

SDMA Employee Compensation 2022-2023 Recommendations

Employee Group	#	CPI 4.70%	Issues	Recommendation
Supervisory Aides	11	\$223,309 Total hourly	0 step movements	Step movement plus \$0.71 per hour for all hourly. Examples include second year steps: Paraeducator: w/step \$1,979, without step \$963 Clerical: w/step \$ 2,336, without step \$1,136
Paraeducators	78		18 step movements	
Bldg and Grds, Custodians, Food Service, Tech, District Accountant, Clerical I, II, & III	93		20 step movements	
Coordinator	1	\$424	0 lane movement	4.7% on each contract
Directors	4	\$12,571		4.7% on each contract
Advisors & Coaches	314	\$27,809		Flat \$11.53 per point (co-curricular) Flat \$14.49 per point (extra-curricular)
Teachers	258	\$671,570	Step movement for all returning/effective teachers.	Allow all earned steps (\$500-\$1,500), including increase for each step of \$1,635.
Administration	17	\$85,439		4.7% on each returning

*This summary does not reflect the Board-approved longevity incentives for 20, 25, 30, 35 years of service, which are estimated to increase annual salaries for all groups by approximately \$250 (teachers) or 0.5% (hourly) per full-time FTE for each level of longevity earned in the SDMA.