Schuyler Community Schools
Support Staff Meeting
Friday, May 5, 2023 2:45 PM
Schuyler Community Schools Board Room
120 West 20th Street
Schuyler, NE 68661

I. Discussion Items

Prepared by: Christina Bywater, Secretary to the Board

2023-24 Support Staff Salary Schedule

STEP	Hourly Rate	% Increase	$ Increase
1	$10.50	3.85%	$0.39
2	$10.90	3.80%	$0.40
3	$11.31	3.75%	$0.41
4	$11.72	3.70%	$0.43
5	$12.15	3.65%	$0.43
6	$12.59	3.60%	$0.44
7	$13.04	3.55%	$0.45
8	$13.49	3.50%	$0.45
9	$13.96	3.45%	$0.47
10	$14.43	3.40%	$0.47
11	$14.92	3.35%	$0.49
12	$15.41	3.30%	$0.49
13	$15.91	3.25%	$0.50
14	$16.42	3.20%	$0.51
15	$16.94	3.15%	$0.52
16	$17.46	3.10%	$0.52
17	$17.99	3.05%	$0.53
18	$18.53	3.00%	$0.54
19	$19.08	2.95%	$0.55
20	$19.63	2.90%	$0.55
21	$20.19	2.85%	$0.56
22	$20.76	2.80%	$0.57
23	$21.33	2.75%	$0.57
24	$21.90	2.70%	$0.57
25	$22.49	2.65%	$0.59
26	$23.07	2.60%	$0.58
27	$23.66	2.55%	$0.59
28	$24.25	2.50%	$0.59
29	$24.84	2.45%	$0.60
30	$25.44	2.40%	$0.60
31	$26.04	2.35%	$0.60
32	$26.64	2.30%	$0.60
33	$27.24	2.25%	$0.60
34	$27.84	2.20%	$0.60
35	$28.44	2.15%	$0.60
36	$29.04	2.10%	$0.60
37	$29.64	2.05%	$0.60
38	$30.24	2.01%	$0.60
39	$30.84	2.00%	$0.60
40	$31.44	1.95%	$0.60

Beyond Maximum Step	% increase
Cost of Living Annual Increase	2.50%

Position Start and Maximum Wages and Benefits

Position	Beginning Step	Maximum Step
Para Educator	**4**	25
Technology Assistant	**4**	25
Administrative Assistant	**4**	25
Food Service	**6**	25
Custodial-Housekeeper	**6**	25
After School Coordinator	8	30
Technology Manager	8	30
Custodial/Grounds Maintenance	11	30
After School Director	11	30
District Activity Fund Manager	11	30
Technology Specialist	16	35
Maintenance Engineer	16	35
Special Considerations: Beyond Maximum Step		
SPED High Needs Para Educator	5	Steps
College Degree	3	Steps
Teaching Certificate	2	Steps
Bilingual Translator	2	Steps
Newcomer Program: Para Educator	2	Steps
Board of Education Secretary	2	Steps
Building/Grounds Maintenance Head	2	Steps
Food Service Building Head	2	Steps
Certificate/License (LPN, Nursing)	2	Steps
Certificate/License (Bus, Technology)	2	Steps
Night Custodian/Housekeeper	**1**	Step
Foundation Secretary	**1**	Step
Certification (Braille, Serve Safe, Chemical, **SNA-4**))	1	Step
License: (HVAC, Electrical, Plumbing, **Welding**)	1	Step

Benefits Schedule (Minimum 30 hours per week)	
Para-Educators	Single Health/Dental (3,800 Deductiible)
9-11 Month Support Staff (non paras)	Single Health/Dental (1,200 Deductible)
12 Month Support Staff and Nurses	Family Health/Dental (1,200 Deductible)
PTO/Sick Leave	1 Day per month, Cumulative sick to 50
Vacation/Holiday Pay	1 Day per month and Holiday Pay

Van & Bus Drivers, Part-Time and Substitute Positions	
Students -Custodial, para-educators, interpreters	$10.00
Sports/Activities Support - Beyond Required Assignment	$15.00
Summer: Food Service, Para Educators, Custodial	$12.50
After School Para Educators	$13.00
Substitute Maintenance/Electrician/Plumber	$15.00
Activity Bus Drivers	**$18.00**
City Route - School to School & Rural School Bus	**$20.00**
Substitute Support Staff	$12.50
Substitute Teacher $168 (1-15) $176 (16-30) $184 (Over 30)	**$21, $22, $23**
Substitute Nurse	**$23.00**

