

Option 3 (Full Goal)

AGENDA ITEM: Discuss and consider approval of the 2024-2025 Salary Plan

Based on budget projections, for all District employees (*as defined below) not on the teacher salary schedule, the District recommends a 2% pay increase based on midpoint plus a movement of pay grades 1, 2, 5 up one pay grade in addition to a market adjustment to pay grades 7 and 9 to child nutrition employees where their base location is a school and work in the cafeteria. With an exception of a \$1 market adjustment to midpoint on the paraprofessional pay structures pay grades 1-3.

The teacher salary schedule will be receiving on average approximately a 5.5% increase, which includes all full-time teachers, librarians, nurses (RN's) and any other positions paid on a teacher salary schedule. Attached is the proposed 24-25 teacher salary schedule. In addition, the starting teacher salary for 2024-25 will be \$59,000 up from \$57,000 in the prior year. The cost of these increases is estimated at \$2,633,730 for the general fund and \$130,000 for the child nutrition fund for pay. Salaries funded with federal, state, or local grant funds will also receive the same percentage increase from their respective funds.

*Employees without an assignment in the Skyward HR Employee Management System are not eligible for either increase. This includes substitutes, temporary workers, student workers, tutors, and employees that work in the after-school programs.