



**Board Meeting Date:** 7/22/2025

**Title:** Proposed Miscellaneous Wage Rates

**Type:** Discussion

**Presenter(s):** Sonya Sailer, Executive Director of Human Resources

**Description:** The School District maintains wage rates for temporary and casual positions and conducts annual reviews to ensure they remain competitive. Based on the most recent review, wage increases are proposed for the following positions:

| <u>Position</u>                           | <u>Current Wage</u> | <u>Proposed Wage</u> |
|---|---------------------|----------------------|
| Teacher Building Substitute               | \$200.00/day        | \$205.00/day         |
| Community Education Building Aide         | \$18.16/hour        | \$18.70/hour         |
| Community Education Auditorium Technician | \$20.00/hour        | \$21.00/hour         |

**Rationale for Proposed Increases:**

- **Teacher Building Substitutes** provide daily services at assigned school buildings, with many returning year after year to the same locations. This consistency supports both operational efficiency and educational continuity. The last wage increase for this position was approved in December 2022.
- **Community Education Auditorium Technicians** have not received a wage increase since 2021. The proposed adjustment helps align this role with current market expectations and recognizes the importance of this role.
- **Community Education Building Aides** will receive a modest annual wage increase to support continued success in recruiting and retaining qualified candidates for this essential position.

The total estimated cost of these proposed wage adjustments is \$37,901. Director Woodard has confirmed the district's budgets were developed to support these increases. If approved at the Board's August 11, 2025 regular meeting, then wage increases would go into effect on August 16, 2025.

**Recommendation:** There is no recommended action at this meeting.

**Desired Outcomes from the Board:** Please review the information provided and come prepared with any questions.

**Attachments:** None