

TO: Board of Education
FROM: Frank Olah, Superintendent
Sally Lehoux, Business Coordinator
DATE: January 12, 2021
RE: Substitute and Paraprofessional Pay Scale Recommendations

Minimum wage changes:

\$12.00 September 01, 2020
\$13.00 August 01, 2021
\$14.00 July 01, 2022
\$15.00 June 01, 2023

We are providing three step scale proposals for **paraprofessionals**. Each proposal reflects changes to the July 1, 2020 step scale. Each proposal results in a net decrease from 2020-2021 budget to the 2021-2022 budget in the (111) paraprofessional account. This is possible due to a change in staff and the removal of bus paraprofessionals. The new proposals are as follows:

1. Superintendent's recommendation reflects an increase of \$1.00 plus step, each year
2021-2022 Budget decrease of \$5,475
2. Finance and Operations requested proposal is step increase only, with step one equal to the new minimum wage each year causing an increasing number of steps each year to equal minimum wage
2021-2022 Budget decrease of \$17,006
3. Compromise proposal with an increase of \$1.00 per year per step
2021-2022 Budget decrease of \$8,997

The increase from one step to the next in most cases is \$0.25, however a few steps are inconsistent, for example from step 2-3 in the July 1, 2020 scale, the increase is \$0.50 per step. We do not have an explanation as to why the step scale approved by the BOE in Feb, 2013 was developed in this way. All paraprofessional step scale after Feb, 2013 have been based off the Feb, 2013 step scale.

The proposed **substitute rates** for each year reflect a \$1.00 per hour increase for teacher, paraprofessional, executive secretary, custodian and nurse substitutes to adjust for the increasing minimum wage.

HAMPTON BOARD OF EDUCATION

Paraprofessional Pay Rates
Effective July 1, 2020

Step		Step	
	1 \$12.00		20 \$18.25
	2 \$12.25		21 \$18.50
	3 \$12.75		22 \$18.75
	4 \$13.25		23 \$19.00
	5 \$13.75		24 \$19.25
	6 \$14.25		25 \$19.50
	7 \$14.75		26 \$19.75
	8 \$15.25		27 \$20.00
	9 \$15.50		28 \$20.25
	10 \$15.75		29 \$20.50
	11 \$16.00		30 \$20.75
	12 \$16.25		31 \$21.00
	13 \$16.50		32 \$21.25
	14 \$16.75		33 \$21.50
	15 \$17.00		34 \$21.75
	16 \$17.25		35 \$22.00
	17 \$17.50		36 \$22.25
	18 \$17.75		37 \$22.50
	19 \$18.00		38 \$22.75

September 1, 2020 Minimum Wage \$12.00/hr

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Superintendent's Recommendations for Paraprofessional Step Scales Proposal #1

