

# Zionsville Community Schools

Board of School Trustees Meeting “Item for Consideration”

New Business Item 6e • Date: November 11, 2024

## Non-bargaining Employee Compensation Increases

### Category:

Human Resources, Personnel/Staffing  Curriculum, Instruction, Assessment  
 Finance, Budgeting, Accounting  Student Services  Board Policy  
 Facilities, Transportation, Nutrition  Community Relations  Other

### Type of Board of Trustees Consideration Sought:

Action   
Discussion   
Report

### Facts of this Matter:

In continuing with our past practice, the following recommendation outlines compensation increases for non-bargaining unit employees effective with the first pay date beginning in 2025.

After a district- wide evaluation of wage rates and salaries in comparison to area districts and overall market-driven forces, we believe these recommended increases are necessary to achieve our goal of attracting and maintaining highly qualified staff in our key administrative and support roles. In addition, changes in the Fair Labor Standards Act’s (FLSA’s) overtime rules required additional adjustments for salaried workers. Generally, to be eligible, employees must have been employed by July 1, 2024.

### Objective POSITIVES related to this item or approach:

It has been a long-standing practice in ZCS to consider compensation adjustments for all non-bargaining unit employees after teacher salary adjustments have been applied. This cyclical nature of pay increases between various employment groups has proven to be successful in our organization. This item comes before you for consideration in an effort to continue with this approach. All eligible non-bargaining unit employees not included in those departments, functions or individually whose compensation has been specifically addressed in other prior recommendations for pay increases would receive increases under this recommendation. These increases enhance our ability to attract candidates and retain staff for these critical roles in our daily operations.

### Objective NEGATIVES related to this item or approach:

Costs are as described in Financial Implications below.

### Financial Implications, if any:

Financial costs, divided among the applicable funds, are as contemplated in the previously approved 2025 Budget.

FUND	Approximate Costs:
Education	\$158,200
Operations	\$147,700
GROW	\$46,400
Food Service	\$33,100
Other	\$1,380

**Opinion/Recommendation:**

It is recommended that the Board authorize this compensation strategy as depicted.

**Suggested Wording for a Motion, if any:**

I move to authorize pay increases for all eligible non-bargaining unit employees at a total annual cost of \$386,780, as presented.