Departments, the City of Mesa, the business community, and parents. The committee met every two weeks from September 19 through December 5, 2013, and conducted three public forums for employees and other interested parties in January 2014.

The proposed Employment Compensation Plan consists of the following:

1. The Employee Compensation Plan Report 2013-14

   After approval of the Employee Compensation Plan Report, the Superintendent will prepare and present to the Governing Board for approval the administrative regulations that will implement the Employee Compensation Plan. When the administrative regulations are approved, the regulations will supersede the Employee Compensation Plan Report.

2. The 2014-15 Hiring Guidelines for new employees entering the following Employee Groups:

   a. Certificated Teacher, Counselor, Nurse, Audiologist, OT, PT, and SLT
   b. Certificated Department Specialist
   c. Certificated Team Leader
   d. Certificated Psychologist and SLP
e. JROTC  
f. Classified Director  
g. Certificated Administrator and Director  
h. Classified Hourly  
i. Classified Supervisor

Each Hiring Guideline specifies the factors (e.g., Base Salary, Years of Experience, and Education) and their respective dollar amounts that will be used to compute each new employee’s 2014-15 Contract Salary. The Governing Board may amend the factors and their dollar amounts for subsequent contract years.

3. The 2014-15 New Hire, Transition and Annual Placement Worksheets for the following Employee Groups:

   a. Certificated Teachers  
   b. Administrators  
   c. Classified Hourly  
   d. Classified Supervisor

Each Placement Worksheet specifies the factors (e.g., Base Salary, Years of Experience, and Graduate-Level Coursework/Education) that will be used to compute each employee’s 2014-15 Contract Salary. Dollar amounts for the factors will be determined by the Governing Board when it has sufficient information about the 2014-15 budget to make final salary determinations. The Governing Board may amend the factors and their dollar amounts for subsequent contract years.

The Hiring Guidelines and Placement Worksheets are attached to this memo. Due to its length, the Employee Compensation Plan Steering Committee Report 2013-14 is not included with this memo. It can be accessed via the Internet at:


Enclosures