Effective July 1 Each Year

Employee	09/01/20 Min Wage \$12.00/hr		08/01/21 Min Wage 13.00/hr		07/01/22 Min Wage \$14.00/hr		06/01/23 Min Wage \$15.00/hr	
	2020- 2021	2020- 2021	2021- 2022	2021- 2022	2022- 2023	2022- 2023	2023- 2024	2023- 2024
	Step	Rate	Step	Rate	Step	Rate	Step	Rate
Step 1 2023-2024							1	\$15.00
Step 1 2022-2023					1	\$14.00	2	\$15.25
Step 1 2021-2022			1	\$13.00	2	\$14.25	3	\$15.75
A	1	\$12.00	2	\$13.25	3	\$14.75	4	\$16.25
B	2	\$12.25	3	\$13.75	4	\$15.25	5	\$16.75
C	3	\$12.75	4	\$14.25	5	\$15.75	6	\$17.25
D	4	\$13.25	5	\$14.75	6	\$16.25	7	\$17.75
E	5	\$13.75	6	\$15.25	7	\$16.75	8	\$18.25
F	6	\$14.25	7	\$15.75	8	\$17.25	9	\$18.50
G	7	\$14.75	8	\$16.25	9	\$17.50	10	\$18.75
H	8	\$15.25	9	\$16.50	10	\$17.75	11	\$19.00
I	9	\$15.50	10	\$16.75	11	\$18.00	12	\$19.25
J	10	\$15.75	11	\$17.00	12	\$18.25	13	\$19.50
K	11	\$16.00	12	\$17.25	13	\$18.50	14	\$19.75
L	12	\$16.25	13	\$17.50	14	\$18.75	15	\$20.00
M	13	\$16.50	14	\$17.75	15	\$19.00	16	\$20.25
N	14	\$16.75	15	\$18.00	16	\$19.25	17	\$20.50
O	15	\$17.00	16	\$18.25	17	\$19.50	18	\$20.75
P	16	\$17.25	17	\$18.50	18	\$19.75	19	\$21.00
Q	17	\$17.50	18	\$18.75	19	\$20.00	20	\$21.25
R	18	\$17.75	19	\$19.00	20	\$20.25	21	\$21.50
S	19	\$18.00	20	\$19.25	21	\$20.50	22	\$21.75
T	20	\$18.25	21	\$19.50	22	\$20.75	23	\$22.00
U	21	\$18.50	22	\$19.75	23	\$21.00	24	\$22.25
V	22	\$18.75	23	\$20.00	24	\$21.25	25	\$22.50
W	23	\$19.00	24	\$20.25	25	\$21.50	26	\$22.75
X	24	\$19.25	25	\$20.50	26	\$21.75	27	\$23.00
Y	25	\$19.50	26	\$20.75	27	\$22.00	28	\$23.25
Z	26	\$19.75	27	\$21.00	28	\$22.25	29	\$23.50
AA	27	\$20.00	28	\$21.25	29	\$22.50	30	\$23.75
BB	28	\$20.25	29	\$21.50	30	\$22.75	31	\$24.00
CC	29	\$20.50	30	\$21.75	31	\$23.00	32	\$24.25
DD	30	\$20.75	31	\$22.00	32	\$23.25	33	\$24.50
EE	31	\$21.00	32	\$22.25	33	\$23.50	34	\$24.75
FF	32	\$21.25	33	\$22.50	34	\$23.75	35	\$25.00
GG	33	\$21.50	34	\$22.75	35	\$24.00	36	\$25.75
HH	34	\$21.75	35	\$23.00	36	\$24.25	37	\$25.50
II	35	\$22.00	36	\$23.25	37	\$24.50	38	\$25.75
JJ	36	\$22.25	37	\$23.50	38	\$24.75		
KK	37	\$22.50	38	\$23.75				
LL	38	\$22.75						

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Superintendent's Recommendations for Paraprofessional Step Scales Proposal #1
Effective July 1 Each Year

July 1, 2021 # employees on step	Step	Rate	Cost 193 days
1	27	\$21.00	\$27,357.75
1	36	\$23.25	\$30,288.94
2	12	\$17.25	\$44,112.56
1	8	\$16.25	\$20,385.63
1	11	\$17.00	\$21,326.50
1	7	\$15.75	\$20,518.31
1	20	\$19.25	\$25,077.94
1	16	\$18.25	\$22,894.63
less IDEA			(\$13,353.00)
Total			\$198,609.25

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 Recommendation Prepared at Request of Finance & Operations Proposal #2
 for Paraprofessional Step Scales Effective July 1 Each Year

