



Linda Aldridge came to discuss our financial situation and get input about our benefits and what recommendations to take to the Board. The committee did good things for paras last year and we are getting great results. Linda discussed the hard financial times that education is facing and how it affects our budget. One key point is that Keystone is facing a reduction in categorical aid.

The committee discussed Intensive Duty Hourly (IDH) pay and determined 5/6 members would like to continue IDH pay as it is now.

Last year the Board accepted a 21-step wage scale for paras. Throughout most of the year new hires were placed on the scale in accordance with levels of experience and education. All members of the committee thought there should be some differentiation regarding the wage level at which a new hire starts. Four people on the committee think there should be differentiated start pay based on experience only and two people on the committee think there should be differentiated pay based on experience and education.

Linda asked us to rank all the new para benefits in order of importance to keep. The committee thinks Good Attendance Bonuses are #1, Communication Hours are #2, and Education Bonuses are #3. The committee also discussed how the benefits could be restructured to still give benefit in all areas at a decreased amount. The committee said if the board wants to take the benefits away in order to give a nominal (1-5 cents) pay raise, they would rather see the money put into the benefits.

A meeting needs to be scheduled after the April board meeting and committee members may be asked to make a presentation at the May board meeting.