

# High School Laker Care Staff Wage Change Proposal

## High School Child Care Assistants-

Child Care Assistant is responsible for working with children in the program. They will help implement lesson plans while engaging with youth.

### Current Structure:

Flat \$14 an hour no matter experience and stays at \$14 an hour with no raises.

Employee only transition to a higher wage, when the individual graduates high school and moves to the para contract as a Laker Care Assistant.

### Proposed Structure Change:

- Employee is hired at \$14 an hour.
- On July 1st on the preceding year from individual hiring date the individual would increase \$.25 . All proceeding years thereafter the employee's wage would increase by \$.50
- Employee will stay on this Laker Care High School Assistant contract until July 1st after their high school graduation date. After that they will be transferred to the Para Contract at the Laker Care Assistant level 1 rate.

Year	Wage
1	\$14
2	14.25
3	14.75
4	15.25
5	\$15.75

- Employee earns ESST time to be used when need time off based on accumulation guidelines of hours worked
- Hours will vary based on the need of the program.
- If an employee needs to take an extended leave from working due to a commitment with school extracurricular activities, we will work with the student to give access to hours when the activity season is completed based around current staffing, and the needs of the program.

## **Cost to Program**

Example Hours were based off of two of the current High School Employees who have worked hours since July 2024- May 20, 2025

Staff Member 1 (2nd highest hours for a high school staff member)

337.25 hours-

Year 1- \$4,721.50

Year 2- \$4,805.81 difference of \$84.31

Year 3- \$4,974.43 difference of \$168.62 year 2 to 3

Year 4- \$5,143.06

Year 1-4 difference of \$421.56

Staff Member 2 (highest amount of hours for a high school employee)

691.20 hours-

Year 1- \$9,676.80

Year 2- \$9,849.60 difference of \$172.80

Year 3- \$10,195.20 difference of \$345.60 year 2 to 3

Year 4- \$10,540.80

Year 1-4 difference of \$864.

***Based on proposed changes and average hours high school staff members work an approximate \$500- 600 increase for 25-26 and approximate \$1,100 increase for 26-27***

Current Laker Care Revenue & Expenses As of April 30, 2025

Revenue- \$342,490 (includes Levy)

Expenses- \$297,657.62

Difference of \$44,832.38