



Schuyler Community Schools
Support Staff Meeting
Friday, May 5, 2023 2:45 PM
Schuyler Community Schools Board Room
120 W. 20th Street
Schuyler, NE 68661-2400

I. Discussion Items

Prepared by: Shelley Friesz, Secretary to the Board

2023-24 Support Staff Salary Schedule

STEP	Hourly Rate	% Increase	\$ Increase
1	\$10.50	3.85%	\$0.39
2	\$10.90	3.80%	\$0.40
3	\$11.31	3.75%	\$0.41
4	\$11.72	3.70%	\$0.43
5	\$12.15	3.65%	\$0.43
6	\$12.59	3.60%	\$0.44
7	\$13.04	3.55%	\$0.45
8	\$13.49	3.50%	\$0.45
9	\$13.96	3.45%	\$0.47
10	\$14.43	3.40%	\$0.47
11	\$14.92	3.35%	\$0.49
12	\$15.41	3.30%	\$0.49
13	\$15.91	3.25%	\$0.50
14	\$16.42	3.20%	\$0.51
15	\$16.94	3.15%	\$0.52
16	\$17.46	3.10%	\$0.52
17	\$17.99	3.05%	\$0.53
18	\$18.53	3.00%	\$0.54
19	\$19.08	2.95%	\$0.55
20	\$19.63	2.90%	\$0.55
21	\$20.19	2.85%	\$0.56
22	\$20.76	2.80%	\$0.57
23	\$21.33	2.75%	\$0.57
24	\$21.90	2.70%	\$0.57
25	\$22.49	2.65%	\$0.59
26	\$23.07	2.60%	\$0.58
27	\$23.66	2.55%	\$0.59
28	\$24.25	2.50%	\$0.59
29	\$24.84	2.45%	\$0.60
30	\$25.44	2.40%	\$0.60
31	\$26.04	2.35%	\$0.60
32	\$26.64	2.30%	\$0.60
33	\$27.24	2.25%	\$0.60
34	\$27.84	2.20%	\$0.60
35	\$28.44	2.15%	\$0.60
36	\$29.04	2.10%	\$0.60
37	\$29.64	2.05%	\$0.60
38	\$30.24	2.01%	\$0.60
39	\$30.84	2.00%	\$0.60
40	\$31.44	1.95%	\$0.60
Beyond Maximum Step			% increase
Cost of Living Annual Increase			2.50%

Position Start and Maximum Wages and Benefits

Position	Beginning Step	Maximum Step
Para Educator	4	25
Technology Assistant	4	25
Administrative Assistant	4	25
Food Service	6	25
Custodial-Housekeeper	6	25
After School Coordinator	8	30
Technology Manager	8	30
Custodial/Grounds Maintenance	11	30
After School Director	11	30
District Activity Fund Manager	11	30
Technology Specialist	16	35
Maintenance Engineer	16	35
Special Considerations: Beyond Maximum Step		
SPED High Needs Para Educator	5	Steps
College Degree	3	Steps
Teaching Certificate	2	Steps
Bilingual Translator	2	Steps
Newcomer Program: Para Educator	2	Steps
Board of Education Secretary	2	Steps
Building/Grounds Maintenance Head	2	Steps
Food Service Building Head	2	Steps
Certificate/License (LPN, Nursing)	2	Steps
Certificate/License (Bus, Technology)	2	Steps
Night Custodian/Housekeeper	1	Step
Foundation Secretary	1	Step
Certification (Braille, Serve Safe, Chemical, SNA-4))	1	Step
License: (HVAC, Electrical, Plumbing, Welding)	1	Step
Benefits Schedule (Minimum 30 hours per week)		
Para-Educators	Single Health/Dental (3,800 Deductible)	
9-11 Month Support Staff (non paras)	Single Health/Dental (1,200 Deductible)	
12 Month Support Staff and Nurses	Family Health/Dental (1,200 Deductible)	
PTO/Sick Leave	1 Day per month, Cumulative sick to 50	
Vacation/Holiday Pay	1 Day per month and Holiday Pay	
Van & Bus Drivers, Part-Time and Substitute Positions		
Students -Custodial, para-educators, interpreters	\$10.00	
Sports/Activities Support - Beyond Required Assignment	\$15.00	
Summer: Food Service, Para Educators, Custodial	\$12.50	
After School Para Educators	\$13.00	
Substitute Maintenance/Electrician/Plumber	\$15.00	
Activity Bus Drivers	\$18.00	
City Route - School to School & Rural School Bus	\$20.00	
Substitute Support Staff	\$12.50	
Substitute Teacher \$168 (1-15) \$176 (16-30) \$184 (Over 30)	\$21, \$22, \$23	
Substitute Nurse	\$23.00	