Support Staff Salary Schedule Annual Cost Projections

Step	Pay Rate	9 Month Salary	9 Month SS/Retire	9 Month Total Cost	10 Month Salary	10 Month SS/Retire	10 Month Total Cost	12 Month Salary	12 Month SS/Retire	12 Month Total Cost
0	$0.00	1440	0.175278	Annual Cost	1600	0.175278	Annual Cost	2040	0.175278	Annual Cost
1	$10.50	15,120	$2,650	17,770	16,800	$3,754	20,554	21,420	$3,754	25,174
2	$10.90	15,695	$2,751	18,445	17,438	$3,897	21,336	22,234	$3,897	26,131
3	$11.31	16,283	$2,854	19,137	18,092	$4,043	22,136	23,068	$4,043	27,111
4	$11.72	16,871	$2,957	19,828	18,746	$4,189	22,935	23,901	$4,189	28,090
5	$12.15	17,501	$3,068	20,569	19,446	$4,346	23,792	24,794	$4,346	29,139
6	$12.59	18,131	$3,178	21,309	20,146	$4,502	24,648	25,686	$4,502	30,188
7	$13.04	18,775	$3,291	22,066	20,861	$4,662	25,523	26,598	$4,662	31,260
8	$13.49	19,432	$3,406	22,838	21,591	$4,825	26,417	27,529	$4,825	32,354
9	$13.96	20,103	$3,524	23,626	22,336	$4,992	27,328	28,479	$4,992	33,470
10	$14.43	20,786	$3,643	24,429	23,096	$5,161	28,257	29,447	$5,161	34,608
11	$14.92	21,482	$3,765	25,248	23,869	$5,334	29,204	30,433	$5,334	35,768
12	$15.41	22,191	$3,890	26,081	24,657	$5,510	30,167	31,438	$5,510	36,948
13	$15.91	22,913	$4,016	26,929	25,458	$5,689	31,148	32,460	$5,689	38,149
14	$16.42	23,646	$4,145	27,790	26,273	$5,872	32,145	33,498	$5,872	39,370
15	$16.94	24,391	$4,275	28,666	27,101	$6,056	33,157	34,553	$6,056	40,610
16	$17.46	25,147	$4,408	29,554	27,941	$6,244	34,185	35,625	$6,244	41,869
17	$17.99	25,899	$4,540	30,439	28,777	$6,431	35,208	36,691	$6,431	43,122
18	$18.53	26,676	$4,676	31,352	29,640	$6,624	36,264	37,791	$6,624	44,415
19	$19.08	27,478	$4,816	32,294	30,531	$6,823	37,354	38,927	$6,823	45,750
20	$19.63	28,260	$4,953	33,213	31,400	$7,017	38,417	40,035	$7,017	47,052
21	$20.19	29,080	$5,097	34,177	32,311	$7,221	39,532	41,197	$7,221	48,417
22	$20.76	29,894	$5,240	35,134	33,216	$7,423	40,639	42,350	$7,423	49,773
23	$21.33	30,716	$5,384	36,100	34,129	$7,627	41,756	43,515	$7,627	51,142
24	$21.90	31,531	$5,527	37,058	35,035	$7,830	42,864	44,669	$7,830	52,499
25	$22.49	32,381	$5,676	38,057	35,979	$8,041	44,020	45,873	$8,041	53,914
26	$23.07	33,223	$5,823	39,046	36,915	$8,250	45,164	47,066	$8,250	55,316
27	$23.66	34,070	$5,972	40,042	37,856	$8,460	46,316	48,266	$8,460	56,726
28	$24.25	34,922	$6,121	41,043	38,802	$8,672	47,474	49,473	$8,672	58,144
29	$24.84	35,763	$6,269	42,032	39,737	$8,880	48,617	50,665	$8,880	59,545
30	$25.44	36,636	$6,421	43,057	40,707	$9,097	49,804	51,901	$9,097	60,998
31	$26.04	37,497	$6,572	44,069	41,663	$9,311	50,974	53,121	$9,311	62,431
32	$26.64	38,359	$6,724	45,083	42,621	$9,525	52,146	54,342	$9,525	63,867
33	$27.24	39,222	$6,875	46,097	43,580	$9,739	53,320	55,565	$9,739	65,304
34	$27.84	40,085	$7,026	47,111	44,539	$9,954	54,493	56,787	$9,954	66,741
35	$28.44	40,947	$7,177	48,124	45,497	$10,168	55,664	58,008	$10,168	68,176
36	$29.04	41,821	$7,330	49,152	46,468	$10,385	56,853	59,247	$10,385	69,632
37	$29.64	42,679	$7,481	50,159	47,421	$10,598	58,018	60,462	$10,598	71,059
38	$30.24	43,551	$7,634	51,185	48,390	$10,814	59,204	61,697	$10,814	72,511
39	$30.84	44,408	$7,784	52,191	49,342	$11,027	60,369	62,911	$11,027	73,938
40	$31.44	45,274	$7,935	53,209	50,304	$11,242	61,546	64,138	$11,242	75,379

Benefits Schedule (Minimum 30 hours per week)	Single	Emp/Child	Emp/Spouse	Family
Para-Educators (3,800 Deductible Premium)	$7,931.04			
9-11 Month Support Staff (non paras) (1,200 Deductible Premium)	$9,182.16			
12 Month Support Staff and Nurses (1,200 Deductible Premium)	$8,740.80	$15,868.80	$17,965.20	$24,001.32