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

Posting Locations:
- Schuyler Sun
- District Office Building Front Door
- Schuyler Post Office
- Colfax County Courthouse

Posted Date:

I. Discussion Items

1. **Budget and Finance:** Finance Reports are attached to the online school board meeting agenda.

2. **2023-24 Contracts:** Attached is the proposed support staff salary schedule for 2023-24. The board will approve the support staff salary schedule and support staff contracts for the 2023-24 school year on Monday, May 8th. Contracts will be out to the buildings on Tuesday, May 9th.

3. **Summer Employment:** We will have many opportunities for support staff to be considered for summer employment in custodial, food service, and each of the summer sessions. See Dr. Gibbons or Ms. Bebout if you want to be considered for summer employment.

4. **Requisitions/Inventory:** 2023-24 requisitions were due Friday, April 28th and inventory must be updated before you check-out or by June 1st for those working beyond May 19th.

5. **End of Year Information:** The last day for students is May 18th and the last day for staff is May 19th.

6. **May 19th Staff Day:** Coffee and rolls will be served at the high school cafeteria from 7:30 to 9:00 AM. The year-end recognition program will be held at the Performing Arts Auditorium at 8:15.

7. **Building/Summer Projects:** The board approved the building and grounds proposal for 2023. Ron Mundil has been working with outside vendors and contractors to schedule the work. See *Buildings and Grounds, Vehicle Replacement, and Large Equipment Replacement programs on the portal.*

8. Mental Health/Behavior Health Grant: We just received word that the Mental Health/Behavior Health Grant was funded. This program provides support for support staff to have tuition paid if enrolled in a post-secondary education program. I sent out information with a link from Diane Wolfe for those interested in pursuing one of these programs. We will provide more information about this program as it becomes available to us.

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