Employee	09/01/20 Min Wage \$12.00/hr		08/01/21 Min Wage 13.00/hr		07/01/22 Min Wage \$14.00/hr		06/01/23 Min Wage \$15.00/hr	
	2020-2021 Step	2020-2021 Rate	2021-2022 Step	2021-2022 Rate	2022-2023 Step	2022-2023 Rate	2023-2024 Step	2023-2024 Rate
Step 1 2023-2024							1	\$15.00
Step 1 2022-2023					1	\$14.00	2	\$15.00
Step 1 2021-2022			1	\$13.00	2	\$14.00	3	\$15.00
A	1	\$12.00	2	\$13.00	3	\$14.00	4	\$15.00
B	2	\$12.25	3	\$13.00	4	\$14.00	5	\$15.00
C	3	\$12.75	4	\$13.25	5	\$14.00	6	\$15.00
D	4	\$13.25	5	\$13.75	6	\$14.25	7	\$15.00
E	5	\$13.75	6	\$14.25	7	\$14.75	8	\$15.25
F	6	\$14.25	7	\$14.75	8	\$15.25	9	\$15.50
G	7	\$14.75	8	\$15.25	9	\$15.50	10	\$15.75
H	8	\$15.25	9	\$15.50	10	\$15.75	11	\$16.00
I	9	\$15.50	10	\$15.75	11	\$16.00	12	\$16.25
J	10	\$15.75	11	\$16.00	12	\$16.25	13	\$16.50
K	11	\$16.00	12	\$16.25	13	\$16.50	14	\$16.75
L	12	\$16.25	13	\$16.50	14	\$16.75	15	\$17.00
M	13	\$16.50	14	\$16.75	15	\$17.00	16	\$17.25
N	14	\$16.75	15	\$17.00	16	\$17.25	17	\$17.50
O	15	\$17.00	16	\$17.25	17	\$17.50	18	\$17.75
P	16	\$17.25	17	\$17.50	18	\$17.75	19	\$18.00
Q	17	\$17.50	18	\$17.75	19	\$18.00	20	\$18.25
R	18	\$17.75	19	\$18.00	20	\$18.25	21	\$18.50
S	19	\$18.00	20	\$18.25	21	\$18.50	22	\$18.75
T	20	\$18.25	21	\$18.50	22	\$18.75	23	\$19.00
U	21	\$18.50	22	\$18.75	23	\$19.00	24	\$19.25
V	22	\$18.75	23	\$19.00	24	\$19.25	25	\$19.50
W	23	\$19.00	24	\$19.25	25	\$19.50	26	\$19.75
X	24	\$19.25	25	\$19.50	26	\$19.75	27	\$20.00
Y	25	\$19.50	26	\$19.75	27	\$20.00	28	\$20.25
Z	26	\$19.75	27	\$20.00	28	\$20.25	29	\$20.50
AA	27	\$20.00	28	\$20.25	29	\$20.50	30	\$20.75
BB	28	\$20.25	29	\$20.50	30	\$20.75	31	\$21.00
CC	29	\$20.50	30	\$20.75	31	\$21.00	32	\$21.25
DD	30	\$20.75	31	\$21.00	32	\$21.25	33	\$21.50
EE	31	\$21.00	32	\$21.25	33	\$21.50	34	\$21.75
FF	32	\$21.25	33	\$21.50	34	\$21.75	35	\$22.00
GG	33	\$21.50	34	\$21.75	35	\$22.00	36	\$22.25
HH	34	\$21.75	35	\$22.00	36	\$22.25	37	\$22.50
II	35	\$22.00	36	\$22.25	37	\$22.50	38	\$22.75
JJ	36	\$22.25	37	\$22.50	38	\$22.75		
KK	37	\$22.50	38	\$22.75				
LL	38	\$22.75						

Hampton Board of Education Meeting 12 16 2020
Recommendation Prepared at Request of Finance & Operations Proposal #2
for Paraprofessional Step Scales Effective July 1 Each Year

July 1, 2021 # employees on step	Step	Rate	Cost 193 days
1	27	\$20.00	\$26,055.00
1	36	\$22.25	\$28,986.19
2	12	\$16.25	\$41,555.31
1	8	\$15.25	\$19,131.13
1	11	\$16.00	\$20,072.00
1	7	\$14.75	\$19,215.56
1	20	\$18.25	\$23,775.19
1	16	\$17.25	\$21,640.13
less IDEA			(\$13,343.00)
Total			\$187,087.50

