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**TIPTON COMMUNITY SCHOOL CORPORATION**  
**MEMORANDUM**

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**TO:** Board of School Trustees

**FROM:** Kevin Emsweller, Superintendent

**DATE:** 06/18/2018

**RE:** Pay Increases – Support Staff

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**Recommendation:**

Eligible support staff, based on evaluative ratings, receives a pay increase of 2.2%. Plus, up to an additional 10% increase in the board's contribution for health insurance premiums (dependent upon the actual premium increase).

**Support Staff**

This group would include the hourly employees of instructional, clerical, and maintenance staff. Applying 2.2% to their hourly rate, this would increase the total amount paid in wages from \$1,528,456 to \$1,563,611 or an increase of \$35,154 (2.2%) Six employees take the family plan insurance and four take the individual plan. Applying the 10% increase would take the total paid to \$96,580 or an increase of \$8,780.

Total increase for Support Staff:	Salary/Wages	\$ 35,154
	Insurance	\$ 8,780
		\$ 43,934

**Bus Drivers (Corporation)**

Bus drivers are paid a daily rate that varies from driver to driver. This is converted into an annual wage by taking their daily rate and multiplying by the 181 days worked. Applying the 2.2% increase to their annual pay would be an increase of \$6,104. There are no bus drivers who take insurance. Their pay is taken from the Transportation Fund, not the General Fund.

Total increase for Bus Drivers:	Salary/Wages	\$ 6,104
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**Cafeteria Staff**

The cafeteria staff increases would be handled like the other support staff – 2.2% increase on their hourly rate. Pay increases would not be given to employees hired this year. This would amount to an increase of approximately \$4400 to the cafeteria budget. There are cafeteria workers who take insurance. Their pay is taken from the Cafeteria Fund, not the General Fund.

Total increase for Cafeteria Staff:	Salary/Wages \$ 4,400
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