
BOARD AGENDA ITEM

Information/Discussion _____
Future Action _____
Action X

Item: Non-Union Professional Salary Scales

Submitted by: Dave Rodgers

Date: June 3, 2024

Recommended by: Dave Rodgers / Kevin Philipps Board Meeting Date: June 17, 2024

RECOMMENDATION: It is recommended that the Board approve revisions to the Non-Union Professional salary scales effective July 1, 2024. As the administration has been in negotiations with union affiliated units, it is appropriate to consider adjustments to the non-union employee units. These salary scales are to be increased by 3% in 2025-26 and 3% in 2026-27.

BACKGROUND:

As previously discussed with the Board in the context of preparation for negotiations, we have identified some factors that are beginning to impact the ability to be attract and retain essential positions with our Non-Union Professional classifications. In particular, we have found that the top range of the current scales are not sufficiently competitive when current staff or applicants consider other opportunities, both internal and external. We believe these adjustments will position Kent ISD to remain competitive for the next 3-5 years.