
TIPTON COMMUNITY SCHOOL CORPORATION
MEMORANDUM

TO: Board of School Trustees

FROM: Kevin Emsweller, Superintendent

DATE: 06/18/2018

RE: Pay Increases – Support Staff

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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