

NON-REPRESENTED EXEMPT EMPLOYEES 2025-2027

We are pleased to report that we have a proposed wage and benefit package with the Non-Represented Exempt 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.

This group represents 55 FTE and approximately 55 employees

Year One:

- 3.00% salary increase for those employed prior to March 1, 2025
- Increase longevity levels as follows: 5-9yrs=**\$2,000**, 10-14yrs=**\$3,000**, 15-19=**\$4,000**, 20+yrs=\$5,000
- 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
- Realign pay ranges to market and reset salaries as required
- One-time payments for redlined employees

Year Two:

- 2.50% salary increase for those employed prior to March 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
- One-time payments for redlined employees

Total 2-Year Cost: 6.37%

Scheduled for Board Approval: March 11, 2026