
TIPTON COMMUNITY SCHOOL CORPORATION
MEMORANDUM

TO: Board of School Trustees

FROM: Kevin Emsweller, Superintendent

DATE: 06/04/2020

RE: Pay Increases – Support Staff

Last year, pay increase for support staff was given as a flat rate, similar to what we have been doing with teacher pay. This helped us to make some big adjustments where needed. This year we are reverting back to a percentage increase. The line item increase given to teachers amounted to 2%. We are recommending the same for support staff.

Cafeteria Staff

A 2% increase is given to cafeteria workers. This provides a range of increase from \$0.20/hour to \$0.29/hour. The total salary costs would go from \$201,867 to \$205,904, or a \$4037 (2%) increase. This cost is through the Cafeteria Fund which is separate from the school's Education and Operation Funds.

Support Staff

Following what is being proposed with cafeteria staff, it is recommended that a 2% increase be offered to all other classifications of support staff. For support staff the following increases are proposed:

2% Pay Increase for Support Staff		
Category	#Staff	Add'l Cost
Instructional/Tech Assistants	41	\$ 12,448
Nurses/Bldg Office Staff	11	\$ 5,935
Custodians	12	\$ 7,108
Maintenance/Admin Office	10	\$ 7,983
Bus Drivers (Corp)/Aides	16	\$ 6,121
Other	2	\$ 1,518
		\$ 41,113

Other. Two other non-certified employees are on salary rather than hourly. A 2% increase is proposed for the At-Risk Coordinator and the Aquatics Director.