



Platte County

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To: Board of Education
From: Ashley Jones, Executive Director of Human Resources
Date: May 15, 2025
Subject: Salary Recommendation FY26

Introduction

The 2025–2026 salary recommendation is guided by the Platte County School District’s Strategic Plan, which emphasizes a commitment to “Extraordinary Educators.” Specifically, the plan calls for investment in educators to ensure they feel valued, supported, and prepared to drive student success. A key action item in this strategy is implementing a total rewards program, incorporating competitive compensation, comprehensive benefits, and meaningful recognition. This recommendation reflects a critical investment in retaining and attracting top talent across all employee classifications.

Human Resources conducted its annual market analysis, focusing on the Local 15 and the Northland 6 for certified staff, and the Local 15 for support staff, professional technical staff, and administrators. The district’s compensation strategy remains focused on positioning all classifications at or above the market median, ensuring competitiveness in the education labor market.

Recommendation

1. **Incremental Movement (Step):** Employees on all schedules receive incremental movement.
2. **Salary Increases:** The following salary increases are recommended,
 - **Certified Schedule:** An additional 2.91% - This includes the statutory requirement of 1% additional revenue to be applied to teacher salaries for attending 169 calendar days. The average increase, including incremental movement and increase applied to the schedule, is 4.1%
 - **Support Staff Schedule:** An additional 2.42%. The average increase, including incremental movement and increase applied to the schedule, is 4%
 - **Professional Technical Schedule:** An additional 2.42%. The average increase, including incremental movement and increase applied to the schedule, is 4%
 - **Administrator Schedule:** A 2.42% increase. The average increase, including incremental movement and increase applied to the schedule, is 4%
3. **Market Adjustment Considerations:**
 - Targeted adjustments have been made to ensure minimum starting salaries align with at least the market median within the Local 15 comparison group. These adjustments total an estimated \$78,802.70 and impact the following positions:

Position	Salary Range Adjustment
Administrative Assistant - NCC	I to J
Executive Administrative Assistant	L to M
Building Aide II	B to C

Assistant Director of Transportation	A to B
Permanent Substitute	H to J
Certified Nursing Assistant (CNA)	C to D
District Safety Monitor	H to I
Sign Language Interpreter	N to O
Behavior Support Specialist*	O to Q
ISS Supervisor	J to K

**Because this position varies under Local 15, the classification will be reviewed annually based on the specific requirements of the role.*

4. Substitute Rates

- Substitute Teacher \$19.62
- Substitute Long Term Teacher \$24.54
- Substitute - Retired Teacher \$28.21
- Substitute - Long Term Certified/Retired Teacher \$28.21
- All substitutes for support staff will be paid the hourly rate equivalent to the first step on the support staff salary schedule.

5. Summer School - FY26

- PK-12 Teacher, Counselor, Reading Specialist, Speech-Language Pathologist, Administrative Intern - \$33.37 per hour
- High School Online Teacher - \$200/class setup + \$100 per student
- Launch Coordinator - \$1,000
- Support Staff - Per Support Staff Salary Schedule*
 - Driver AM/PM Routes - 3-hour minimum
 - Driver for Midday ECSE Routes - 1-hour minimum
 - Driver for Playrounge & Special Services Trips - 2-hour minimum
 - Aides AM/PM Routes - 3-hour minimum
 - Aides for Midday ECSE Routes - 1-hour minimum
 - *Transportation staff who drive all 20 days of summer school and earn less than \$25 per hour will receive a one-time payment to bridge the gap between their regular hourly rate and \$25 per hour.

Future Considerations

As we prepare to move forward with implementing the proposed enhancements to our salary and benefit structures, we must document collaborative insights for future reference. In the fall, we will continue discussions surrounding the following considerations, which are tabled for future collaboration:

- Step Replacement
- Evaluation of Historical Maximum Years of Experience Recognized
- Stipend for Self-Contained Special Education Teachers
- Stipends Tied to Longevity Awarded According to Years of Service Within the District

By documenting these insights, we can ensure continuity and informed decision-making in our efforts to continually improve the support and compensation provided to our valued employees.

Conclusion

This salary recommendation reinforces the District's strategic commitment to valuing and investing in its people. By strengthening our compensation structures, Platte County School District affirms its dedication to retaining and attracting exceptional educators, advancing our mission to help

learners thrive in an ever-changing world with confidence and resilience, prepared to pursue their unique futures:

- Through meaningful experiences
- Led by extraordinary educators
- In safe, respectful environments
- With a culture of innovation and excellence
- And through collaborative community partnerships.

Thank you for considering these recommendations.