



THE LAKE AND PENINSULA SCHOOL DISTRICT

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MEMORANDUM

DATE: March 23, 2022

TO: LPSD School Board

FROM: Laura Hylton, Director of Finance 

SUBJECT: Classified Salary Schedules 7/1/2022 to 6/30/2026

Classified salary schedules are attached for board review and approval. The updated Classified Handbook will be effective July 1, 2022 through June 30, 2026.

In preparing updated salary schedules I reviewed Southwest Region, Dillingham, Bristol Bay and LPSD schedules for a regional comparison of pay rates and scale options. Base pay for SWR is \$18.26, DCSD is \$20, BBBSD was \$15.55 and LPSD was \$16.38. BBBSD is proposing to increase the base to \$19.13 mid-range between SWR and DCSD.

LPSD continues to struggle with recruiting and offering competitive classified salaries in our communities. The attached scale adds \$1.01 dollars to the base pay rate increasing it to \$17.39 in year one, a 6.16% increase to the base in year one with a 2% increase per year to \$18.45 by year 4.

THE LAKE AND PENINSULA SCHOOL DISTRICT
 FY 2022-23 CLASSIFIED HOURLY PAY SCHEDULE EFFECTIVE FOR WAGES PAID AFTER 7/1/2022

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Range										
B	17.39	1.099	18.34	1.159	19.30	1.220	20.28	1.282	21.25	1.343
C	18.92	1.196	20.00	1.264	20.95	1.324	22.51	1.423	23.67	1.496
D	20.38	1.288	21.25	1.343	22.23	1.405	23.19	1.466	24.05	1.520
E	21.83	1.380	22.80	1.441	23.76	1.502	25.22	1.594	26.69	1.687
F	23.29	1.472	24.27	1.534	25.22	1.594	26.18	1.655	27.16	1.717
G	24.74	1.564	25.71	1.625	26.69	1.687	27.65	1.748	29.11	1.840
H	26.18	1.655	26.69	1.687	27.65	1.748	28.63	1.810	29.58	1.870
I	27.65	1.748	28.63	1.810	29.58	1.870	30.55	1.931	31.53	1.993
J	29.11	1.840	30.07	1.901	31.05	1.963	32.02	2.024	33.00	2.086
K	30.55	1.931	31.53	1.993	32.49	2.054	33.48	2.116	34.44	2.177
L	32.02	2.024	33.00	2.086	33.97	2.147	34.82	2.201	36.86	2.330
M	33.48	2.116	34.44	2.177	35.42	2.239	36.39	2.300	37.35	2.361
N	34.91	2.207	35.90	2.269	36.86	2.330	37.84	2.392	38.81	2.453
O	36.39	2.300	37.35	2.361	38.33	2.423	39.28	2.483	40.26	2.545
P	37.84	2.392	38.81	2.453	39.77	2.514	40.75	2.576	41.72	2.637

THE LAKE AND PENINSULA SCHOOL DISTRICT
 FY 2023-24 CLASSIFIED HOURLY PAY SCHEDULE EFFECTIVE FOR WAGES PAID AFTER 7/1/2023

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Range										
B	17.74	1.099	18.71	1.159	19.69	1.220	20.69	1.282	21.68	1.343
C	19.30	1.196	20.40	1.264	21.37	1.324	22.97	1.423	24.15	1.496
D	20.79	1.288	21.68	1.343	22.68	1.405	23.66	1.466	24.53	1.520
E	22.27	1.380	23.26	1.441	24.24	1.502	25.73	1.594	27.23	1.687
F	23.76	1.472	24.76	1.534	25.73	1.594	26.71	1.655	27.71	1.717
G	25.24	1.564	26.23	1.625	27.23	1.687	28.21	1.748	29.70	1.840
H	26.71	1.655	27.23	1.687	28.21	1.748	29.21	1.810	30.18	1.870
I	28.21	1.748	29.21	1.810	30.18	1.870	31.17	1.931	32.17	1.993
J	29.70	1.840	30.68	1.901	31.68	1.963	32.67	2.024	33.67	2.086
K	31.17	1.931	32.17	1.993	33.15	2.054	34.15	2.116	35.14	2.177
L	32.67	2.024	33.67	2.086	34.65	2.147	35.52	2.201	37.61	2.330
M	34.15	2.116	35.14	2.177	36.14	2.239	37.12	2.300	38.11	2.361
N	35.62	2.207	36.62	2.269	37.61	2.330	38.61	2.392	39.59	2.453
O	37.12	2.300	38.11	2.361	39.11	2.423	40.08	2.483	41.08	2.545
P	38.61	2.392	39.59	2.453	40.58	2.514	41.58	2.576	42.56	2.637

