

2024/25 Salary Schedules

Meeting Date: April 24, 2024

Background:

In 2016, an aggressive minimum wage increase plan was set in motion, which increased wages from \$10 per hour to \$15 per hour over 6 years. It is currently \$16 per hour and expected to increase to at least \$16.50 per hour in January 2024. To further complicate things, there is a November 2024 ballot measure which, if passed, will increase minimum wage to \$17 as of November 2024 and \$18 as of January 2025.

The hourly minimum wage also affects monthly salary. The minimum monthly salary for an exempt employee must be twice what a full-time hourly person would earn. Because the law specifies monthly rather than annually, Nord was able to mitigate some of the stress this put on our budget by changing teacher pay schedules from 12 months per year to 10 months per year.

To further assist our efforts to balance our budget, teachers recommended including step increase ranges with varying percentage increases in their payscale, which in turn directly affects the administration payscale.

In the 19/20 school year, we tied the Principal/Superintendent scale to the Teacher scale to ensure that pay increases for all hourly staff and teachers also reached administrative staff. Step 1 Principal/Superintendent pay represents and annualization of the Step 5 Teacher payrate. Other administrative positions are based on a percentage of the Principal/Superintendent pay. In the 2023/24 school year, the board voted to annualize the Step 1 Principal/Superintendent pay at Step 8 of the Teacher scale instead of Step 5. This move increased all Administrative positions accordingly.

Salaries and Benefits comprise most of the budget for schools. To control costs, Nord identified target percentages of projected revenues for each area: 35% for teacher salaries, 8% for administrative salaries, 13% for support staff salaries, and 19% for benefits with the target total being 75% or under.

Certificated Salaries:

Thanks to actions taken over the last several years, the Certificated Salaries section is projected to remain at or below the 35% of revenue threshold in the budget year. The actions taken included increasing class sizes, changing to a 10-month pay schedule, and implementing ranges in step increases on the teacher payscale. Also helping mitigate increases are some one-time funds (Arts/Music Discretionary Grant, Learning Recovery Grant, Ed Effectiveness Grant).

The calculation for administration for next year includes a Principal/Superintendent, an Assistant Principal, and a part-time Education Director. The Education Director was originally paid with ESSER one time funds and is planned to continue by using Learning Recovery Block Grant one-time funds. We are projecting to be just under our 8% target range due to some key personnel changes.

Classified Salaries:

As the school continues to grow, we continue to add support staff. Many of these folks are paid with restricted funds, such as our classroom aides, our librarian, and our nutrition staff. However, we far exceed the

restricted funds in many cases. We currently project substantially exceeding our 13% target in the budget year by \$118k and all projected years. As demonstrated below, we are overspending restricted funding sources by roughly \$70k.

Funding Source	Allocation	Budgeted Spending	Variance
Title I	\$32,293	\$66,268	\$33,975
REAP	\$21,142	\$35,129	\$13,988
SPED (prior yr)	\$71,719	\$93,873	\$22,154

Benefits:

Benefits is another area of concern, over which we have very little control. Retirement contributions have increased significantly since 2016 (STRS from 12.58% to 19.10%, PERS from 13.89% to 27.7%). Despite our efforts in cutting health benefit plans and increasing employee paid contributions, eligible employees have increased and plan costs continue to rise by double digits. We are not currently projecting meeting our 19% target in the budget year or any of the projected years.

In summary, we are projecting that salaries and benefits will consume over 80% of our revenues for 2024/25 and the trend continues upward. Forced increases due to minimum wage and benefits costs, coupled with zero funding increases due to financial struggles at the state and federal level, are straining the budget.

The salary scales proposed for the board’s approval are included as the current budget assumptions.

Agenda:

This item is on the Discussion/Action Calendar for approval. Please contact Kathy or Amber with any questions or concerns you may have.

