

Resolution/Budget Amendment - Set salary for Part Time Paraprofessional Staff at the New Haven Living Wage of \$17.48

Budget amendment. Set salaries for Part Time Paraprofessionals at \$17.48 per hour.

Add additional funds/stipends to raise salaries for Part Time, non-union paraprofessionals to provide a living wage to our staff members who have not had raises for at least five years. Currently, these employees are part time and paid approximately \$12 per hour for no more than 19.5 hours per week. Most are not allowed to participate in other school paid activities to earn additional money since they would exceed the 19.5 hours. They are not represented by unions and do not have bargaining agreements. The CFO reports that there are 149 part-time paras with an aggregate salary of less than \$1.2 million.

Though they currently make the minimum wage of \$12 per hour, the Connecticut minimum will rise to \$13 on August 1 of this year, less than 60 days from the date of this meeting. Within two years the minimum wage will rise to \$15 per hour.

Additionally, New Haven currently has an ordinance which defines the Living Wage, or minimum wage for contractors doing business with the city at \$17.48.

This amendment will put us ahead of the curve, raising the wage to a level where we would not have to plan for increases for several years, and would also provide a Living Wages as defined by the City of New Haven.

	rate per hr	pay per day	pay per wk	pay per year (180 days)	total payroll (149 PT Paras)	Diff Total Current payroll/raise	Diff Individual Current Payroll/raise
HRS per week (19.5)							
HRS per day (3.9)							
current	\$12.00	\$46.80	\$234.00	\$8,424.00	\$1,255,176.00		
proposed1	\$13.00	\$50.70	\$253.50	\$9,126.00	\$1,359,774.00	\$104,598.00	\$702.00
proposed2	\$14.00	\$54.60	\$273.00	\$9,828.00	\$1,464,372.00	\$209,196.00	\$1,404.00
proposed3	\$15.00	\$58.50	\$292.50	\$10,530.00	\$1,568,970.00	\$313,794.00	\$2,106.00
proposed4	\$16.00	\$62.40	\$312.00	\$11,232.00	\$1,673,568.00	\$418,392.00	\$2,808.00
proposed5*	\$16.21	\$63.22	\$316.10	\$11,379.42	\$1,695,533.58	\$440,357.58	\$2,955.42
proposed6	\$17.00	\$66.30	\$331.50	\$11,934.00	\$1,778,166.00	\$522,990.00	\$3,510.00
proposed7**	\$17.48	\$68.17	\$340.86	\$12,270.96	\$1,828,373.04	\$573,197.04	\$3,846.96
* Livable Wage (NH County) -1 Adult 0 Child - MIT study							
** New Haven Living Wage per NH Ordinance ARTICLE XVII. LIVING WAGE							
CT Minimum Wage							
\$11.00	1-Oct-2019						
\$12.00	1-Sep-2020						
\$13.00	1-Aug-2021						
\$14.00	1-Jul-2022						
\$15.00	1-Jun-2023						