

BOARD AGENDA ITEM

May 13, 2021

SUBJECT:

Proposed Revision to ESSER II Summer Program Pay

BACKGROUND INFORMATION:

The original, comprehensive spending plan for the District’s \$28.2 million ESSER II allocation was presented for Board consideration at its March 23, 2021, meeting. The plan included a summer program to combat learning loss. Proposed, and ultimately approved, pay rates for the ESSER II-funded summer program were part of the summer proposal.

ADMINISTRATIVE CONSIDERATION:

Hourly rates for lead teachers and teachers were approved in late February to allow early posting of those positions. Other summer positions were posted upon the March 23, 2021, rate approvals. Despite summer positions being posted for a nearly a month and a half or longer, the District is having difficulty filling many of those. The number of positions that we are working to fill are significantly higher than a typical summer. The District is also faced with the challenge of neighboring or nearby districts paying a premium for summer ESSER II workers.

Hourly pay rates approved during the March 23, 2021 meeting are as follow:

Lead teachers	\$40 per hour (approved February 23, 2021)
Teachers	\$37 per hour (approved February 23, 2021)
School nurses	\$30 per hour
Bus drivers	\$15 per hour
Aides (who also bus monitor)	\$15 per hour
Bus monitor only	\$11 per hour
School food service manager	\$16 per hour
School food service operator	\$13 per hour

In order to generate more interest in summer ESSER II positions, the Administration recommends an across-the-board increase of \$5 per hour to the amounts listed above. We believe this increase will incentivize employees to work during their normal off periods and will be more competitive with other districts.

The new pay rates would only apply to ESSER II-funded summer activities.

RECOMMENDATION:

Approve the proposed \$5 per hour increase in ESSER II summer pay. New rates, if approved, would be:

Lead teachers	\$45 per hour
Teachers/counselors	\$42 per hour
School nurses/OTs/PTs	\$35 per hour
Bus drivers	\$20 per hour
Aides (who also bus monitor)	\$20 per hour
Bus monitor only	\$16 per hour
School food service manager	\$21 per hour
School food service operator	\$18 per hour

[Note: Counselors, occupational therapists, and physical therapists were not specifically listed in the original proposal but have historically been grouped as shown above (counselors with teachers, OTs/PTS with nurses). Those positions were added to this revision for clarity.]

PREPARED BY:

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