

Budget Ideas for Personnel Costs

*Programs are not limited to these ideas and these ideas are not required-only suggestions. For other ideas please consult your PAS and BAS booklets and ERS summary reports.

Training Fund
<ul style="list-style-type: none">• STARS Trainings, GED, CDA, AA degree, BA degree (tuition and books), conferences, and other trainings.
Bonuses
<ul style="list-style-type: none">• Monthly, quarterly, annually, holiday, after completing all STARS trainings, longevity- after working one year, two years, three years etc.
Wage increases (Raises)
<ul style="list-style-type: none">• Ex. Implement Salary Scale: In each of the last three years, by role, by education, by training, by years of experience, by practitioner registry level.
Merit increases
<ul style="list-style-type: none">• Ex. A Job well done; complete all STARS required trainings, completed degree, has a degree and has worked one year, two years, three years etc.
Health Insurance or
<ul style="list-style-type: none">• A pot of money for each staff person to use to pay for medical bills Ex. (\$200.00 per quarter per staff to use for medical/dental/vision expenses. Staff would turn in medical bill receipts for reimbursement.)• A Flex Plan Ex. (Staff can choose to have a certain amount of each pay check go into a Flex Account that must be spent on medical/dental/vision/child care expenses by end of year)• Medical Benefit Cards Ex. (Each staff receives \$75.00 per month on a Medical benefit card)
Dental Plan
Vision Plan
Memberships to Professional Organizations
ECP Registry Applications/Renewal Costs/Requirements to maintain levels
Pay for staff to attend trainings
<ul style="list-style-type: none">• Overtime costs and wages for Substitutes to cover while attending trainings
Pay for staff planning and prep time away from children
<ul style="list-style-type: none">• Pay for Substitute wages to cover while planning/prepping or hire a floating aide
Pay for staff to take daily breaks
<ul style="list-style-type: none">• Pay for Substitute wages to cover breaks or hire a floating aide
Pay for Pyramid Model Behavior Support Team meeting times
<ul style="list-style-type: none">• Pay for Substitute wages to cover meeting times or hire a floating aide
Pay for monthly staff meetings
<ul style="list-style-type: none">• Pay overtime wages to attend outside of normal work hours

Vacations
Days off/Personal Days
Sick Days
Hire a new position
<ul style="list-style-type: none">• Ex. Assistant Director, Fiscal Advisor, Regular Substitutes, Aides, Primaries, Temporary Accountant, someone to help with tax preparation, etc.
Extra: STARS Incentives cannot be used for food, drinks, spa days, massages, or retreats.
Gift Cards or food/meals are not an acceptable use of STARS Incentives and are not allowed.