

**Dunlap Community Unit School District #323**

**Board of Education Meeting**

**May 21, 2025**

**ACTION ITEM**

**TO:** Members of the Board of Education  
Dr. Scott Dearman, Superintendent

**FROM:** Michael McKenzie, Chief Financial Officer

**SUBJECT:** Non-Certified Wage Increase

**Proposed Action:** That the School Board approve a pay increase for fiscal year 2024-2025 and 2025-2026 of 4.02% each year for all non-certified staff not covered by a collective bargaining agreement. This pay increase will be retroactive for the 2024-2025 fiscal year for all of those employees that are currently employed by the District.

**Background Information:**

The District has not given a pay increase to non-certified staff for 2024-2025 because of ongoing collective bargaining negotiations with the DSPA union. That negotiation is now concluded with an average pay increase of 4.02% for the 2024-2025 and 2025-2026 fiscal years.