

TO: Board of Education

FROM: Dr. William Schmidt, Deputy Superintendent

DATE: July 20, 2026

RE: Recommendation for Approval of Hourly Rate Increase for After-School Detention Supervision

As discussed at the last Board meeting, Jefferson's after-school detention operates four to five days a week for one hour per session (based on need and supervision availability), serving students who have not met classroom or school expectations. Each year this program can begin as early as the 2nd week of school and runs throughout the academic year, though sessions are canceled on days when no students are assigned detention (or there is no available supervisor).

In reviewing the proposal from Jefferson teachers, the administration concurs that the existing hourly rate does not sufficiently account for the specialized engagement, preparation, and high level of responsibility the role demands. Detention at Jefferson has transitioned from a basic disciplinary measure into a significant restorative intervention focused on social-emotional growth. Supervisors now function as intervention specialists, employing diverse behavioral and academic tools to support student development.

Increasing the hourly rate from \$24.61 to \$29.90 will ensure pay equity relative to other after-school roles and help attract more staff to these positions. Consequently, the administration recommends that the Board of Education approve this rate adjustment to better align compensation with the expanded responsibilities of after-school detention supervision.

Recommendation:

The administration respectfully recommends that the Board of Education approve the hourly rate increase for after-school detention supervision from \$24.61 to \$29.90, effective for the upcoming academic year. This adjustment is necessary to achieve pay equity with comparable after-school roles and to ensure continued staffing for this critical intervention program.