**Board Memo**

**DATE:** 10/5/2021

**AGENDA ITEM DETAILS:**

**School/Department**

Superintendent’s Office

**Product Vendor or Grant Issuer**

Not Applicable

**Product or Grant Name**

Pay scale increase for Special Education Para Educators and CSI route supplement for Bus Drivers

**Date/Term (Beginning and End Dates/Year)**

Effective with the payroll period beginning November 1 with a pay date of 11/12/2021

**APPLICABLE BOARD POLICY:**

01.11 General Powers and Duties of the Board”: Administration; 03.221 “Classified Employee Salaries”

**DESCRIBE USE OF CONTRACT/PURCHASE/AGREEMENT**

After a continued review of positions in which the District is struggling to recruit and retain employees, the ad hoc salary committee recommends an increase to the salary schedule of special education para educators. There are currently 20 open special education para educator positions against a total 160 allocated positions. Historically, these have been challenging positions to fill with very few applicants for consideration. After consultation with the Special Education department, there are no concerns with a mid-year increase negatively impacting the IDEA grant or the District’s Maintenance of Fiscal Effort (MOFE) calculations.

Additionally, the committee, with input from the Transportation team, recommends an additional $2 per hour differential to the bus driver hourly rate of pay for all R.A. Jones Middle routes while they are in Comprehensive Support and Improvement (CSI). These routes have been difficult to fill, and with multiple routes open, we are not seeing veteran drivers “bid” into these routes. Once the CSI status of Jones Middle is removed by the Kentucky Department of Education (KDE), the $2 differential will end. The District anticipates CSI status ending in the 2022-23 school year.

If approved, the hourly rate increase for special education para educators and the CSI bus route differential would take effect with the 11/1/2021 payroll period and would reflect on the 11/12/2021 pay check.

Attachments:

* Revised Classified Salary Schedule reflecting new hourly rates for Special Education Para Educators
* Revised Transportation Salary Schedule reflecting $2.00 per hour bus driver differential for CSI routes
* Revised Classified Position list reflecting new salary scale, 4 SEP, for Special Education Para Educators
* Revised Special Education job description reflecting new salary scale of 4 SEP

**PROPOSAL SUMMARY**

|  |  |  |
| --- | --- | --- |
|  | **Special Education Para Educator** | **CSI Bus Route Differential** |
| Total Cost of Proposal | $205,000* $185,000 from General Fund
* $20,000 from IDEA Grant
 | $38,000 |
| Current Rate of Pay at Step 0 | $12.78 per hour | $17.10 per hour |
| New Rate of Pay at Step 0 | $13.42 per hour | $19.10 per hour for CSI routes |

**FUNDING FOR PURCHASES AND OTHER REQUESTS:**

**Total Cost**

The estimated salary and benefit cost of the two recommendations is $243,000.

**Funding Source**

General Fund = $223,000 ($185,000 for special education para educators; $38,000 for CSI bus routes)

 **\*If more than one funding source, list below along with amount or percent for each source**

IDEA Grant = $20,000 for special education para educators

**IF THIS IS A GRANT, ENTER AMOUNT TO BE AWARDED:**

N/A

**RECOMMENDATION:**

It is recommended the Board approve the hourly rate increase for special education para educators and the CSI bus route differential as presented.

**CONTACT PERSON: (submitter)**

Matthew L. Turner, Superintendent