Hampton Board of Education Meeting 12 16 2020
 Recommendation \$1.00 per Step Proposal #3
 for Paraprofessional Step Scales Effective July 1 Each Year

Employee	09/01/20 Min Wage \$12.00/hr		08/01/21 Min Wage 13.00/hr		07/01/22 Min Wage \$14.00/hr		06/01/23 Min Wage \$15.00/hr	
	2020- 2021 Step	2020- 2021 Rate	2021- 2022 Step	2021- 2022 Rate	2022- 2023 Step	2022- 2023 Rate	2023- 2024 Step	2023- 2024 Rate
Step 1 2023-2024							1	\$15.00
Step 1 2022-2023					1	\$14.00	2	\$15.00
Step 1 2021-2022			1	\$13.00	2	\$14.00	3	\$15.00
A	1	\$12.00	2	\$13.00	3	\$14.00	4	\$15.00
B	2	\$12.25	3	\$13.00	4	\$14.00	5	\$15.00
C	3	\$12.75	4	\$13.75	5	\$14.75	6	\$15.75
D	4	\$13.25	5	\$14.25	6	\$15.25	7	\$16.25
E	5	\$13.75	6	\$14.75	7	\$15.75	8	\$16.75
F	6	\$14.25	7	\$15.25	8	\$16.25	9	\$17.25
G	7	\$14.75	8	\$15.75	9	\$16.75	10	\$17.75
H	8	\$15.25	9	\$16.25	10	\$17.25	11	\$18.25
I	9	\$15.50	10	\$16.50	11	\$17.50	12	\$18.50
J	10	\$15.75	11	\$16.75	12	\$17.75	13	\$18.75
K	11	\$16.00	12	\$17.00	13	\$18.00	14	\$19.00
L	12	\$16.25	13	\$17.25	14	\$18.25	15	\$19.25
M	13	\$16.50	14	\$17.50	15	\$18.50	16	\$19.50
N	14	\$16.75	15	\$17.75	16	\$18.75	17	\$19.75
O	15	\$17.00	16	\$18.00	17	\$19.00	18	\$20.00
P	16	\$17.25	17	\$18.25	18	\$19.25	19	\$20.25
Q	17	\$17.50	18	\$18.50	19	\$19.50	20	\$20.50
R	18	\$17.75	19	\$18.75	20	\$19.75	21	\$20.75
S	19	\$18.00	20	\$19.00	21	\$20.00	22	\$21.00
T	20	\$18.25	21	\$19.25	22	\$20.25	23	\$21.25
U	21	\$18.50	22	\$19.50	23	\$20.50	24	\$21.50
V	22	\$18.75	23	\$19.75	24	\$20.75	25	\$21.75
W	23	\$19.00	24	\$20.00	25	\$21.00	26	\$22.00
X	24	\$19.25	25	\$20.25	26	\$21.25	27	\$22.25
Y	25	\$19.50	26	\$20.50	27	\$21.50	28	\$22.50
Z	26	\$19.75	27	\$20.75	28	\$21.75	29	\$22.75
AA	27	\$20.00	28	\$21.00	29	\$22.00	30	\$23.00
BB	28	\$20.25	29	\$21.25	30	\$22.25	31	\$23.25
CC	29	\$20.50	30	\$21.50	31	\$22.50	32	\$23.50
DD	30	\$20.75	31	\$21.75	32	\$22.75	33	\$23.75
EE	31	\$21.00	32	\$22.00	33	\$23.00	34	\$24.00
FF	32	\$21.25	33	\$22.25	34	\$23.25	35	\$24.25
GG	33	\$21.50	34	\$22.50	35	\$23.50	36	\$24.50
HH	34	\$21.75	35	\$22.75	36	\$23.75	37	\$24.75
II	35	\$22.00	36	\$23.00	37	\$24.00	38	\$25.00
JJ	36	\$22.25	37	\$23.25	38	\$24.25		
KK	37	\$22.50	38	\$23.50				
LL	38	\$22.75						

