



Sharon Williams, Ed.D.
Superintendent of Schools

To: RIMSD 41 Board of Education
From: Dr. Sharon Williams
Cabinet Champion: Annaka Whiting, CFO/Dr. Dominique Moore, ASHR
Date: April 8, 2025
Re: Non-Affiliated, Non-Administrator Salary Schedule

Currently, there is no standardized pay structure for non-affiliated, non-administrator employees, resulting in inconsistencies in compensation, a lack of transparency, and potential inequities in how pay is determined. Without a formalized pay scale, salaries for employees in similar roles can vary widely due to factors such as individual negotiations or personal circumstances, rather than being based on qualifications, job responsibilities, or experience. Implementing a clear and structured pay scale ensures that compensation decisions are based on objective criteria, reducing concerns about favoritism or bias. It also provides employees with greater clarity regarding their potential for salary growth.

The proposed pay schedule aligns with the Compensation and Benefits Guide, incorporating a 3% cost of living adjustment based on the Consumer Price Index-Urban (CPI-U) from January of the previous year to January of the current year, as outlined in the guide, along with a step increase, if applicable. By adopting this pay scale, we are establishing a more equitable, transparent, and consistent compensation system that benefits both our staff and the district.

It is recommended the Board of Education approve the Non-Affiliated, Non-Administrator Salary Schedule as presented for the academic year 2025-2026.