



NORTHERN YORK COUNTY
SCHOOL DISTRICT
BOARD PROPOSAL

Tracking ID:

Date: April 10, 2017

From: Vangie Unti, Supervisor of Human Resources

Re: Aide Proposals

Board Committee: Personnel Committee

Background: Low applicant pool and high turnover for part-time Special Education Aide positions. Direct and indirect costs associated with high turnover include:

- 1) Time invested in frequent recruiting, interviewing, on boarding, and training of new staff.
- 2) Impacts on time and resources for many staff including: Director of Student Services, Principals, HR Supervisor, Teachers, Payroll, and IT Department.
- 3) Lack of consistency negatively impacts students, especially those with special needs.
- 4) Potential litigation risks when IEP mandated Aide positions remain vacant (i.e. - currently have two 1:1 Aide vacancies posted since March 15th with only one applicant who was not qualified).

Issue: Comparison of data from area districts via CAIU salary survey and an internal audit of Aide assignments reveal the following observations related to NYCSD Instructional Aides:

1. Lower than average starting hourly rates:

District	Hourly Instructional Aide Rate	Hourly Non-Instructional Aide Rate
Cumberland Valley	\$13.80	\$11.55
Big Spring	\$11.77	\$10.60
West Shore	\$10.71	\$9.18
Mechanicsburg	\$10.70 (plus \$0.30/hr for degree)	\$10.70 (plus \$0.30/hr for degree)
NYCSD	\$9.31 (plus \$0.50/hr BA, \$0.25/hr AA)	\$8.95 (plus \$0.50/hr BA, \$0.25/hr AA)

2. One pay rate for all Instructional Aide assignments does not adequately reward higher skill set needed, and challenges associated with, certain “Intensive Support” Special Ed Aide assignments.
3. Audit revealed 3 significant part-time Special Ed Aide 1:1 assignment deficiencies.
4. Outsource Option: Source4Teachers Cost Analysis (savings only recognized if full-time Aides lose NYCSD health insurance coverage and move to catastrophic health insurance through Source4Teachers).

Recommendations:

- #1: Increase starting hourly rates for new Aides in order to be competitive with neighboring districts:
- Instructional Aides from \$9.31 to \$10.50
 - Non-instructional Aides from \$8.95 to \$9.50
- #2: Beginning with 2017-18 school year, discontinue additional pay based on Bachelors/Associates degrees and add \$0.50/hour pay incentive for most challenging “Intensive Support” assignments. Twelve out of 69 Special Ed Aide assignments are identified as “Intensive Support” (students requiring at least one of the following supports):
1. *MDS (Multiple Disabilities Support) Classrooms*
 2. *Students who need consistent help with daily living skills*
 3. *Intensive Behavior Plan, SCM (Safe Crisis Management) required*
 4. *Students with mobility/safety issues*
 5. *Students with significant medical needs*
- #3: Adjust 3 part-time Intensive Support Special Ed Aide positions to full-time (6.5 hours/day) in order to meet student needs.
- #4: Continue to phase out full-time Aide positions appropriately through attrition. We anticipate at least 3 full-time retirements in the next 1-3 years that may be replaced with part-time, non-benefited positions (with minor duty adjustments and/or two part-time staff). Significant cost savings on benefits with this ongoing attrition model. Current full-time Aide workforce:
- | | |
|-------------------------|----------|
| <i>Under age 50:</i> | <i>2</i> |
| <i>Age 51 – 59:</i> | <i>9</i> |
| <i>Age 60 – 64:</i> | <i>7</i> |
| <i>Age 65 & up:</i> | <i>3</i> |