



Platte County

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To: Platte County R-3 Board of Education
From: Ashley Jones, Executive Director of Human Resources
Subject: FY25 Summer School Salary Recommendation
Date: January 16, 2025

Overview

Goal 4 of the Comprehensive School Improvement Plan (CSIP) is to attract, retain, and develop a high-quality staff. Competitive salaries are a critical factor in attracting and retaining a workforce that meets our district's high expectations. This recommendation outlines the proposed salary adjustments for summer school staff to ensure compensation remains competitive.

Background

Last year, adjustments were made to summer school pay for support staff to ensure their compensation aligns with the essential functions of their positions, regardless of whether they are working during the regular school year or summer school. We propose continuing this practice.

To maintain competitive summer school pay rates, we propose adjusting the rates for certified positions—teachers, reading specialists, speech-language pathologists, and administrative interns—to align with the hourly rate based on Range A, Step 1 of the certified staff salary schedule. The proposed hourly rate is **\$32.58**, representing a **4.52% increase** from the previous year. The proposed hourly rate for high school online teachers is **\$105.80** per student, representing a **2.72% increase**.

Additionally, for transportation staff, we recommend a one-time payment for those who drive all 20 days of summer school. Drivers earning less than \$25 per hour will receive a payment equal to the difference between their regular hourly rate and \$25 per hour.

Summer School Rates Overview

Certified Staff

Position	Rate of Pay
K-12 Teacher	\$32.58/hour, \$162.90
PK-Teacher	\$32.58/hour, \$114.03
Counselor	\$32.58/hour, \$162.90
Reading Specialist	\$32.58/hour, \$162.90
Speech-Language Pathologist	\$32.58/hour, \$162.90
Administrative Intern	\$32.58/hour, \$195.48
High School Online Teacher	\$200/class setup + \$105.80/student (capped at 50 students)
Launch Coordinator	\$1,000

Classified Staff

Classification	Rate of Pay
All Classifications	Current hourly rate*

Transportation Staff

Position	Rate of Pay	Notes
Drivers AM/PM Routes	Current hourly rate*	3-hour minimum
Driver for Midday ECSE Routes	Current hourly rate*	1-hour minimum
Driver for Playground & Special Services Trips	Current hourly rate*	2-hour minimum
Aides AM/PM Routes	Current hourly rate	3-hour minimum
Aides for Midday ECSE Routes	Currently hourly rate	1-hour minimum

*Note: Transportation staff who drive all 20 days of summer school and earn less than \$25/hour will receive a one-time payment to bridge the gap between their regular hourly rate and \$25/hour.

Future Planning

Moving forward, summer school pay rates will be set as part of the annual salary recommendation process for the following school year.

Recommendation

It is recommended that the Board of Education approve the proposed pay rates for all summer school classifications as outlined above.

I am available to answer any questions regarding the data or these compensation recommendations.