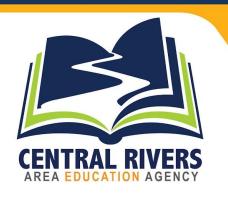
# River Hills Special Ed Consortium

Support Staff Wage Increase



## 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**

<u>GOAL</u> = Operate at <u>optimum capacity</u> 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 <u>attract</u> staff and <u>retain</u> staff



## **Concerted effort to hire**

- **→** Expanded advertising beyond Teach lowa
  - 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

