



**School District of Cudahy**  
Cudahy, Wisconsin

**Committee of The Whole Board Meeting:** July 22, 2024

**Agenda Item:** Salary Increases for Non-Represented Staff

**Report Preparation:** Brian Dasher

**Background Information:** The 2024-25 budget forecast was built on the assumption of a 3% increase for all staff. Teachers and aides are represented, and their base wage increases for 2024-25 will be subject to negotiation separately from this action. The final 2024-25 Wisconsin Employee Relations Commission certified CPI-U limit for base wage increases for certified bargaining units is 4.12%.

**Strategic Priority:** High-Performing and Engaged Workforce

**Administrative Recommendation:** We recommend approving salary increases for all non-represented staff that reflect the CPI. Our salaries are, on average, lower than surrounding districts for all employee groups. While the additional \$42,739 (see Fiscal Note below) will add to our projected deficit for 2024-25, it will be a small step to keep our salaries from falling behind area districts even further. We also recommend increasing all employee groups the same. This creates internal inequity in how we treat the groups and lets all groups know that they are equally valued contributors to the district.

**Board Action Requested:** The following motion would be in order: “Move to approve 4.12% salary increases for all non-represented regular full and part-time employee groups.”

**Fiscal Note:** The table below represents cost increase estimates for all returning staff in each employee group.

3% Increases	2023-24 Salaries	2024-25 Projected Salaries	Salary Increase	FICA/WRS	Total
Central Office Administrators	348,303.00	358,753.00	10,450.00	1,521.00	11,971.00
Principals	608,555.00	626,812.00	18,257.00	2,657.00	20,914.00
Admin Other	785,774.00	809,348.00	23,574.00	3,431.00	27,005.00
10 Month Secretaries	223,454.00	230,157.00	6,703.00	976.00	7,679.00
12 Month Secretaries	416,413.00	428,905.00	12,492.00	1,818.00	14,310.00
Maintenance	523,946.00	539,664.00	15,718.00	2,287.00	18,005.00
Custodians	232,854.00	239,839.00	6,985.00	1,017.00	8,002.00
Cleaners	191,509.00	197,254.00	5,745.00	836.00	6,581.00
<b>Totals</b>	<b>3,330,808.00</b>	<b>3,430,732.00</b>	<b>99,924.00</b>	<b>14,543.00</b>	<b>114,467.00</b>
4.12% Increases	2023-24 Salaries	2024-25 Projected Salaries	Salary Increase	FICA/WRS	Total
Central Office Administrators	348,303.00	362,654.00	14,351.00	2,089.00	16,440.00
Principals	608,555.00	633,628.00	25,073.00	3,649.00	28,722.00
Admin Other	785,774.00	818,148.00	32,374.00	4,711.00	37,085.00
10 Month Secretaries	223,454.00	232,661.00	9,207.00	1,340.00	10,547.00
12 Month Secretaries	416,413.00	433,570.00	17,157.00	2,497.00	19,654.00
Maintenance	523,946.00	545,533.00	21,587.00	3,141.00	24,728.00
Custodians	232,854.00	242,448.00	9,594.00	1,396.00	10,990.00
Cleaners	191,509.00	199,400.00	7,891.00	1,149.00	9,040.00
<b>Totals</b>	<b>3,330,808.00</b>	<b>3,468,042.00</b>	<b>137,234.00</b>	<b>19,972.00</b>	<b>157,206.00</b>
Difference between 3% and 4.12% Increase	-	37,310.00	37,310.00	5,429.00	42,739.00