



To: Members, Board of Education
Dr. Griff Powell, Co-Interim Superintendent
Dr. Pat Wernet, Co-Interim Superintendent

From: Cathie Pezanoski, Co-Interim Senior HR Director
Dr. Tim Kilrea, Co-Interim Senior HR Director

Date: April 26, 2022

Re: 2022-23 CNA Staffing Projections

Human Resource Co-Interim Senior Directors had several conversations with principals and cabinet members regarding the need for continued employment of CNA's for FY 23. The consensus from administration is the need to continue to employ 3.0 FTE CNA's for FY 23 as follows:

- 1 full time CNA at Brooks Middle School
- 1 full time CNA at Julian Middle School
- 1 full time CNA to be shared between Longfellow, Lincoln and Whittier Elementary Schools and possibly as a substitute for nurses when we can't find a certified school nurse substitute

Savings to District - \$256,955.09

The cost per CNA for an entire year for salary only is \$28,925. So, if we would have had 10 full time CNA's all year this year, it would have cost the district \$289,250 for the year for salary only. The insurance benefit cost per CNA is \$7,782.97. Thus, the total cost in benefits for 10 CNA's is \$77,829.70. The total cost (salary and benefits) for 10 CNA's annually is \$367,079.

Our recommendation of three CNA's only in the district will cost the district \$86,775 in salary and \$23,348.91 in benefits for a total cost of \$110,123.91.