

To: Board of Education

From: Margo Empen, Superintendent

Subject: Action Item – Approve the Raises for the Non-Certified, Non-Union Staff and Administration for the 2025-2026 School Year – May 21, 2025

PROPOSED MOTION BY THE BOARD OF EDUCATION

That the Board approves the raises for the non-certified, non-union staff and Administration for the 2025-2026 school year, as presented.

Moved by _____; Seconded by _____

YEA	NAY	YEA	NAY
_____ David Fritts	_____	_____ Brandon Rogers	_____
_____ Melissa Gates	_____	_____ Jon Wadsworth	_____
_____ Kathleen Schaefer	_____	_____ Linda Wegner	_____
_____ Linda LeBlanc-Parks	_____		

Background: The following information was provided by Mr. Campbell:

The purpose of this memorandum is to outline the recommendation of salary increases for non-certified non-union staff and Administration. Based on the information presented to the Board in April, 2025 this is a summary of the proposal.

- Non-Union Non-Certified Salary Increase Recommendation: FY 26 – 4% raise.
- Change the O & M Staff with 245-day contracts to 240 days contracts. Note; the 8 staff members in the retirement que will not be changed and service will not be reduced.
- Administrative Salary Increases will be based on evaluation rating: Excellent = 4%, Proficient = 3%, and Needs Improvement = 2%.
- Offer the same retirement que opportunity for Non-Certified Non-Union staff as outlined in DEA CBA.
- Adjust HR Coordinator/Assistant to the Superintendent contract, as presented.
- Administrative Starting Salary Bands, as presented.

Recommendation:

It is the recommendation of District Administration to approve the Non-Union Non-Certified and Administrative salary raises, as presented.

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