
TIPTON COMMUNITY SCHOOL CORPORATION
MEMORANDUM

TO: Board of School Trustees
FROM: Kevin Emsweller, Superintendent
DATE: 11/07/2019
RE: Pay Increases – Support Staff

The proposed pay increase for support staff is done differently than a straight percentage increase, the pay increase would be a flat rate, similar to what we have been doing with teacher pay. Depending on the category an individual works, the pay increase will range from \$0.70 on the hour up to \$1.00 increase on the hour.

Cafeteria Staff

One of the goals we have with cafeteria pay was to increase the starting pay to at least \$10.00. Working with Adam Proulx, we are proposing a pay increase that is similar to other schools that partner with Aramark. This would be based on a flat rate increase as opposed to a percentage increase. This is also similar to what we have been doing with teacher pay.

The proposal calls for raise the beginning pay to \$10.00 per hour and to raise anyone currently making less than that to that rate. The lowest paid employee is current making \$8.25 per hour. There is an additional eight other employees making less than \$10.00/hour (up to \$9.35). In addition to raising the starting rate to \$10.00/hour, all cafeteria workers would receive a \$0.70/hour increase. Assistant managers would receive an \$0.80/hour increase, and Managers would receive a \$0.90/hour increase. This would result in a total increase of \$27,467.

Support Staff

Following what is being proposed with cafeteria staff, it is recommended that a similar format be followed. For most, this would be a flat rate increase rather than a percentage. For support staff the following increases are proposed:

MEMO

Category	Increase	# Staff	Add'l Cost
Instructional/Tech Assistants	\$0.70/hour	41	\$36,920
Nurse/Bldg. Office Staff	\$1.00/hour	11	\$16,388
Custodians	\$0.70/hour	12	\$18,304
Maintenance/Admin Office	\$1.00/hour	10	\$20,384
Bus Drivers (Corp)/Aides	6% on daily rate	16	\$16,710
Other (see below)	6% - 7.5%	2	\$4,930
Total		93	\$113,636

Other. Two other non-certified employees are on salary rather than hourly. A 6% increase is proposed for the At-Risk Coordinator. Last year, we moved the salary to this position one to be comparable with a beginning teacher plus added some for additional maintenance duties (formerly completed by Bruce). To maintain that goal, the pay for this position would increase 7.5%.