

Station 1 - Paraeducator Salary and Benefits Market Comparison / Analysis

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Salary

Theory - If we were to pay paraeducators the top and bottom hourly rates from the surrounding areas, this would create a space for better recruitment and higher retention. Below are the top and bottom hourly rates for the surrounding areas for the 2024/2025 and 2025/2026 school year.

| District | 2024/2025 | | 2025/2026 | |
|------------------|----------------|----------------|----------------|----------------|
| | Top | Bottom | Top | Bottom |
| Stafford | \$20.41 | \$17.42 | \$21.81 | \$19.37 |
| Vernon | \$21.20 | \$17.62 | \$21.84 | \$18.15 |
| S. Windsor | \$24.43 | \$20.86 | \$22.28 | \$18.94 |
| Tolland | \$23.72 | \$16.57 | \$24.19 | \$16.90 |
| Ellington | \$23.57 | \$18.44 | \$24.27 | \$19.34 |
| Enfield | \$25.00 | \$18.01 | \$25.50 | \$18.37 |
| Somers | \$26.22 | \$22.91 | \$27.01 | \$23.60 |
| E. Windsor | \$26.85 | \$22.52 | - | - |
| Willington | \$27.51 | \$18.11 | - | - |

If we were to restructure the current paraeducator salary scale for the 2025/2026 school year making the bottom step \$23.60 and the top step \$27.51 while adjusting all middle steps according to fit this change the financial impact would be approximately **\$839,115**. This amount broken down over a three year phasing would total approximately **\$279,704 each year**.

Benefits

Currently full-time paraeducators are eligible to enroll in a single person medical and dental plan with the Ellington Board of Education contribution. For full-time paraeducators to enroll in a plus one or family plan they are required to cover the cost of the plan beyond the single plans, Ellington Board of Education’s contribution. The cost structure for the 2024/2025 year can be seen below.

| | Single | Plus One | Family |
|----------|----------|----------|----------|
| BOE | \$11,390 | \$11,390 | \$11,390 |
| Employee | \$924 | \$15,094 | \$22,069 |

It was evaluated what the cost would be if the 92.5% Board of Education contribution was provided for all three plans. Estimated cost impact was calculated taking into account that an increase in enrollments could happen if hourly rates were increased and a better affordability of all plans was implemented allowing paraeducators to enroll in plus one or family plans with the full Ellington Board of Education contribution of 92.5%. Percentages of enrollments by plan were calculated for a different employee group and those percentages were utilized within the paraeducator group to come up with an estimated enrollment count. This estimated cost of expanding the 92.5% contribution across all three plans came to an additional projected amount of approximately **\$1,603,971** to the district for the 2025/2026 school year.