



RESOLUTION 2012/13-20

COMPETITIVE WAGE STUDY

Board of Education
Frank Montañó, President
Linda M. Trujillo, Vice President
Barbara Gudwin, Secretary
Glenn Wikle, Member
Steven J. Carrillo, Member

SUPPORTING THE EFFORTS AND THE FINDINGS OF THE COMPETITIVE WAGE COMMITTEE AND COMMITTING TO USE THIS INFORMATION TO SUPPORT EFFORTS FOR COMPETITIVE WAGE INCREASES AS DETERMINED FOR STAFF THROUGHOUT THE DISTRICT.

WHEREAS, Santa Fe Public School (SFPS) employees, and in particular teachers, have not received a wage increase since 2008; and

WHEREAS, most SFPS salaries are not competitive with their state and regional peers; and

WHEREAS, SFPS employee salaries are not adjusted for the high cost of living in the Santa Fe area; and

WHEREAS, the SFPS recognizes the importance of paying all of its employees a competitive wage to attract and retain the most qualified staff available; and

WHEREAS, establishing a sustainable competitive compensation strategy and practice for employees is our number one budget priority in 2013; and

WHEREAS, the make-up of the Competitive Wage Committee was representative of the community of Santa Fe comprised of individuals from the District’s management team, teachers, union representatives, concerned community members at large;

NOW, THEREFORE, BE IT RESOLVED by the Board of Education of the Santa Fe Public Schools that;

- The Board, administration, employees and collective bargaining units, lobby the state legislature on the need for additional funding to provide flexibility to compensate staff competitively with state and regional peers; and
The SFPS administration and the National Education Association (NEA) collaborate in collective bargaining to develop efficiencies in the district cost structure to develop and increase the size of a salary pool; and
The SFPS administration and the NEA work in collective bargaining to embrace the “differentiated compensation” strategy recommended in the Competitive Wage Committee Report to begin addressing compensation for job classifications with low competitive indexes, and strategies to incentivize and reward excellence; and
The SFPS administration and NEA work together to address the “key ideas” outlined in the Competitive Wage Committee Report; and
The SFPS administration and NEA work diligently in collective bargaining to support the budget process with both tentative agreements that will both guide budgeting decisions and develop the compensation pool, and a ratified said agreement prior to final budget approval of the Board on May 21, 2013.

ADOPTED this 19th day of February, 2013

Signature of Frank Montañó
Frank Montañó
Board of Education President
Santa Fe Public Schools

Attested by:
Signature of Barbara Gudwin
Barbara Gudwin
Board of Education Secretary
Santa Fe Public Schools