

MEMORANDUM

TO: Finance Committee Members

FROM: Linda T. Hannans

DATE: September 3, 2021

SUBJECT: Part Time Salary Data

Attached please find Exhibit 1, Exhibit 2 and 3 which relate to requests regarding part time staff.

Exhibit 1 shows:

- Historical Data and with the rates currently in force and then showing the increase if \$13.50, \$14.00, \$14.50 and \$15.00 for staff paid \$12.00 (\$13.00 per hour effective 8/1/21) this was the original request made by Mr. Conway at our meeting in July, 2021.
- The third section of the table shows the current rates for other staff paid at

Non Certified Instructor	\$15.00
Board Clerk	\$15.00
Skilled Worker	\$15.00
Non Certified Instructor B/A	\$22.50
P/T Certified Teachers	\$32.00

Exhibit 2 shows:

- The data recently collected from Schools and Departments for FY 2021-22
 - increasing all non-union part time staff from \$13.00 to \$14.00
 - no rate increase for job titles \$15 per hour and over

Exhibit 3 shows:

- The same data as Exhibit 2 at the \$15 per hour rate with no rate increase for jobs titles already at \$15 per hour or over
 - The issue with increasing to \$15 is that they will be making .50 more than the unionized para professionals and the same rate as the skill workers who in some cases teach none certified classes

Summary

Based on the data provided and the fact that the bulk of the expenses will be incurred against the grants we recommend the increase from \$13 to \$14 per hour. While the increase of \$1 may be significant for the smaller grants they have the option of reprogramming or cutting down on the number. Since many of the grants have not started or are in early stages of the application process once a decision is made we will be able to complete using the revised rate.

However, one thing to keep in mind is that the City charges FICA/Medicare 7.65% (6.2 and 1.45) and Workers Compensation .0068 for part time staff being paid from grants. As we actually determine the pay rate and what classifications staff will actually be hired in these calculations will have to be figured in as well.



NEW HAVEN PUBLIC SCHOOLS

Part Time Pay Analysis, August, 2021

EXHIBIT 1

Position	Count	Current Rate	Hours/Day	Days	Current Pay	Total @ \$13	Change vs Current	Total @ \$14	Change vs Current	Total @ \$15	Change vs Current
CLERICAL	31	\$12.00	3.9	180	\$261,144	\$282,906	\$21,762	\$304,668	\$43,524	\$326,430	\$65,286
P/T PARAPROFESSIONALS	152	\$12.00	3.4	180	\$1,116,288	\$1,209,312	\$93,024	\$1,302,336	\$186,048	\$1,395,360	\$279,072
STUDENT	46	\$12.00	0.5	180	\$49,680	\$53,820	\$4,140	\$57,960	\$8,280	\$62,100	\$12,420
BUS MONITOR	44	\$12.00	3.9	180	\$370,656	\$401,544	\$30,888	\$432,432	\$61,776	\$463,320	\$92,664
Total	273				\$1,797,768	\$1,947,582	\$149,814	\$2,097,396	\$299,628	\$2,247,210	\$449,442

Position	Count	Current Rate	Hours/Day	Days	Current Pay	Total @ \$13.50	Change vs Current	Total @ \$14.50	Change vs Current	Total @ \$15.50	Change vs Current
CLERICAL	31	\$12.00	3.9	180	\$261,144	\$293,787	\$32,643	\$315,549	\$54,405	\$337,311	\$76,167
P/T PARAPROFESSIONALS	152	\$12.00	3.4	180	\$1,116,288	\$1,255,824	\$139,536	\$1,348,848	\$232,560	\$1,441,872	\$325,584
STUDENT	46	\$12.00	0.5	180	\$49,680	\$55,890	\$6,210	\$60,030	\$10,350	\$64,170	\$14,490
BUS MONITOR	44	\$12.00	3.9	180	\$370,656	\$416,988	\$46,332	\$447,876	\$77,220	\$478,764	\$108,108
Total	273				\$1,797,768	\$2,022,489	\$224,721	\$2,172,303	\$374,535	\$2,322,117	\$524,349

