

Support Staff Pay Increases

The district is requesting board approval for a 2.25% base pay raise for those support staff who were employed and received an effective or highly effective rating for the 2024-2025 evaluation period. This pay raise will be effective for the 12-21-25 to 1-3-26 pay period, and paid on the January 15, 2026 paycheck.

The district is also requesting board approval to disburse loyalty stipends on the December 18, 2025 paycheck for support staff who were employed and received an effective or highly effective rating for the 2024-2025 evaluation period per the following schedule.

Support Staff Loyalty Stipend	
	<u>Stipend Amount</u>
1-5 Years of FCS Service	\$300
6-10 Years of FCS Service	\$400
11-15 Years of FCS Service	\$500
16-20 Years of FCS Service	\$600
20+ Years of FCS Service	\$700

It should be noted that this schedule is the same stipend that certified staff will receive on December 18, 2025.

Support Staff Pay Increases for Food Services

The district is requesting board approval for a 2.25% base pay raise for those food services support staff in manager, assistant manager, and office staff roles who were employed and received an effective or highly effective rating for the 2024-2025 evaluation period. This pay raise will be effective for the 12-21-25 to 1-3-26 pay period and paid on the January 15, 2026 paycheck.

The district is requesting a \$1 per hour pay raise for all other employees in Food Services Staff positions. This will increase the starting hourly rate from \$14.00 to \$15.00 per hour, which is in line with the lowest starting hourly rate in the district. This pay raise

will be effective for the 12-21-25 to 1-3-26 pay period and paid on the January 15, 2026 paycheck.

The district would also request approval from the board to disburse loyalty stipends on the December 18, 2025 paycheck to all food services support staff who were employed and received an effective or highly effective rating for the 2024-2025 evaluation period per the following schedule.

Support Staff Loyalty Stipend	
	<u>Stipend Amount</u>
1-5 Years of FCS Service	\$300
6-10 Years of FCS Service	\$400
11-15 Years of FCS Service	\$500
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