



To: The Board of Education and Dr. Patrick Broncato, Superintendent
From: Dr. William Schmidt, Assistant Superintendent for Human Resources;
Mr. Curt Saindon, Assistant Superintendent for Business Services;
Date: March 16, 2026
Subject: Hourly, Non-Contractual, Non-Union Salary and Wage Recommendations

The Certified Staff (WEA) is currently midway through the second year of a five-year contractual agreement and is scheduled to receive a cumulative salary increase of 6% in the forthcoming year, which combines both base and step increases. The Support Staff (WESS) is actively engaged in negotiating a successor contract, as their existing three-year agreement is due to expire; consequently, any salary adjustments are contingent upon the results of those negotiations.

Historically, salary increases for the Non-Union/Administration Groups, which consist of hourly, non-contractual, and administrative personnel, have been aligned with the negotiated increases secured by the WESS contract (CPI + 1% with a floor of 2.5% (ceiling of 5%)). Preliminary draft schedules detailing salaries and wages for these non-union groups have been calculated based upon a 3.7% increase, adhering to the CPI + 1% formula. Furthermore, each appended schedule furnishes essential details, including the anticipated number of work days, the standard daily work hours, and the budgeted cumulative wages allocated for the respective employee cohort.

For the DAC staff, we have also provided an estimated annualized wage summary, but all employees in these various work groups are paid by the hour and may make more or less hours than is estimated annually, depending on their specific work schedules and any extra time worked for special projects during the fiscal year. We hope to complete discussions this month and then ask the Board to approve salary, wage and benefit contribution levels in April, so that “per pay period” salaries and benefits can be calculated for a start date of July 1, 2026 for these employees (most of these people work 12 months a year).

We are suggesting a 3.7% overall salary and wage increase for administrators, along with catch up adjustments for various staff as noted. As always, please let us know if you have any questions or need more information