
Board of Education

ACTION

TITLE: Consider Approving Proposed 2023-2024 Classified Salary Schedules

DATE: May 16, 2023

RESPONSIBLE ADMINISTRATOR: Charles Warren, CFO

BACKGROUND/CONSIDERATIONS:

At the April 24 School Board meeting, the school board heard a presentation about the proposed certified salary schedule. The Administration is providing specific classified salary schedules with the intent to move all District classified employees to one of the specific classified salary schedules.

For the sake of equity, all classified salary schedules (except Classified Administrators) now include Step 22-25 that is consistent with that respective classified salary schedule's Step 22 salary increase.

The proposed classified salary schedules (two attachments) provide an average increase in pay of \$2,183 (or 7.68%). The base pay of each classified schedule increased approximately \$1,000 with other changes detailed in the narrative on the next two pages.

RECOMMENDATION:

The administration recommends the board consider approving the proposed 2023-2024 classified salary schedules as presented.

If the Board agrees, the motion would read: ***move to approve the 2023-2024 classified salary schedules as presented.***

Adjustments to Classified Salary Schedules

Paraprofessional Staff Classified Salary Schedule

All paraprofessionals are now under one salary schedule named “Paraprofessional Staff”. Two schedules for federally and grant funded paraprofessionals were transferred to this schedule to ensure the almost \$1,000 increase in contract pay. It also aligned the contract days for all paraprofessionals to be 190 contract days.

Office Administrative Assistant (OAA) Staff Classified Salary Schedule

Lane 05 for 12-Month Administration level OAAs had been assigned various “legacy indices” during the transition from 250-day contracts to 240-day contracts in FY22. This was a temporary stopgap to ensure none of the contracts of the 12-month employees (OAAs or Administrators) decreased due to the reduction of actual contract days. Administrators absorbed the impact of this temporary stopgap in FY23 (due to the certified salary schedule restructure). The adjustment is now made for 12-month OAAs.

Child Nutrition Staff Classified Salary Schedule

Starting pay increased from \$13.00 per hour to \$15.00 per hour. However, the pay remains flat for the first five years. The Child Nutrition Office will be working with cafeteria staff to provide better opportunities to obtain certification status that comes with an increase in pay of \$1,200 (7.41%).

Maintenance Staff Classified Salary Schedule

Lane 01 for Maintenance A workers was adjusted to align step increases with the other lanes.

Operations Staff Classified Salary Schedule

Lane 01 for Secondary School operations staff (custodians) was adjusted to match Lane 02 Elementary School operations staff. This allows staff assignment between schools to be seamless.

Health and Social Services Staff Classified Salary Schedule

The schedules named “Nursing Staff”, “Physical/Occupational Therapist Assistant Staff”, and “Speech Language Pathology Assistant (SLPA) Staff” transformed into this new classified salary schedule. Classified employees (staff without a teaching license or in a position not requiring a teaching license) previously paid from “Certified Salary Schedule” are now positioned in one of the new lanes listed here. Lanes and placement was done to ensure the approximate raise in contract of \$1,000.

Classified Administrator Salary Schedule

The schedule was created to include all classified administrators (administrators without a teaching license or in a position not requiring a teaching license) previously paid from the “Certified Salary Schedule”. Administrators are placed in a specific “level” depending on position, educational attainment, industry standards and market competition.