

MEMORANDUM

TO: ELPS Board of Education

FROM: Dori Leyko, Superintendent

SUBJECT: Action Item – Administrator, Supervisor, and Exempt-at-will employee contracts from July 1, 2025, to June 30, 2027

DATE: July 14, 2025

Recommendation:

It is recommended that the Board of Education approve the contracts for Administrators, Supervisors, and Exempt-at-will employees from July 1, 2025, to June 30, 2027, as presented.

Background:

Attached are the two-year employee contracts for administrators (building-level and central office), supervisors, and exempt-at-will employees. All above-mentioned current employee contracts expire on June 30, 2025.

Proposed Updates:

- All contracts have been updated for the New Earned Sick Time Act (ESTA) language as required by law and to align with approved Board policy, and
- Insurance updates to available plans to include an increase in HSA contributions to be 70% of the annual approved IRS high-deductible-health-plan minimum deductibles from the current \$1,000 single/\$2,000 family amounts.

Central Office Administrators

- 3% annual salary increase for each year.
- Increase annuity amount from \$6,000-\$7,000-\$8,000 to \$8,000-\$9,000-\$10,000 with the annuity beginning after the first year of employment at ELPS.
- Allow for biennial evaluations if the criteria are met.
- Change all references for “Highly Effective” to “Effective” to align with the new law eliminating the “Highly Effective” rating.

Building Administrators

- 3% to 5% annual salary increase for each year to reduce the salary gap between individuals in the same roles.
- Reduction of workdays from 224 to 216 days to align with other local districts.
- Allow for biennial evaluations if the criteria are met.
- Change all references for “Highly Effective” to “Effective” to align with the new law eliminating the “Highly Effective” rating.

Supervisors and Exempt-At-Will employees.

- 3% - 5% annual salary increase for each year based on supervisor recommendation.

The total estimated two-year cost increase of these employee contracts is:

- Central Office and Building Administratorsⁱ \$274,887 (inclusive of 35% for MPSERS and FICA, where applicable).
- Supervisors and exempt at-will employees \$67,713 (inclusive of 35% for MPSERS and FICA).

Per Board Policy 4206, non-exempt (hourly) employee agreements will be executed by the Superintendent. The non-exempt, at-will, employee groups are grounds, maintenance, courier, technology, central office support staff, and lunch monitors. The percentage wage increases for these groups over the next two years are:

- Grounds, maintenance, courier- 5% each year,
- Technology, central office support- range from 4%-10% for each year,
- Lunch monitors – Rates for 2025-26 increased for years of service are as follows: \$15, \$16, and \$17 per hour for 0-2 years, 3-4 years, and 5+ years, respectively.
- All other non-exempt employees ranged from 3% to 5%.

The total estimated two-year cost increase for non-exempt employeesⁱⁱ is \$396,231 (inclusive of 35% for MPSERS and FICA).

ⁱ Savings from position reduction or retiring staff training costs are not included.

ⁱⁱ Increase includes the addition of safety team members at MacDonald Middle School.