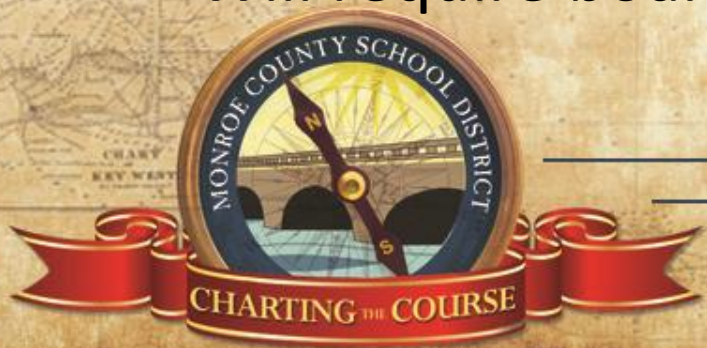


Hourly Wage Adjustments

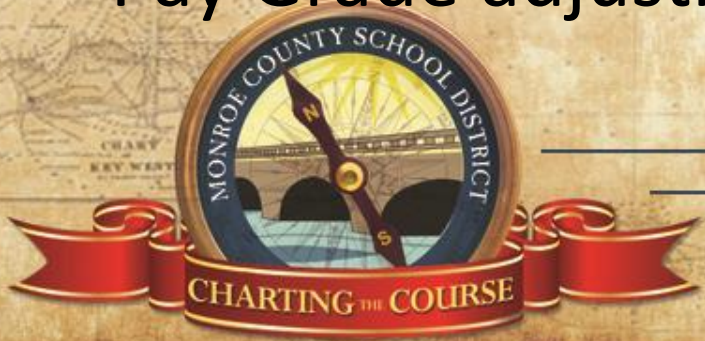
- 3-part recommendation:
 - 1) \$.15/hour wage increase for all non-represented hourly employees (excluding Head Start – receive separate annual COLA)
 - 2) Minimum wage adjustments (goal \$15.00/hour)
 - 3) Pay Grade adjustments based on hourly wage study
- Effective: January 1, 2020
 - Will require board action on December 17th



To Excellence in the Monroe County Schools

Hourly Wage Adjustments

- Total annual cost estimate: \$220,000
 - 2019/2020 cost estimate - \$110,000
 - 2019/2020 budgeted - \$80,000
 - 2020/2021 additional cost - \$110,000*
- \$.15/hour increase - \$66,000/\$33,000
- Minimum wage adjustments - \$14,000/\$7,000
- Pay Grade adjustments - \$140,000/\$70,000

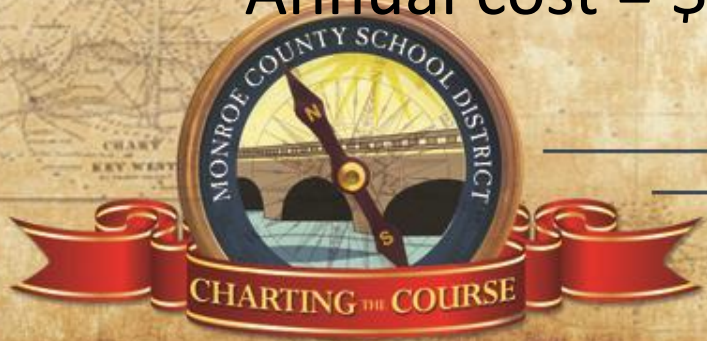


To Excellence in the Monroe County Schools

Hourly Wage Adjustments

\$.15/hour increase

- Previous wage increase of \$.60/hour effective July 1, 2019
- SRP negotiated contract increase of \$.75/hour
- Impacts 230+ employees
- 2019/2020 cost = \$33,000
 - Annual cost = \$66,000

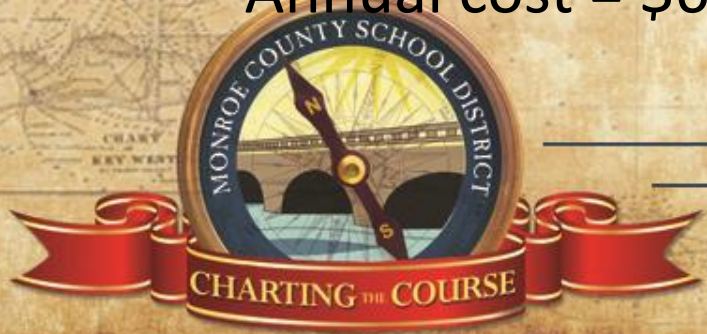


To Excellence in the Monroe County Schools

Hourly Wage Adjustments

Minimum Wage Adjustments

- District goal of \$15.00/hour minimum wage
- Eliminates Pay Grades 104 to 109
- SRP contract includes minimum wage adjustments (FSW and Bus Aides - slightly short of \$15/hour)
- Impacts only 8 current employees (Day Care Workers/Administrative Assistant I)
- 2019/2020 cost = \$33,000
 - Annual cost = \$66,000

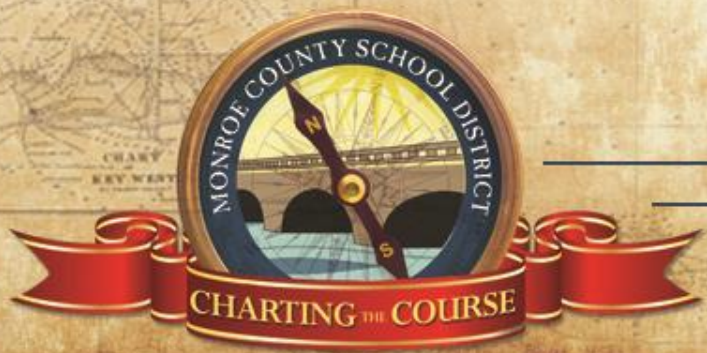


To Excellence in the Monroe County Schools

Hourly Wage Adjustments

Pay Grade Adjustments

- Based on data provided from recently completed hourly wage study.
- Eliminates Pay Grades 104 to 109
- Impacts 175 employees (including 140 paraprofessionals, Bookkeepers, Office Managers) – 163 Building/12 District
- 2019/2020 cost = \$140,000
 - Annual cost = \$70,000



To Excellence in the Monroe County Schools