NON-CERTIFIED INSTR	59	\$15.00	3.6	180	\$573,480	\$573,480	\$0	\$573,480	\$0	\$573,480	\$0
PART-TIME SUPT. BOARD CLERK	1	\$15.00	3.1	180	\$8,370	\$8,370	\$0	\$8,370	\$0	\$8,370	\$0
SKILLED WORKER	97	\$15.00	3.9	180	\$1,021,410	\$1,021,410	\$0	\$1,021,410	\$0	\$1,021,410	\$0
NON-CERTIFIED INSTR BA+	117	\$22.50	3.4	180	\$1,611,090	\$1,611,090	\$0	\$1,611,090	\$0	\$1,611,090	\$0
P/T CERTIFIED TEACHER <150HRS	340	\$32.00	1.6	180	\$3,133,440	\$3,133,440	\$0	\$3,133,440	\$0	\$3,133,440	\$0
Total	614				\$6,347,790	\$6,347,790	\$0	\$6,347,790	\$0	\$6,347,790	\$0

Starting Hourly Rate, FT Para \$18.81
 Extra Duty Rate, FT Para \$14.50



NEW HAVEN PUBLIC SCHOOLS

Part Time Pay Analysis Projection FY 2021-22 based on 9/1/21 requests

EXHIBIT 2

Proposed Change to \$14.00

Position	Count	Current Rate	Hours/Day	Days	Current Pay	Proposed @ \$14	Change vs Current
CLERICAL	11	\$13.00	3.9	180	\$100,386	\$108,108	\$7,722
P/T PARAPROFESSIONALS	144	\$13.00	3.4	180	\$1,145,664	\$1,233,792	\$88,128
STUDENT	38	\$13.00	0.5	180	\$44,460	\$47,880	\$3,420
BUS MONITOR	44	\$13.00	3.9	180	\$401,544	\$432,432	\$30,888
Total	237				\$1,692,054	\$1,822,212	\$130,158

No Rate Change

NON-CERTIFIED INSTR	21	\$15.00	3.6	180	\$204,120	\$204,120	\$0
PART-TIME SUPT. BOARD CLERK	1	\$15.00	3.1	180	\$8,370	\$8,370	\$0
SKILLED WORKER	29	\$15.00	3.9	180	\$305,370	\$305,370	\$0
NON-CERTIFIED INSTR BA+	104	\$22.50	3.4	180	\$1,432,080	\$1,432,080	\$0
P/T CERTIFIED TEACHER <150HRS	223	\$32.00	1.6	180	\$2,055,168	\$2,055,168	\$0
Total	378				\$4,005,108	\$4,005,108	\$0

Total Projected Staff Count	615				\$5,697,162	\$5,827,320	\$130,158
Starting Hourly Rate, FT Para		\$18.81					
Extra Duty Rate, FT Para		\$14.50					



NEW HAVEN PUBLIC SCHOOLS

Part Time Pay Analysis Projection FY 2021-22 based on 9/1/21 requests

EXHIBIT 3

Proposed Change to \$15.00

Position	Count	Current Rate	Hours/Day	Days	Current Pay	Rate @ \$15	Change vs Current
CLERICAL	11	\$13.00	3.9	180	\$100,386	\$115,830	\$15,444
P/T PARAPROFESSIONALS	144	\$13.00	3.4	180	\$1,145,664	\$1,321,920	\$176,256
STUDENT	38	\$13.00	0.5	180	\$44,460	\$51,300	\$6,840
BUS MONITOR	44	\$13.00	3.9	180	\$401,544	\$463,320	\$61,776
Total	237				\$1,692,054	\$1,952,370	\$260,316

No Rate Change for \$15 and over

NON-CERTIFIED INSTR	21	\$15.00	3.6	180	\$204,120	\$204,120	\$0
PART-TIME SUPT. BOARD CLERK	1	\$15.00	3.1	180	\$8,370	\$8,370	\$0
SKILLED WORKER	29	\$15.00	3.9	180	\$305,370	\$305,370	\$0
NON-CERTIFIED INSTR BA+	104	\$22.50	3.4	180	\$1,432,080	\$1,432,080	\$0
P/T CERTIFIED TEACHER <150HRS	223	\$32.00	1.6	180	\$2,055,168	\$2,055,168	\$0
Total	378				\$4,005,108	\$4,005,108	\$0
Total Projected Staff Count	615				\$5,697,162	\$5,957,478	\$260,316
Starting Hourly Rate, FT Para		\$18.81					
Extra Duty Rate, FT Para		\$14.50					



