

Board of Education

ACTION

TITLE: Consider Approving Proposed 2025-2026 Certified Salary Schedules

DATE: April 15, 2025

RESPONSIBLE ADMINISTRATOR: Charles Warren, CFO

BACKGROUND/CONSIDERATIONS:

The Administration provided a very conservative approach to salary schedules on March 31, 2025. The certified salary schedule with no changes to the base is attached as a document “Option 1”.

Option 1 provides an average increase in pay of \$433 (or 0.70%) with a projected non-recurring payment released in December 2025.

Updated projected net new revenue will be reviewed in the presentation. A new option is presented. The discussed caveats remain – including economic uncertainty related to tariffs and inflation and the future student count of the district. The certified salary schedule with an increase of \$1,325 to the structural base is attached as document “Option 1325”.

Option 1325 provides an average pay of \$1,735 (or 2.76%).

RECOMMENDATION:

The administration recommends the board consider approving one of the two proposed 2025-2026 certified salary schedules as presented.

Option 1, if the Board agrees, the motion would read: **move to approve the 2025-2026 certified salary schedule that reflects no changes from 2024-2025 certified salary schedule.**

Option 1325, if the Board agrees, the motion would read: **move to approve the 2025-2026 certified salary schedule that reflects an increase of \$1,325 as presented as “Option 1325”.**