

10. NEW BUSINESS

10.1. FISCAL YEAR 2026 NON-BARGAINING STAFF PAY INCREASE

Per Policy 939, the Board approves non-bargaining staff pay increases annually. In alignment with the planning and budget process, Policy 939 and Board guidance on the Total Rewards Philosophy, Administration recommends FY26 base pay increase rates as noted in the table below for regular full-time and regular part-time (FTE 0.50 or above), non-bargaining staff, if hired or promoted prior to April 1, 2025.

Pay Band	Job Grades	Job Family	Increase %
A Band	A11, A12, A13	Classified	3.25%
B Band	B21, B22, B23, B24, B25, B32	Classified and Specialist	3.25%
C Band	C41, C42, C43, C44, C45, C52	Specialist and Professional	2.90%
D Band	D61, D71, D72	Administrative	2.25%
E Band	E81	Administrative	2.00%
E Band	E91	Administrative-CLT	0.50%

In addition, Administration recommends FY26 base pay increase rate of 3.25% for part-time staff (FTE 0.49 or below) and who currently have a base pay rate of \$24.30/hour or less, if hired or promoted prior to April 1, 2025.

Recommendation: Approve FY26 non-bargaining staff base pay increase rates, effective July 1, 2025, as described above.