NEW HAVEN PUBLIC SCHOOLS

2020-2021 Legal Services Spend Report

Legal Firm	PO#	Service	NTEC	Actual Spend	+/- NTEC	Amendment \$
AMERICAN ARBITRATION ASSOCIATION INC.	92832342	Labor Relations Negotiations	\$ 325.00	\$ 325.00	\$ -	
Berchem	91331309	Litigation / CHRO	\$ 80,000.00	\$ 16,602.50	\$ 63,397.50	
Berchem	91331624	General Services	\$ 19,000.00	\$ 57,587.00	\$ (38,587.00)	
Corporation Council Office		General Legal Services	\$ 30,000.00	\$ 30,000.00	\$ -	
Morris Duffy	91332106	Litigation NY	\$ 20,000.00	\$ 7,157.50	\$ 12,842.50	
Philpot	91331618	Student Expulsions, CHRO	\$ 80,000.00	\$ 573.00	\$ 79,427.00	
Shipman and Goodwin	91331617	Gen Legal services	\$ 70,000.00	\$ 62,660.00	\$ 7,340.00	\$ -
Shipman and Goodwin	91331713	Labor Relations Negotiations	\$ 80,000.00	\$ 38,428.00	\$ 41,572.00	
Tinley	91331862	Employment Law	\$ 14,000.00	\$ 19,872.50	\$ (5,872.50)	\$ 5,872.50

Not to Exceed Contract (NTEC) \$ 393,325.00 \$ 233,205.50

Budgeted \$	\$	400,000.00	
Actual Spend \$	\$	233,205.50	
<u>+/- Budget</u>	\$	166,794.50	Under Budget



NEW HAVEN PUBLIC SCHOOLS

2020-2021 Legal Services Spend Report

ACCOUNT	EFF DATE	REF1	Service	PO/REF2	AMOUNT	CHECK NO	VDR NAME/ITEM DESC	COMMENTS
1000-900-477-0000-0000-00-56696	03/02/2021	018437	Labor	92832342	\$ 325.00	372113	AMERICAN ARBITRATION ASSOCIATION INC.	CASE #01-21-0000-2744



