

District Proposal #1
BESPA
May 5, 2022

- 14.7 A. The District will pay a \$1,000 bonus for the successful completion of each of 7 ASE Certification areas. To receive the bonus, the employee must submit documentation of successful completion to the Director of Transportation.
- B. ASE Certifications are valid for a 5 year period. Therefore, an employee will be eligible to receive the ASE Certification bonus again when his/her certification expires.
- C. To be eligible, individuals must be an active employee with Bay District Schools when the bonus is dispersed.

TA
4:45

WP
JH

3/5/2022
Sandra Davis
3/5/22
4:45 p.m.

District's plan to combine Wage increase with \$15/hr minimum adjustment

- * The overall goal is to adjust as many employee's wages through a raise that is shared by all so we can have fewer employees that are just rolled up to the new minimum.
- * The more employees we can get above the minimum with a raise that is shared by all, the fewer employees will be in the under \$15/hr group that will have to be adjusted up.
- * By using a tiered increase it directs more funding to those at the lower end of the pay scale, but also gives everyone the same increase on similar portions of their wages.
- * A tiered plan would give the same percent increase on the same portion of every employee in the group

Tier	Hrly Range	% Increase	
Example: 1	0 - 15	4.00%	a) An employee that makes \$12/hr would receive a 4% increase on their entire salary (new rate is \$12.48/hr)
2	15.01 - 20	3.00%	b) An employee that makes \$17/hr would receive a 4% increase on the first \$15 and 3% on the other \$2 (new rate is \$17.66/hr)
3	20.01 - 25	2.00%	
4	25.01 - 30	1.00%	c) An employee that makes \$21/hr would receive a 4% increase on the first \$15 and 3% on the next \$5 and 2% on the remaining \$1 (new rate is \$21.77/hr)
5	30+	1.00%	

- * There are currently 943 of the 1,216 (78%) support employees below \$15/hr
- * It will take approximately \$3,100,000 to raise all employees to the new \$15/hr minimum

Example Calculation

Threshold	% Increase
15	4.00%
20	3.00%
25	2.00%
30	1.00%
60	1.00%

TITLE_DESC	HRLY_RATE	HRS_DAY	WORK_DAYS	\$ Inc	Tot %	Total	\$15	New total	Hrly Increase	Rate Increase	\$ Increase
HEAD CUSTODIAN I	17.9922	8	247	0.687966	3.84%	18.62017	FALSE	18.62	0.687966	3.84%	1,359.42
DATA ENTRY MNGR III	15.0587	8	247	0.601761	4.00%	15.66046	FALSE	15.66	0.601761	4.00%	1,189.08
CLERK I	12.1882	7	183	0.487528	4.00%	12.67573	2.32427	15.00	2.8118	23.07%	3,601.92
MAID	10.2300	5.75	183	0.4092	4.00%	10.6392	4.36080	15.00	4.77	46.63%	5,019.23
VOLUNTARY PRE-KINDG. ASSOCIATE	22.3043	7.25	196	0.796086	3.57%	23.10039	FALSE	23.10	0.796086	3.57%	1,131.24