

ATTACHMENT #10 - May 21, 2024



Warwick School District SRI Effective July 1, 2024

Summary of SRI Changes

- Apply 23-24 PSBA Market Movement of 3.3% to all Support SRI Minimums/Maximums
- Apply 23-24 PSBA Market Movement of 3.3% to all Admin SRI Minimums/Maximums
- Increase Positions Below By 1 SRI Level
 - Food & Nutrition Services Assistant
 - Food & Nutrition Services Head Cook
 - Food & Nutrition Services Assistant Manager - MS
 - Food & Nutrition Services Assistant Manager - HS
 - Food & Nutrition Services Manager
 - Student Support Assistant
 - Special Programs Assistant
 - Alternative Learning Support Assistant
 - Behavior Support Assistant*

SRI Level Increase = Higher of Current Rate + 3% OR 3% Above New Minimum Rate

*Building Assistant wage based upon highest Paraprofessional SRI level within assigned building

Support Staff Program
July 1, 2024 through June 30, 2025
Wage Increase Guidelines

Performance Level	Position in Range		
	Lower Third	Middle Third	Upper Third
Exceeds Expectations	3.5%	3.0%	2.5%
Meets Expectations	2.5%	2.0%	1.5%
Skill Building*	0.5%	0%	0%
Needs Improvement/Unsatisfactory	0%	0%	0%

An increase is provided for employees completing the 2023-2024 school year and who received a performance level rating. Annual increases are effective for all work completed as of July 1, 2024.

*Skill Building Performance Level can be applied during the first full year evaluation. In subsequent years of employment, this numeric point range from the annual performance evaluation shall yield a designation level of Needs Improvement.

Legend

Lower third of range defined when current wage point is within 0.0% - 33.3% of the SRI.

Middle third of range defined when current wage point is within 33.4% - 66.6% of the SRI.

Upper third of range defined when current wage point is within 66.7% - 100.0% of the SRI.

**Employees Above Maximum
July 1, 2024 through June 30, 2025
Wage Increase Guidelines**

Performance Level	Salary Increase
Exceeds Expectations	1.5%
Meets Expectations	1.0%
Needs Improvement/Unsatisfactory	0%

If an employee is above the position SRI range, the above increase percentage amount will be provided commensurate to the annual performance level rating.

Years of Service Incentive

It is recommended that the board approve a wage adjustment benefit, in addition to the regular performance increase, effective July 1, 2024, for all applicable and hourly and salaried support staff members who newly achieve certain Warwick years of service milestones as per the following.

Years of Warwick Service	Percent Increase
15 Years*	3%**
10 Years*	3%**
5 Years*	3%**

*To qualify, years of service must be satisfactory in performance/attendance and be in the same or a like position at Warwick

**Those who achieve years of service milestones and are already in the upper range of the SRI will instead receive a \$1,000 one-time stipend (not added to base) of which shall be paid 50% mid-school year/50% end of the school year.

WARWICK SCHOOL DISTRICT
Hourly Support Staff
Effective July 1, 2024

		<u>HOURLY WAGE RANGES</u>		
<u>SRI</u>	<u>POSITION TITLE</u>	<u>SUB RATE</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>
30	Executive Assistant to Superintendent Maintenance Specialist Health Room Nurse - RN**	16.00	20.45	30.93
29	Executive Assistant Payroll Specialist Technical Support Specialist Business Office Specialist Health Room Nurse - LPN** Food & Nutrition Services Manager	15.00	19.14	29.62
28	Business Office Generalist Lead Building Services Secondary* Behavior Support Assistant** Food & Nutrition Services Asst. Manager - HS	14.00	17.82	28.31
27	Administrative Assistant Lead Building Services Elementary Lead Landscaper Special Programs Assistant** Alternative Learning Support Assistant Food & Nutrition Services Asst. Manager - MS Food & Nutrition Services Head Cook	13.00	16.51	27.00
26	Technical Support Assistant Secretary Landscaper Student Support Assistant**	12.00	15.20	25.69
25	Driver Building Services* Health Room Assistant Food & Nutrition Services Assistant	11.00	13.89	24.38

*Building Services titled 2nd/3rd shift receive \$0.50 (2nd)/\$1.00 (3rd) hourly differential built in from minimum.

**Employees with toileting responsibilities assigned will receive \$1.50 hourly differential.

Building Assistant - wage based upon highest Paraprofessional SRI level within the assigned building.

Building Services/Landscapers receive \$3.75 hourly differential when doing trade specialist work.

WARWICK SCHOOL DISTRICT
Salaried Support Staff
Effective July 1, 2024

SALARY RANGES

<u>SRI</u>	<u>POSITION TITLE</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>
36	Assistant Director of Technology Coordinator of Student Services	71,576	107,256
35	Programmer II	68,513	102,689
34	Programmer I Assistant to the Business Manager Coordinator of School Safety & Security and School Security Officer	65,450	98,121
33	Child Accounting Coordinator Network Administrator Transportation Coordinator Public Relations and Marketing Coordinator	60,721	91,350
32	Data Technology Assistant Assistant Director of Buildings & Grounds Network and Computer Systems Coordinator School Security Officer	54,380	80,388
31	Athletic Trainer Benefits Coordinator	51,049	71,254

WARWICK SCHOOL DISTRICT
Executive and Act 93 Leadership Teams
Effective July 1, 2024

SALARY RANGES

<u>SRI</u>		<u>MINIMUM</u>	<u>MAXIMUM</u>
<u>Executive Team</u>			
47	Superintendent	155,296	226,763
46	Chief Financial Officer	131,114	193,447
45	Assistant Superintendent	126,815	179,476
44	Director of Human Resources Director of Technology	115,334	164,614
<u>Act 93 Leadership Team</u>			
43	Director of Student Services	110,092	159,371
42	High School Principal	107,471	153,683
41	Middle School Principal Elementary School Principal	101,022	142,936
40	High School Assistant Principal	93,291	129,832
39	Middle School Assistant Principal Elementary School Assistant Principal	85,977	122,517
38	Director of Buildings & Grounds Athletic Director	82,752	121,442
37	Director of Food & Nutrition Services	77,379	107,471