



Board Meeting Date: 8/11/2025

Title: Proposed Miscellaneous Wage Rates – Effective August 16, 2025

Type: Consent

Presenter(s): Sonya Sailer, Executive Director of Human Resources

Description: The School District maintains wage rates for temporary and casual positions and conducts annual reviews to ensure they remain competitive. Based on the most recent review, wage increases are proposed for the following positions:

<u>Position</u>	<u>Current Wage</u>	<u>Proposed Wage</u>
Teacher Building Substitute	\$200.00/day	\$205.00/day
Community Education Building Aide	\$18.16/hour	\$18.70/hour
Community Education Auditorium Technician	\$20.00/hour	\$21.00/hour

Rationale for Proposed Increases:

- **Teacher Building Substitutes** provide daily services at assigned school buildings, with many returning year after year to the same locations. This consistency supports both operational efficiency and educational continuity. The last wage increase for this position was approved in December 2022.
- **Community Education Auditorium Technicians** have not received a wage increase since 2021. The proposed adjustment helps align this role with current market expectations and recognizes the importance of this role.
- **Community Education Building Aides** will receive a modest annual wage increase to support continued success in recruiting and retaining qualified candidates for this essential position.

The total estimated cost of these proposed wage adjustments is \$37,901. Director Woodard has confirmed the district's budgets were developed to support these increases. Dr. Bittman supports this recommendation.

Recommendation: Approve the proposed miscellaneous wage rate increases reflected above effective August 16, 2025.

Attachments: None