



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: June 23, 2026  
Re: Non-Affiliated, Non-Administrator Salary Schedule

In the 2025 - 2026 school year, the Business and Human Resources Department collaborated to ensure that there was a standardized pay structure for non-affiliated, non-administrator employees. In previous years, lack of a standardized salary schedule resulted in inconsistencies in compensation, a lack of transparency, and potential inequities in how pay is determined. Without the formalized pay scale, salaries for employees in similar roles would vary widely due to factors such as individual negotiations or personal circumstances, rather than being based on qualifications, job responsibilities, or experience. The implementation of a clear and structured pay scale ensures that compensation decisions are based on objective criteria, thereby reducing concerns about favoritism or bias. It also provides employees with greater clarity regarding their potential for salary growth.

The salary schedule includes a 3% cost of living adjustment, which is 0.6% higher than the Consumer Price Index-Urban (CPI-U) from January of the previous year to January of the current year (2.4%), as outlined in our Compensation and Benefits guide. Employees will also receive a step increase, if applicable.

**It is recommended the Board of Education approve the Non-Affiliated, Non-Administrator Salary Schedule as presented for the academic year 2026-2027.**