Hampton Board of Education Meeting 12 16 2020
Recommendation \$1.00 per Step Proposal #3
for Paraprofessional Step Scales Effective July 1 Each Year

July 1, 2021 # employees on step	Step	Rate	Cost 193 days
1	27	\$20.75	\$27,032.06
1	36	\$23.00	\$29,963.25
2	12	\$17.00	\$43,473.25
1	8	\$15.75	\$19,758.38
1	11	\$16.75	\$21,012.88
1	7	\$15.25	\$19,866.94
1	20	\$19.00	\$24,752.25
1	16	\$18.00	\$22,581.00
less IDEA			(\$13,353.00)
Total			\$195,087.00

HAMPTON BOARD OF EDUCATION
Substitute Pay Rates

MINIMUM WAGE \$12.00 PER HOUR EFFECTIVE SEPTEMBER 01, 2020

Paraprofessional/Executive Secretary Substitute
Without a BA degree

\$12.00 per hour

Teacher/Paraprofessional/Executive Secretary Substitute
Minimum of a BA degree

\$13.50 per hour

BA Step 1 after forty (40) consecutive days in same assignment per Hampton
Elementary Association Agreement

Custodian Substitute

\$13.00 per hour

School Nurse Substitute

\$23.50 per hour

All substitutes shall work and be paid a minimum of four (4) hours. If a substitute voluntarily leaves before the four hour mark, the substitute will be paid for no more than the hours worked

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HAMPTON BOARD OF EDUCATION
Substitute Pay Rates
PROPOSED EFFECTIVE JULY 1, 2021

MINIMUM WAGE \$13.00 PER HOUR EFFECTIVE AUGUST 21, 2021

Paraprofessional/Executive Secretary Substitute
Without a BA degree

\$13.00 per hour

Teacher/Paraprofessional/Executive Secretary Substitute
Minimum of a BA degree

\$14.50 per hour

BA Step 1 after forty (40) consecutive days in same assignment per Hampton
Elementary Association Agreement

Custodian Substitute

\$14.00 per hour

School Nurse Substitute

\$24.50 per hour

All substitutes shall work and be paid a minimum of four (4) hours. If a substitute voluntarily leaves before the four hour mark, the substitute will be paid for no more than the hours worked

BoE Approved:

HAMPTON BOARD OF EDUCATION
Substitute Pay Rates
PROPOSED EFFECTIVE JULY 1, 2022

MINIMUM WAGE \$14.00 PER HOUR EFFECTIVE JULY 1, 2022

Paraprofessional/Executive Secretary Substitute
Without a BA degree

\$14.00 per hour

Teacher/Paraprofessional/Executive Secretary Substitute
Minimum of a BA degree

\$15.50 per hour

BA Step 1 after forty (40) consecutive days in same assignment per Hampton
Elementary Association Agreement

Custodian Substitute

\$15.00 per hour

School Nurse Substitute

\$25.50 per hour

All substitutes shall work and be paid a minimum of four (4) hours. If a substitute voluntarily leaves before the four hour mark, the substitute will be paid for no more than the hours worked

BoE Approved:

HAMPTON BOARD OF EDUCATION
Substitute Pay Rates
PROPOSED EFFECTIVE JUNE 1, 2023

MINIMUM WAGE \$14.00 PER HOUR EFFECTIVE JUNE 1, 2023

Paraprofessional/Executive Secretary Substitute
Without a BA degree

\$15.00 per hour

Teacher/Paraprofessional/Executive Secretary Substitute
Minimum of a BA degree

\$16.50 per hour

BA Step 1 after forty (40) consecutive days in same assignment per Hampton
Elementary Association Agreement

Custodian Substitute

\$16.00 per hour

School Nurse Substitute

\$26.50 per hour

All substitutes shall work and be paid a minimum of four (4) hours. If a substitute voluntarily leaves before the four hour mark, the substitute will be paid for no more than the hours worked

BoE Approved:

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