



## **MEMORANDUM**

**TO: Suffolk Public Schools Support Staff**

**FROM: Dr. John B. Gordon III, Superintendent**

**DATE: January 14, 2021**

**RE: Support Staff scale review and phase-in**

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Last year as a part of the Superintendent's Proposed Budget presentation, the School Board was informed that a complete review and change to the support scales was needed. These outdated scales do not allow for step raises, have inadequate steps, are not competitive with Region II school districts, and have caused compression where employees with differing experience are paid the same rates. The work and review began back in the summer of 2020 and we are pleased to inform you that a plan is now in place.

Due to the expensive nature of this venture, we will implement in phases. The first phase, effective July 1, 2021 encompasses grades 7 through 12. Please see the attached chart for the details of positions and effective dates for the planned phase-in. A representative group of each position included in phase one has been invited to meetings later this month, to fill out an evaluation tool that was created as part of this review. Each employee representative group will hear the power point provided to the School Board on January 14, 2021. This presentation can be accessed on our website under Our Division/Budget Information. Here you will also find the evaluation tool form being used, the chart showing the phase-in as currently planned, and other valuable information. Please take the time to go out and look at the information that has been provided.

In addition, as we move through these phases, please consider volunteering to be in the representative group for your position and let your voice be heard.

Thank you for ALL you do for Suffolk Public Schools!