



St. Anthony New Brighton

INDEPENDENT SCHOOL DISTRICT 282

To: Dr. Steve Massey, Interim Superintendent; Hope Fagerland, Assistant Superintendent and Phan Tu, District Controller

From: Wendy Webster, Executive Director of Community Services and Human Resources

Date: September 16, 2026

Re: Community Services Staff Wage Agreement for 2026-2027

I am recommending the following wage agreement for Community Services staff for the 2026-2027 school year in order to continue our goal of aligning wages to similar positions in the school district.

Departments within the school district continue to post positions that can be combined in hopes of enticing candidates who seek additional hours (i.e. paraprofessional and Village Kids staff).

This wage agreement is specific to hourly staff. The process of aligning wages began with the 22-23 wage agreement and allows candidates to earn more consistent wages across similar positions in different departments. In the 2019-20 school year, one Wilshire Park staff member worked in Village Kids and Nutrition Services. In the 2026-27 school year, five Village Kids staff members also work in positions within the para educator, clerical and nutrition service contract.

This recommendation for the Community Services wage agreement aligns with the wage increases approved for other bargaining groups.

Early Childhood teachers are included in the SAVEA bargaining group and Community Services coordinators are paid on separate contracts.

Community Services Hourly Wages	2026-2027					
Position	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Early Childhood Screener	25.31	27.99	30.49	33.28		
Lead Asst Teacher/Village Kids, PreK	19.51	20.99	21.47	23.50	24.25	25.05
Asst Teacher/Village Kids, PreK	18.41	19.27	20.19	21.03	21.78	22.58
Bld Supervisor/Exp Aide/Lifeguard	17.04	17.95	18.87	19.92		
Aide	15.47	16.45	17.44	18.43		

wages aligned with clerical/para./nutrition services contract