




# Instructional Support Staff Salary Proposal

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Proposal to AoA Board  
10/28/2021



# Proposal Overview

- Instructional IAs (IAs) and After-school instructors play an important role at AoA - both during the day and in our after-school programs
- Instructional support positions include: Special education IAs, kindergarten IAs, after-school program/supervision instructors, and \*literary and math intervention classroom IAs
- Traditionally there has been a fairly high turnover rate for IA positions
- We are having challenges hiring IA employees as our salary schedule is not as competitive as it once was with surrounding districts
- The proposal is to move to a 2-column salary schedule (instead of 3) based on level of education and to increase the starting rate by \$2 per hour
- The new, proposed salary schedule increase makes us very competitive in terms of both attracting new employees and retaining current ones.
- The increase in the proposed salary schedule is being recommended unanimously by the AoA's Finance Committee.

\*Hired with additional one-time state and federal funding

# Current Salary Schedule v. Proposed one

## Current Schedule

Step	Column 1	Column 2	Column 3
	<i>HS / GED</i>	<i>AA</i>	<i>BA</i>
1	16.00	17.00	18.00
2	16.80	17.85	18.90
3	17.64	18.74	19.85
4	18.52	19.68	20.84
5	19.45	20.66	21.88
6	20.42	21.70	22.97

## Proposed Schedule

### (I1) - Classified Instructional Support Staff I

Step	Column 1	Column 2
	<i>HS / GED / AA</i>	<i>BA</i>
1	\$19.00	\$20.00
2	\$19.95	\$21.00
3	\$20.95	\$22.05
4	\$21.99	\$23.15
5	\$23.09	\$24.31
6	\$24.25	\$25.53

\*Instructional support staff may be eligible for a \$1 per hour increase based on subject expertise in literacy and math and ability to lead small group or individual instruction.

# Salary Increase Considerations

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- Instructional support staff play an role in The Academy's core academic program as well as its after-school program
- An increase in the salary schedule is sustainable both this year and next year due to additional state and federal funding, although, an increase in revenue - especially growing enrollment must increase in out years Including next year) to maintain current numbers or reductions in other expenditures must be made.
- It will be important for AoA leaders to review its use of instructional support staff to make sure that the various instructional roles are being effectively leveraged in comparison to other staffing possibilities to meet its mission and vision.

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Proposal: The Academy of Alameda Board of Directors adopts the new, increased Instructional Support Staff salary schedule.