



SOUTHEAST ISLAND SCHOOL DISTRICT

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Meeting: June 24, 2022 - Special Board of Education Meeting

Category: Business Item

Subject: Classified Employee Salary Updates

RECOMMENDATION

It is the administration's recommendation that the School Board approve the Classified Employee Salary Updates as outlined in the proposal below.

PROPOSAL:

Make the following updates (identified in blue text) to classified employee salaries.

SALARY

Temporary Workers: (Pre-approved by Superintendent/designee only)

Temporary Student Worker	\$10.34* - \$11.01 per hour
Temporary Cook/Custodian/Secretary	\$11.01 per hour
Temporary Casual Worker	\$11.01 per hour
Temporary Classroom Aide (not Highly Qualified**)	\$13.00 per hour
Temporary Paraprofessional (Highly Qualified)	\$15.00 per hour
Temporary Cultural Specialist	\$20.00 per hour
Temporary Laborer	\$13.00 - 15.00 per hour
Temporary Skilled Laborer I	\$20.00 per hour
Temporary Skilled Laborer II	\$25.00 per hour

* when necessary, the minimum rate for a Temporary Student Worker will increase to reflect the current Alaska Minimum Wage rate (may be adjusted for prior experience)

** Highly Qualified = meeting the Alaska paraprofessional qualifications and documentation on file with SISD

Substitute Teachers:

Non-certified	\$16.00 per hour
Certified	\$18.00 per hour

The maximum work hours for a substitute teacher each day may not exceed the number of hours students are in class.

Regular Employees:

CLASSIFIED EMPLOYEE SALARY SCHEDULE

	1	2	3	4	5	6	7	8	9	10	11	12
A	\$11.01	\$11.40	\$11.80	\$12.21	\$12.64	\$13.08	\$13.54	\$14.01	\$14.50	\$15.01	\$15.54	\$16.08
B	\$12.03	\$12.45	\$12.89	\$13.34	\$13.80	\$14.29	\$14.79	\$15.31	\$15.84	\$16.40	\$16.97	\$17.56
C	\$12.62	\$13.06	\$13.52	\$13.99	\$14.48	\$14.99	\$15.51	\$16.06	\$16.62	\$17.20	\$17.80	\$18.42
D	\$13.01	\$13.47	\$13.94	\$14.43	\$14.94	\$15.46	\$16.00	\$16.56	\$17.14	\$17.74	\$18.36	\$19.00
E	\$14.08	\$14.57	\$15.08	\$15.61	\$16.16	\$16.72	\$17.31	\$17.91	\$18.54	\$19.19	\$19.86	\$20.56
F	\$14.66	\$15.17	\$15.70	\$16.25	\$16.82	\$17.41	\$18.02	\$18.65	\$19.30	\$19.98	\$20.68	\$21.40
G	\$14.80	\$15.32	\$15.85	\$16.41	\$16.98	\$17.58	\$18.19	\$18.83	\$19.49	\$20.17	\$20.88	\$21.61
H	\$16.01	\$16.57	\$17.15	\$17.75	\$18.37	\$19.01	\$19.68	\$20.37	\$21.08	\$21.82	\$22.58	\$23.37
I	\$20.47	\$21.19	\$21.93	\$22.70	\$23.49	\$24.31	\$25.16	\$26.04	\$26.96	\$27.90	\$28.88	\$29.89

Range E: Custodian, Food Service Worker (Cook)

Range G: Clerk, Migrant Recruiter/Recorder, Registrar, Secretary

Range H: Administrative Assistant, Food Service Coordinator, Paraprofessional

Range I: Bus Driver, Child Nutrition Program Director, Fleet Mechanic, Maintenance Technician, Payroll/Fixed Assets Manager

Exempt***: Executive Assistant/HR Manager, Maintenance Director, Technology Director

*** salary for exempt employees negotiated with Superintendent based on experience.

PERTINENT FACTS:

Many classified employee job classifications have not had an increase in base pay in several years. This proposal would:

- provide a more competitive salary for incoming employees in those classifications.
- adjust the salary of current employees in those classifications to the new range (e.g., a cook currently paid at Range B, Step 5 [\$13.80/hour] would now be paid at Range E, Step 5 [\$16.16/hour]).

RECOMMENDED MOTION:

Approve the proposed Classified Employee Salary Updates.