Support Staff Salary Schedule Annual Cost Projections

Step	Pay Rate	9 Month Salary	9 Month SS/Retire	9 Month Total Cost	10 Month Salary	10 Month SS/Retire	10 Month Total Cost	12 Month Salary	12 Month SS/Retire	12 Month Total Cost
0	\$0.00	1440	0.175278	Annual Cost	1600	0.175278	Annual Cost	2040	0.175278	Annual Cost
1	\$10.50	15,120	\$2,650	17,770	16,800	\$3,754	20,554	21,420	\$3,754	25,174
2	\$10.90	15,695	\$2,751	18,445	17,438	\$3,897	21,336	22,234	\$3,897	26,131
3	\$11.31	16,283	\$2,854	19,137	18,092	\$4,043	22,136	23,068	\$4,043	27,111
4	\$11.72	16,871	\$2,957	19,828	18,746	\$4,189	22,935	23,901	\$4,189	28,090
5	\$12.15	17,501	\$3,068	20,569	19,446	\$4,346	23,792	24,794	\$4,346	29,139
6	\$12.59	18,131	\$3,178	21,309	20,146	\$4,502	24,648	25,686	\$4,502	30,188
7	\$13.04	18,775	\$3,291	22,066	20,861	\$4,662	25,523	26,598	\$4,662	31,260
8	\$13.49	19,432	\$3,406	22,838	21,591	\$4,825	26,417	27,529	\$4,825	32,354
9	\$13.96	20,103	\$3,524	23,626	22,336	\$4,992	27,328	28,479	\$4,992	33,470
10	\$14.43	20,786	\$3,643	24,429	23,096	\$5,161	28,257	29,447	\$5,161	34,608
11	\$14.92	21,482	\$3,765	25,248	23,869	\$5,334	29,204	30,433	\$5,334	35,768
12	\$15.41	22,191	\$3,890	26,081	24,657	\$5,510	30,167	31,438	\$5,510	36,948
13	\$15.91	22,913	\$4,016	26,929	25,458	\$5,689	31,148	32,460	\$5,689	38,149
14	\$16.42	23,646	\$4,145	27,790	26,273	\$5,872	32,145	33,498	\$5,872	39,370
15	\$16.94	24,391	\$4,275	28,666	27,101	\$6,056	33,157	34,553	\$6,056	40,610
16	\$17.46	25,147	\$4,408	29,554	27,941	\$6,244	34,185	35,625	\$6,244	41,869
17	\$17.99	25,899	\$4,540	30,439	28,777	\$6,431	35,208	36,691	\$6,431	43,122
18	\$18.53	26,676	\$4,676	31,352	29,640	\$6,624	36,264	37,791	\$6,624	44,415
19	\$19.08	27,478	\$4,816	32,294	30,531	\$6,823	37,354	38,927	\$6,823	45,750
20	\$19.63	28,260	\$4,953	33,213	31,400	\$7,017	38,417	40,035	\$7,017	47,052
21	\$20.19	29,080	\$5,097	34,177	32,311	\$7,221	39,532	41,197	\$7,221	48,417
22	\$20.76	29,894	\$5,240	35,134	33,216	\$7,423	40,639	42,350	\$7,423	49,773
23	\$21.33	30,716	\$5,384	36,100	34,129	\$7,627	41,756	43,515	\$7,627	51,142
24	\$21.90	31,531	\$5,527	37,058	35,035	\$7,830	42,864	44,669	\$7,830	52,499
25	\$22.49	32,381	\$5,676	38,057	35,979	\$8,041	44,020	45,873	\$8,041	53,914
26	\$23.07	33,223	\$5,823	39,046	36,915	\$8,250	45,164	47,066	\$8,250	55,316
27	\$23.66	34,070	\$5,972	40,042	37,856	\$8,460	46,316	48,266	\$8,460	56,726
28	\$24.25	34,922	\$6,121	41,043	38,802	\$8,672	47,474	49,473	\$8,672	58,144
29	\$24.84	35,763	\$6,269	42,032	39,737	\$8,880	48,617	50,665	\$8,880	59,545
30	\$25.44	36,636	\$6,421	43,057	40,707	\$9,097	49,804	51,901	\$9,097	60,998
31	\$26.04	37,497	\$6,572	44,069	41,663	\$9,311	50,974	53,121	\$9,311	62,431
32	\$26.64	38,359	\$6,724	45,083	42,621	\$9,525	52,146	54,342	\$9,525	63,867
33	\$27.24	39,222	\$6,875	46,097	43,580	\$9,739	53,320	55,565	\$9,739	65,304
34	\$27.84	40,085	\$7,026	47,111	44,539	\$9,954	54,493	56,787	\$9,954	66,741
35	\$28.44	40,947	\$7,177	48,124	45,497	\$10,168	55,664	58,008	\$10,168	68,176
36	\$29.04	41,821	\$7,330	49,152	46,468	\$10,385	56,853	59,247	\$10,385	69,632
37	\$29.64	42,679	\$7,481	50,159	47,421	\$10,598	58,018	60,462	\$10,598	71,059
38	\$30.24	43,551	\$7,634	51,185	48,390	\$10,814	59,204	61,697	\$10,814	72,511
39	\$30.84	44,408	\$7,784	52,191	49,342	\$11,027	60,369	62,911	\$11,027	73,938
40	\$31.44	45,274	\$7,935	53,209	50,304	\$11,242	61,546	64,138	\$11,242	75,379

Benefits Schedule (Minimum 30 hours per week)		Single	Emp/Child	Emp/Spouse	Family
Para-Educators (3,800 Deductible Premium)		\$7,931.04			
9-11 Month Support Staff (non paras) (1,200 Deductible Premium)		\$9,182.16			
12 Month Support Staff and Nurses (1,200 Deductible Premium)		\$8,740.80	\$15,868.80	\$17,965.20	\$24,001.32