



Historical Commitment to Support Employee Salaries Bay District Schools

Bay District Schools has demonstrated a solid commitment to ensuring competitive wages and comprehensive benefits for our valued support employees. Recognizing the essential role these employees play in the success of our schools, the district has consistently invested in increasing salaries and enhancing support services.

Here are some key highlights of our past efforts:

1. Consistent Salary Increases:

- Over recent years, Bay District Schools has worked diligently to raise support employee salaries, culminating in the mandated raise to \$15 per hour for many employees who were previously earning below \$10 per hour. This increase was a transformational change, representing a significant financial investment in our support staff.
- Despite economic challenges and budget constraints, the district has prioritized these salary adjustments, acknowledging our support employees' hard work and dedication.

2. Equity and Investment in Pay Structure:

- To ensure fair and competitive wages, Bay District Schools contracted with Evergreen Solutions to review our salary structure thoroughly. This in-depth study, aimed at aligning our pay scales with those of neighboring districts and the broader job market, underscores our ongoing commitment to equity in compensation.
- This effort is a strategic step towards establishing a more sustainable, competitive pay scale that supports our district's retention and recruitment efforts.

3. Comprehensive Benefits and Employee Well-Being:

- Bay District Schools provides robust benefits for all employees, including health, dental, and retirement plans, focusing on keeping costs affordable for our support staff.
- The district also emphasizes mental health and wellness, offering options like the Bay Educators Wellness Clinic, the Employee Assistance Program, and 24/7 access to Teledoc services—all available to support employees at no additional cost. These resources reflect our commitment to the well-being of our entire team.

4. Continued Commitment to Supporting Our Team:

- We understand the critical contributions of our support staff in keeping our schools running smoothly and supporting the learning environment for our students. Our commitment to ensuring competitive wages and meaningful benefits for all employees remains steadfast as we move forward.



BESPA SAMPLE EMPLOYEE COMPENSATION SUMMARY

SALARY (184 days, 8 hours a day)

Annual Salary (10 months): \$26,496

Hourly Rate: \$18.00

BENEFITS

FICA: \$1,642.72

Medicare: \$ 384.19

Retirement: \$3,611.40

Health Insurance: \$8,154.12

Life Insurance: \$ 28.20

Worker's Comp: \$3,020.54

BASE COMPENSATION PACKAGE:

\$43,337.81

ADDITIONAL BENEFITS

Wellness Center: \$ 294.00

Teledoc: \$ 31.56

Mental Health: \$ 50.00

Holidays (6): \$ 864.00

Sick Leave (10): \$1,440

TOTAL ADDITIONAL BENEFITS:

\$ 2,679.56

FINAL COMPENSATION PACKAGE VALUE:

\$46,017.37

The actual hourly cost for this support employee, based on the final compensation package value of \$46,017.37 is \$31.26 per hour.



2024-2025 Salary Proposal for BESPAs Employees

For the 2024-2025 school year, Bay District Schools proposes a 3 percent salary increase/raise for all Bay Educational Support Personnel Association (BESPA) employees. This increase will be retroactive to the beginning of this school year, ensuring that employees receive the full benefit of this raise.

While this raise will apply to all current employees, it will not affect the salary placement schedule for new hires this year. Keeping the schedule unchanged is essential to align with the Evergreen study's recommendations, allowing us to proceed efficiently and cohesively with future improvements based on their analysis.

Bay District Schools looks forward to partnering closely with BESPAs as we progress through the stages of implementing the Evergreen Study's recommendations during the 2025-2026 school year. This collaboration is essential in creating sustainable, impactful changes to our compensation structure and ensuring our district remains a competitive, supportive environment for our dedicated support employees.