

## Proposed Amendment to the FY21 Proposed Budget

<b>Amendment #</b>	13 – Adding lanes for Paraprofessional Staff
<b>Sponsor:</b>	Director Taylor
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<b>Date:</b>	May 22, 2020

### Intent (required):

Allocate funding from dollars set aside to attract and retain educators to creating steps and lanes for Paraprofessionals compensation for education attainment equivalent to the formula used for teachers.

### Funding Source:

Identify specific budget lines to be increased and budget lines to be decreased to fund the amendment (required; add rows as needed)

Page #	Budget Line to be Changed (To /From) Budget Code and Description	FTE Increase	Amount Increase	FTE Decrease	Amount Decrease
R-4	Funds proposed to attract and retain educators	Click here to enter text.	Click here to enter text.	Click here to enter text.	\$864,375
R-4	Fund steps and lanes for paraprofessionals	Click here to enter text.	\$864,375	Click here to enter text.	Click here to enter text.
Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.
Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.
<b>Total</b>			\$864,375		\$864,375

### Fund:

- School Operations Fund
- Extension Fund
- Construction Fund

### Required Vote:

- Simple Majority
- Super Majority (2/3)

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#### Administration Response:

Paraprofessionals do receive steps within the current salary schedule. Paraprofessionals do not, however, receive increases for lanes or levels of education. A degree or advanced degree is not required for a paraprofessional position. As such, educational attainment data is not collected on a regular basis.

Using data from a survey that was conducted in spring of 2016, the percent of paraprofessionals with a higher education degree included 15.1% with a master's degree and 1.5% with a doctoral degree. At this time teachers receive \$3,000 for a master's degree and an additional \$1,165 for a doctoral degree. Applying the survey percentages for the current paraprofessional staff, the total cost to provide compensation for education attainment equivalent to the formula used for teachers is estimated to be \$864,375.

This estimated amount only includes the paraprofessional group however there are many employee groups that do not receive additional pay for advanced degrees. For example, there are many classified staff including secretaries in MPS that have advanced degrees and do not receive additional pay.