Salaries and Benefits						
	2021-22 (actual)	2022-23 (actual)	2023-24 (budget)	2024-25 (budget)	2025-26 (budget)	2026-27 (budget)
1100 Classroom Teachers	454,135	590,290	625,353	662,915	682,802	703,286
1100 Non Classroom Teachers	173,624	172,424	205,646	184,683	190,224	195,930
1100 Classroom Substitutes	37,602	10,028	12,507	13,258	13,656	14,066
1100 Summer School	13,115	25,547	31,214	28,761	29,623	30,512
1100 Admin Support Stipends	3,900	7,200	13,500	13,500	13,500	13,500
1100 MTSS Training Stipends	-	1,750	20,000	-	-	-
1200 Pupil Support	51,811	57,298	165,012	172,893	178,079	183,422
1300 Principal/Superintendent	94,847	110,260	122,569	94,321	99,037	103,989
1300 Asst Principal	-	-	77,743	80,173	84,182	88,391
1300 Education Director (ESSER, LREBG)	105,186	122,279	74,999	41,459	-	-
1300 Certificated Admin Stipends	-	5,500	5,500	3,000	3,000	3,000
1300 Certificated Bonuses	-	-	-	-	-	-
Total Certificated Salaries	934,220	1,102,576	1,354,043	1,294,962	1,294,103	1,336,096
offset for Psych revenue	-	-	49,714	53,293	54,892	56,539
teachers - % of ongoing revenue	29%	29%	32%	34%	36%	36%
variance from 35%	141,707	174,111	90,700	22,173	(18,911)	(37,847)
Certificated and Classified Admin						
offset for CBO revenue	92,800	69,180	-	-	-	-
admin - % of ongoing revenue	8%	9%	9%	7%	6%	7%
variance from 8%	4,763.89	(29,112.79)	(26,132.59)	19,878.97	50,142.73	43,781.54
2100 Classroom Aides (LCAP)	38,002	43,937	47,567	54,844	56,558	58,326
2100 Intervention Aides (T1, REAP)	56,872	63,139	67,547	95,507	98,492	101,570
2100 SPED Aides (SPED)	43,327	59,934	71,719	93,873	96,807	99,832
2100 Summer Aides (ELOP)	2,301	6,862	6,638	4,229	4,361	4,497
2100 Effectiveness Training (REAP)	-	648	4,000	-	-	-
2100 MTSS Training Time (MTSS)	-	3,500	15,000	-	-	-
2200 Custodial/Maint. (GF)	115,845	139,725	131,144	129,695	133,748	137,928
2200 Nutrition Services (SNP)	23,470	47,429	65,606	61,840	63,772	65,765
2200 Transportation (LCAP)	-	-	-	-	-	-
2200 Librarian (REAP)	5,421	4,133	5,401	5,891	6,075	6,265
2300 Administration (GF)	88,208	97,659	-	-	-	-
2400 Clerical (GF)	36,960	44,553	48,922	52,503	54,144	55,836
2900 Other Classified (GF)	8,805	6,644	7,743	7,423	7,655	7,895
Total Classified Salaries	424,757	518,162	471,287	505,806	521,612	537,913
support (less admin) - % of ongoing revenue	13%	14%	15%	17%	18%	18%
variance from 13%	(11,217)	(34,720)	(57,434)	(117,704)	(137,525)	(149,276)
3100 STRS	146,199	192,880	258,622	247,338	247,174	255,194
3200 PERS	87,403	106,731	98,812	110,425	116,343	121,674
3300 OASDI	48,644	58,498	55,687	57,471	58,668	60,524
3400 Health Plan	160,392	187,394	212,054	218,416	224,968	231,717
3500 Unemployment	7,377	6,185	6,185	6,185	6,185	6,185
3600 Workers Comp	13,293	19,041	18,040	18,401	18,769	19,144
3900 Other	290	316	316	316	316	316
Total Employee Benefits	463,598	571,045	649,717	658,552	672,423	694,755
benefits - % of ongoing revenue	19%	19%	20%	22%	23%	23%
variance from 19%	11,888	(7,208)	(44,855)	(91,327)	(111,064)	(126,747)
compensation - % of ongoing revenue	69%	72%	76%	81%	82%	84%
variance from 75%	147,142	103,070	(37,723)	(166,979)	(217,358)	(270,089)