

River Hills Special Ed Consortium

Support Staff Wage Increase



CEDAR FALLS / CLEAR LAKE / MARSHALLTOWN

Update...2022-2023

- 1) **Increased starting wage for Ed Assistants and other support staff**
 - a) **Ed Assistant starting wage increased from \$12.17 to \$14.50 (+\$2.33) per hour**
 - b) **Average current Ed Assistant employee wage increase was \$2.07/hr**
 - c) **Increased salary/benefit costs approximately \$100,000**

- 2) **Retention payment**
 - a) **\$1000 in June 2022 if returning 2022-2023 school year per Consortium vote.**

Guiding Principles

GOAL = Operate at optimum capacity to support schools by serving the maximum number of students

- a) Understaffed by 18 Educational Assistants
- b) Have delayed intakes of new students due to staff ratios

Action Step = Increase hourly wages to attract staff and retain staff

Concerted effort to hire

- **Expanded advertising beyond Teach Iowa**
 - ◆ Indeed, LinkedIn, Handshake app, Sang a Job, Iowa Career Works Career Fair in a bag, paid social media advertising
- **5 Recruitment Special Events after hours hosted by River Hills staff**
 - ◆ *There's No Better Place (to work) than River Hills School Campaign*
 - ◆ Professionally created River Hills teacher videos and infographics
 - ◆ Follow-up offers: day of shadowing, teacher conversation, principal call
- **Utilized university and community partnerships**
 - ◆ Upper Iowa, UNI Adaptive PE, UNI SLP, current employee recommendations
- **Increased support, communication, and paid training for Ed Assistants**
- **Allowed flexible arrangements**
- **Open-minded consideration of a larger pool of potential applicants**
 - ◆ Text for a phone conversation, screening phone call, offer to sub first

Recommendation for consideration

After discussing a number of options at length, we determined that increasing the starting wage was best option:

Increase all River Hills Ed Assistant wages to a minimum of:

- 1) \$17.00* per hour (+\$2.50 on starting wage)
 - a) Current staff cost increases \$72,246 or approx. \$803 per student
 - b) Average increase of \$1.46/hr (Range \$.25 to \$2.50)

- 2) \$18.00* per hour (+3.50 on starting wage)
 - a) Current staff cost increases \$121,671 or approx. \$1,352 per student
 - b) Average increase of \$2.46/hr (Range \$1.25 to \$3.50)

Plus Longevity Bonus

5-9 = Base wage plus \$.50/hr

10+ = Base wage plus \$1.00/hr

Education/Training Bonus

AA or Para Ed (+.25), BA or Advanced Para Ed (+.50)

Increase Sub Teacher Rate to \$19.00 per hour or \$142.50 per day