

## 2025-2027 NON-UNIT SALARIED STAFF INCREASES

The non-unit group consists of individuals in positions which are not represented under a collective bargaining agreement with ISD 622, North St. Paul-Maplewood-Oakdale Schools. This group includes salaried non-teaching professionals that hold various titles such as specialist, coordinator, manager, supervisor or director. Unless individual contracts indicate so, Non-unit employees will receive a salary increase of 3% effective July 1, 2025 and a 3% increase effective July 1, 2026.

For those eligible for insurance coverage, the district contribution will have no changes towards health insurance for July 1, 2025 but for those working more than 1872 hours per year will be increased to \$846/month for Single and \$1935/month for Family, this would only apply to those on the District sponsored high deductible plan.

Additional language has been updated, and new provisions were added to clarify post employment benefits. Adjustments were also made to the longevity schedule to establish a more competitive structure aligned with our other bargaining groups.

Therefore, the Director of Human Resources recommends the following resolution:

BE IT RESOLVED by the School Board of Independent School District No. 622 that the two-year salary and benefit increases for non-unit salaried employees of North St. Paul-Maplewood-Oakdale be approved.

MOTION:

SECOND: