

To: Board of Education

From: Margo Empen, Superintendent

Subject: Action Item – Approve the Raises for the Non-Certified, Non-Union Staff for the 2026-2027 School Year – May 13, 2026

PROPOSED MOTION BY THE BOARD OF EDUCATION

That the Board approves the raises for the non-certified, non-union staff for the 2026-2027 school year, as presented.

Moved by \_\_\_\_\_; Seconded by \_\_\_\_\_

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

**Recommendation:**

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

- Non-Union Non-Certified Salary Increase Recommendation: FY 27 – 5% raise.
- Offer the same retirement que opportunity for Non-Certified Non-Union staff as outlined in DEA CBA.
- Transition Non-Certified Non-Union to the insurance contribution program established in DESPA contract.
- Adjust HR Coordinator/Assistant to the Superintendent contract, as presented.

**Recommendation:**

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