



## MEMORANDUM

To: Board of Education and Administration  
From: Rob Grossi  
Date: July 9, 2021  
Re: Budgetary Impact of Increasing Compensation for Lunchroom, Playground and Sub Custodial Personnel to \$15 hour beginning in 21-22 School Year

At the June 2021 Board meeting, Gina Hermann presented the administration's recommended path to align the hourly salaries for these non-affiliated employees with the requirement to pay a \$15 per hour minimum wage by the 2024-25 school year.

It was asked by the Board of Education to cost out the impact to increase the hourly wage to \$15 per hour beginning in the 2021-22 school year, rather than the proposed gradual increase to the \$15 per hour level over the next four fiscal years.

While the percentage increase from \$11.50 to \$15 per hour for some of these employees is substantial (30%), the relative impact to the overall budget is not as substantial due to the relatively small number of employees affected and the small amount of hours per employee. It is my estimate based on historical data that the total budgetary impact would be an increase of approximately \$80,000 versus the initial proposal presented to the Board.

Note that it appears that we would need to also increase the Lunchroom II category to a minimum of \$15 if we were to increase Lunchroom I category to that level, which would be an issue that would need to be handled by the human resources department.

If you have any questions or desire any additional information or clarity before the meeting, please contact Dr. Powell or Dr. Wernet and I will respond accordingly.