THE LAKE AND PENINSULA SCHOOL DISTRICT

FY 2024-25 CLASSIFIED HOURLY PAY SCHEDULE EFFECTIVE FOR WAGES PAID AFTER 7/1/2024

Range	<u>STEP 1</u>	<u>INDEX</u>	<u>STEP 2</u>	<u>INDEX</u>	<u>STEP 3</u>	<u>INDEX</u>	<u>STEP 4</u>	<u>INDEX</u>	<u>STEP 5</u>	<u>INDEX</u>
B	18.09	1.099	19.08	1.159	20.08	1.220	21.10	1.282	22.11	1.343
C	19.69	1.196	20.81	1.264	21.79	1.324	23.42	1.423	24.62	1.496
D	21.20	1.288	22.11	1.343	23.13	1.405	24.13	1.466	25.02	1.520
E	22.71	1.380	23.72	1.441	24.72	1.502	26.24	1.594	27.77	1.687
F	24.23	1.472	25.25	1.534	26.24	1.594	27.24	1.655	28.26	1.717
G	25.74	1.564	26.75	1.625	27.77	1.687	28.77	1.748	30.29	1.840
H	27.24	1.655	27.77	1.687	28.77	1.748	29.79	1.810	30.78	1.870
I	28.77	1.748	29.79	1.810	30.78	1.870	31.78	1.931	32.80	1.993
J	30.29	1.840	31.29	1.901	32.31	1.963	33.32	2.024	34.34	2.086
K	31.78	1.931	32.80	1.993	33.81	2.054	34.83	2.116	35.83	2.177
L	33.32	2.024	34.34	2.086	35.34	2.147	36.23	2.201	38.35	2.330
M	34.83	2.116	35.83	2.177	36.85	2.239	37.86	2.300	38.86	2.361
N	36.33	2.207	37.35	2.269	38.35	2.330	39.37	2.392	40.38	2.453
O	37.86	2.300	38.86	2.361	39.88	2.423	40.87	2.483	41.89	2.545
P	39.37	2.392	40.38	2.453	41.38	2.514	42.40	2.576	43.41	2.637

THE LAKE AND PENINSULA SCHOOL DISTRICT
 FY 2025-26 CLASSIFIED HOURLY PAY SCHEDULE EFFECTIVE FOR WAGES PAID AFTER 7/1/2025

Range	<u>STEP 1</u>	<u>INDEX</u>	<u>STEP 2</u>	<u>INDEX</u>	<u>STEP 3</u>	<u>INDEX</u>	<u>STEP 4</u>	<u>INDEX</u>	<u>STEP 5</u>	<u>INDEX</u>
B	18.45	1.099	19.46	1.159	20.48	1.220	21.52	1.282	22.55	1.343
C	20.08	1.196	21.22	1.264	22.23	1.324	23.89	1.423	25.12	1.496
D	21.63	1.288	22.55	1.343	23.59	1.405	24.61	1.466	25.52	1.520
E	23.17	1.380	24.19	1.441	25.22	1.502	26.76	1.594	28.32	1.687
F	24.71	1.472	25.76	1.534	26.76	1.594	27.79	1.655	28.83	1.717
G	26.26	1.564	27.28	1.625	28.32	1.687	29.35	1.748	30.89	1.840
H	27.79	1.655	28.32	1.687	29.35	1.748	30.39	1.810	31.40	1.870
I	29.35	1.748	30.39	1.810	31.40	1.870	32.42	1.931	33.46	1.993
J	30.89	1.840	31.92	1.901	32.96	1.963	33.98	2.024	35.02	2.086
K	32.42	1.931	33.46	1.993	34.49	2.054	35.53	2.116	36.55	2.177
L	33.98	2.024	35.02	2.086	36.05	2.147	36.95	2.201	39.12	2.330
M	35.53	2.116	36.55	2.177	37.59	2.239	38.62	2.300	39.64	2.361
N	37.06	2.207	38.10	2.269	39.12	2.330	40.16	2.392	41.19	2.453
O	38.62	2.300	39.64	2.361	40.68	2.423	41.69	2.483	42.73	2.545
P	40.16	2.392	41.19	2.453	42.21	2.514	43.25	2.576	44.28	2.637