NEW HAVEN PUBLIC SCHOOLS

2020-2021 Legal Services Spend Report

ACCOUNT	EFF DATE	REF1	Service	PO/REF2	AMOUNT	CHECK NO	VDR NAME/ITEM DESC	COMMENTS
1000-900-477-0000-0000-00-56696 -	01/21/2021	026737	Litigation / CHRO	91331309	\$ 3,595.50	371698	BERCHEM, MOSES PC	JUL 2020 91331309
1000-900-477-0000-0000-00-56696 -	01/21/2021	026737	Litigation / CHRO	91331309	\$ 280.50	371479	BERCHEM, MOSES PC	SEP 2020 91331309
1000-900-477-0000-0000-00-56696 -	01/21/2021	026737	Litigation / CHRO	91331309	\$ 145.00	371477	BERCHEM, MOSES PC	JUL 2020 91331309
1000-900-477-0000-0000-00-56696 -	01/21/2021	026737	Litigation / CHRO	91331309	\$ 94.00	371478	BERCHEM, MOSES PC	AUG 2020 91331309
1000-900-477-0000-0000-00-56696 -	01/21/2021	026737	Litigation / CHRO	91331309	\$ 51.00	371476	BERCHEM, MOSES PC	NOV 2020 91331309
1000-900-477-0000-0000-00-56696 -	01/21/2021	026737	Litigation / CHRO	91331309	\$ 47.00	371476	BERCHEM, MOSES PC	OCT 2020 91331309
1000-900-477-0000-0000-00-56696 -	01/21/2021	026737	Litigation / CHRO	91331309	\$ 23.50	371476	BERCHEM, MOSES PC	NOV 2020 91331309
1000-900-477-0000-0000-00-56696 -	02/08/2021	026737	Litigation / CHRO	91331309	\$ 70.50	371476	BERCHEM, MOSES PC	DEC 2020 (91331309)
1000-900-477-0000-0000-00-56696 -	03/05/2021	026737	Litigation / CHRO	91331309	\$ 1,198.50	372864	BERCHEM, MOSES PC	OCT 2020 (91331309)
1000-900-477-0000-0000-00-56696 -	03/05/2021	026737	Litigation / CHRO	91331309	\$ 1,377.00	372296	BERCHEM, MOSES PC	SEP 2020 (91331309)
1000-900-477-0000-0000-00-56696 -	03/05/2021	026737	Litigation / CHRO	91331309	\$ 1,096.50	372296	BERCHEM, MOSES PC	JAN 2021 (91331309)
1000-900-477-0000-0000-00-56696 -	03/16/2021	026737	Litigation / CHRO	91331309	\$ 3,351.00	372864	BERCHEM, MOSES PC	JAN 2021 (91331309)
1000-900-477-0000-0000-00-56696 -	04/13/2021	026737	Litigation / CHRO	91331309	\$ 280.50	372653	BERCHEM, MOSES PC	FEB 2021 (91331309)
1000-900-477-0000-0000-00-56696 -	04/13/2021	026737	Litigation / CHRO	91331309	\$ 141.00	372653	BERCHEM, MOSES PC	FEB 2021 (91331309)
1000-900-477-0000-0000-00-56696 -	05/03/2021	026737	Litigation / CHRO	91331309	\$ 1,428.00	372960	BERCHEM, MOSES PC	MAR 2021 (91331309)
1000-900-477-0000-0000-00-56696 -	05/03/2021	026737	Litigation / CHRO	91331309	\$ 1,173.00	372960	BERCHEM, MOSES PC	MAR 2021 (91331309)
1000-900-477-0000-0000-00-56696 -	06/21/2021	026737	Litigation / CHRO	91331309	\$ 385.00	373857	BERCHEM, MOSES PC	APR 2021 LITIGATION (91331309)
1000-900-477-0000-0000-00-56696 -	06/30/2021	026737	Litigation / CHRO	91331309	\$ 1,865.00	374679	BERCHEM, MOSES PC	JUN 2021 LITIGATION (91331309)
1000-900-477-0000-0000-00-56696 -	01/21/2021	026737	General Services	91331624	\$ 892.50	371698	BERCHEM, MOSES PC	NOV 2020 91331624
1000-900-477-0000-0000-00-56696 -	01/21/2021	026737	General Services	91331624	\$ 2,499.00	371476	BERCHEM, MOSES PC	AUG 2020 91331624
1000-900-477-0000-0000-00-56696 -	01/21/2021	026737	General Services	91331624	\$ 2,212.50	371476	BERCHEM, MOSES PC	SEP 2020 91331624
1000-900-477-0000-0000-00-56696 -	01/21/2021	026737	General Services	91331624	\$ 1,020.00	371476	BERCHEM MOSES PC	JUL 2020 91331624
1000-900-477-0000-0000-00-56696 -	03/05/2021	026737	General Services	91331624	\$ 20,092.50	373542	BERCHEM, MOSES PC	SEP 2020 (91331624)
1000-900-477-0000-0000-00-56696 -	03/05/2021	026737	General Services	91331624	\$ 6,528.00	373342	BERCHEM, MOSES PC	SEP 2020 (91331624)
1000-900-477-0000-0000-00-56696 -	03/05/2021	026737	General Services	91331624	\$ 229.50	371783	BERCHEM, MOSES PC	OCT 2020 (91331624)
1000-900-477-0000-0000-00-56696 -	04/13/2021	026737	General Services	91331624	\$ 3,544.50	372653	BERCHEM, MOSES PC	FEB 2021 (91331624)
1000-900-477-0000-0000-00-56696 -	04/13/2021	026737	General Services	91331624	\$ 94.00	372653	BERCHEM, MOSES PC	FEB 2021 (91331624)
1000-900-477-0000-0000-00-56696 -	05/03/2021	026737	General Services	91331624	\$ 3,349.50	372960	BERCHEM, MOSES PC	MAR 2021 (91331624)
1000-900-477-0000-0000-00-56696 -	06/21/2021	026737	General Services	91331624	\$ 3,380.50	373857	BERCHEM, MOSES PC	APR 2021 STUDENT (91331624)
1000-900-477-0000-0000-00-56696 -	06/30/2021	026737	General Services	91331624	\$ 7,199.50	374679	BERCHEM, MOSES PC	JUN 2021 STUDENT (91331624)
1000-900-477-0000-0000-00-56696 -	06/30/2021	026737	General Services	91331624	\$ 6,545.00	374298	BERCHEM, MOSES PC	MAY 2021 (91331624)



NEW HAVEN PUBLIC SCHOOLS

[2020-2021 Legal Services Spend Report](#)

ACCOUNT	EFF DATE	REF1	Service	PO/REF2	AMOUNT	CHECK NO	VDR NAME/ITEM DESC	COMMENTS
1000-900-477-0000-0000-00-56696 -	06/30/2021	011856		91332106	\$ 7,157.50	374879	MORRIS , DUFFY, ALONSO & FALEY, LLP	SIU - 71718 - 206149 422



NEW HAVEN PUBLIC SCHOOLS

2020-2021 Legal Services Spend Report

ACCOUNT	EFF DATE	REF1	PO/REF2	AMOUNT	CHECK NO	VDR NAME/ITEM DESC	COMMENTS
1000-900-477-0000-0000-00-56696 -	06/30/2021	025427	91331618	\$ 573.00	374451	W MARTYN PHILPOT JR.	JUN 2021 (91331618)



