

## **Executive Summary: Administrator, Director, and Education Support Personnel Salary Increase**

It is recommended that the Board of Education approve a 5% salary increase for all eligible administrators, directors, and non-union educational support personnel. This recommendation is designed to maintain internal equity, ensure competitive compensation within the region, and recognize the essential contributions of the district's leadership and support personnel.

### **Rationale and Alignment**

This proposed increase is strategically aligned with recently negotiated collective bargaining agreements within the district. Maintaining parity between unionized and non-unionized staff is critical for morale and the retention of high-quality personnel.

The 5% recommendation is based on the following benchmarks:

- Certified Staff (Stillman Valley Education Association): Received a 5.5% increase.
- Stillman Valley Educational Support Personnel Association: Received a 5% increase.

By setting the increase for administrators and directors at 5%, the district ensures that compensation growth remains consistent across the entire organizational structure without exceeding the benchmarks set by the certified staff negotiations.

### **Exclusions**

Please note that this salary adjustment applies only to individuals whose compensation is determined on an annual basis. Per this recommendation, the increase excludes any staff members who have predetermined salary adjustments already established within their existing contracts.

### **Recommendation**

I recommend the Board of Education consider the approval of the administrator, director, and education support personnel salary increase. This proposal reflects the district's commitment to fair compensation and fiscal responsibility.