

OFFICE OF THE SUPERINTENDENT

Millburn Public Schools

INFORMATION ITEM

October 19, 2009

To: Board of Education Members

From: Ellen E. Mauer, PhD

Subject: Support Staff Pay Comparison

Two meetings ago, it was requested that we should look at what we are paying our special education assistants. We have gathered information from surrounding districts regarding all support staff personnel for your perusal and discussion. It should also be noted that we do not have problems filling our positions at the rates we currently pay. Additionally, using 2007-08 data, our teachers are at an average salary of \$47,693 and the state average is \$60,871.

As much as it would be nice to bring everyone up to what we feel they are worth, the long-term impact of this should be discussed as it relates to other work groups and our finances.

2009-2010 Support Staff - Hourly Rate Survey

	Millburn 24	Antioch 34	Big Hollow 38	Emmons 33	Fox Lake 114	Gavin 37	Grass Lake 36	Lake Villa 41	Woodland 50	Grayslake 46	Gurnee 56	Antioch 34
Instructional Assistant w/o Degree	8.99	9.20	8.45	9.50	10.00	10.50	8.50	8.70	13.43	12.14	10.00	9.20
Instructional Assistants with Degree	N/A	11.00	N/A	9.50	15.00	10.50	10.50	8.70			12.00	11.22
	Millburn 24	Antioch 34	Big Hollow 38	Emmons 33	Fox Lake 114	Gavin 37	Grass Lake 36	Lake Villa 41	Woodland 50	Grayslake 46	Gurnee 56	Antioch 34
Library Aide	8.99	9.20	8.00	9.50	15.00	10.50	9.80	8.70	10.77		11.58	9.20
Librarian w/Certification	N/A	N/A	N/A			N/A		N/A				
Computer Aide	N/A	10.46	N/A	9.50	15.00	10.50	8.50	8.70	14.20		11.54	10.46
Computer Teacher w/Certification	N/A	N/A	N/A			N/A		N/A				
	Millburn 24	Antioch 34	Big Hollow 38	Emmons 33	Fox Lake 114	Gavin 37	Grass Lake 36	Lake Villa 41	Woodland 50	Grayslake 46	Gurnee 56	Antioch 34
Head/Department Secretary	10.00	15.18	9.79	9.00	15.00	11.75	15.00	10.00	12.31	12.86	18.38	15.18
Assistant Secretary	8.99	10.27	9.79	9.00	12.25	9.56	11.00	10.00	10.77			10.27
Head Cooks		10.71			12.25	9.25						10.71
Assistant Cooks		9.58			10.00	9.25						9.58
	Millburn 24	Antioch 34	Big Hollow 38	Emmons 33	Fox Lake 114	Gavin 37	Grass Lake 36	Lake Villa 41	Woodland 50	Grayslake 46	Gurnee 56	Antioch 34
Custodian	10.00	10.35		9.50	12.25	11.00	12.00	11.97	12.31	10.78	11.99	10.35
	Millburn 24	Antioch 34	Big Hollow 38	Emmons 33	Fox Lake 114	Gavin 37	Grass Lake 36	Lake Villa 41	Woodland 50	Grayslake 46	Gurnee 56	Antioch 34
Bus Driver	14.51=shortest route	15.71			17.81	16.90			15.94		16.2	15.71

Highest starting hourly rate out of the districts surveyed.

Not applicable to survey, these employees are placed on the certified salary schedule.

No employees at these positions/outourced through purchased services.