NEW HAVEN PUBLIC SCHOOLS

2020-2021 Legal Services Spend Report

ACCOUNT	EFF DATE	REF1	Service	PO/REF2	AMOUNT	CHECK NO	VDR NAME/ITEM DESC
1000-900-477-0000-0000-00-56696 -	11/19/2020	062980	Labor	91331713	\$ 6,174.50	370424	SHIPMAN AND GOODWIN
1000-900-477-0000-0000-00-56696 -	11/19/2020	062980	Labor	91331713	\$ 6,455.00	370424	SHIPMAN AND GOODWIN
1000-900-477-0000-0000-00-56696 -	11/19/2020	062980	Labor	91331713	\$ 662.50	370424	SHIPMAN AND GOODWIN
1000-900-477-0000-0000-00-56696 -	12/03/2020	062980	Labor	91331713	\$ 2,080.00	370677	SHIPMAN AND GOODWIN
1000-900-477-0000-0000-00-56696 -	02/08/2021	062980	Labor	91331713	\$ 1,202.50	371507	SHIPMAN AND GOODWIN
1000-900-477-0000-0000-00-56696 -	04/09/2021	062980	Labor	91331713	\$ 2,860.00	372926	SHIPMAN AND GOODWIN
1000-900-477-0000-0000-00-56696 -	05/26/2021	062980	Labor	91331713	\$ 4,324.00	373567	SHIPMAN AND GOODWIN
1000-900-477-0000-0000-00-56696 -	06/30/2021	062980	Labor	91331713	\$ 5,882.50	374583	SHIPMAN AND GOODWIN
1000-900-477-0000-0000-00-56696 -	06/30/2021	062980	Labor	91331713	\$ 2,742.00	374441	SHIPMAN AND GOODWIN
1000-900-477-0000-0000-00-56696 -	06/30/2021	062980	Labor	91331713	\$ 6,045.00	374441	SHIPMAN AND GOODWIN
1000-900-477-0000-0000-00-56696 -	11/19/2020	062980	General	91331617	\$ 942.50	370424	SHIPMAN AND GOODWIN
1000-900-477-0000-0000-00-56696 -	11/19/2020	062980	General	91331617	\$ 11,602.50	370424	SHIPMAN AND GOODWIN
1000-900-477-0000-0000-00-56696 -	11/19/2020	062980	General	91331617	\$ 747.50	370424	SHIPMAN AND GOODWIN
1000-900-477-0000-0000-00-56696 -	12/03/2020	062980	General	91331617	\$ 5,752.50	370677	SHIPMAN AND GOODWIN
1000-900-477-0000-0000-00-56696 -	12/24/2020	062980	General	91331617	\$ 14,267.50	371728	SHIPMAN AND GOODWIN
1000-900-477-0000-0000-00-56696 -	02/08/2021	062980	General	91331617	\$ 5,297.50	371728	SHIPMAN AND GOODWIN
1000-900-477-0000-0000-00-56696 -	03/01/2021	062980	General	91331617	\$ 8,905.00	372281	SHIPMAN AND GOODWIN
1000-900-477-0000-0000-00-56696 -	04/09/2021	062980	General	91331617	\$ 4,030.00	372982	SHIPMAN AND GOODWIN
1000-900-477-0000-0000-00-56696 -	05/26/2021	062980	General	91331617	\$ 2,502.50	373567	SHIPMAN AND GOODWIN
1000-900-477-0000-0000-00-56696 -	06/30/2021	062980	General	91331617	\$ 617.50	374583	SHIPMAN AND GOODWIN
1000-900-477-0000-0000-00-56696 -	06/30/2021	062980	General	91331617	\$ 6,077.50	374441	SHIPMAN AND GOODWIN
1000-900-477-0000-0000-00-56696 -	06/30/2021	062980	General	91331617	\$ 1,917.50	374441	SHIPMAN AND GOODWIN



NEW HAVEN PUBLIC SCHOOLS

2020-2021 Legal Services Spend Report

ACCOUNT	EFF DATE	REF1	PO/REF2	AMOUNT	CHECK NO	VDR NAME/ITEM DESC	COMMENTS
1000-900-477-0000-0000-00-56696 -	06/01/2021	011652	91331862	\$ 19,872.50	373634	TINLEY, RENEHAN & DOST, LLP	NHPS LEGAL SERVICES (91331862)