

ERIE COUNTY TECHNICAL SCHOOL

PROPOSED AGENDA ITEM

DATE: September 27, 2006

SUBJECT: RCTC instructor pay increase

CATEGORY: Operations: Policy: Information: Personnel: **X**

INITIATED BY: Mary Ellen Camp, RCTC Manager

DESCRIPTION: The majority of our instructors are professionals in their field; earning more than the RCTC hourly wage for instruction. While private schools may pay their instructors less, they tend to have less experienced instructors as well. There is keen competition in the community for adult training. Our edge is our low cost, short-term training and our highly qualified, professional instructors. To keep instructors, who are not guaranteed they will be needed to teach in any given term, the pay must be attractive.

Instructors have not had an increase since 2000 while all other employees, including part-time, have received an annual increase in their pay. (1999 Board voted to increase pay to \$20 per hour, 2000 Board voted to increase pay to \$22.50)

The increase of \$2.50 per hour represents a .42 cent increase per year, or less than 2% per year.

Teachers are paid only for the class hours. No pay is earned for prep time, overtime, or extra time given to assist students.

The pay increase will not demand an increase in tuition, as it does not change the minimum number of students needed to run a class.

* I received a call from the manager of Medcore Associates. She had an employee who needed to learn medical coding. The employee – who only receives a 50% tuition reimbursement, was told she needed to take the course offered by the American Medical Association for \$1200. The manager called me out of curiosity – wanted to know what our course involved and how we could offer it so cheap as she has never seen a course for less than \$1200. She asked who our instructor was and when told, she signed up her employee immediately – and is going to pay the full tuition as well. Our medical coding instructor, like most of our instructors, does not need to work here – but does so because she enjoys teaching.

Sampling of other Adult Ed. program pay rates:

Jeff Tech – Reynoldsville	\$16 per hour
Clarion County Career Center	\$14
Crawford County	\$20.50,
	-HS teachers receive daytime contract rate.
Indiana County Tech. Center	\$20 - \$38 depending on course,
	-HS teachers receive in-service rate.
Venango Technology Center	\$15
York County School of Technology	\$23.50 - \$32, depending on course.

RECOMMENDATION:

Motion to increase pay rate of RCTC instructors to \$25.00 per class hour.