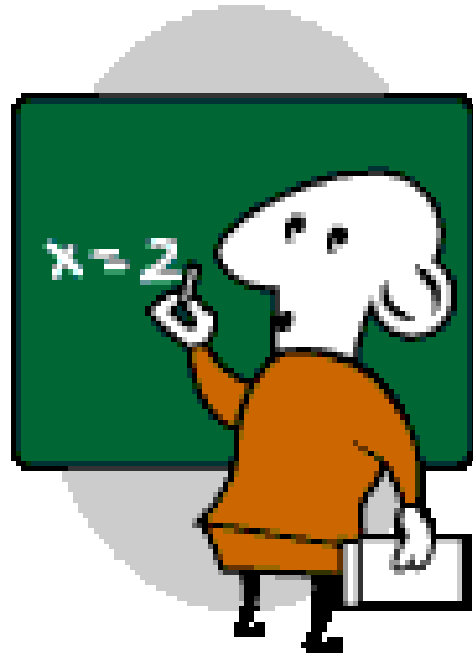
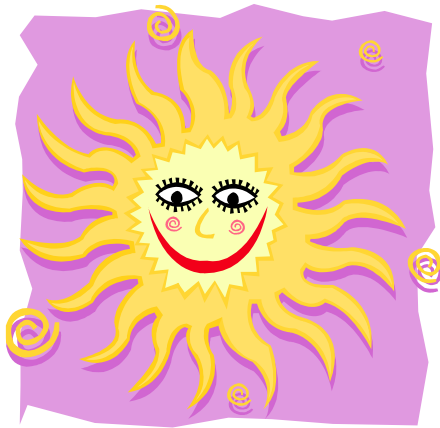


Increase Pay Proposal
SLL BOCES
Regional Summer School Program
Suggested Implementation Summer 2015.



Rational for Increases

- The current Regional Summer School(RSS) pay scale, for classroom teachers and administrators, was established in 2007 and has not been adjusted since. The pay scale for driver education teachers was created in 2013 based on the pay scale for classroom teachers.
- It has become increasingly difficult to attract teachers and administrators to the RSS program. Currently we are using two uncertified teachers because we cannot find a certified teacher to cover the classes.
- The pool of candidates we have traditionally relied upon to work in the RSS programs has decreased in size for a number of reasons.
 - Recent college graduates are often uncertified as they have not completed testing or other various certification requirements.
 - Few first, second and third year teachers exist in the area because of staff reductions caused by the economic down turn.
 - Many teachers are attending workshops to keep current or get up to speed with curriculum requirements including the common core requirements. These often are offered during the same time frame as RSS.
 - Some teachers expressed interest in working for the RSS program but stated that the cost of child care and transportation nearly equaled what our pay scale offered. Others blatantly state that the pay scale was not enticing enough to tie themselves down for 6 weeks of their vacation.
- Increasing the pay of staff will hopefully assist in retaining those that we currently employ in the RSS program and potentially attract additional interest from certified candidates.
- The proposal request an increase in pay, that if implemented this year, would raise the expenses at all three sites from a total of (this does not include the cost of fringe benefits) \$198,237 to \$230,758. The total increase is \$32,521 or approximately 16.4%. Basing this over the 8 years since the initial scale was developed it represents an increase of approximately 2.05%/year.

**Current Regional Summer School Pay Scale for Teachers
Established Summer 2007**

STEPS	RATE/PER SESSIONS
1-2 Years as Summer School Teacher	\$1,200.00
3-4 Years as Summer School Teacher	\$1,375.00
5 or More Years as Summer School Teacher	\$1,650.00

**Proposed Regional Summer School Pay Scale for Teachers
Starting Summer 2015**

STEPS	RATE/PER SESSIONS
1-2 Years as Summer School Teacher	\$1,400.00
3-4 Years as Summer School Teacher	\$1,600.00
5-9 Years as Summer School Teacher	\$1,900.00
10 or more years as Summer School Teacher	\$2,200.00

Regional Summer School Pay Scale for Driver's Education Teachers Established Summer 2013

PER INSTRUCTIONAL GROUP	RATE/PER GROUP
(1-14 Students; \$1,140/four student group)	
1-4 Students	\$1,140.00
5-8 Students	\$2,280.00
9-12 Students	\$3,420.00
13-16 Students	\$4,560.00
17-20 Students	\$5,700.00
21-24 Students	\$6,840.00
(25-48 Students; \$1,200/four student group)	
25-28 Students	\$8,040.00
29-32 Students	\$9,240.00
33-36 Students	\$10,440.00
37-40 Students	\$11,640.00
41-44 Students	\$12,840.00
45-48 Students	\$14,040.00
(49-60 Students; \$1,260/four student group)	
49-52 Students	\$15,300.00
53—56 Students	\$16,560.00
57-60 Students	\$17,820.00

Regional Summer School Pay Scale for Driver's Education Teachers Summer 2015

PER INSTRUCTIONAL GROUP	RATE/PER GROUP
(1-14 Students; \$1,200/four student group)	
1-4 Students	\$1,200.00
5-8 Students	\$2,400.00
9-12 Students	\$3,600.00
13-16 Students	\$4,800.00
17-20 Students	\$6,000.00
21-24 Students	\$7,200.00
(25-48 Students; \$1,260/four student group)	
25-28 Students	\$8,820.00
29-32 Students	\$10,080.00
33-36 Students	\$11,340.00
37-40 Students	\$12,600.00
41-44 Students	\$13,860.00
45-48 Students	\$15,120.00
(49-60 Students; \$1,320/four student group)	
49-52 Students	\$17,160.00
53—56 Students	\$18,480.00
57-60 Students	\$19,800.00

**Current Regional Summer School Pay Scale for
Administrators
Established Summer 2007**

Principal (base pay)	\$8,000.00
Assistant Principal (base pay)	\$7,000.00
Administrative Assistant (base pay)	\$3,200.00
Yearly Service Increase (administrators only)	\$100.00

**Proposed Regional Summer School Pay Scale for
Administrators
Starting Summer 2015**

Principal (base pay)	\$9,000.00
Assistant Principal (base pay)	\$8,000.00
Administrative Assistant (base pay)	\$3,700.00
Yearly Service Increase	\$100.00 Administrators \$50.00 Admin. Assistant