

## **NON-REPRESENTED HOURLY EMPLOYEES 2025-2027**

We are pleased to report that we have a proposed wage and benefit package with the Non-Represented Hourly Employees of School District 742. The proposed increases in wages and benefits, if adopted, would represent a total cost within the budgeting parameters established by the School Board for settlement for this employee group.

In considering and comparing the cost of settlement packages in our various bargaining and employee groups, it is important to note that costing percentages are composed of the sum of lane improvement, longevity, step improvement, salary schedule improvement, insurance and retirement contributions. Further, in addition to board authorized monies for contract settlement, employee groups may realign existing monies within their contract to achieve a tentative agreement.

This group represents 109.33 FTE and approximately 117 employees

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### **Year One:**

- 3.00% increase in hourly wages for all employees hired prior to January 1, 2025
- Increase longevity rates as follows: 3y=\$.25, **5y=\$.85**, **10y=\$1.50**, **15y=\$2.00**, **20y=\$2.50**, **25y=\$2.90**
- Increase District Insurance Contribution to Single Plans to \$640.00 per month effective October 1, 2025
- Caps on the Single EME Contribution (\$945.44/month) and the Family EME Contribution (\$2,181.90/month)
- Beginning January 1, 2026, add Paid Family and Medical Leave Statutory Contribution of .44% of wages

### **Year Two:**

- 2.00% increase in hourly wages for all employees hired prior to January 1, 2026
- Increase District Insurance Contribution to Single Plans to \$660.00 per month effective October 1, 2026
- Increase District Insurance Contribution to Family Plans to \$1,193.00 per month effective October 1, 2026

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**Total 2-Year Cost: 6.12%**

Scheduled for Board Approval: March 11, 2026