

Consider Approval of the 2025-2026 Compensation Plan

July 31, 2025

1. Board Goals:

DOMAIN 2: Effective, Well Supported Staff

DOMAIN 4: Alignment of Financial Well Being with Student Achievement

2. Background:

Per DEA (LOCAL), the Superintendent is required to recommend to the Board of Trustees an annual compensation plan for all District employees. The compensation plan may include wage and salary structures, stipends, benefits, and incentives.

3. Process:

The compensation plan is presented for approval each year. This plan is for the 2025-2026 school year and includes salaries, stipends, mileage reimbursement rates, extra duty, substitute rates and the Teacher Incentive Allotment spending plan.

Included in this Compensation Plan are the following proposed items:

- Teacher Placement/Pay Schedule includes the increases required by HB 2 for teachers with at least 3 years of completed service and includes a \$300 pay increase for teachers in years 0-2
- Non-Teacher Pay Schedule includes the following changes:
 - Workday calendar adjustments for the groups that were presented to the board on June 23, 2025
 - Per the Board's recommendation, pay scales were adjusted for the groups on the Transportation and Child Nutrition/Food Services Play Plans for all employees impacted by a reduced number of workdays. These pay increases include:
 - Starting pay (minimum) of \$20.15 for bus drivers (an increase of \$4.00/hour)
 - Starting pay (minimum) of \$14.25 for bus monitors and bus driver trainees (an increase of \$3.00/hour)
 - Starting pay (minimum) of \$14.25 for food service workers (an increase of \$3.00/hour)
 - Starting pay (minimum) of \$15.59 for cafeteria assistant manager (an increase of \$3.00/hour)
 - Starting pay (minimum) of \$16.97 for ES/JH cafeteria manager (an increase of \$3.00/hour)
 - Starting pay (minimum) of \$19.21 for HS cafeteria assistant manager (an increase of \$3.00/hour)

- Stipend Schedule for 2025-2026 school year include the following changes:
 - stipend recommendations with adjusted decreases or increases equivalent to 10% based on the Board's recommendation at the July 21 meeting for any stipends that changed from the previous year, excluding stipends that were recommended for elimination
 - the elementary grade level chair stipend and the Junior High Tennis Assistant Coach stipend were deleted (both stipends were proposed as new adds)
- Mileage Reimbursement Rates: reduced to \$0.60 per mile for 2025-2026 SY which is a decrease from \$0.67 per mile during the 2024-2025 SY
- Extra Duty Rates and Athletic Event Pay Rates: no changes from 2024-2025 SY
- Substitute Pay Rates: no changes from 2024-2025 SY
- Updated Teacher Incentive Allotment spending plan
- Librarians and nurses were moved from the teacher pay scale to the professional pay scale.

The remaining funds from the Support Staff Retention Allotment, as mandated by HB 2, will be used to provide pay increases for other eligible employees. This proposal will be presented to the Board for approval as part of the annual budget at the August 2025 Board meeting.

4. Fiscal Impact:

The fiscal impact of total salaries will be included in the 2025-2026 budget.

5. Recommendation:

The 2025-2026 Employee Compensation Plan has been amended based on the recommendation of the Board and presented for approval.

6. Action Required:

Action is required.

7. Contact Person:

Mrs. Ashley Chohlis